

Hee Man Park

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ACADEMIC APPOINTMENT

Director of Graduate Studies

The Pennsylvania State University, 2024-

Associate Professor of Human Resource Management

The Pennsylvania State University, 2024-

Affiliate Faculty in the Healthy, Inclusive, and Productive (HIP) Workplace Initiative

Affiliate Faculty in Edna Bennett Pierce Prevention Research Center

The Pennsylvania State University, 2023-

Assistant Professor of Human Resource Management

The Pennsylvania State University, 2017-2024

EDUCATION

The Ohio State University, Max M. Fisher College of Business

Columbus, OH, USA

Ph.D. in Management and Human Resources

Cornell University, School of Industrial and Labor Relations

Ithaca, NY, USA

Master in Industrial and Labor Relations

Korea University

Seoul, Korea

Master in Business Administration

Bachelor in Business Administration, Economics

RESEARCH INTEREST

My research focuses on fostering a sustainable and healthy workplace by examining inclusion-exclusion dynamics in supervisor-subordinate relationships, destructive leader behaviors, fair pay, and career/occupational inequality.

PUBLICATIONS (REFERRED JOURNALS)

Pearce, C. & Park, H.M. (in press). Are you an accidental dictator? The smart person leadership trap and how to avoid it. *Organizational Dynamics*.

Park, H. M., & Gough, M. (2024). Unraveling gender disparities in arbitrators' social networks: differential effects of centrality and tie strength on career outcomes among independent contractors. *Equality, Diversity and Inclusion*.

Park, H. M., Judge, T., Lee, H., Chung, S., & Zhan, Y. (2024) When conscientiousness differentially pays off: The role of incongruence between Black stereotypes and personality in pay inequality. *Personnel Psychology*

Park, H. M., Carter, K. M. & Phillips, J. M. (2023) Resisting delegation: The influence of incivility and developmental tasks on commitment to the supervisor and delegation resistance. *Journal of Business and Psychology*, 38, 1245-1266

** Recipient of Editor Commendation Award (i.e., identified/recommended by editors as one of the best 12 articles published in 2023).*

Klein, H. J., Lount, R. B., Jr., **Park, H. M.**, & Linford, B. J. (2020). When goals are known: The effects of audience relative status on goal commitment and performance. *Journal of Applied Psychology*, 105(4), 372-389.

Park, H. M., Moon, H. K., & Jeon, Y. (2020) Abusive supervision and supervisor indifference attribution: Role of subordinates' horizontal collectivism orientation. *Korean Journal of Management*, 28(1), 137-166

*Haggard, D. L. & ***Park, H. M.** (2018) Perceived supervisor remorse, abusive supervision, and LMX. *Journal of Organizational Behavior*, 39 (10), 1252-1267

*** Denotes shared authorship; authors listed alphabetically.**

Tepper, B. J., Dimotakis, N., Lambert, L. S., Koopman, J., Matta, F. K., **Park, H. M.**, & Goo, W. (2018). Examining follower responses to transformational leadership from a dynamic, person–environment fit perspective. *Academy of Management Journal*, 61(4), 1343–1368.

Chung, S., Lount, R. B., **Park, H. M.**, & Park, E. S. (2018) Friends with performance benefits?: A meta-analysis on the relationship between friendship and group performance. *Personality and Social Psychology Bulletin*, 44(1): 63-79

Tepper, B. J., Simon, L.S., & **Park, H. M.** (2017). Abusive supervision. *Annual Review of Organizational Psychology and Organizational Behavior*, 4:123-152

Tepper, B. J., Mitchell, M. S., Haggard, D. L., Kwan, H. K., & **Park, H. M.** (2015). On the exchange of hostility with supervisors: An examination of self-enhancing and self-defeating perspectives. *Personnel Psychology*, 68(4): 723-758.

PUBLICATIONS (BOOK CHAPTERS)

Phillips, J.M., Dlugos, K.E., & Park, H.M. (2024). Use recognition to facilitate employee performance and engagement. In E.A. Locke and C.L. Pearce (Eds.), *Handbook of Principles of Organizational Behavior* (3rd ed.). Hoboken, NJ: Wiley.

- Klein, H. J. & Park, H.M. (2020) Workplace commitments. In Sessa, V.I. & Bowling, N.A. (Ed). *Essentials of Job Attitudes and Other Workplace Psychological Constructs: Theory and Practice*. Taylor and Francis
- Klein, H. J., & Park, H. M. (2017). Commitment as a unidimensional construct. In J. P. Meyer (Ed.) *The Handbook of Employee Commitment*. Edward Elgar Publishing.
- Klein, H. J., & Park, H. M. (2015). Organizational commitment. In: James D. Wright (editor-in-chief), *International Encyclopedia of the Social & Behavioral Sciences*, 2nd edition, Vol 17. Oxford: Elsevier. pp. 334–340.

GRANT AWARD

- 2024 The Pennsylvania State University College of the Liberal Arts Research Grant \$5,000
- 2023 The Pennsylvania State University College of the Liberal Arts Research Grant \$ 4,950
- 2021-2022. The Pennsylvania State University, Social Science Research Institute, Seed Grant. \$23,837 “*Gender and Racial Disparities in Occupational Privilege: Effects of Occupational Discrimination on Career, Health, and Life Outcomes.*” PI: Hee Man Park, Co-PI: Soo-yong Byun, Co-I: Sarah Damaske.
2019. The Pennsylvania State University, School of Labor and Employment Relations, Internal Grant. \$5,000. With Jean Phillips
2016. The Ohio State University. Fisher College Doctoral Student Research Grant. \$1,000

CONFERENCE PRESENTATIONS

- Park, H.M., Roumpi, D., Hur, Y.S., Small, M., & Crowley, M. (Dec, 2024). Socially Responsible Entrepreneurship: Examining the Relationship between Entrepreneurs’ competency, race, and fair pay practices in small ventures, 9th European Institute for Advanced Studies in Management, Brussels, Belgium.
- Choi, G., Chen, R., Park, H.M., & Lee, H. The Relationship between Retirement and Cardiovascular Disease: A Mediation Analysis in the U.S. and South Korea (November, 2024). The Annual Scientific Meeting. Gerontological Society of America, Seattle, WA.
- Park, H.M. & Chung, S.H. (August, 2024) Extraversion Revisited: How Personalities and Occupations Jointly Shape Gender Pay, the Annual Meeting of the Academy of Management, Chicago, IL.
- Park, H. M., Kang, S.M., & Kim, N.Y. (August, 2023) Developing Inclusive Teams and Fostering Knowledge Sharing: Role of LMX Disagreement, the Annual Meeting of the Academy of Management, Boston, MA.

Park, H. M., Oldroyd, J., Bingham, J., Hendron, M., & Keogh, A. (July, 2023) Gendered Benefits of Networks on Commitment: The Construal Perspective on Brokerage and Centrality, the Annual Conference of the International Association of Conflict Management, Thessaloniki, Greece.

Park, H. M., Lee, H.W., & Chung, S.H. (July, 2023) Personality, Gender, Occupation, and Pay Disparity, the Annual Symposium of the Korea Inequality Research Network, Chuncheon, South Korea.

Park, H. M., Judge, T.A., Chung, S.C., & Zhan, Y. (August, 2022) An Occupational Source of Racial Inequality: The Roles of Conscientiousness and Education, the Annual Meeting of the Academy of Management, Seattle, WA.

Park, H.M., Newton, D., & Black, N. (August 2022) Steadying the Ship after Rocking the Boat: the Effects of Voice Staging on Supervisor Hostility, the Annual Meeting of the Academy of Management, Seattle, WA.

Park, H. M., Judge, T.A., Lee, H.W., Chung, S.C., & Zhan, Y. (July, 2022), Occupations As a Source of Career Outcomes Inequality: The Role of Personality Traits and Occupational Value of Status, Korean Inequality Research Network Annual Conference, Yonsei University, Seoul, South Korea.

Park, H. M., Judge, T.A., Chung, S.C., & Zhan, Y. (March, 2022), Occupations As a Source of Career Outcomes Inequality: The Role of Personality Traits and Occupational Value of Status, the Dismantling Bias Conference, West Lafayette, IN.

Park, H. M., Hur, Y.S., Small, M., & Crowley, M. (March, 2022), The relationship between female CEO characteristics and fair pay practices in small entrepreneurial firms, Women in leadership forum, Hayward, CA.

Park, H. M., Tepper, B. J., Kiewitz, C., Liik, K., Milojkovic, A., Ozsoy, E., Pejic, M., Stouten, J., & Volmer, J. (August, 2020), Toward Theoretical Parsimony and Practical Utility in the Prediction of Abusive Supervision. New Ways of Understanding the Dark Side of Leadership, the Annual Meeting of the Academy of Management, Vancouver, Canada.

Park, H. M., Carter, K. M., & Phillips, J. M. (August, 2020). What to Delegate and How to Delegate Matter, the Annual Meeting of the Academy of Management, Vancouver, Canada.

Park, H. M., Moon, H., & Jeon, Y. (July, 2019). Ambivalent Attitude Toward Abusive Supervisor: The Role of Victims' Psychological Collectivism, the annual meeting of Interdisciplinary Network for Group Research Conference. Lisbon, Portugal.

Park, H. M., Moon, H., & Jeon, Y. (May, 2019). Abusive supervision, Attribution, and Cultural Values, the annual meeting of Korean Academy of Organization and Management. Suwon, South Korea.

Park, H. M. & Tepper, B.J. (April, 2019). Social Network Effects on Abusive Supervision: Social benefits and costs of member centrality in intra-team social networks, the annual meeting of the Society for Industrial and Organizational Psychology. National Harbor, MD.

Park, H. M., Moon, H, & Jeon, Y (July, 2018). Abusive Supervision and Victim's Ambivalent Attitude: The role of vertical and horizontal collectivism and individualism, the annual meeting of Interdisciplinary Network for Group Research Conference. Washington, DC , MD.

Chung, S., Lount, R. B., & Park, H. M. (August, 2016). Do Friends Perform Better?: A Meta-Analytic Review of Friendship and Group Task Performance, the annual meeting of the Academy of Management. Anaheim, CA.

Klein, H. J., Park, H. M., & Lount, R. B. (August, 2015). Making Goals Public: Whom You Tell and Whether You Care Matters, the annual meeting of the Academy of Management. Vancouver, Canada.

Park, H. M., Oldroyd, J., Bingham, J., & Hendron, M. (August, 2015). Skip the Company Party: Instrumental and Expressive Networks' Effects on Organizational Commitment, the annual meeting of the Academy of Management. Vancouver, Canada.

Tepper, B. J., Park, H. M., Duffy, M. K., Mitchell, M. S., Haggard, D. L. (April, 2015) On the Phenomenology of Abusive Supervision, the annual meeting of the Society for Industrial and Organizational Psychology. Philadelphia, PA.

Park, H. M., Oldroyd, J., Bingham, J., & Hendron, M. (November, 2014) Two Routes to Affective Outcomes: Instrumental Network vs. Friendship Network Effect on Commitment, the Conference on Commitment, Columbus, OH.

Park, H. M., Tepper, B, & Menon, T., (August, 2014). Network effect on Abusive Supervision, the annual meeting of the Academy of Management. Philadelphia, PA.

McAlpine, K., Park, H. M., Park, H., Dragoni, L. (August, 2014) Trust Repair effectiveness and Manager Gender, the annual meeting of the Academy of Management. Philadelphia, PA.

McAlpine, K., Park, H. M., Park, H., Dragoni, L. (April, 2013) Trust Repair effectiveness and Manager Gender. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology. Houston, TX.

CHAired CONFERENCE SESSIONS

Park, H.M. (2024, August) Decoding the Fabric of Gender Inequality: Psychological Factors and Social Contexts, the annual meeting of the Academy of Management. Chicago, IL. *Selected as a 'Showcase Symposium', one of the very best symposium submissions received (up to 10% in each division)*

Park, H. M. (2015, August) *Social Influence on Workplace Commitment*. Symposium conducted at the annual meeting of the Academy of Management. Vancouver, Canada.

Park, H. M. & Tepper, B. J. (2015, April) *New Developments in Abusive Supervision*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology. Philadelphia, PA

Park, H. M. & McAlpine, K. (2014, August) *Trust in Leadership: Empirical Evidence and New Insight*. Symposium conducted at the annual meeting of the Academy of Management. Philadelphia, PA

INVITED PRESENTATIONS and PANELS

- HRER810 Employment Law at Pennsylvania State University, 2025
- Association of Korean Management Scholars(AKMS) Doctoral consortium Panelist, 2024
- Pennsylvania State University LER Alumni Board Meeting, 2024
- Panel on 'Dynamics of Conflict Resolution' round table discussion at Pennsylvania State University, 2024
- SKC, 2024
- University of Utah, Eccles School of Business, 2023
- University of Chile, Santiago, 2022
- Korea Advanced Institute of Science and Technology (KAIST), 2022
- Conference on International Human Resource Management, 2022.
- Yonsei University College of Business, 2022
- Korea University Business School, 2019
- Hanhwa Corporation, 2019
- Samsung Electromechanics, 2019
- Pennsylvania State University LER school Alumni Board, 2018
- Pennsylvania State University SHRM chapter, 2018, 2019
- SK Academy Webinar Series, 2017

TEACHING EXPERIENCE

MHR 3200 Managing Individuals in Organizations: HRM and OB

- Instructor (Summer 2015, Spring 2017)
- Instructor overall quality: 4.4 out of 5.

LHR 428 Total Rewards (LER 424 Employment Compensation)

- Instructor (2017~2024)
- Instructor overall quality in the recent two years: 6.3 out of 7.

HRER 588 Capstone in Human Resources and Employment Relations

- Key topics: SHRM, leadership development, diversity/talent management

- Instructor (2018~)
- Instructor overall quality in the recent two years: 6.4 out of 7.

HRER 824 Total Rewards

- Instructor (2020~)
- Instructor overall quality in the recent two years: 6.5 out of 7.

OLEAD100 Introduction to Leadership

- Instructor (Fall 2024~)

HONORS AND AWARDS

- Best paper proceedings of the Academy of Management Annual Meeting, 2024
- Editor's Commendation Award, Journal of Business and Psychology, 2023
- Best Reviewer Award, Academy of Management Conference, 2023
- Best Reviewer Award, Journal of Managerial Psychology, Sep 2018
- Best Presentations, the Conference on Commitment, Oct 2014
- Doctoral Student Fellowship, The Ohio State University, 2012 ~ 2017
- Dean's List • Academic Excellence Scholarship 2008, 2009, Korea University Graduate School of Business
- Honors scholarship 2003/2004, Freshmen special scholarship, Korea University

CORPORATE EXPERIENCE

Hewlett Packard: HR Business Partner (Palo Alto, CA, 2012, Houston, TX, 2010)

- Assessed Competency /Performance Management Process for Managing Directors
- Assessed Talent Management Process and built recruiting channel strategy
- Built Compensation Strategy for mitigating attrition risk of PSG America Executives

Samsung Electronics: Corporate HR team (Seoul, South Korea, 2005 ~ 2010)

- Conducted a global employee commitment survey for 160,000 employees.
- Conducted on-site consulting to global subsidiaries about HR policy and corporate culture: Mexico, U.S., Philippines, Russia
- Designed leadership competency models and developed Assessment Center for country managing director selection

PROFESSIONAL SERVICES

Thesis Chair/Committees

- Madison Lenz (Comprehensive exam committee, PhD, 2027)
- Sam Miller (Committee Member, DBA dissertation, 2026)
- Cara Winslow (Committee Member, DBA dissertation, 2026)

- Cristina Gonzalez (Committee Member, PhD dissertation, 2023)
- Lauren Phelps (Committee Member, Master's Thesis, 2024)
- Thomas Mikhail (Committee Chair, Schreyer Honors Thesis, 2023)
- Sally Hendrick (Committee Member, Master's Thesis, 2023)
- Kaitlin Harlan (Committee Member, Master's Thesis, 2023)
- Menglan Cai (Committee Member, Master's Thesis, 2021)
- Kunsung Chung (Committee Member, PhD dissertation, 2019)
- Shephali Mahajan (Committee Member, Master's Thesis, 2019)
- Timothy Daly (Committee Member, Master's Thesis, 2018)
- Sarah Greeley (Committee Member, Master's Thesis, 2018)

Student Organization Advisor

- Penn State Society for Human Resources Management (SHRM) (2018-2020)
- Penn State LER School H.R. case competition advisor (2019 – 2022)

Other School/College-level Services

- College of the Liberal Arts Faculty Writing Group Facilitator (2023~)
- Graduate Program/Research Committee (2021-)
- Paul Whitehead Teaching Award Committee (2022-)
- LER Speaker series organizer (2023~)
- Faculty Search Committee (2018~)

AD-HOC Reviewing

- Journal of Applied Psychology (2021- Present)
- Journal of Organizational Behavior (2024 - Present)
- Journal of Occupational and Organizational Psychology (2019-Present)
- Human Resources Development Quarterly (2022- Present)
- Human Relations (2024-)
- Organizational Dynamics (2025-)
- Group and Organizational Management (2025-).
- Journal of Managerial Psychology (2017-Present)
- Academy of Management Conference Annual Meeting, SIOP conference, INGroup conference

Pro-Bono Project (Hewlett Packard Social Innovation) Lead (2012)

- Built Career Development Process at Second Harvest Food Bank, Non-Profit Organization at Northern California

Fisher Diversity Committee (2013~2015)

- Fisher College of Business PhD student representative

REFERENCES

Bennett J. Tepper, Ph.D.

Abramowitz Memorial Professor

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Fisher College of Business
The Ohio State University
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