

## ANJA KRSTIĆ

School of Human Resource Management  
 Faculty of Liberal Arts & Professional Studies  
 York University  
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### PROFESSIONAL ACADEMIC EXPERIENCE

<b>July 2020- Present</b>	Assistant Professor of Human Resource Management Faculty of Liberal Arts & Professional Studies, York University [Maternity leave taken 2023-2024]
<b>Sept. 2019-June 2020</b>	Postdoctoral Fellow Lazaridis School of Business & Economics, Wilfrid Laurier University Supervisor: Dr. Ivona Hideg

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### EDUCATION

<b>2019</b>	Lazaridis School of Business & Economics, Wilfrid Laurier University <b>Ph.D.</b> in Management: Organizational Behaviour/Human Resource Management
<b>2015</b>	Lazaridis School of Business & Economics, Wilfrid Laurier University <b>M.Sc.</b> in Management: Organizational Behaviour/Human Resource Management
<b>2014</b>	Wilfrid Laurier University <b>B.Sc.</b> (Honours) Psychology: Research Specialist; Biology Minor

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### RESEARCH INTERESTS

- Gender equality, diversity, and inclusion in the workplace
  - Work-life balance
  - Reactions to work-family policies
  - Women and men in management
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### PUBLICATIONS (†student co-author; \*equal contribution)

#### Peer Reviewed Articles

Hideg, I., **Krstic, A.**, Trau, R. N. C., Zhan, Y., & Zarina, T. (in press). Agency penalties from taking parental leave for women in men-dominated occupations: Archival and experimental evidence. *Sex Roles*.

Shen, W., †Lam, J. Y., †Varty, C. T., **Krstic, A.**, & Hideg, I. (2024). Diversity climate affords unequal protection against incivility among Asian workers: The COVID-19 pandemic as a racial mega-threat. *Applied Psychology: An International Review*, 73, 34-56. <https://doi.org/10.1111/apps.12462>

Hideg, I., \***Krstic, A.**, \*Powell, D. M., & \*Zhan, Y. (2023). Supporting women during motherhood and caregiving necessary, but not sufficient: The need for men to become equal partners in childcare. *Industrial and Organizational Psychology*, 16, 215-220. <https://doi.org/10.1017/iop.2023.12>

Hideg, I., **Krstic, A.** (2021). The quest for workplace gender equality in the 21st century: Where do we stand and how can we continue to make strides? *Canadian Journal of Behavioural Science/Revue canadienne des sciences du comportement*, 53, 106-113. <https://doi.org/10.1037/cbs0000222> [invited]

Hideg, I., **Krstic, A.**, Trau, R. N. C., & Zarina, T. (2018). The unintended consequences of maternity leaves: How agency interventions mitigate the negative effects of longer legislated maternity leaves. *Journal of Applied Psychology*, 103, 1155-1164. <https://doi.org/10.1037/apl0000327>

- 2022 Runner-up for the Financial Times Responsible Business Education Award – Academic Research with Impact
- 2019 Distinguished Winner of the Responsible Research in Management Award co-sponsored by IACMR/RRBM [value: \$2,000 USD]

Zivcakova, L., Wood, E., Forsyth, G., Dhillon, N., \*Ball, D., \*Corolis, B., \*Coulas, A., \*Daniels, S., \*Hill, J., \***Krstic, A.**, \*Linseman, A., & \*Petkovski, M. (2012). Examining the impact of dons providing peer instruction for academic integrity: Dons' and students' perspectives. *Journal of Academic Ethics*, 10, 137-150. <https://doi.org/10.1007/s10805-012-9153-8>

### Peer Reviewed Conference Proceedings

**Krstic, A.**, †Varty, C. T., Shen, W., Hideg, I., & †Lam, J. Y. (2022). Consequences of the unequal division of cognitive labor on women's work outcomes during the pandemic. *Academy of Management Annual Proceedings*. <https://journals.aom.org/doi/abs/10.5465/AMBPP.2022.271> [top 10% of accepted conference papers]

**Krstic, A.** & Hideg, I. (2019). The effect of taking a paternity leave on men's career outcomes: The role of communality perceptions. *Academy of Management Annual Proceedings*. <https://journals.aom.org/doi/10.5465/AMBPP.2019.278> [top 10% of accepted conference papers]

### Popular Media Publications

Shen, W., Hideg, I. †Lam, J. Y., †Varty, C. T., & **Krstic, A.** (April 27, 2021). Research: Why some D&I efforts failed employees of Chinese descent. *Harvard Business Review*, online. <https://hbr.org/2021/04/research-why-some-di-efforts-failed-employees-of-chinese-descent>

Hideg, I., **Krstic, A.**, Trau, R. N. C., & Zarina, T. (September 14, 2018). Do longer maternity leaves hurt women's careers? *Harvard Business Review*, online. <https://hbr.org/2018/09/do-longer-maternity-leaves-hurt-womens-careers>

## Manuscripts Under Review

Please contact the author; not listed to protect the blind peer-review process.

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## HONOURS AND AWARDS

- 2024** Social Sciences and Humanities Research Council (SSHRC) Exchange – Conference Grant (*Parental leaves and men’s communality advantage at work*; value: \$512 CAD)
- 2022** Social Sciences and Humanities Research Council (SSHRC) Exchange – Conference Grant (*Consequences of the unequal division of cognitive labor on women’s work outcomes during the pandemic*; value: \$850 CAD)
- 2022** Runner-up for the *Financial Times* Responsible Business Education Award – Academic Research with Impact category (recognizing “papers that address societal challenges, with evidence of impact on policy or practice”)
- 2022** Best Paper Proceedings, GDO Division, Academy of Management
- 2019** Distinguished Winner of the Responsible Research in Management Award (recognizing “excellent scholarship that focuses on important issues for business and society using sound research methods with credible results”) from the International Association for Chinese Management Research (IACMR) and the Responsible Research in Business & Management (RRBM) (value: \$2,000 USD)
- 2019** Best Paper Proceedings, GDO Division, Academy of Management
- 2019** Best Poster Award (third place winner), Industrial/Organizational Psychology Section, Canadian Psychological Association (value: \$100 CAD)
- 2017** Top poster, Lazaridis School of Business & Economics Research Poster Day, Wilfrid Laurier University
- 2015** RHR Kendall Award for best student paper, Industrial/Organizational Psychology Section, Canadian Psychological Association (value: \$1,000 CAD)
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## REFEREED CONFERENCE PRESENTATIONS

**Krstic, A., & Hideg, I.** (2024, August). Parental leaves and men’s communality advantage at work. In P. Dwivedi, L. Paoella, & S. Naaz (chairs), *Unintended Consequences of DEI Practices*. Symposium conducted at the annual meeting of the Academy of Management, Chicago, Illinois. **\*Showcase symposium and Finalist for the OB Division 2024 AOM Meeting Best Symposium Award.**

**Krstic, A.**, †Varty, C. T., Shen, W., Hideg, I., & †Lam, J. Y. (2022, August). Consequences of the unequal division of cognitive labor on women's work outcomes during the pandemic. Paper presented at the annual meeting of the Academy of Management, Seattle, Washington.

Shen, W. †Lam, J.Y., Hideg, I., †Varty, C. T., & **Krstic, A.** (2022, August). Diversity climate affords unequal protection against COVID-19 workplace incivility for Asian workers. Paper presented at the annual meeting of the Academy of Management, Seattle, Washington.

**Krstic, A.**, & Hideg, I. (2019, August). *The effect of taking a paternity leave on men's career outcomes: The role of communality perceptions*. Paper presented at the annual meeting of the Academy of Management, Boston, Massachusetts.

**Krstic, A.**, & Hideg, I. (2019, June). *How taking a paternity leave impacts men's career outcomes: The underlying effect of communality perceptions*. Paper presented at the annual meeting of the Canadian Psychological Association, Halifax, Nova Scotia. **\*Third place winner of the Best Poster Award.**

**Krstic, A.**, & Hideg, I. (2019, April). *Enhancing communality: The effect of taking a paternity leave on men's career outcomes*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Washington, DC.

**Krstic, A.**, & Hideg, I. (2017, June). *Not committed enough? The effects of paternity leave length on men's career outcomes*. Paper presented at the annual meeting of the Canadian Psychological Association, Toronto, Ontario. **\*Ranked as top poster at the 2017 Lazaridis School Research Poster Day at Wilfrid Laurier University**

**Krstic, A.**, & Hideg, I. (2016, April). *The effect of maternity leave length on women's career outcomes*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, California.

Hideg, I., **Krstic, A.**, Zarina, T. & Trau, R. (2015, August). Harmful or beneficial: The effect of maternity leave length on women's career outcomes. In L.M. Little (chair), *It's complicated: Organizational support of pregnant workers and new mothers*. Symposium conducted at the annual meeting of the Academy of Management, Vancouver, British Columbia.

**Krstic, A.**, Hideg, I., & Zarina, T. (2015, June). *Working in a feminine versus a masculine industry: How maternity leave length and perceptions of femininity can impact career outcomes*. Paper presented at the annual meeting of the Canadian Psychological Association, Ottawa, Ontario.

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## INVITED PRESENTATIONS

**Krstic, A.** (October 14 & October 20, 2022). Navigating the career labyrinth: Research on the barriers to women's career success. Presentation at DIALOG, a national architecture organization. [virtual presentation]

**Krstic, A.** (May 4, 2022). Preregistering a study: What it is and easing some of the anxiety surrounding the process. Presentation in the Diversity Scholars Lab, Lubar School of Business, University of Wisconsin Milwaukee. [virtual presentation]

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**Krstic, A.** (November 19, 2021). Preregistering a study. Presentation in the GEDI Lab, Schulich School of Business, York University. [virtual presentation]

**Krstic, A.** (May 6, 2021). My journey to becoming a responsible researcher. Presentation at the Responsible Research in Business & Management (RRBM) Dare to Care Research Café, May 6, 2021. [virtual presentation]

**Krstic, A.** (February 10, 2021). Pulling back the curtain: Behind the scenes of publishing a paper in a top-tier management journal. Guest lecture, Faculty of Business Administration, Memorial University of Newfoundland. [virtual presentation]

## TEACHING

### York University, School of Human Resource Management

Instructor, Leadership and Management Skills (BHRM)      Fall 2020-2021, 2024; Winter 2021-2023, 2025

Instructor, Training and Development (BHRM)      Fall 2022; Winter 2022-2024

Instructor, Recruitment, Selection, and Performance Appraisal of Personnel (BHRM)      Fall 2020

Guest Instructor, Current and Critical Issues in HRM/OB Theory and Research (PhD) (Topic: Diversity, Equity, and Inclusion in the Workplace)      Winter 2023-2024

### Wilfrid Laurier University, Lazaridis School of Business & Economics

Instructor, Organizational Behaviour I (BBA)      Fall 2019

Teaching Assistant, Organizational Behaviour I (BBA)      Fall 2014-2016, 2018; Winter 2015-2019

Teaching Assistant, Organizational Behaviour (MBA)      Fall 2017

## Student Supervision

### *Doctoral Dissertation Committee Member*

Guler Kizilenis Ulusman, PhD in Human Resource Management at School of Human Resource Management (2023-current).

Camellia Bryan, PhD in Organizational Studies at Schulich School of Business (2023), *Beyond backlash: Reducing resistance and generating support in response to diversity initiatives through opening identity tactics*. Internal/external committee member.

## EXTERNAL SERVICE

### Professional Service Roles

Chair-Elect, Canadian Society for Industrial & Organizational Psychology (CSIOP; 2024-present)

Interim Program Coordinator, Canadian Society for Industrial & Organizational Psychology (CSIOP), for the 2022 annual Canadian Psychological Association (CPA) convention (2021-2022)

**Ad Hoc Reviewer****Journals:**

Academy of Management Journal  
 Equality, Diversity, and Inclusion: An International Journal  
 Human Resource Management Journal  
 International Journal of Selection and Assessment

**Grant Proposals:**

Social Sciences and Humanities Research Council of Canada (SSHRC), 2022, 2024

**Conferences:**

Academy of Management (AOM)  
 Society for Industrial and Organizational Psychology (SIOP)

**Consulting experience**

<b>Jan. – Feb. 2019</b>	Sonova, Kitchener, ON Created an evidence-based recruitment manual that is being used in the company's Canada-wide diversity initiative pilot and will be expanded internationally
<b>Sept. – Nov. 2018</b>	Reep Green Solutions, Kitchener, ON Created templates and guidelines on developing position descriptions and developing interview protocols to enhance predictive validity

**INTERNAL SERVICE****York University**

York University, Ontario Remembrance Scholarship Committee, 2021  
 Faculty of Liberal Arts & Professional Studies, *Ontario Universities Fair* event, October 2024  
 Faculty of Liberal Arts & Professional Studies, *Pizza with the Profs* panelist, February 2024  
 SHRM, Research-Based Teaching Release Adjudication Committee, 2022, 2024  
 SHRM, PhD Program Admissions Committee, 2022, 2024  
 SHRM, MHRM Program Admissions Committee, 2022  
 SHRM, Tenure & Promotion Committee, 2021-2022, 2022-2023, 2024  
 SHRM, Assistant Professor Hiring Committee, 2020-2021, 2024  
 SHRM, Associate Professor Hiring Committee, 2022-2023

**SELECTED MEDIA MENTIONS**

How the Stigma of Maternity Leave Still Holds Women Back. *The Globe and Mail*, 29/09/2021.  
[https://www.theglobeandmail.com/business/article-how-the-stigma-of-maternity-leave-still-holds-women-back/?utm\\_medium=email&utm\\_source=Women%20and%20Work&utm\\_content=2021-9-29\\_12&utm\\_term=&utm\\_campaign=newsletter&cu\\_id=3N6ZCTzVJry94yzw00%2BlpI0m%2FOHmo9PEdFDnWPnSCH0%3D](https://www.theglobeandmail.com/business/article-how-the-stigma-of-maternity-leave-still-holds-women-back/?utm_medium=email&utm_source=Women%20and%20Work&utm_content=2021-9-29_12&utm_term=&utm_campaign=newsletter&cu_id=3N6ZCTzVJry94yzw00%2BlpI0m%2FOHmo9PEdFDnWPnSCH0%3D)

Job Applicants Get Creative When Sussing Out a Company's Parental Leave Policies. ***The Globe and Mail***, 10/09/2021. <https://www.theglobeandmail.com/business/careers/article-job-applicants-get-creative-when-sussing-out-a-companys-parental-leave/#comments>

Asians of Chinese Descent Looking to Feel Safe at Work. ***HR Reporter***, 28/07/2021. <https://www.hrreporter.com/focus-areas/diversity/asians-of-chinese-descent-looking-to-feel-safe-at-work/357600>

Diversified Workplaces and Efforts to Deal with The Epidemic Have Caused Unfair Treatment of Chinese Employees, ***Ming Pao Canada***, 28/04/2021. [http://www.mingpaocanada.com/tor/htm/News/20210428/tag1\\_r.htm](http://www.mingpaocanada.com/tor/htm/News/20210428/tag1_r.htm)

How Maternity Leave Can Hurt a Woman's Career: 'So Much Can Change,' ***Global News***, 26/09/2019. <https://globalnews.ca/news/5948503/maternity-leave-hurt-career/>

How Gender Stereotypes are Hurting Women on Maternity Leave, ***The Globe and Mail***, 14/02/2019. <https://www.theglobeandmail.com/business/careers/business-education/article-how-gender-stereotypes-are-hurting-women-on-maternity-leave/>

The Price of Longer Leaves, ***Harvard Business Review***, January-February 2019 print issue

How Women Can Prevent Longer Maternity Leaves from Hurting their Careers, ***CTV News***, 27/09/2018. <https://www.ctvnews.ca/business/how-women-can-prevent-longer-maternity-leaves-from-hurting-their-careers-1.4112181>

Keep in Touch with Workplace During Maternity Leave, ***Herald Sun*** (Melbourne, Australia), 29/07/2018. <https://www.heraldsun.com.au/news/keep-in-touch-with-workplace-during-maternity-leave-mothers-urged/news-story/fd5758d9597e009338dc0e3728d88ed8>