

# MARINA N. ASTAKHOVA

Associate Professor of Management  
Soules College of Business and Technology  
The University of Texas at Tyler  
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Tyler, TX 75703  
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Email: [mastakho@gmail.com](mailto:mastakho@gmail.com)

## EDUCATION

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|-------------|--|
| Ph.D.       | Human Resource Management (Major), Statistics (Minor), Kent State University                             |
| M.B.A.      | Finance, Kent State University   |
| M.A.        | Russian-English Translation, Kent State University   |
| B. A.       | Education, Volgograd State Pedagogical University, Russia  |
| Certificate | Business Analytics: From Data to Insights (2018), Wharton School of Business, University of Pennsylvania |

## ACADEMIC EXPERIENCE

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|                |   |
|----------------|---|
| 2016 - present | Associate Professor of Management (early tenure), Soules College of Business and Technology, The University of Texas at Tyler |
| 2012 - 2015    | Assistant Professor of Management, Soules College of Business and Technology, The University of Texas at Tyler                |

## RESEARCH INTERESTS

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Person-environment fit, work passion/heavy work investment, cross-cultural research, organizational sustainability, research methods (fuzzy set qualitative comparative analysis (fsQCA), multi-level analysis, agent-based simulation)

## TEACHING INTERESTS

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|                                     |                          |
|-------------------------------------|--------------------------|
| Organizational Behavior             | (Global) Leadership      |
| (Global) Human Resource Management  | Selection                |
| Human Resource Management Analytics | Training and Development |
| Research Methods                    |                          |

## REFEREED SCHOLARLY PUBLICATIONS

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2018

**Astakhova, M. N., & Ho, V. T. (2018).** Chameleonic obsessive job passion: demystifying the relationships between obsessive job passion and in-role and extra-role performance. *European Journal of Work and Organizational Psychology*, 1-13.

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Ho, V. T. & **Astakhova, M. N.** (2017). Disentangling passion and engagement: An examination of how and when passionate employees become engaged ones. *Human Relations*, 71, 973-1000.

Swimberghe, K., Darrat, M. A., Beal, B. D., & **Astakhova, M.** (2018). Examining a psychological sense of brand community in elderly consumers. *Journal of Business Research*, 82, 171-178.

## 2017

**Astakhova, M. N.**, Beal, B., & Camp, K. (2017). A cross-cultural examination of the curvilinear relationship between perceived demands-abilities fit and risk-taking propensity. *Journal of Business Research*, 79, 41-51.

Beal, B., & **Astakhova, M.** (2017). Management and income inequality: A review and conceptual framework. *Journal of Business Ethics*, 142, 1-23.

Knapp, D. E., DuBois, C. L. Z., Hogue, M., **Astakhova, M. N.**, Faley, R. N. (2017). Russian workers' experiences with and perceptions of sexual harassment severity. *The International Journal of Human Resource Management* (published online; <https://doi.org/10.1080/09585192.2017.1314975>).

**Astakhova, M. N.**, Swimberghe, K., & Wooldridge, B. (2017). Actual and ideal-self congruence and dual brand passion: A moderating role of hedonic brand value. *Journal of Consumer Marketing*, 34, 664-672.

## 2016

**Astakhova, M. N.** (2016). Explaining the effects of perceived person-supervisor fit and person-organization fit on organizational commitment in the U.S. and Japan. *Journal of Business Research*, 69, 956-963.

Anthony-McMann, P. E., Ellinger, A. D., **Astakhova, M.**, & Halbesleben, J. R. B. (2016). Exploring different operationalizations of employee engagement and their relationships with workplace stress and burnout. *Human Resource Development Quarterly*, 28, 163-195.

## 2015

**Astakhova, M. N.** (2015). The curvilinear relationship between work passion and organizational citizenship behavior: The moderating effect of collectivistic values. *Journal of Business Ethics*, 130, 361-374.

**Astakhova, M. N.**, & Porter, G. (2015). Understanding the work passion-performance relationship: The mediating role of organizational identification and moderating role of fit at work. *Human Relations*, 68, 1315-1346.

Burke R. J., **Astakhova, M. N.**, & Hang, H. (2015). Work passion through the lens of culture: Harmonious work passion, obsessive work passion and work outcomes in Russia and China. *Journal of Business and Psychology*, 30, 457-471.

Nimon, K., & **Astakhova, M.** (2015). Improving the rigor of quantitative HRD research: Four recommendations in support of the general hierarchy of evidence. Editorial for *Human Resource Development Quarterly*, 26, 231-247.

Shanker, M., **Astakhova, M. N.**, & DuBois, C. L. Z. (2015). Sexual harassment: A complex adaptive system viewpoint. *Gender, Technology and Development*, 19, 239-270.

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2014

Swimberghe, K., **Astakhova, M. N.**, & Wooldridge, B. (2014). A new dualistic approach to brand passion: Obsessive and harmonious passion. *Journal of Business Research*, 67, 2657–2665.

**Astakhova, M. N.**, & Hogue, M. (2014). A heavy work investment typology: A biopsychosocial framework. *Journal of Managerial Psychology*, 29, 81-99.

**Astakhova, M. N.**, Doty, D. H., & Hang, H. (2014). Understanding the antecedents of perceived fit at work in the United States, Russia, and China. *European Management Journal*, 32, 879-890.

Burke, R. J., **Astakhova, M. N.**, & Singh, P. (2014). Time affluence, material affluence and work experiences of professional women in Russia. *Employee Relations*, 36, 642-653.

Koyuncu, M., Burke, R. J., **Astakhova, M.**, & Eren, D. (2014). Servant leadership and perceptions of service quality provided by front-line service workers in hotels in Turkey: Achieving competitive advantage. *International Journal of Contemporary Hospitality Management*, 26, 5-12.

Eren, D., Burke, R. J., **Astakhova, M.**, Koyuncu, M., & Kaygisiz, N. C. (2014). Service rewards and prosocial service behaviors of employees in four and five star hotels in Cappadocia. *Anatolia: An International Journal of Tourism and Hospitality Research*, 25, 341-351.

2010

**Astakhova, M. N.**, DuBois, C. L. Z., & Hogue, M. (2010). A typology of middle managers in modern Russia: An intracultural puzzle. *International Journal of Intercultural Relations*, 34, 527-539.

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## CONFERENCE PROCEEDINGS

Beal, B. D., Conaway, R. N., **Astakhova, M.**, & Laasch, O. (2017). Income inequality and management theory: Systemic considerations and causal paths. Published in *2017 Academy of Management Best Paper Proceedings*.

Beal, B. D., Conaway, R. N., **Astakhova, M.**, & Laasch, O. (2016). Income inequality: Value flow analysis, market narratives, and organizational practice. Published in *2016 Academy of Management Best Paper Proceedings*.

Beal, B. D., & **Astakhova, M.** (2015). Management and income inequality: A Review and theoretical model. Published in *2015 Academy of Management Best Paper Proceedings*.

**Astakhova, M. N.**, Hogue, M., & Hang, H. (2013). The cross-cultural validation of the three-factor model of fit. Published in *2013 Academy of Management Best Paper Proceedings*.

DuBois, C. L. Z., DuBois, D. A., & **Astakhova, M.** (2011). Sustainability diffusion through the HR-Line manager partnership. *Proceedings of the Ashridge International Research Conference, The Sustainability Challenge: Organisational Change and Transformational Vision*. Ashridge Business School.

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## INVITED BOOK CHAPTERS

Ho, V. T., & **Astakhova, M. N.** (to be published in 2018). The bright, dark, and unlit sides of work passion: Predicting performance and work attitudes. In R. J. Vallerand & N. Houliort (Eds.), *Passion for work*.

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Oxford University Press: Oxford, UK.

**Astakhova, M., & Hogue, M.** (2013). Applying the biopsychosocial model to examine cross-cultural similarities and differences in heavy work investment behaviors and outcomes. In L. Harpaz & R. Snir (Eds.), *Heavy work investment*, pp. 322-341. Psychology Press/Routledge: New York, NY.

DuBois, C. L. Z., **Astakhova, M.**, & DuBois, D. A. (2013). Motivating behavior change to support organizational environmental sustainability. In S. Klein & A. Huffman (Eds.), *Green Organizations: Driving Change with I-O Psychology*, pp. 186-207. Psychology Press/Routledge: New York, NY; *winner of the Academy of Management's Organizations and the Natural Environments Division's 2014 Book Award.*

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## MANUSCRIPTS UNDER REVIEW

**Astakhova, M. N., & Ho, V. T.** The passion bug: How and when do leaders inspire work passion? Under first-round review at *Journal of Organizational Behavior*.

**Astakhova, M. N., & Ho, V. T.** A systems view of person-environment fit: Examining fit configurations that predict work attitudes in China, Japan, and the United States. Under second-round review at *Journal of International Business Studies*.

Kong, D. T., Ho, V. T., & **Astakhova, M. N.** Growing passion for work passion research: Looking back and forward. Under second-round review at *Applied Psychology: An International Review*.

Beal, B., Laasch, O., Conaway, R. N., & **Astakhova, M.** Income inequality: Value flow analysis, market narratives and organizational practice. Under first-round review at *Business & Society*.

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## WORKING MANUSCRIPTS

**Astakhova, M. N., & Ho, V. T.** How to nurture harmonious and tame obsessive work passion? A fuzzy set analysis of the role of motivation and leadership. Preparation for submission to *Journal of Applied Psychology*.

**Astakhova, M. N., & Ho, V. T.** Putting new wine into new bottles: Discriminating work passion from conceptually similar constructs (A four-country study). Preparation for submission to *Journal of Applied Psychology*.

**Astakhova, M. N., & Ho, V. T.** Sufficient and necessary conditions for work performance: The role of work passion and HRM practices. Working manuscript.

**Astakhova, M. N.** Fit – work passion relationships: The chameleonic effects of culture. Working manuscript.

Cockrell, C. Ellinger, A., & **Astakhova, M. N.** Examining the influence of shared leadership and political skill on the relationship between project management complexity and project team effectiveness in organizations. Working manuscript.

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## CHAired CONFERENCE SESSIONS

**Astakhova, M. N. (Co-Chair), & Hogue, M.** (2013, August). Symposium “Workaholism at the crossroads of organizational and national cultures.” Presented at the *Academy of Management Annual Conference*, Orlando, FL.

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Astakhova, M. N. (Co-Chair), & DuBois, C. (2013, August). Symposium "Person-environment fit: A duet between solid theory and rigorous methodology." *Society for Industrial and Organizational Psychology Meeting*, Houston, TX.

Astakhova, M. N. (Co-Chair), & Hogue, M. (2012, April). Good, bad, or both: Some new perspectives on workaholism. *Society for Industrial and Organizational Psychology Meeting*, San Diego, CA.

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## CONFERENCE PRESENTATIONS

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Astakhova, M. N., & Ho, V. T. (equal contributions) (2017, August). A systems view of person-environment fit: Examining fit configurations that predict work attitudes in China, Japan, and the United States. Accepted for presentation at the *Academy of Management Annual Conference*, Atlanta, GA.

Ho, V. T. & Astakhova, M. N. (2017, August). From job passion to employee engagement: The mediating role of person-environment fit and the moderating role of trust. Accepted for presentation at the *Academy of Management Annual Conference*, Atlanta, GA.

Beal, B. D., Conaway, R. N., Astakhova, M., & Laasch, O. (2017). Income inequality and management theory: Systemic considerations and causal paths. Accepted for presentation at the *Academy of Management Annual Conference*, Atlanta, GA. **Accepted for publication in 2016 Academy of Management Best Paper Proceedings.**

Astakhova, M. N., & Bari, A. (2016, August). A systems view of person-environment fit: Examining the effect of fit configurations on job satisfaction. Accepted for presentation in the showcase symposium "Person-environment fit: Qualitative insights and new directions" at the *Academy of Management Annual Conference*, Anaheim, CA.

Beal, B., Laasch, O., Conaway, R. N., & Astakhova, M. N. (2016, August). Income inequality: Value flow analysis, market narratives, and organizational practice. Presented at the *Academy of Management Annual Conference*, Anaheim, CA. **Published in 2016 Academy of Management Best Paper Proceedings.**

Astakhova, M. N. (2015, August). Explaining the effects of perceived person-supervisor fit and person-organization fit on organizational commitment in the U.S. and Japan. Presented at the *Academy of Management Annual Conference*, Vancouver, Canada.

Astakhova, M. N., Beal, B., Schriesheim, C. A., & Camp, K. (2015, August). The dark side of job fit: A cross-cultural examination of the curvilinear relationship between perceived demands-abilities fit and risk taking propensity. Presented at the *Academy of Management Annual Conference*, Vancouver, Canada.

Beal, B. D., & Astakhova, M. (2015, August). Management and income inequality: A review and theoretical model. Presented at the *Academy of Management Annual Conference*, Vancouver, Canada. **Published in 2015 Academy of Management Best Paper Proceedings.**

Astakhova, M. N. (2014, August). The curvilinear relationship between work passion and organizational citizenship behavior: The moderating effect of collectivistic values. Presented at the *Academy of Management Annual Conference*, Philadelphia, PA.

Astakhova, M. N., & Porter, G. (2014, August). When and why does harmonious passion lead to increased performance? The mediating role of organizational identification and moderating role of fit at work. Presented at the *Academy of Management Annual Conference*, Philadelphia, PA.

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- Astakhova, M. N., & Burke R. J.** (2014, August). Work passion through the lens of culture: Harmonious work passion, obsessive work passion and work outcomes in Russia and China. Presented at the *Academy of Management Annual Conference*, Philadelphia, PA.
- Astakhova, M. N., & DuBois, C. L. Z.** (2014, May). Understanding the antecedents of perceived fit at work in the United States, Russia, and China. Presented at the *Society for Industrial and Organizational Psychology Meeting*, Honolulu, Hawaii. The paper received a **top-ranked paper award**.
- Astakhova, M. N., Hogue, M., & Hang, H.** (2013, August). The cross-cultural validation of the three-factor model of fit. Presented at the *Academy of Management Annual Conference*, Orlando, FL. **Published in 2013 Academy of Management Best Paper Proceedings.**
- Astakhova, M. N. & Waltz, P.** (2013, August). Catalytic collectivism: Increasing the impact of work-life balance cultures. Presented in the symposium “Workaholism at the crossroads of organizational and national cultures” at the *Academy of Management Annual Conference*, Orlando, FL.
- Astakhova, M., & Waltz, P.** (2013, April). Beyond culture: Retaining passionate employees. Presented in the symposium “Employees leave organizational cultures too... Not just their managers” at the *Society for Industrial and Organizational Psychology Meeting*, Houston, TX.
- Astakhova, M. N., Shanker, M., & Hogue, M.** (2013, April). Applying agent-based simulation to study complementary person-organization fit over time. Presented in the symposium “Person-environment fit: A duet between solid theory and rigorous methodology” at the *Society for Industrial and Organizational Psychology Meeting*, Houston, TX.
- DuBois, C. L. Z., & Astakhova, M. N.** (2012, August). The bright side of the informal economy: Social sustainability contributions. Presented in the symposium “Viewing the informal economy through the lens of sustainability” at the *Academy of Management Annual Conference*, Boston, MA.
- Astakhova, M. N., & Hogue, M.** (2012, April). Heavy work investment typology: A biopsychosocial framework. Presented in the symposium “Good, bad, or both: Some new perspectives on workaholism.” *Society for Industrial and Organizational Psychology Meeting*, San Diego, CA.
- Astakhova, M. N., Hogue, M., & DuBois, C. L. Z.** (2011, August). Exploring multi-dimensional structure of complementary person-organization fit. Presented at the *Academy of Management Annual Conference*, San Antonio, TX.
- Astakhova, M. N., DuBois, C. L. Z., & Hogue, M.** (2011, August). When differences attract: Exploring the role of organizational support under complementary person-organization fit. Presented at the *Academy of Management Annual Conference*, San Antonio, TX.
- Dubois, C. L. Z., & Astakhova, M. N.** (2010, August). Agentic behavior of women across rich and lean E-collaboration. Presented in the symposium “Walk the talk: How gendered communication styles impact status and prospects of women” at the *Academy of Management Annual Conference*, Montreal, Canada.
- DuBois, C. L. Z., Levashina, J., & Astakhova, M. N.** (2010, April). Juxtaposition of sexual harassment in Russia and the United States. Presented it the symposium “Sexual harassment: Some new perspectives on the old problem” at the *Society for Industrial and Organizational Psychology Conference*, Atlanta, GA.
- Shanker, M., Astakhova, M. N., & DuBois, C. L. Z.** (2010, April). Applying agent-based simulation to an integrated model of sexual harassment. Presented in the symposium “Sexual harassment: Some new
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perspectives on the old problem” at the *Society for Industrial and Organizational Psychology Conference*, Atlanta, GA.

DuBois, C. L. Z., & **Astakhova, M. N.** (2009, April). What’s in it for me? Motivating environmentally sustainable behavior in organizations. Presented at the *Behavior, Energy and Climate Change Conference*, Washington, DC.

**Astakhova, M. N.**, & DuBois, C. L. Z. (2009, August). Solving an intracultural Russian puzzle: A typology of Russian middle managers in modern Russia. Interactive Round Table Presentation. Presented at the *Academy of Management Annual Conference*, Chicago, IL.

## INVITED PRESENTATIONS

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**Astakhova, M.** (January, 2017). *Personality, Perception, and Motivation*. Leadership Program for Chairs and Associate Deans, Leadership Institute, College of Business and Technology, The University of Texas at Tyler.

**Astakhova, M.** (February, 2017). *Team Building*. Leadership Program for Chairs and Associate Deans, Leadership Institute, College of Business and Technology, The University of Texas at Tyler.

## JOURNAL EDITORIAL BOARD

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|                                    |                |
|------------------------------------|----------------|
| Journal of Organizational Behavior | 2018 - present |
| The Service Industries Journal     | 2014 - present |

## AD HOC REVIEWER

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Applied Psychology: An International Review  
European Journal of Management  
European Journal of Operational Research  
European Journal of Work and Organizational Psychology  
Human Relations  
Human Resource Development Quarterly  
International Journal of Human Resource Management  
Journal of Business Ethics  
Journal of Business Research  
Journal of Consumer Marketing  
Journal of Managerial Psychology  
Journal of Organizational Behavior  
Journal of Strategy and Management  
Service Industries Journal (editorial board member)  
Stress and Health

Academy of Management Annual Meeting

## TEACHING EXPERIENCE

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The University of Texas at Tyler

### ***Executive Education (Executive Healthcare MBA)***

|             |  |
|-------------|--|
| Spring 2018 | Leading and managing people (face-to-face) |
|             | Strategic HRM (face-to-face)               |

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Fall 2018

***PhD Courses***

Fall 2014           Advanced statistics (face-to-face)

Spring 2013       Advanced statistics (face-to-face)

***MBA Courses***

Summer 2018      Strategic LEADERSHIP (Healthcare MBA, online)

Spring 2018       Strategic HRM (Healthcare MBA, online)

Spring 2017       Strategic HRM (Healthcare MBA, online)

Fall 2017           Strategic HRM (MBA, face-to-face)

Strategic HRM (MBA, online)

Summer 2016      Strategic HRM (MBA, online)

Strategic LEADERSHIP processes (MBA, online)

Spring 2016       Strategic HRM (Healthcare MBA, online)

Fall 2015           Strategic HRM (MBA, face-to-face)

Strategic HRM (MBA, online)

Summer 2015      Special topics in healthcare management: LEADERSHIP theory  
and practice (Healthcare MBA, online)

Spring 2015       Strategic HRM (Healthcare MBA, online)

Fall 2014           Strategic HRM (MBA, face-to-face)

Strategic HRM (MBA, online)

Summer 2014      Strategic HRM (MBA, online)

Strategic HRM (Healthcare MBA, online)

Spring 2014       Strategic HRM (Healthcare MBA, online)

Strategic HRM (MBA, online)

Summer 2013      Strategic HRM (MBA, online)

Fall 2012           Strategic HRM (MBA, face-to-face)

Strategic HRM (MBA, online)

***Undergraduate Courses***

Spring 2014       Independent study (research project)

Summer 2013      Strategic HRM (online)

Spring 2013       Strategic HRM (online)

**Kent State University**

***Undergraduate Courses***

Fall 2011           Individual and group behavior (face-to-face)

Spring 2011       Individual and group behavior (face-to-face)

Fall 2010           HRM (face-to-face)

Spring 2010       HRM (face-to-face)

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**GRANTS**

**2017**           Principal Investigator, Research Grant, Management and Marketing Department, The University  
of Texas at Tyler. Differentiating work passion from conceptually similar constructs (\$12,000)



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| 2016 | Principal Investigator, Academic Year 2016-2017 University Research Award, The University of Texas at Tyler. Work passion and employee engagement (\$9,840)   |
| 2015 | Principal Investigator, Research Grant, Department of Management and Marketing, The University of Texas at Tyler. Work passion across industries: A comparative study (\$500)                                     |
| 2013 | Co-principal Investigator, Center for Retail Enterprises Research Grant, The University of Texas at Tyler. The dark side of fit: When and why good fit at work may lead to bad work outcomes (\$7,000)            |
| 2012 | Principal Investigator, Management and Information Systems Department, Kent State University. Person-environment fit as a tool to attract job applicants to organizations pursuing sustainability goals (\$1,000) |

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## UNIVERSITY COMMITTEES AND SERVICE

### The University of Texas at Tyler

|  |                       |
|--|-----------------------|
| Member, Soules College of Business Dean Search Committee   | Spring 2018 – present |
| Member, University Research Council Committee  | 2015 – present        |
| Advisor, SHRM Student Chapter  | 2014 – present        |
| Faculty Coordinator, SHRM Student Case Competition, National SHRM (2 <sup>nd</sup> place nationally) | 2015 - 2016           |
| Member, Student Award and Scholarship Committee  | 2016 – present        |
| Member, Management Faculty Job Search Committee (1line)  | Spring 2016           |
| Methodologist, PhD Dissertation Committee (2 dissertations)  | 2013 - 2015           |
| Member, Management Faculty Job Search Committee (2 lines)  | Fall 2014             |
| Member, Management Faculty Job Search Committee (2 lines)  | Fall 2013             |
| Comprehensive HRM exam writer  | 2012 – present        |

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## DISSERTATION COMMITTEES

Paula Anthony, College of Business and Technology, University of Texas at Tyler (methodologist). The dissertation won the **Esworthy Malcolm S. Knowles Dissertation of the Year Award**, The Academy of Human Resource Development.

Catherine Cockrell, College of Business and Technology, University of Texas at Tyler (methodologist). The dissertation was the finalist for the **Esworthy Malcolm S. Knowles Dissertation of the Year Award** and received an honorable mentioning.

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## HONORS AND AWARDS

|      |   |
|------|---|
| 2018 | <b>2017-1018 Outstanding Executive Faculty Award for Teaching</b> , EMBA in Healthcare, Soules College of Business and Technology, The University of Texas at Tyler |
| 2018 | <b>Most Innovative Course Curriculum</b> , EMBA in Healthcare, Soules College of Business and Technology, The University of Texas at Tyler                          |
| 2018 | <b>2017 – 2018 Academic Year Faculty Service Award</b> , Soules College of Business and Technology, The University of Texas at Tyler                                |

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| 2017 | <b>Best Paper Runner Up, SIM Division at the Academy of Management</b>  |
| 2017 | <b>2016 – 2017 Outstanding SHRM Student Chapter Award</b> , Society for Human Resource Management (Advisor)   |
| 2017 | <b>Student Advisor of the Year Award</b> , The University of Texas at Tyler   |
| 2016 | <b>Best Paper Award, SIM Division at the Academy of Management</b>  |
| 2016 | <b>2015 – 2016 Academic Year Faculty Research Award</b> , Soules College of Business and Technology, The University of Texas at Tyler   |
| 2016 | <b>Certificate of Achievement for Outstanding Accomplishments</b> , The University of Texas at Tyler  |
| 2016 | <b>Honorary Lunch with the University President</b> , selected as the only faculty member (“The Rising Star”) to represent Soules College of Business and Technology  |
| 2016 | <b>2015 – 2016 SHRM Student Chapter Merit Award</b> , Society for Human Resource Management (Advisor)   |
| 2016 | <b>Student Advisor of the Year Award</b> , The University of Texas at Tyler   |
| 2016 | <b>2016 Academy of Management Best Paper Proceedings:</b> Beal, B., Laasch, O., Conaway, R. N., & Astakhova, M. N. Income inequality: Value flow analysis, market narratives, and organizational practice.  |
| 2015 | <b>2015 Academy of Management Best Paper Proceedings:</b> Beal, B. D., & Astakhova, M. Systemic dis(equilibrium) in the U.S. economy: Value flows, strategic management, and the threat of rising inequality.   |
| 2015 | <b>Certificate of Achievement for Outstanding Accomplishments</b> , The University of Texas at Tyler  |
| 2014 | <b>Academy of Management's Organizations and the Natural Environments Division's Book award</b> for the book Huffman, A. H., & Klein, S. (Eds.). (2013). Green organizations: Driving change with IO psychology. Routledge, NY (Book chapter, DuBois, C. L. Z., & Astakhova, M. Engaging employees in environmental sustainability. |
| 2014 | <b>Top Ranked Poster Award</b> “Understanding the antecedents of perceived fit at work in the United States, Russia, and China,” The Society for Industrial and Organizational Psychology, Honolulu, Hawaii   |
| 2013 | <b>2013 Academy of Management Best Paper Proceedings (Organizational Behavior Division):</b> Astakhova, M. N., Hogue, M., & Hang, H. The cross-cultural validation of the three-factor model of fit.  |
| 2014 | <b>Kent State University Research Fellowship;</b> is annually awarded to only two PhD students (out of 10-15 applicants) in order to support the student’s promising research activities  |
| 2014 | <b>Outstanding Educator</b> , Kent State University   |
| 2014 | <b>Outstanding Academic Achievement</b> , Kent State University   |

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| 2013        | <b>Precourt Center Fellow for the Behavior, Energy and Climate Change Conference:</b> Precourt Energy Efficiency Center, Stanford University, CA  |
| 2011 - 2012 | <b>Molson International Business Case Competition,</b> Montreal, Canada (only three students were selected to represent Kent State University at the international-level MBA competition) |
| 2011        | <b>Nominee for Outstanding MBA Student Award,</b> Kent State University   |
| 2009        | <b>Academic and Research Achievement Award “Best Young Researcher,”</b> Volgograd, Russia   |
| 2003 - 2004 | <b>Honored University Stipend of Mayor of Volgograd for Exceptional Performance,</b> Volgograd State Pedagogical University, Volgograd, Russia  |
| 2001 - 2002 | <b>Honored University Stipend of Mayor of Volgograd for Exceptional Performance,</b> Volgograd State Pedagogical University, Volgograd, Russia  |

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## **PROFESSIONAL EXPERIENCE**

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| 2012 - present | Organizational consulting (profit and non-profit sectors)  |
| 2008           | Human Resource Management Specialist<br>Goodyear Tire and Rubber Company, Akron, Ohio                              |
| 2002           | Assistant Director/Interpreter<br>TACIS (Program sponsored by the European Union), Volgograd, Russia               |
| 2001           | Project Manager, Volgograd, Russia<br>Internet-newspaper sponsored by the Theodor-Heuss-Kolleg Institute (Germany) |

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## **MEMBERSHIP IN PROFESSIONAL ASSOCIATIONS**

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| Academy of Management                              | 2008 - present |
| Society for Industrial & Organizational Psychology | 2008 - present |
| Applied Psychological Association                  | 2012 - present |
| Society for Human Resources Management             | 2012 - present |

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