

Hyunsun Park

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EDUCATION

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

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

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

- Primary research area: Voice, Proactivity
- Additional research areas: Bias, Social class, 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.* & **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.**
- 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.**

OTHER PUBLICATION

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

MANUSCRIPTS INVITED FOR REVISION

- **Park, H.**, Tangirala, S., & Ekkirala, S. How trustworthiness of managers inhibits employee voice under ambiguous threats. [1st Round R&R, *Journal of Applied Psychology*]
- **Park, H.**, Tangirala, S., Gajendran, R. S., & Sethi, D. Model citizen or squeaky wheel? How employees of lower social class origins face ambivalent reactions at work. [1st Round R&R, *Administrative Science Quarterly*]

MANUSCRIPT UNDER REVIEW

- Lemay, E., **Park, H.**, Fernandez, J., & Marr, J.C. The position that awaits: Implications of expected future status for performance, motivation, and well-being at work. [**Under Review, *Journal of Experimental Social Psychology***]

SELECTED WORKS IN PROGRESS

- **Park, H.**, Sah, S., & Tangirala, S. The voice empathy gap: How employees and managers hold differing beliefs about lack of voice. [In preparation for submission to *Organization Science*]
- **Park, H.**, Tangirala, S., Gajendran, R. S., & Ozgen, S. Feeling grateful and paying it forward in adversity: How actions of community leaders during disasters promote workplace helping. [In preparation for submission to *Personnel Psychology*]
- **Park, H.**, & Tangirala, S. Don't ask unless you mean it: Manager's ceremonial solicitation induces employee cynicism for voice. [Field study completed. Experiments in progress. Target: *Academy of Management Journal*]
- **Park, H.**, & Tangirala, S. Passing off upward versus downward: The asymmetrical effects of faking social class origins. [Qualitative study completed. Experiments in progress. Target: *Administrative Science Quarterly*]
- **Park, H.**, Tangirala, S., Gajendran, R. S., & Ozgen, S. Work identity hurts but resilience helps: Effects of professional isolation on employee effectiveness. [Writing stage. Target: *Academy of Management Journal*]
- **Park, H.**, Derfler-Rozin, R., & Bartol, K. "Perfect pitch" for networking? How the content of elevator pitch and gender influence networking success. [Field study and experiment completed. Additional experiments in progress. Target: *Academy of Management Journal*]
- **Park, H.***, Sohn, J.*, & Seo, M. How the unequal distributions of OCB among team members elicit negative emotions and affect team outcomes. [Field study in progress. Target: *Academy of Management Journal*]
* **Equal author contributions. Names appear in alphabetical order.**
- Hussain, I., Tangirala, S., **Park, H.**, & Ekkirala, S. No idea is an island: The spillover effects of radical ideas on employee implementation of other proposals. [In preparation for submission to *Academy of Management Journal*]
- Marr, J.C., Lemay, E., & **Park, H.** Conflicted after status loss: How perceived coworker support exacerbates the effect of status loss on disengagement. [In preparation for submission to *Organization Science*]
* **Winner of 2022 Academy of Management Best Empirical or Theoretical Paper Award (CM Division)**

TEACHING EXPERIENCE

University of Maryland

- **Instructor, Undergraduate core Management course**

- BMGT 364, Managing People and Organizations Fall 2021
 - Taught in-person with mask (60 students)
 - **Overall course rating: 3.7 / 4.0. Instructor rating: 4.0 / 4.0.**
- BMGT 364, Managing People and Organizations Summer 2022
 - Taught virtually over Zoom (29 students)
 - **Overall course rating: 3.9 / 4.0. Instructor rating: 3.9 / 4.0.**

Yonsei University, School of Business

• Teaching Assistant, Undergraduate and MBA courses

- Organizational Behavior (Undergraduate), Leadership (Corporate & Executive MBA) Spring 2017
- Human Resource Management (Undergraduate), Organizational Behavior (Global MBA) Fall 2017

CONFERENCE PRESENTATIONS

- **Park, H.,** Sah, S., & Tangirala, S. (2022). The voice empathy gap: How employees and managers hold differing beliefs about lack of voice. Annual Meeting of the Society for Judgment and Decision Making, San Diego, CA (invited).
- 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 the 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)	2022
University of London, London Business School (invited)	2022
University of California, Riverside, School of Business (invited)	2022

AWARDS, HONORS, & GRANTS

Academy of Management

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

University of Maryland

- Outstanding Graduate Assistant Award (2022-23): University-level award to outstanding PhD students (top 2%), awarded by the UMD Graduate School.

- Frank T. Paine Award for Academic Achievement (2022): College-level award to 2 students in PhD program for excellence in academic and research achievements.
- Summer Research Fellowship (2021): University-level award with a \$5,000 grant to support outstanding summer research proposals, awarded by the UMD Graduate School.
- Faculty-Student Research Award (2020–21): University-level award with a \$10,000 grant to support outstanding research proposals, awarded by the UMD Graduate School.

National Research Foundation of Korea

- Humanities and Social Sciences Basic Research Grant (2017): Nation-wide competition with a grant to support outstanding research in social sciences.

Association of Korean Management Scholars

- AKMS-Amore Pacific Scholarship for Best Graduate Student Conference Papers (2017): Awarded to best graduate student papers accepted at the Academy of Management Annual Meeting.

University of Minnesota, Carlson School of Management

- Third Place Winner at the 2016 Carlson International HR Case Competition (2016).

University of California, Los Angeles

- Deans Honors List (2012), during exchange student year (2011 – 2012).

Yonsei University

- High Honors Scholarships and Honors Scholarships (2010 – 2013, Top 1% and 3% of class).

ACADEMIC SERVICE

Ad-hoc Reviewer

- Academy of Management Annual Meeting (2019 – present)

Academy of Management (AOM)

- Round Table Host, Organizational Behavioral Doctoral Consortium PDW (invited, 2023)
- Round Table Host, “We Got by with a Little Help: Perspectives on the Academic Job Market” PDW (invited, 2023)

University of Maryland

- OB Department Ph.D. Student Representative (2022 – 2023)
- M&O Department Organizer, Career and Professional Socialization Series (2021 – 2022)
- OB Department Organizer, Student Presentation Series (2020 – 2021)
- M&O Department Co-organizer, Career and Professional Socialization Series (2018 – 2020)

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.

PROFESSIONAL AFFILIATIONS

- Academy of Management (AOM)
- Association of Korean Management Scholars (AKMS)

REFERENCES

Dr. Subrahmaniam Tangirala

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Dr. Kathryn M. Bartol

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