

# Hyunsun Park

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## ACADEMIC POSITION

**Georgia Institute of Technology, Scheller College of Business** Atlanta, GA  
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, 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>

- Marr, J.C., Lemay, E., & **Park, H.** (Forthcoming). Conflicted about coworkers: How coworker support influences engagement after status loss. *Personnel Psychology*.  
\* *Winner of the 2022 Academy of Management Best Empirical or Theoretical Paper Award (CM Division)*.

#### MANUSCRIPTS INVITED FOR REVISION & UNDER REVIEW

- **Park, H.**, Tangirala, S., Gajendran, R. S., & Sethi, D. Preserving hierarchies: How social caste influences job rewards. [2nd Round R&R, *Administrative Science Quarterly*]  
\* *Winner of the 2024 SIOP S. Rains Wallace Dissertation Award*.
- Hussain, I., Tangirala, S., **Park, H.**, & Ekkirala, S. The divergent idea effect: How extreme ideas from high status employees facilitate implementation of their peers' ideas. [1st Round R&R, *Journal of Applied Psychology*]

#### OTHER PUBLICATIONS

- **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

- **Park, H.**, Tangirala, S., & Ekkirala, S. Don't ask unless you mean it: When managers engage in shallow solicitation and how it hurts employee voice. [In preparation for submission to *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: *Academy of Management Journal*]
- Chighizola, N.\*, & **Park, H.**\* Organizational Omertà: Toward a theory of the code of silence at work. [Writing stage. Target: *Academy of Management Review*]  
\* Equal author contributions. Names appear in alphabetical order.
- **Park, H.**, Sah, S., & Tangirala, S. The voice empathy gap: How employees and managers hold differing beliefs about lack of voice. [Qualitative study, field study, and two experiments completed. Additional experiments in progress. Target: *Organizational Behavior and Human Decision Processes*]
- **Park, H.**, Derfler-Rozin, R., & Bartol, K. M. "Perfect pitch" for networking? How the content of elevator pitch and gender influence networking success. [Writing stage. Target: *Academy of Management Journal*]
- **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 completed. Field survey and intervention studies in progress. Target: *Academy of Management Journal*]  
\* Equal author contributions. Names appear in alphabetical order.
- **Park, H.**\*, Sohn, J.\*, & Seo, M. How the unequal distributions of OCB among team members elicit negative emotions and affect team outcomes. [Field study completed. Target: *Academy of Management Journal*]  
\* Equal author contributions. Names appear in alphabetical order.

## TEACHING EXPERIENCE

### Georgia Institute of Technology

- *Individual Behavior in Organizations*, PhD Seminar (MGT 7105)
  - Spring 2025 (scheduled)
- *Organizational Behavior*, Undergraduate Core Management (MGT 3101)
  - Spring 2025 (scheduled)
  - Spring 2024
    - Section B (Instructor effectiveness rating: 4.8 / 5.0)
    - Section C (Instructor effectiveness rating: 4.8 / 5.0)

### University of Maryland

- *Managing People and Organizations*, Undergraduate Core Management (BMGT 364)
  - Summer 2022 (Overall course rating: 3.9 / 4.0; Instructor rating: 3.9 / 4.0)
  - Fall 2021 (Overall course rating: 3.7 / 4.0; Instructor rating: 4.0 / 4.0)

## CONFERENCE PRESENTATIONS

- **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 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

### **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 (2024): Multi-disciplinary university-level award to outstanding PhD dissertation; received Honorable Mention (top 2) in Social Sciences discipline.
- Smith Outstanding Dissertation Award (2024): College-level award to 1 outstanding PhD dissertation.
- Allan N. Nash Outstanding Doctoral Student Award (2023): College-level award to 2 students in the PhD program for excellence in research, teaching, leadership, and service.
- 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 the 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.

### **Association of Korean Management Scholars**

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

### **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 Reviewing**

- *Academy of Management Journal* (2023 – present)
- *Journal of Applied Psychology* (2023 – present)
- *Organizational Behavior and Human Decision Processes* (2024 – present)

- *Organization Science* (2023 – present)

### Academy of Management

- Round Table Host, Organizational Behavior Doctoral Consortium (2024)
- Round Table Host, Organizational Behavior Doctoral Consortium (2023)
- Round Table Host, “We Got by with a Little Help: Perspectives on the Academic Job Market” PDW (2023)
- Facilitator, “Preparing for the OB Job Market” Virtual PDW (2023)

### Georgia Institute of Technology

- PhD Dissertation Committee
  - Eun Soo Son (Member)
  - Natasha Reed (Member)

### 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)

## 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)
- Society for Industrial and Organizational Psychology (SIOP)
- Association of Korean Management Scholars (AKMS)

## REFERENCES

### Dr. Subrahmaniam Tangirala

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