

# 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, 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

- **Park, H.\*** & Chighizola, N.\* The unspeakable matters: Toward a theory of zones of institutionalized silence. [2nd R&R, *Academy of Management Review*]  
\* Equal author contributions. Names appear in reverse 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 and silence. [1st R&R, *Academy of Management Journal*]
- 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 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

- **Park, H.**, Tangirala, S., Gajendran, R. S., & Sethi, D. Preserving hierarchies: How social caste influences job rewards. [Preparing for submission. Target: *Journal of Personality and Social Psychology*]  
– *Winner of the 2024 SIOP S. Rains Wallace Dissertation Award*.
- **Park, H.**, Tangirala, S., & Spriha, Y. Passing off upward versus downward: The asymmetrical effects of faking social class origins. [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.**, Derfler-Rozin, R., & Bartol, K. M. "Perfect pitch" for networking? How the content of elevator pitch and gender influence networking success. [Field and lab experiments completed. Supplemental experiment in progress. Target: *Organizational Behavior and Human Decision Processes*]

## TEACHING EXPERIENCE

### Georgia Institute of Technology

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

### Executive Education

- *The Art and Science of Voice and Proactive Behavior*
  - Spring 2026 (1 section) 4.8 / 5.0

### Undergraduate

- *Organizational Behavior* (MGT 3101)
  - Spring 2026 (2 sections)
  - 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

### University of Maryland

#### Undergraduate

- *Managing People and Organizations* (BMGT 364)
  - Summer 2022 (1 section; 29 students) 3.9 / 4.0
  - Fall 2021 (1 section; 60 students) 4.0 / 4.0

## CONFERENCE PRESENTATIONS

- **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

### 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 Fellow

- *Journal of Applied Psychology* (2026)

### Editorial Review Board

- *Academy of Management Journal* (2025 – present)
- *Organizational Behavior and Human Decision Processes* (2026 – present)

### 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, invited 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

- 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)
- Student Advising
  - Natasha Reed (Dissertation Committee; 2025)
  - Eunsoo Son (Dissertation Committee; expected 2026)
  - Tyler Berhmann (First-year Paper Committee; 2025)

## 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

Dean’s Chair of Organizational Studies  
Department of Management and Organization  
Robert H. Smith School of Business  
University of Maryland  
Email: [stangira@umd.edu](mailto:stangira@umd.edu)

### Dr. Rellie Derfler-Rozin

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Department of Management and Organization  
Robert H. Smith School of Business  
University of Maryland  
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### Dr. Jennifer Carson Marr

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