



**Hannah Park**  
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## EDUCATION

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<b>Ph.D.</b>	<b>Rutgers University</b> 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” <i>Committee:</i> Nichelle Carpenter (chair), Lindsay Dhanani, Christopher To, Lawrence Houston III (external member, University of Houston)	<b>Expected 2026</b>
<b>M.S.</b>	<b>Rutgers University</b> 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” [Defended] <i>Committee:</i> Nichelle C. Carpenter (chair), Maria L. Kraimer, Lawrence Houston III	<b>2024</b>
<b>M.H.R.I.R.</b>	<b>University of Illinois at Urbana-Champaign</b> School of Labor and Employment Relations Master of Human Resources and Industrial Relations	<b>2016</b>
<b>B.E., B.B.A.</b>	<b>Dongguk University</b> College of Social Science & Dongguk Business School Bachelor of Economics Bachelor of Business Administration (Double major)	<b>2010</b>
<b>Certificate</b>	<b>University of British Columbia</b> Global Academics with Internship Program: Business major	<b>2009</b>

## RESEARCH INTERESTS

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- Motivational mechanisms associated with social identities
- The impacts of individual behaviors and perceptions of others in workplaces
- Research methods (e.g., latent profile analysis, self-observer convergence, scale development)

## PUBLICATIONS

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### Peer-Reviewed Journal

Dhanani, L. Y. & **Park, H.** Challenging the Myth That DEI is Only for Some. Accepted at *the Research in Social Issues in Management*.

### Book

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

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<sup>†</sup> denotes the equal contribution.

Houston, L., Liu, C. H., & **Park, H.** [Motivating positive diversity change: The role of diversity self-efficacy].

Status: Writing, Target: TBD.

**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 Management*.

Liu, C., Houston, L., & **Park, H.** [Motivational mechanisms of ambient discrimination].

Status: Data analysis, Target: TBD.

Carpenter, N. C., Daniels, S. R., **Park, H.** [Mistreatment toward pregnant women].

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

Dhanani, L. Y., Arena, D. F., Hubbard, A.<sup>†</sup>, & **Park, H.**<sup>†</sup> [Categorization and Effectiveness of Diversity Practices].

Status: Data collection, Target: *Personnel Psychology*.

**Park, H.** & Carpenter, N. C. [Diversity-valuing behavior: An investigation of the gap between others' perceptions and actual self-engagement].

Status: Data collection, Target: TBD.

Dhanani, L. Y., Taylor, S., **Park, H.**<sup>†</sup>, & Xin, M.<sup>†</sup> [Meta analysis of mistreatment].

Status: Literature review, Target: TBD.

## ACADEMIC PRESENTATIONS

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Liu, J., Houston, L., & **Park, H.** Challenge or Hindrance? The Role of Diversity Self-Efficacy in Responses to Ambient Discrimination.

- “Moving Diversity, Equity, and Inclusion (DEI) Forward: Proactive Approaches to Achieve DEI Goals” symposium. Academy of Management, Copenhagen, Denmark, July 2025.

**Park, H.** A Person-Centered Approach to Allyship Strategies: An Examination of Allies' Behavioral Patterns.

- A rapid research presentation at the University of Delaware Management Research Summit, Newark, DE, March 2025.

- 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.

- A poster session. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, April 2024.

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

- “New Perspectives on Fostering Diversity, Equity, and Inclusion in the Workplace” symposium. Academy of Management, Boston, MA, August 2023.

## **CHAired SYMPOSIA**

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*Moving Diversity, Equity, and Inclusion (DEI) Forward: Proactive Approaches to Achieve DEI Goals* (Chairs: **Park, H.** & Hubbard, A.). Academy of Management, Copenhagen, Denmark, 2025.

*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.

## **TEACHING EXPERIENCE**

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### **Rutgers University**

- Primary Instructor
  - Organizational Behavior and Work (Undergraduate course)
    - Fall 2024 (Average course ratings by sections: 4.65, 4.64/5.00)
    - Spring 2024 (Average course rating: 4.72/5.00)
- Teaching Assistant
  - Intro to Human Resources 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**

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### **School of Management and Labor Relations, Rutgers University**

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

### **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**

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

## **PROFESSIONAL ACTIVITIES, SERVICES, AND AFFILIATIONS**

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### **School of Management and Labor Relations, Rutgers University**

- PhD Program Student Representative of the Human Resource Department (2024-2025)

### **Academy of Management (AOM)**

Member since 2020

- Volunteer of the Human Resources (HR) Division (2024-2025)
  - The New Member Committee of the HR Division Executive Committee
- Reviewer (2021, 2024, 2025) and Emergency Reviewer (2024, 2025) of the Academy of Management Conferences
- Bridge Reviewer, *Academy of Management Review* (2024-2025)
- 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)

### **Society for Industrial and Organizational Psychology (SIOP)**

Member since 2021

- Conference Volunteer for the Annual Meeting (2024)
- The Ambassador Program for Newcomers (Participant, 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)**

- 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*

### **Southern Management Association (SMA)**

Member since 2025

### **Organization Behavior Science Lab**

Member since 2023

## **BUSINESS AND INDUSTRY EXPERIENCE**

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### **Lotte Shopping**

- Management Analyst (Headquarter 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**

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**Korean** (Native, Citizen of South Korea)

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