

# CHLOE KOVACHEFF

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## ACADEMIC POSITION

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September 2024

### Postdoctoral Fellow

Rotman School of Management, University of Toronto

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## EDUCATION

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August 2024

### Ph.D., Organizational Behavior and Human Resource Management

Rotman School of Management, University of Toronto

*Dissertation:* Disconnected disclosures: Employee-manager asymmetries in navigating invisible disabilities

*Committee:* Matthew Feinberg (chair), Katherine DeCelles, Tiziana Casciaro, András Tilcsik

- Awarded the *Responsible Research in Business and Management Dare to Care Scholarship*, 2023 (\$10,000)

November 2014

### B.Sc., Psychology Specialist and Environmental Studies Minor

University of Toronto

*Graduated Summa Cum Laude (Highest Distinction)*

*Completed Vic One Lester B Pearson Program*

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## RESEARCH INTERESTS

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Social responsibility, inequality, morality, invisible disabilities, social issues

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## PUBLICATIONS

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Midgley, C., Thai, S., Lockwood, P., **Kovacheff, C.**, & Page-Gould, E. (2021). When every day is a high school reunion: Social media comparisons and self-esteem. *Journal of Personality and Social Psychology*, 121(2), 285.

Feinberg, M., Willer, R., & **Kovacheff, C.** (2020). The activist's dilemma: Extreme protest actions reduce popular support for social movements. *Journal of Personality and Social Psychology*, 119(5), 1086.

Feinberg, M., **Kovacheff, C.**, Teper, R., & Inbar, Y. (2019). Understanding the process of moralization: How eating meat becomes a moral issue. *Journal of Personality and Social Psychology*, 117(1), 50–72.

**Kovacheff, C.**, Schwartz, S., Inbar, Y., & Feinberg, M. (2018). The problem with morality: Impeding progress and increasing divides. *Social Issues and Policy Review*, 12(1), 218-257.

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## MANUSCRIPTS UNDER REVIEW

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**Kovacheff, C.** & Feinberg, M. When Does Corporate Social Responsibility Pay? Organizational (de)coupling, need fulfillment, and employee attraction. *Under review at Organization Science*.

Côté, S., Kteily, N., **Kovacheff, C.**, & Vieites, Y. How perceptions of inequality influence support for redistribution in different spatial scales. *Under review at Journal of Personality and Social Psychology*.

DeCelles, K., Kouchaki, M., **Kovacheff, C.**, & Su., K. The art of collective action: Examining responses to activists' indirect versus direct tactics. *Under review at Psychological Science*.

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## MANUSCRIPTS IN PREPARATION

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**Kovacheff, C.** Feinberg, M., & DeCelles, K. Disconnected disclosures: Employee-manager asymmetries in navigating invisible disabilities. *Manuscript in preparation for submission to Academy of Management Journal.*

**Kovacheff, C.,** DeCelles, K & Newman, G. The mind-body divide affects the perceived legitimacy of workplace discrimination. *Writing manuscript for submission to Proceedings of the National Academy of Sciences.*

**Kovacheff, C.** & Feinberg, M. The process of unmoralization. *Writing manuscript for submission to Proceedings of the National Academy of Sciences.*

**Kovacheff, C.,** Feinberg, M., Martin, S., Côté, S., Carlson, E., Martin, D., Seppala, E. & Flynn, F. The hidden potential of a kind word: Praising others elevates one's own status. *Writing manuscript for submission to Journal of Applied Psychology.*

Agarwal, G., **Kovacheff, C.,** Ruttan, R. & Adams, G., & DeCelles, K. He said she said: How gender relates to judgments about the merit of workplace accusations. *Manuscript in preparation for submission to Journal of Applied Psychology.*

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## SELECT PROJECTS IN PREPARATION

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**Kovacheff, C.,** DeCelles, K., John, L. The effectiveness of invisible disability cards. *2 studies conducted.*

**Kovacheff, C.** & Ruttan, R. (Un)common ground: Similarity misperception shape support for employees with invisible disabilities. *3 studies conducted.*

Rotundo, M., Heskiau-Ludwig, R. **Kovacheff, C.,** & He, C. The effects of environmental and work identities on discretionary performance. *3 studies conducted.*

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## SCHOLARSHIPS AND HONORS

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### Postdoctoral

SSHRC Postdoctoral Fellowship, 2024 (\$140,000)

### Doctoral

Joseph-Armand Bombardier CGS Doctoral Scholarship (SSHRC), 2021 (\$105,000)

Ontario Graduate Scholarship, 2020 (\$15,000)

Ontario Graduate Scholarship, 2018 (\$15,000)

Ontario Graduate Scholarship, 2017 (\$15,000)

### Undergraduate

The Mary Isabel Hodgkinson (Park) Scholarship, 2014 (\$1,000)

The Dean's List, 2014

The Regents In-Course Scholarship, 2013 (\$1,000)

The Dean's List, 2013

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## RESEARCH AWARDS

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Clarkson Centre for Business Ethics Grant, 2021 (\$7,500)

Michael Lee Chin Institute for Corporate Citizenship Grant, 2017 (\$9,500)

The Tobin Project Grant, 2017 (\$1,000)

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## TEACHING EXPERIENCE

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Instructor for Organizational Behaviour class (RSM260), 2024, *4.8/5 instructor ratings*

Teaching Assistant for MBA Effective Leadership class (RSM2621) for Professor Gary Latham, 2017

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## CONFERENCE PRESENTATIONS AND ORGANIZED SYMPOSIUMS

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Kovacheff, C. (2024, August). “Disconnected disclosures: Employee-manager asymmetries in managing invisible disabilities”. Academy of Management, Chicago, United States.

Kovacheff, C. (2024, April). “Disconnected disclosures: Employee-manager asymmetries in managing invisible disabilities”. East Coast Doctoral Conference, New York, United States.

Kovacheff, C. (2023, August). Symposium Organizer. “Navigating stigmatized identities in the workplace: Organizational, interpersonal and intrapersonal processes”. Academy of Management annual meeting, Boston, United States.

Kovacheff, C. (2023, August). “(Un)common ground: misperceived similarity shapes support for employees with invisible disabilities.” Academy of Management annual meeting, Boston, United States.

Kovacheff, C. (2022, August). “Authentic Corporate Social Responsibility pays: Organizational practices, morality, and prospective employee salary requirements”. Academy of Management annual meeting, Seattle, United States.

Kovacheff, C. (2022, May). “Authentic Corporate Social Responsibility pays: Organizational practices, morality, and prospective employee salary requirements”. Transatlantic Doctoral Conference, London, UK.

Kovacheff, C & Feinberg, M. (2018, August). Symposium Organizer. “Morality in Organizations”. The Academy of Management annual meeting, Chicago, United States.

Kovacheff, C. (2017, August). Higher income individuals feel more entitled under unequal economic conditions. Academy of Management annual meeting, Atlanta, United States.

Kovacheff, C. (2017, September). High economic inequality reduces political participation among lower income individuals. The Tobin Project, Cambridge, United States.

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## INVITED TALKS

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Kovacheff, C. (2022, March) The Activist’s Dilemma: Extreme Protest Actions Reduce Popular Support for Social Movements. BC Non-Profit Communications Group (included: Greenpeace, David Suzuki Foundation, Sierra Club Canada).

Kovacheff, C. (2022, December) The Activist’s Dilemma: Extreme Protest Actions Reduce Popular Support for Social Movements. Canadian Drug Policy Coalition.

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## SELECT MEDIA INTERVIEWS AND COVERAGE

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Blei, D. (2021). What kind of protest tactics work? *Stanford Social Innovation Review*.  
[https://ssir.org/articles/entry/what\\_kinds\\_of\\_protests\\_work](https://ssir.org/articles/entry/what_kinds_of_protests_work)

Drevitch, G. (2021). Do Extreme Protests Affect the Popular Support of a Movement? *Psychology Today*.  
<https://www.psychologytoday.com/us/blog/ulterior-motives/202102/do-extreme-protests-affect-the-popular-support-movement>

Duncan, E. (2021). Blocking roads isn’t the way to change minds. *The Times*.  
<https://www.thetimes.com/comment/columnists/article/blocking-roads-isnt-the-way-to-change-minds-3mjntkwfv>

Sellers, F. & Wax-Thibodeaux, E. The women’s march was once a model of the modern nonviolent movement. Now it looms as a lesson in what can go wrong. *The Washington Post*.  
[https://www.washingtonpost.com/national/setbacks-for-womens-march-reveal-what-can-go-wrong-for-progressive-movements-protesting-trump/2019/01/17/5cc067ce-d920-11e8-aeb7-ddcad4a0a54e\\_story.html?noredirect=on&utm\\_term=.d079350eea4c](https://www.washingtonpost.com/national/setbacks-for-womens-march-reveal-what-can-go-wrong-for-progressive-movements-protesting-trump/2019/01/17/5cc067ce-d920-11e8-aeb7-ddcad4a0a54e_story.html?noredirect=on&utm_term=.d079350eea4c)

Fagan, A. (2019). How Does Something Become a Moral Issue? *Psychology Today*.  
<https://www.psychologytoday.com/us/blog/ulterior-motives/201907/how-does-something-become-a-moral-issue>

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### **ADDITIONAL RESEARCH EXPERIENCE**

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Research Assistant for Professor Maria Rotundo, 2023

Research Assistant at the Computational Affective Neuroscience Lab, 2014-2016

Research Assistant at the Lockwood Lab, 2014-2015

Research Assistant at Ryerson's Department of Politics and Public Administration, 2014-2015

Research Assistant at Vartanian Research Group, 2015