Hyunsun Park

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ACADEMIC POSITION

Georgia Institute of Technology, Scheller College of Business Atlanta, GA
Hubert L. Harris Jr. Early Career Professor (2026 – present).
Assistant Professor of Organizational Behavior (2023 – present).

EDUCATION

University of Maryland, Robert H. Smith School of Business College Park, MD
Ph.D., Organizational Behavior and Human Resource Management (2023).

Dissertation: Model citizen or squeaky wheel? How employees of lower social class origins face ambivalent reactions at work.
Committee: Subra Tangirala (Chair), Rellie Derfler-Rozin, Jennifer Marr, Vijaya Venkataramani, Paul Hanges.

− ***Winner of the 2024 SIOP S. Rains Wallace Dissertation Award.***

Yonsei University Seoul, Korea
M.S., Business Administration (2018).
B.B.A., Business Administration & B.A., Public Administration (2014). *Early graduation with High Honors.*

University of California, Los Angeles Los Angeles, CA
Exchange Student Program (2011 – 2012). *Deans Honors List.*

RESEARCH INTERESTS

- Voice, Proactivity
- Social class, Caste, Status dynamics

REFEREED PUBLICATIONS

- **Park, H.,** Tangirala, S., Hussain, I., & Ekkirala, S. (2022). How and when managers reward employees' voice: The role of proactivity attributions. ***Journal of Applied Psychology*****.** https://doi.org/10.1037/apl0001008

  − Featured in *Harvard Business Review* (Feb 2022).

- Derfler-Rozin, R.*, Isaakayn, S.*, & **Park, H.*** (2022). Swiftly judging whom to bring on board: How person perception (accurate or not) influences selection of prospective team members. ***Organizational Behavior and Human Decision Processes*****.** https://doi.org/10.1016/j.obhdp.2022.104206

  * Equal author contributions. Names appear in alphabetical order.

- Derfler-Rozin, R.*, & **Park, H.*** (2022). Ethics and honesty in organizations: Unique organizational challenges. ***Current Opinion in Psychology*****.** https://doi.org/10.1016/j.copsyc.2022.101401

  * Equal author contributions. Names appear in alphabetical order.

- Lemay, E., **Park, H.,** Fernandez, J., & Marr, J.C. (2024). The position that awaits: Implications of expected future status for performance, helping, motivation, and well-being at work. ***Journal of Experimental Social Psychology*****.** https://doi.org/10.1016/j.jesp.2023.104560

- **Park, H.,** Tangirala, S., Ekkirala, S., & Sanaria, A. (2024). Unnoticed problems and overlooked opportunities: How and when employees fail to speak up under ambiguous threats. ***Journal of Applied Psychology.***

https://doi.org/10.1037/apl0001210

− Featured in *Harvard Business Review* (Apr 2025).

- Marr, J.C., Lemay, E., & **Park, H.** (2025). Conflicted about coworkers: How coworker support influences engagement after status loss. ***Personnel Psychology.*** https://doi.org/10.1111/peps.12674

  − Winner of the 2022 Academy of Management Best Empirical or Theoretical Paper Award (CM Division).

MANUSCRIPTS INVITED FOR REVISION

- Chighizola, N.*, & **Park, H.*** What stays silent when speaking up is safe? An attentional perspective on silence. **[3rd Round Review, *Academy of Management Review*]**

  * Equal author contributions. Names appear in alphabetical order.

- **Park, H.,** Tangirala, S., & Ekkirala, S. Don't ask unless you mean it: When managers engage in shallow solicitation and how it impacts employee voice. **[1st R&R, *Academy of Management Journal*]**

- Hussain, I., Tangirala, S., **Park, H.,** & Ekkirala, S. The novel idea effect: How highly novel ideas from high status employees facilitate implementation of peers' ideas. **[2nd R&R, *Journal of Applied Psychology*]**

OTHER PUBLICATIONS

- **Park, H.,** & Tangirala, S. (2025, April 7). Why employees stay silent when they see warning signs of a problem. ***Harvard Business Review.***

- **Park, H.,** Tangirala, S., & Hussain, I. (2022, February 18). The unintended consequences of asking for employee input. ***Harvard Business Review.***

- **Park, H.,** & Roh, H.[+] (2021). Do successful Jacks make a successful team? Members' functional experience and team performance. ***Yonsei Business Review.***

  [+] Corresponding author.

SELECTED WORKS IN PROGRESS

* Equal author contributions. Names appear in alphabetical order.
[†] PhD student co-author at the commencement of the project.

- **Park, H.,** Tangirala, S., Spriha, Y.[†], Yamazaki, Y.[†] Passing off upward versus downward: The asymmetrical effects of faking social class origins. [Qualitative study and experiments completed. Additional experiments in progress.]

- **Park, H.,** Tangirala, S., Gajendran, R. S., & Sethi, D. Preserving hierarchies: How social caste influences job rewards. [Preparing for submission.]

  − Winner of the 2024 SIOP S. Rains Wallace Dissertation Award.

- **Park, H.*,** Wu, J.*, Shu, R., & Zhang, P. C. From margin to mainstream: How lower-class employees can earn leader endorsement through voice intervention. [Qualitative study and field survey completed. Field intervention studies in progress.]

- Marr, J.C., **Park, H.,** Groissman, N. A.[†] & Lemay, E. Rebuilding by crafting: How and why job crafting protects future status after status loss. [Working paper.]

TEACHING EXPERIENCE

Georgia Institute of Technology

PhD — Ratings

- *Organizational Theory* - Macro OB Seminar (MGT 7107)
  - Spring 2026 (1 section) — 4.9 / 5.0
- *Individual Behavior in Organizations* - Micro OB Seminar (MGT 7105)
  - Spring 2025 (1 section) — N/A

Undergraduate

- *Organizational Behavior* (MGT 3101)
  - Spring 2026 (2 sections; 60 students per section) — 4.9 / 5.0, 4.8 / 5.0
  - Spring 2025 (2 sections; 70 students per section) — 4.8 / 5.0, 4.7 / 5.0
  - Spring 2024 (2 sections; 70 students per section) — 4.8 / 5.0, 4.8 / 5.0

Executive Education

- *The Art and Science of Voice and Proactive Behavior*
  - Feb 2026 (1 session), May 2026 (1 session) — 4.8 / 5.0, 4.5 / 5.0

University of Maryland

Undergraduate

- *Managing People and Organizations* (BMGT 364)
  - Fall 2021 (60 students), Summer 2022 (29 students) — 4.0 / 4.0, 3.9 / 4.0

CONFERENCE PRESENTATIONS

- Chighizola, N.*, & **Park, H.*** (2026). The unspeakable matters: Toward a theory of attentional silence in organizations. Purdue Center for Working Well Conference, West Lafayette, IN.

- **Park, H.,** Tangirala, S., & Spriha, Y. (2025). Passing off upward versus downward: The asymmetrical effects of faking social class origins. Wharton OB Junior Faculty Conference, Philadelphia, PA.

- Chighizola, N.*, & **Park, H.*** (2025) The unspeakable matters: Toward a theory of discursive sacred zones and silence. Annual Meeting of the Academy of Management, Copenhagen, Denmark.

- **Park, H.,** Tangirala, S., & Ekkirala, S. (2024). When managers engage in shallow solicitation and how it hurts employee voice. Annual Meeting of the Academy of Management, Chicago, IL.

- **Park, H.** (2024). Model citizen or squeaky wheel? How employees of lower social class origins face ambivalent reactions at work. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL.
  - *Winner of SIOP S. Rains Wallace Dissertation Award.*

- Hussain, I., Tangirala, S., **Park, H.,** & Ekkirala, S. (2023). The radical idea effect: How highly divergent ideas create positive spillover effects on managerial implementation of other ideas in the team. Annual Meeting of the Academy of Management, Boston, MA.

- Marr, J.C., Lemay, E., & **Park, H.** (2022). Conflicted after status loss: How support exacerbates the effect of status loss on disengagement. Annual Meeting of the Academy of Management, Seattle, WA.
  - *Winner of Academy of Management Conflict Management Division Best Empirical or Theoretical Paper Award.*

- **Park, H.,** Tangirala, S., & Ekkirala, S. (2021). Fail to see problems, fail to speak up: How trustworthy leaders inhibit employee voice under ambiguous threats. Annual Meeting of the Academy of Management (virtual).

- **Park, H.,** Tangirala, S., Hussain, I., & Ekkirala, S. (2020). The voice solicitation paradox: Employee voice gets rewarded less when managers seek it more. Annual Meeting of the Academy of Management (virtual).

- Hussain, I., **Park, H.,** Tangirala, S., & Ekkirala, S. (2019). Imprints of the past: How social upbringing impacts employee persuasiveness in the workplace. Annual Meeting of the Academy of Management, Boston, MA.

- **Park, H.,** Ryou, Y., & Roh, H. (2017). Two to tango: Team's intrapersonal career diversity, leader's career quality, and team performance. Annual Meeting of the Academy of Management, Atlanta, GA.

  − *Winner of AKMS-Amore Pacific Scholarship for Best Graduate Student Conference Papers.*

ORGANIZED SYMPOSIUM

- **Park, H.,** & Hussain, I. (2019). Making voice happen: New directions for managerial facilitation of and responses to employee voice. Annual Meeting of the Academy of Management, Boston, MA.

  − *Featured as a Showcase Symposium. Sponsored by MOC, OB, and HR Divisions.*

INVITED TALKS

University of Notre Dame, Mendoza College of Business	2022
Pennsylvania State University, Smeal College of Business	2022
Georgia Institute of Technology, Scheller College of Business	2022
University of Michigan, Ross School of Business	2022
Arizona State University, W. P. Carey School of Business (invited; unable to attend)	2022
University of London, London Business School (invited; unable to attend)	2022
University of California, Riverside, School of Business (invited; unable to attend)	2022
Georgia Institute of Technology, Stewart School of Industrial and Systems Engineering	2025

AWARDS, HONORS, & GRANTS

Best Reviewer Awards

- *Academy of Management Journal* (2026).
- *Organizational Behavior and Human Decision Processes* (2026).
- *Journal of Applied Psychology* (2025).

Georgia Institute of Technology

- Institute for Leadership and Social Impact Research Award; $4,000 (2025).

Society for Industrial and Organizational Psychology (SIOP)

- S. Rains Wallace Dissertation Award (2024).

Academy of Management (AOM)

- Best Empirical or Theoretical Paper Award, Conflict Management Division (2022).

University of Maryland

- Charles A. Caramello Distinguished Dissertation Honorable Mention (Top 2) (2024).
- Smith Outstanding Dissertation Award (2024).
- Allan N. Nash Outstanding Doctoral Student Award (2023).
- Outstanding Graduate Assistant Award; $5,000 (2022-23).
- Frank T. Paine Award for Academic Achievement (2022).
- Summer Research Fellowship; $5,000 (2021).
- Faculty-Student Research Award; $10,000 (2020–21).

Association of Korean Management Scholars

- AKMS-Amore Pacific Scholarship for Best Graduate Student Conference Papers (2017).

University of California, Los Angeles

- Deans Honors List (2012).

Yonsei University

- High Honors Scholarships and Honors Scholarships (2010 – 2013).

ACADEMIC SERVICE

Editorial Roles

- *Academy of Management Journal*, Editorial Review Board (2025 – present)
- *Organizational Behavior and Human Decision Processes*, Editorial Review Board (2026 – present)
- *Journal of Applied Psychology*, Editorial Fellow (2026); Editorial Review Board (beginning 2027)

Other Ad-hoc Reviewing

- *Academy of Management Review* (2025 – present)
- *Organization Science* (2023 – present)

Academy of Management

- Panel, Organizational Behavior Doctoral Consortium, "Acing the Job Talk" (2023, 2024, 2025, 2026)
- Panel, "We Got by with a Little Help: Perspectives on the Academic Job Market" PDW (2023)
- Panel, "Preparing for the OB Job Market" Virtual PDW (2023)

Georgia Institute of Technology

- Faculty Affiliate, Center for AI in Business, Scheller College of Business (2026 – present)
- Co-Chair, Organizational Behavior Area Distinguished Speaker Series (2025 – present)
- Faculty Coordinator, Organizational Behavior Area Lab Subject Pool (2025 – present)
- PhD Student Recruiting for Organizational Behavior Area (2024 – present)
- Faculty Hiring for Organizational Behavior Area (2023, 2024, 2025, 2026)
- Student Advising
  - Natasha Reed (Dissertation Committee; 2025)
  - Eunsoo Son (Dissertation Committee; 2026)
  - Tyler Berhmann (First-year Paper Committee; 2025)
  - Kat Moore (First-year Paper Committee; 2026)

OTHER PROFESSIONAL EXPERIENCE

Bloomberg L.P. Singapore

- **Advanced Equity Specialist** (2014 – 2016)
  - Conducted advanced-level Equity research and provided data analysis and support to financial clients.
  - Delivered training to clients and employees and developed curriculum as the Asia Head of Research GCM.

REFERENCES

Dr. Subrahmaniam Tangirala
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Department of Management and Organization
Robert H. Smith School of Business
University of Maryland
Email: stangira@umd.edu

Dr. Rellie Derfler-Rozin
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University of Maryland
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Dr. Jennifer Carson Marr
Associate Professor
Department of Management and Organization
Robert H. Smith School of Business
University of Maryland
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