



Hannah Park

Ph.D. Candidate

Human Resource Management Department

School of Management and Labor Relations

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EDUCATION

Ph.D.	Rutgers University School of Management and Labor Relations Ph.D. in Industrial Relations and Human Resources <i>Primary concentration:</i> Human Resource Management <i>Secondary concentration:</i> Research Methods <i>Dissertation:</i> “A Person-Centered Approach to Allyship Strategies at Work: Exploring Ally Work Profiles and Their Nomological Network” [Proposal Defended] <i>Committee:</i> Nichelle Carpenter (chair), Lindsay Dhanani, Christopher To, Lawrence Houston III (external member, University of Houston)	Expected 2026
M.S.	Rutgers University School of Management and Labor Relations Master of Science in Industrial Relations and Human Resources <i>Master’s thesis:</i> “Diversity-Valuing Behavior: An Investigation of Self-Observer Convergence and Uniqueness” <i>Committee:</i> Nichelle C. Carpenter (chair), Maria L. Kraimer, Lawrence Houston III	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
Certificate	University of British Columbia Global Academics with Internship Program: Business major	2009

RESEARCH INTERESTS

- My research explores why individual employees engage in prosocial and antisocial behaviors to support members from different social groups and what consequences the behaviors bring to employees and organizations.
- My research examines how organizational practices and surrounding environments influence the consequences of employees related to both work and non-work.

PUBLICATIONS

Books

Invited & Peer-Reviewed

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.

MANUSCRIPTS UNDER REVIEW

* & † denote equal contribution of authorship.

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

Status: Under review at *Personnel Psychology* (A special issue).

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

Status: Under review at *Journal of Management*.

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

Status: Under review at *Entrepreneurship Theory and Practice*.

SELECT RESEARCH IN PROGRESS

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

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

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

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

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

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

ACADEMIC PRESENTATIONS

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

- 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 Profiles 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.)
 - Spring 2024 (Average course rating: 4.72/5.00. Solo instructor.)
- * *Received the 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)
- HR Analytics 2, Professor Nichelle Carpenter (Graduate Course, Fall 2022)

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)

HONORS AND AWARDS

School of Management and Labor Relations, Rutgers University

- The Doctoral Student Teaching Excellence Award (2024-2025)

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)

PROFESSIONAL ACTIVITIES, SERVICES, AND AFFILIATIONS

School of Management and Labor Relations, Rutgers University

- The Scholarship Advancing our Understanding of Social Identity reading group (Organizer: Dr. Lindsay Dhanani, 2025-present)
- Doctoral Student Representative of the Human Resource Management Department (2024-2025)

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 Committee of the HR Division Executive Committee
 - Recruited and selected new doctoral student representatives
- Participated in Doctoral Student Consortia
 - 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 (2020, virtual; 2022, in-person)

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)

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)

The LINKS Center for Social Network Analysis

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

Positive Relationships at Work (PRW)

Member since 2025

- Doctoral-focused Reading Group (2023-2024)

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

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

Organization Behavior Science Lab

Member since 2023

BUSINESS AND INDUSTRY EXPERIENCE

Lotte Shopping

- Management Analyst (Head office, 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. Lindsay Dhanani

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Dr. Lawrence Houston III

Assistant Professor
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C. T. Bauer College of Business
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