



Hannah Park

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EDUCATION

Ph.D.	Rutgers University School of Management and Labor Relations Ph.D. in Industrial Relations and Human Resources	Expected 2027
	<u>Dissertation:</u> “A Person-Centered Approach to Allyship Strategies at Work: Exploring Latent Ally Work Classes and Their Nomological Network” • <i>Committee:</i> Nichelle C. Carpenter (chair), Lindsay Y. Dhanani, Christopher To, Lawrence Houston III (external member, University of Houston) • <i>Overview:</i> This dissertation contributes to identifying strategic ally work classes, explaining why employees choose certain classes, and exploring how classes bring different consequences. By applying a person-centered approach, Study 1 identified the five heterogeneous subgroups, or <i>latent classes</i>, of ally work. Study 2 will examine the antecedents explaining why people are divided into different ally work classes and the distinct consequences each class brings.	
M.S.	Rutgers University School of Management and Labor Relations Master of Science in Industrial Relations and Human Resources	2024
M.H.R.I.R.	University of Illinois at Urbana-Champaign School of Labor and Employment Relations Master of Human Resources and Industrial Relations	2016
B.E., B.B.A.	Dongguk University College of Social Science & Dongguk Business School Bachelor of Economics, Bachelor of Business Administration (Double major)	2010

RESEARCH INTERESTS

- Prosocial and antisocial behaviors of employees, (un)ethical leadership behaviors, organizational initiatives, and emotions.

MANUSCRIPTS UNDER REVIEW

* and † denote equal contribution of authorship.

Dhanani, L. Y. *, Arena, D. F. Jr. *, **Park, H.†**, & Hubbard, A.† [An Empirical Study on Organizational Initiatives, Inclusion, and Exclusion].

Status: Under 2nd Review at *Personnel Psychology*.

Houston, L., Liu, C. H., & **Park, H.** [How Leader Diversity Advocacy Shapes Employee Allyship].

Status: Under 2nd Review at *Journal of Management*.

PUBLICATIONS

Invited & Peer-Reviewed Book Chapter

Dhanani, L. Y. & **Park, H.** (forthcoming). Challenging the Myth That DEI is Only for Some. In Eden B. King, Quinetta M. Roberson, & Mikki R. Hebl (Eds.), *The Research on Social Issues in Management Series*. Emerald Publishing Limited.

Textbook

Kang, Y. O., Park, I. Y., Kim, K. Y., Oh, J. S., Lee, K. U., **Park, H.**, Lee, J. H., & Hwang, I. A. (2015). *Take Courage, Be Yourself*. Seoul, South Korea: Kamsarang. In Korean.

SELECT RESEARCH IN PROGRESS

* denotes equal contribution of authorship.

Park, H., Hubbard, A., Carpenter, N. C., & Houston, L. [A Critical Review on Individual Prosocial Behavior to Support Diversity.]

Status: Data analysis, Target: *Journal of Applied Psychology*.

Park, H.*, Meng, X. *, Dhanani, L. Y., & Taylor, S. [A Meta-analysis on Mistreatment.]

Status: Data Collection, Target: *Journal of Applied Psychology*.

Liu, C., Houston, L., **Park, H.**, & Hubbard, A. [Ambivalent Responses to Ambient Discrimination.]

Status: Writing, Target: *Personnel Psychology*.

Carpenter, N. C., Daniels, S. R., **Park, H.** [Mistreatment toward Pregnant Women.]

Status: Data collection, Target: *Journal of Applied Psychology*.

Lewis, A., Huang, S. H., & **Park, H.** [A Critical Review of Job Creation in Entrepreneurship.]

Status: Writing, Target: *Strategic Entrepreneurship Journal*.

HONORS AND AWARDS

Society of Industrial and Organizational Psychology

- Top-rated proposal in the Diversity, Equity, Inclusion, and Accessibility Content Area Theme Track (2026)

School of Management and Labor Relations, Rutgers University

- The Doctoral Student Teaching Excellence Award (2025)

Southern Management Association

- The Best Paper Award for Track 6 Social Issues and Ethics (2025)
- The Doctoral Student Travel Stipend Scholarship (2025)

Academy of Management

- The HR Division Best Reviewer (2025)
- The HR Division Conference Fee Scholarship (2023)

University of Texas at San Antonio

- The Stipend Top-off Supplement Award (2020-2021 [\$4,000], 2019-2020 [\$5,000])

Department of Economics, Dongguk University

- The Student Representative Scholarship (Spring 2010)
- The Student Excellence Scholarship (Spring 2009, Fall 2008, Fall 2006)

ACADEMIC PRESENTATIONS

Arena, D. F. Jr., & **Park, H.** Make yourself at home: Unpacking the Impact of Promotion and Prevention DEI Initiatives on Perceived Inclusion.

- Presented at the “DEI Backfire Effects: Cause for Concern or Much Ado About Nothing?” symposium (Session ID 140) in the Society for Industrial and Organizational Psychology Annual Conference, New Orleans, LA, April 2026.

Liu, C. H., Houston, L., **Park, H.** & Hubbard, A. Challenge or Hindrance? Employees’ Ambivalent Responses to Ambient Discrimination.

- Presented at the “From Ideology to Action: Cultivating Allyship and Inclusion in Diverse Workplaces” symposium (Session ID 1246) in the Society for Industrial and Organizational Psychology Annual Conference, New Orleans, LA, April 2026.

** Selected as a top-rated proposal in the Diversity, Equity, Inclusion, and Accessibility Content Area Theme Track*

- Presented at the traditional paper session in the Annual Meeting of the Southern Management Association, Greenville, SC, October 2025.

** Received the Best Paper Award for Track 6 Social Issues and Ethics*

- Presented at the “Moving Diversity, Equity, and Inclusion (DEI) Forward: Proactive Approaches to Achieve DEI Goals” symposium. Academy of Management, Copenhagen, Denmark, July 2025. <https://doi/10.5465/AMPROC.2025.14533symposium>

Park, H. A Person-Centered Approach to Allyship Strategies at Work: Exploring Ally Work Classes and Their Nomological Network.

- Presented at the HRM Research Forum at the School of Management and Labor Relations, Rutgers University, September 2025.
- Presented at the University of Delaware Management Research Summit, Newark, DE, March 2025.
- Presented at the HR Research Seminar Series at the School of Management and Labor Relations, Rutgers University, March 2025.

Park, H. & Carpenter, N. C. Diversity-Valuing Behavior: Self-Observer Convergence and Uniqueness.

- Presented at a poster session of the Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, April 2024.

Houston, L., Liu, C. H., & **Park, H.** Diversity Self-Efficacy: The Development and Validation of a Multidimensional Scale.

- Presented at the “New Perspectives on Fostering Diversity, Equity, and Inclusion in the Workplace” symposium. Academy of Management, Boston, MA, August 2023. <https://doi.org/10.5465/AMPROC.2023.12392symposium>

CHAired SYMPOSIA

Moving Diversity, Equity, and Inclusion (DEI) Forward: Proactive Approaches to Achieve DEI Goals (Chairs: **Park, H.** & Hubbard, A.). Academy of Management, Copenhagen, Denmark, 2025. <https://doi/10.5465/AMPROC.2025.14533symposium>

New Perspectives on Fostering Diversity, Equity, and Inclusion in the Workplace (Chairs: Liu, C. H., **Park, H.**, & Houston, L.). Academy of Management, Boston, MA, 2023. <https://doi.org/10.5465/AMPROC.2023.12392symposium>

TEACHING EXPERIENCE

Rutgers University

- Primary Instructor
 - Organizational Behavior and Work (Undergraduate course)
 - Fall 2024 (Average course ratings by sections: 4.65, 4.64/5.00. Co-taught with Professor Lindsay Dhanani. Hybrid mode.)
 - Spring 2024 (Average course rating: 4.72/5.00. Solo instructor. In-person mode.)
- * *Received the SMLR Doctoral Student Teaching Excellence Award*
- Teaching Assistant
 - Intro to Human Resource Management, Professor Ryan Greenbaum (Required undergraduate course, Spring 2025)
 - Organizational Behavior and Work, Professor Lindsay Dhanani (Undergraduate course, Fall 2023)
 - HR Data-Based Decision-Making, Professor Nichelle Carpenter (Graduate course, Fall 2022)
 - Substitute instructor during the professor's leave
 - HR Analytics 2, Professor Nichelle Carpenter (Graduate Course, Fall 2022)
 - Substitute instructor during the professor's leave

The Stephen Cardinal Kim Institute

- Teaching Assistant, Public education sessions at middle/high schools (2013-2015)

Dongguk University

- Teaching Assistant, Microeconomics (Undergraduate course, Spring 2008)

PROFESSIONAL ACTIVITIES, SERVICES, AND AFFILIATIONS

School of Management and Labor Relations, Rutgers University

- The Scholarship Advancing our Understanding of Social Identity reading group (2025-)
- Doctoral Student Representative of the Human Resource Management Department (2024-2025)

Industrial and Organizational Psychology

- Ad hoc reviewer Since 2025

Academy of Management (AOM) Member since 2020

- Reviewer (2021, 2024, 2025) and Emergency Reviewer (2024, 2025) of the Academy of Management Conferences
- Volunteer of the Human Resources (HR) Division (2024-2025)
 - Served on the New Member Committee of the HR Division Executive Committee
- The HR Division Doctoral Student Representative (2022-2024)
 - Served on the *New Member subcommittee* of the HR Division
 - Recruited, interviewed, and selected doctoral student representatives
- Participated in Doctoral Student Consortia
 - The HR Division Late-Stage Doctoral Student Consortium (2026)
 - The OB Division Late-Stage Doctoral Student Consortium (2025)
 - The DEI Division Doctoral Student Consortium (2024)

- The Doctoral Student Consortium by the Association of Korean Management Scholars (2022-2024)
- The HR Division Middle-Stage Doctoral Consortium (2023)
- The New Doctoral Student Consortium (2022)

Society for Industrial and Organizational Psychology (SIOP) Member since 2021

- Served as a volunteer for the annual conference meeting (2024)
- Participated in the Ambassador Program for Newcomers (2021)

Southern Management Association (SMA) Member since 2025

- Attended the SMA Late-Stage Doctoral Consortium (2025)
- Served as a volunteer for the annual conference meeting (2025)

Positive Relationships at Work (PRW) Member since 2025

- Doctoral-focused Reading Group (2023-2024)

The LINKS Center for Social Network Analysis

- Completed the LINKS Workshop on *Intermediate Social Network Analysis with R* (2024)

Consortium for the Advancement of Research Methods and Analysis (CARMA)

- Completed Short Courses (2022) on *Multilevel Analysis*, *Questionnaire Design*, and *Advanced SEM II*

INDUSTRY EXPERIENCE

Lotte Shopping

- Management Analyst (Headquarters, Seoul, South Korea) 2012-2013
- Marketing Promotion Coordinator (Incheon branch, South Korea) 2011-2012
- Sales Support Specialist (Incheon branch, South Korea) 2011

Business Development Bank of Canada

- Intern (Surrey, British Columbia, Canada) 2009

LANGUAGES AND RESIDENCE STATUS

Korean (Native, Citizen of South Korea)

English (Professionally fluent, Permanent Resident of the United States)

REFERENCES

Dr. Nichelle Carpenter

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School of Management and Labor Relations
Rutgers University
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Dr. Lawrence Houston III

Assistant Professor
Management Department
C. T. Bauer College of Business
University of Houston
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