

CURRICUM VITAE TAE-YOUN PARK

Owen Graduate School of Management
Vanderbilt University
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ACADEMIC EMPLOYMENT

Owen Graduate School of Management, Vanderbilt University **2012-Present**
Assistant Professor, Brownlee O. Currey Jr. Dean's Faculty Fellow
*On parental leave 2016-2017

EDUCATION

Carlson School of Management, University of Minnesota **June 2012**
Ph.D. Human Resources and Industrial Relations (Work and Organizations)

College of Business Administration, Seoul National University **Feb 2005**
M.B.A. (Business Administration)

College of Business Administration, Chung-Ang University **Feb 2003**
B.A. (Business Administration)

CURRENT RESEARCH INTERESTS

Employment relationship; Compensation and rewards; Turnover and retention

REFERRED PUBLICATIONS

Articles

Park, T.-Y., Lee, E.-S., & Budd, J. W. (in press). What do unions do for mothers?: Paid maternity leave use and the multifaceted roles of labor unions. *Industrial and Labor Relations Review*.

Booth, J. E., **Park, T.-Y.**, Zhu, L., Beaugard, A., Gu, F., & Emery, C. (2018) Prosocial response to client-instigated victimization: The role of forgiveness and workgroup conflict. *Journal of Applied Psychology*. 130(5): 513-536.

Park, T.-Y., Kim, S., & Sung, L.-K.† (2017). Fair pay dispersion: From a regulatory focus theory view. *Organizational Behavior and Human Decision Processes*. 142. 1-11.

*Lead article

†Former doctoral student

Conroy, S. A., Yoon, Y. J., Bamberger, P., Gerhart, B., Gupta, N., Nyberg, A., Park, S., **Park, T.-Y.**, Shaw, J. D. & Sturman, M. (2016). Past, Present and Future Compensation Research Perspectives. *Compensation and Benefits Review*. 47(5-6). 207-215.

Lee, E.-S.*, **Park, T.-Y.***, & Koo, B.-J. (2015). Identifying organizational identification as a basis for attitudes and behaviors: a meta-analytic review. *Psychological Bulletin*. 141(5): 1049-1080.
*authorship alphabetical

Jia, L., Shaw, J. D., Tsui, A. & **Park, T.-Y.** (2014). Employee-organization relationships and team creativity: Development and test of a social structural framework. *Academy of Management Journal*. 57(3): 869-891.
*Winner of the Jiang Yi Wei Scholarship Award

Conroy, S. A., Gupta, N., Shaw, J. D., & **Park, T.-Y.** (2014), A multilevel approach to the effects of pay variation, in M. Ronald Buckley, Jonathon R. B. Halbesleben, Anthony R. Wheeler (ed.) *Research in Personnel and Human Resources Management* (Volume 32) Emerald Group Publishing Limited, pp.1-64.

Park, T.-Y. & Shaw, J. D. (2013). Turnover rates and organizational performance: A meta-analysis. *Journal of Applied Psychology*. 98(2): 268-309.

Shaw, J. D., **Park, T.-Y.**, & Kim, E. (2013). A resource-based perspective on human capital losses, HRM investments, and organizational performance. *Strategic Management Journal*. 34(5): 572-589.

Leslie, L. M., Manchester, C. F., **Park, T.-Y.**, & Mehng, S. A. (2012). Flexible work practices: A source of career premiums or penalties? *Academy of Management Journal*. 55(6): 1407-1428.
*Finalist, Rosabeth Moss Kanter Award for Excellence in Work-Family Research

Citations

884 in Google Scholar (as of July 2018)

h-index = 7 in Google Scholar (as of July 2018)

Book Chapter

Park, T.-Y., & Shaw, J. D. Compensation systems and practices in Asia. (2017). In Fang Lee Cooke & Sunghoon Kim (eds.) *Routledge Handbook of Asian Human Resource Management*. New York, NY: Routledge, pp. 201-221.

Proceedings

Park, T.-Y. & Park, J. S. (2014). Managing stock and flow of human capital: A dynamic resource-based view. *Academy of Management Best Paper Proceedings*.

Jia, L., Shaw, J. D., Tsui, A. & **Park, T.-Y.** (2011). Employee-organization relationships and team creativity. *Academy of Management Best Paper Proceedings*.

Under Review/Revision

Sung, L.-K. †, & **Park, T.-Y.** Emotion-based model of pay differential: Pay differential envy, social undermining, and self-esteem. Under first revision for resubmission to *Organization Science*.

*Best Paper Finalist, 2016 Second Human Resource Division International Conference

†Former doctoral student

Park, T.-Y., & Woehler, M.† Individual level model of pay structure transparency effects. Under review at *Academy of Management Journal*.

†Former postdoctoral fellow

Park, T.-Y., Sung, L.-K.†, & Shaw, J. D. Pay dispersion, new conceptualization, and meta-evidence. Under review at *Academy of Management Review*.

†Former doctoral student

Lee, E.-S., **Park, T.-Y.**, Paik, Y. The more identifying, the more creative in groups? Group regulatory focus as a moderator. Under review at *Journal of Applied Social Psychology*.

Park, S.*, **Park, T.-Y.***, & Barry, B. The incentive stain: A multidisciplinary review of the effects of incentives on unethical behavior. Under review at *Journal of Management* for annual review issue.

*Equal Contribution

Selected Working Papers (initial draft completed)

Park, T.-Y. Two faces of pay secrecy and the roles of team climates. Target journal: *Academy of Management Journal*.

* Study 2 data collection completed. Data analysis in progress.

Park, T.-Y., Kim, S., Park, J. S., & Lee, E.-S. On employment relationships:

Employee-organization-relationship (EOR) policies, unions, and psychological contract fulfillment perceptions. Target journal: *Academy of Management Journal*.

Park, T.-Y., Park, J. S., Vogus, T. J. Managing stock and flow of human capital: A dynamic resource-based view. Target journal: *Journal of Applied Psychology*.

INVITED TALKS & CONFERENCE PRESENTATIONS

2018 Conference Presentations

Gender & work life inclusion: Links to organizational strategy and performance.

- Session chair, Fostering gender and work-life inclusion for faculty in business schools and understudied contexts: An organizational science lens, National Science Foundation, Purdue University, West Lafayette, IN

Dulling the double-edged sword: Effects of pay structure transparency on commitment and performance.

- Showcase Symposium, “Pay transparency: Advancing theory and empirical knowledge,” Academy of Management, Chicago, IL

The more identifying, the more creative in groups? Group regulatory focus as a moderator.

- Session chair, Academy of Management, Chicago, IL

What do unions do for mothers?: Paid maternity leave use and the multifaceted roles of labor unions.

- International Labour and Employment Relations Association World Congress. Seoul, Korea

2017 **Invited Talks**

Pay dispersion effects: A long look back and short steps forward.

- University of Missouri, Kansas City

Show me the money: Counterfactual thinking of pay secrecy and its consequences.

- University of South Carolina, Columbia

Conference Presentations

The effects of pay system change.

- European Reward Management Conference, Brussels, Belgium

Bridging micro and macro perspectives on compensation.

- Professional Development Workshop (PDW) “Building the compensation research community,” Academy of Management, Atlanta, GA

On employment relationships.

- Academy of Management Journal New Ways of Seeing Paper Development Workshop, Hong Kong, China

What do unions do for mothers?: Paid maternity leave use and the multifaceted roles of labor unions.

- Labor and Employment Relations Association (LERA), Anaheim, CA

2016 **Invited Talks**

Consequences of pay secrecy: The role of internal standing and cooperative climate.

- Rutgers University, New Jersey

Conference Presentations

Individual-level compensation research issues.

- Professional Development Workshop (PDW) “Fostering relationships and research among compensation scholars,” Academy of Management, Anaheim, CA

The two faces of pay secrecy: The positive and negative effects of pay secrecy and the moderating roles of cooperative and competitive team climates.

- Academy of Management, Anaheim, CA

The effects of pay differential on social undermining via envy.

- Academy of Management, Anaheim, CA
- Human Resource Division International Conference, Sydney, Australia

2015 **Invited Talks**

Pay dispersion effects: A long look back and short steps forward.

- University of Missouri, Kansas City

Flexible work practice: Intended and unintended consequences for career success.

- Keynote address, VI International Conference of Work and Family. IESE Business School, Barcelona, Spain

Should pay be kept secret?

- Sungkyunkwan University, Seoul, Korea

Conference Presentations

The effects of pay differential on social undermining via envy.

- European Reward Management Conference, Brussels, Belgium

The two faces of pay secrecy.

- Plenary session, Annual People and Organizations Conference. The Wharton School of the University of Pennsylvania, Philadelphia, PA

Pay secrecy effects in a pay dispersion context.

- Symposium “What’s in the paycheck,” Academy of Management, Vancouver, BC, Canada

Fair pay allocations: A regulatory focus theory view.

- Academy of Management, Vancouver, BC, Canada

A multi-level process model of employee-organization relationships.

- Academy of Management, Vancouver, BC, Canada

2014 Invited Talks

Flexible work practices: A source of career premiums or penalties?

- Inaugural Rosabeth Moss Kanter Lecture. Purdue University, West Lafayette, IN

Conference Presentations

Managing stock and flow of human capital: A dynamic resource-based view.

- Academy of Management, Philadelphia, PA

2013 Conference Presentations

Taking stock of organizational identification: A meta-analysis.

- Academy of Management, Lake Buena Vista, FL

Pay dispersion and outcomes: A meta-analysis.

- Emerging Scholar Conference, Institute for Compensation Studies, Cornell University. Ithaca, NY

2011 Conference Presentations

Fair pay allocation decisions from a regulatory focus theory view.

- Academy of Management, San Antonio, TX

Turnover rates and organizational performance: A meta-analytic review.

- Academy of Management, San Antonio, TX

Employee-organization relationships and team creativity: Development and test of a social structural framework.

- Academy of Management, San Antonio, TX

2010 Conference Presentations

The consequences of forgiveness in the workplace.

- Academy of Management, Montreal, Canada

Antecedents of human resource management system changes: From the attention-based theory.

- Academy of Management, Montreal, Canada

The cost of balance: Career consequences of seeking balance through flexible work.

- Showcase symposium, Academy of Management, Montreal, Canada

Screening for commitment: Effect of maternity leave usage on wages.

- Annual Conference of the Association for Public Policy Analysis and Management, Washington, DC
- Annual Meetings of the Southern Economic Association, San Antonio, TX
- National Bureau of Economic Research (NBER) Summer Institute, Empirical Personnel Economics, Cambridge, MA

2009 Conference Presentations

Pay dispersion and workforce performance: Moderating effects of promotion probability and evaluation objectivity.

- Academy of Management, Chicago, IL

2008 Conference Presentations

A Workplace Forgiveness Process Model.

- (poster session) European Conference on Positive Psychology, Opatija, Croatia

Positive Response to Transgression?: A Workplace Forgiveness Process Model.

- Academy of Management, Anaheim, CA

HONORS AND AWARDS

Jiang Yi Wei Scholarship Foundation Award (2018).

Recipient of Brownlee O. Currey Jr. Dean's Faculty Fellowship (2017-2018).

Dean's Research Productivity Award (2015). Owen Graduate School of Management, Vanderbilt University.

Beta Gamma Sigma. (2012).

Doctoral Dissertation Fellowship (2011). University of Minnesota.

Juran Dissertation Fellowship (2010). Joseph M. Juran Center for Leadership in Quality.

Excellence in Teaching Award (2009). Carlson School of Management, University of Minnesota.

Shinhan bank scholarship (2009). Association of Korean Management Scholars.

Fellowship (2006-2010). Carlson School of Management, University of Minnesota.

Research/Teaching Assistantship (2006-2011). Carlson School of Management, University of Minnesota.

Research/Teaching Assistantship (2003-2005). College of Business Administration, Seoul National University.

TEACHING EXPERIENCE

MBA Courses (Owen Graduate School of Management, Vanderbilt University)

Strategic Alignment of Human Capital (2012-present)
Compensation Decision-Making (2012-present)
Talent Management and HR Analytics (2015-present)

Master in Human Resources and Industrial Relations Courses (Carlson School of Management, University of Minnesota)

Using Data and Metrics in Human Resources and Industrial Relations (2011)

Undergraduate Courses (Carlson School of Management, University of Minnesota)

The Individual in the Organization (2009)
Training and Development (2009)

RESEARCH GRANTS

Owen Graduate School of Management, Vanderbilt University

Communicating Employee-Organization Relationships (2013, \$20,000)

University of Minnesota Graduate School Thesis Grant

Fair pay allocation decisions from a regulatory focus theory view (2010, \$2,000)

University of Minnesota Center for Human Resources and Labor Studies Doctoral Student Research Grant

Group goal and pay allocation (2010, \$4,000)
Choice, justification, and escalation: Persistence in one's own and in others' poor decisions (2009, \$3,000)

PROFESSIONAL SERVICES

University Committee (Owen Graduate School of Management, Vanderbilt University)

Organization Studies Faculty Hiring Committee (2017, 2018)
Organization Studies Postdoctoral Fellow Hiring Committee (2017)
Student Achievement Committee (2015-present)
Organization Studies Speaker Series Organizer (2015-present)
Asia Business Association Faculty Advisor (2015-present)

Academic Committee

Academy of Management

HR Division Best Convention Paper Award Committee (2018)
International Human Resource Management Scholarly Research Award Committee (2018)
Research Discussion Session Panel, Human Resources Doctoral Student Consortium (2015, 2016, 2017, 2018)
Ralph Alexander Best Dissertation Award Committee (2015)
Human Resource Division Best Conference Paper Committee (2013)

The Center for Work and Families

Rosabeth Moss Kanter Award for Excellence in Work-Family Research Committee (2015)

Association of Korean Management Scholars

AKMS Best Paper Award Committee (2017)
Doctoral Student Consortium Organizer (2016)
AKMS Best Paper Award Reviewer (2013, 2014, 2015)

Ph.D. Student Dissertation Committee

Li-Kuo Sung, Owen Graduate School of Management, Vanderbilt University (2015)
Evan T. Haglund, Political Science, Vanderbilt University (2014)

Session Chair

Academy of Management

Preventing and Promoting: Investigating Regulatory Focus session (2018)
Implications of Pay Dispersion session (2017)
Examining Pay Structure in Compensation Research session (2014)

Editorial Board

Academy of Management Journal

Ad hoc Reviewer

Journal of Applied Psychology, Organizational Behavior and Human Decision Processes,
Strategic Management Journal, Journal of Management, Organization Studies, Human Resource
Management Review, Journal of Occupational and Organizational Psychology, Management and
Organization Review, Journal of Personnel Psychology, Public Administration Review, Stress
and Health, Academy of Management Conference, Compensation and Benefit Review.

PROFESSIONAL EXPERIENCES

New Paradigm Center, Korea Labor Institute, Seoul, Korea
Researcher

May 2005 - May 2006

Republic of Korea Army (ROKA)
Military Service

Feb 1998 - Apr 2000