

## ANYI MA

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### EDUCATION

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<b>Duke University, Fuqua School of Business</b>	2014 – present
PhD, Management and Organizations	
<b>National University of Singapore</b>	2009 – 2014
B.B.A., Business Administration with Honors	
Double specialization in Finance and Management	

### RESEARCH INTERESTS

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I am interested in the broad concept of agency in organizations. My research is split into two streams: 1. How does agentic experiences (i.e., being in control, having choices) influence individual outcomes in organizations, and 2. How agentic individuals are perceived at the workplace.

### PUBLICATIONS

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1. **Ma, A.** & Kay A.C. (in press). Compensatory control and ambiguity intolerance. *Organizational Behavior and Human Decision Processes*.
2. **Ma, A.**, Landau, M.J., Narayanan. J. & Kay A.C (in press). Thought-control difficulty fuels structure seeking. *Journal of Experimental Psychology: General*.
3. Rosette, A. S., Koval, C. Z., **Ma, A.**, Livingston, R. (2016). It's a matter of race: The agentic penalty revisited. *The Leadership Quarterly*, 27, 429-445.
4. Rosette, A.S., Akinola, M., & **Ma, A.** (2016). Subtle discrimination in the workplace: Individual-level factors and processes. In E. King & A. Colella (Eds.), *Oxford handbook on discrimination*.

### CONFERENCE PRESENTATIONS

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1. Kim, J. Y., **Ma, A.**, Tang, S., Kay, A.C., (August 2017). Motivated belief in expandable wealth: SES, perceptions of wealth, and system justification. Talk to be presented at the Annual Academy of Management Meeting, Atlanta, Georgia.
2. **Ma A.**, Koval, C.Z., Rosette, A.S. (August 2017). A Multidimensional Scale of Agency. Talk to be presented at the Annual Academy of Management Meeting, Atlanta, Georgia.
3. **Ma A.**, Fath, S.B., Rosette, A.S. (August 2017). Acknowledging Racial Privilege: Personal Attributions, Perceived Success, and Experienced Disadvantage. Talk to be presented at the Annual Academy of Management Meeting, Atlanta, Georgia.

4. **Ma, A.**, Savani, K., Rattan, A., (January 2017). Support for Increasing Low Wage Compensation: Role of Fixed-Growth Beliefs. Talk presented at the Annual Meeting for the Society for Personality and Social Psychology, San Antonio, Texas.
5. **Ma A.**, Narayanan, J., Kay, A.C. (February 2016). Thought-control difficulty and structure-seeking. Poster presented at the Annual Meeting for the Society for Personality and Social Psychology, Long Beach, California.
6. Koval, C.Z., **Ma, A.**, Rosette A.S. (August 2015). Agency and Intersectionality. Talk presented at the Annual Academy of Management Meeting, Vancouver, British Columbia

## **TEACHING**

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Teaching Assistant, Duke University, Fuqua School of Business	
Leadership	2017
Negotiations (6 sections), Daytime MBA	2014-2015
Managerial decision making	2015

## **AWARDS AND HONORS**

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Society for Personality and Social Psychology Travel Award	2017
Lim Kim San Fellowship, Singapore Management University	2016
Doctoral Student Fellowship, Fuqua School of Business, Duke University	2014
University Scholars' Program, National University of Singapore	2009

## **SERVICE & PROFESSIONAL AFFILIATIONS**

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Ad-hoc reviewer	
Organizational Behavior and Human Decision Processes	
Academy of Management Annual Meeting	
Organizer	
Guest speaker and student seminars, Duke University, Management and Organizations Group	
<u>Professional Affiliations</u>	
Society for Personality and Social Psychology	2014 – present
Academy of Management	2014 – present

## **INDUSTRY EXPERIENCE**

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PricewaterhouseCoopers LLP, Assurance Intern (Singapore)	2012
Kantar Millward Brown, Research Intern (Shanghai, China)	2011
SPRING Singapore, Intern (Government statutory board, Singapore)	2009