

CURRICULUM VITAE TAE-YOUN PARK

SKK Business School
Sungkyunkwan (SKK) University
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ACADEMIC EMPLOYMENT

SKK Business School, Sungkyunkwan University Associate Professor (tenured)	Aug 2023-Present
ILR School, Cornell University Director of Research in Institute for Compensation Studies	Sep 2022-Present
ILR School, Cornell University Associate Professor (tenured) Director of Research in Institute for Compensation Studies	Aug 2019-Jul 2023
Owen Graduate School of Management, Vanderbilt University Assistant Professor, Brownlee O. Currey Jr. Dean's Faculty Fellow *Tenured in Feb 2019 *On parental leave 2016-2017	2012-Aug 2019

EDUCATION

Carlson School of Management, University of Minnesota Ph.D. Human Resources and Industrial Relations (Work and Organizations)	Jun 2012
College of Business Administration, Seoul National University M.B.A. (Business Administration)	Feb 2005
College of Business Administration, Chung-Ang University B.A. (Business Administration)	Feb 2003

CURRENT RESEARCH INTERESTS

Incentives and rewards (total rewards); Employee turnover; Employment relationships

REFERRED PUBLICATIONS

Articles

Fišar, M., Greiner, B., Huber, C., Katok, E., Ozkes, A., & *Management Science* Reproducibility Collaboration.* (in press). Reproducibility in *Management Science*.

*Coauthored as a member of the reproducibility collaboration team (named in the Appendix of the article).

- Tehniälä, A., Chung, D. J., & Park, T.-Y. (in press). Procedural pay transparency, motivational climate, and employee outcomes. *Compensation and Benefits Review*.
- Zhang, Z.*[†], He, W.*[†], Park, T.-Y.*, Xing, Z.[†], & Wu, X.[†] (2023). The effects of between-group pay dispersion. *Academy of Management Journal*. 66(6): 1860-1895.
*Equal authorship
†Doctoral student
*Featured in Cornell News: [Fair pay has positive spillover](#)
- Park, T.-Y., & Bryant, P. (2023). Exploring pay transparency and communication: An introduction to the first two special issues on the topic of pay transparency. *Compensation and Benefits Review*. 56(1): 3-6.
- Park, T.-Y., Eaglesham, R., Shaw, J. D., & Burton, M. D. (2022). Beyond productivity: Incentive effects on alternative outcomes. *Research in Personnel and Human Resource Management*. 40: 99-131.
- Park, T.-Y., Park, S., & Barry, B. (2022). Incentive effects on ethics. *Academy of Management Annals*. 16(1): 297-333.
*Featured in [AOM Insights](#)
- Park, T.-Y., Lee, E.-S., & Budd, J. W. (2019). What do unions do for mothers?: Paid maternity leave use and the multifaceted roles of labor unions. *Industrial and Labor Relations Review*. 72: 662-692.
*Winner of the 2018 Best Paper Competition, LERA/ILR Review Special Series in Employment Relations
*Featured in [The Atlantic](#); [Bloomberg law](#)
- Lee, E.-S., Park, T.-Y., & Paik, Y. (2019). Does shared group identification lead to group creativity? Group regulatory focus as a moderator. *Journal of Applied Social Psychology*. 49: 117-129.
- Booth, J. E., Park, T.-Y., Zhu, L., Beauregard, 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. (2015). 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.
*Equal authorship
- 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, China

*Winner of the second prize of the 8th College Scientific Research Outstanding Achievement Award, China (Humanities and Social Sciences)

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.

*Lead article

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

Book Chapter

Park, T.-Y., & Shaw, J. D. (2017). Compensation systems and practices in Asia. 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., Chung, D., Tenhiälä, A., Eaglesham, R. (2022). The effects of merit pay increases via organization-based self-esteem. *Academy of Management Best Paper Proceedings*.

†Former or current doctoral student

Kim, E.†, Sung, L.-K.†, & Park, T.-Y. (2020). Pay differential, work effort, and social undermining: Role of envy. *Academy of Management Best Paper Proceedings*.

†Former or current doctoral student

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*.

Selected Working Paper Titles

Incentives and Rewards

- Pay Dispersion Typology and Meta Effects (with Jason Shaw, Likuo Sung, David Chung)
- Strategic Pay Dispersion Effects (with Joonyoung Kim)
- Pay-for-Performance and the Effects of Downsizing (with Andrea Kim, Youngsang Kim, et al.)
- Emotional Processes of Pay Differential Effects (with Eunhee Kim, Likuo Sung)
- Pay Structure Transparency Effects (with Meredith Woehler)
- Pay Range Transparency and Job Applications (with Alice Lee)

Employee Turnover

- Turnover Typology (with Yeunjoon Kim)

Employment Relationships

- Unions and High Performance Work Systems (with David Chung)
- High Performance Work System and Deviant Behaviors (with Erk Piening et al.)

Leadership Transition Effects (with Yeonjeong Paik)

INVITED TALKS & CONFERENCE PRESENTATIONS

2024 Conference Presentations

The effects of merit pay increases via organization-based self-esteem

- Human Resources Division International Conference (HRIC), Academy of Management, Dunedin, New Zealand

Are unions friends or foes of high-performance work systems?

- Human Resources Division International Conference (HRIC), Academy of Management, Dunedin, New Zealand

2023 Invited Talks

Current status and issues of stock-based compensation (임직원 주식보상의 현황과 쟁점)

- Seminar on stock-based compensation for the global competitiveness of Korean companies (한국기업 글로벌 경쟁력 강화를 위한 주식보상제도 활성화 방안), National Assembly of the Republic of Korea (대한민국 국회)

Conference Presentations

Organization-driven (versus market-driven) pay dispersion effects

- Academy of Management, Boston, MA

Incentives and rewards: Concepts and effects

- Human Resources Division International Conference (HRIC), Academy of Management, Gauteng, South Africa

2022 Invited Talks

Pay dispersion effects

- University of British Columbia, Vancouver, BC, Canada
- Korea University, Seoul, Korea
- SKK University, Seoul, Korea

Conference Presentations

HR research trends, forecast, and theoretical advancement

- Korean Academy of Management Webinar, Seoul, Korea

The effects of merit pay increases via organization-based self-esteem

- Academy of Management, Seattle, WA
- Korean Academy of Management Webinar, Seoul, Korea

Incentives and rewards: Concepts and effects

- Reward Management Conference, Brussels, Belgium

2020 Invited Talks

Incentives and ethics

- CAHRScast (Webcast), Center for Advanced Human Resource Studies (CAHRS), ILR School, Cornell

Conference Presentations

Pay secrecy, pay transparency, and competitive climate.

- Symposium, “Pay Communication: Expanding Conceptualizations and Evidence”, Academy of Management, Vancouver, Canada

Pay differentials, work effort, and social undermining: Role of envy.

- Academy of Management, Vancouver, Canada

Three types of turnover and team performance: Three distinctive psychological mechanisms.

- Academy of Management, Vancouver, Canada

2019 Invited Talks

Employment relationships and labor unions.

- IWER, MIT Sloan School of Management, Boston, MA
- ILR, Cornell University, Ithaca, NY

Meta-analysis methods.

- National Taiwan University, Taiwan

Conference Presentations

Pay-for-performance in a global context.

- Panel discussant, Society for Industrial and Organizational Psychology (SIOP) Conference, Washington, DC

Exploring tough research questions with compensation scholars.

- Panel discussant, Academy of Management, Boston, MA

The incentive stain: The mechanisms and conditions of incentive effects on unethical behavior.

- Symposium, “The unintended consequences of financial incentives,” Academy of Management, Boston, MA

Fostering Work-life inclusive business schools: Improving organizational science & Women’s equality.

- PDW panelist, Academy of Management, Boston, MA

2018 Invited Talks

Pay transparency.

- Ohio State University, Columbus, OH

Conference Presentations

Creating inclusive organizations through policies.

- Panel discussant, “Gender & work life inclusion: Links to organizational strategy and performance.” 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, MO

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

- University of South Carolina, Columbia, SC

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 Brunswick, NJ

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, Academy of Management, Sydney, Australia

2015 **Invited Talks**

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, Orlando, 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, MD
- 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

MEDIA COVERAGE

“Incentives can lead employees to cheat or lie at work” *Washington Post*. (11.28.2022)

“Salary transparency” interview for *Newshub Live at 8*, New Zealand. (11.10.2022)

“Psst... There’s a hidden market for six-figure jobs. Here’s how to get in.” *Wall Street Journal*. (11.4.2022)

“Ready or not, New York City’s salary transparency law takes effect” *Inc. Magazine*. (11.1. 2022)

“What to do if salary transparency has you feeling underpaid,” *Bloomberg*. (11.1.2022)

“What’s the salary? N.Y.C. job seekers can no longer be kept in the dark,” *The New York Times*. (10.28.2022)

“Employee benefits: The complete guide for independent pharmacies” *Elements Magazine*, PBA Health. (5.16.2022)

“Higher salaries and signing bonuses make it a good time to be a new employee,” *Marketplace*, *National Public Radio*. (09.27.2021)

“McDonald’s shakes up fast-food industry, offers new benefits to employees” *WSTM*, *CNY Central News*. (07.13.2021)

“How to deal with the problem of needing another offer to get a raise,” *Fast Company*. (12.05.2019)

“How unions help moms take maternity leave,” *The Atlantic*. (10.29.2018)

“Unions boosting maternity leave use,” *Bloomberg Law*. (09.24.2018).

HONORS AND AWARDS

Personnel Psychology 2023 Best Reviewer Award (2023).
Jiang Yi Wei Scholarship Foundation Award (2018).
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.

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)

SERVICES

Editorial Boards

Academy of Management Journal (2017-present), Journal of Applied Psychology (2020-present), Personnel Psychology (2019-present), Human Resource Management (2022-present), Compensation and Benefits Review (2019-present)

Special Issue Editor

Pay transparency and pay communication, *Compensation and Benefits Review*.

Ad hoc Reviewing

ILR Review, Strategic Management Journal, Organizational Behavior and Human Decision Processes, Organization Science, Journal of Organizational Behavior, Journal of Management, Organization Studies, Human Resource Management, Human Resource Management Review, Human Resource Management Journal, British Journal of Industrial Relations, Journal of Occupational and Organizational Psychology, Management and Organization Review, Employee Relations, Journal of Personnel Psychology, Public Administration Review, Stress and Health, Academy of Management Conference.

Academic Committee

Academy of Management

HR Division Executive Committee (2021-2024)
HD Division Late-stage Doctoral Student Consortium Committee (2022, 2023)
HD Division Teaching Committee (2022, 2023)
Tom Mahoney Mentoring Award Committee (2021, 2022)
Ralph Alexander Dissertation Award Committee (2020)
HR Division Scholarly Achievement Award Committee (2019, 2021, 2022)
HR Division Best Convention Paper Award Committee (2018)
International Human Resource Management Scholarly Research Award Committee (2018, 2019, 2021)
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)

INFORMS/Organization Science

Dissertation Competition Committee (2020)

The Center for Work and Families

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

Association of Korean Management Scholars

General Secretary (2020-2023)
AKMS Best Paper Award Committee (2017)
Doctoral Student Consortium Organizer (2016)
AKMS Best Paper Award Reviewer (2013, 2014, 2015)

University Committee (ILR School, Cornell University)

Doctoral Program Committee (2022-present)
Graduate Program Committee (2020)
Research and Publication Committee (2020-present)

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 (2015-2019)
Organization Studies Speaker Series Organizer (2015-2019)
Asia Business Association Faculty Advisor (2015-2019)

Thesis Committee

Dissertation

David Chung, ILR School, Cornell University (2023)
Xueqing Fan, School of Management and Labor Relations, Rutgers University (2023)
Li-Kuo Sung, Owen Graduate School of Management, Vanderbilt University (2015)
Evan T. Haglund, Political Science, Vanderbilt University (2014)

Master's Thesis

Reed Eaglesham, ILR School, Cornell University (2022)
David Chung, ILR School, Cornell University (2021)
Dongwoo Park, ILR School, Cornell University (2021)
Jeongwoong Park, ILR School, Cornell University (2021)

Undergraduate Honors Thesis

Samuel Stamler, ILR School, Cornell University (2022)
Nicole Wang, ILR School, Cornell University (2022)
Juliette Raymond, ILR School, Cornell University (2021)
Lauren Price, ILR School, Cornell University (2020)

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)

TEACHING EXPERIENCE

Doctoral Courses

SKK Business School, SKK University

Practice, Science, and Scientific Methods (2023)

ILR School, Cornell University

The enterprise of social science research (2021, co-teaching with Pam Tolbert)
Research methods in HR/SHRM (2020)

Executive Courses

EMHRM, ILR School, Cornell University

Incentives and Rewards (2022, 2023)

Cornell CHRO Leadership Program

Evoking high performance (2023)

MBA/MA Courses

Masters in Human Resource Studies (MILR), ILR School, Cornell University

Managing Total Rewards (2023)

Evidence-based Management (2021)

Incentives and Rewards (2020)

Independent Study (Junhyuk Oh, 2020; Sanghoon Han, 2020; Jeongwoung Park, 2021; Akira Okuda, 2023)

MBA, 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

SKK Business School, SKK University

Fundamentals of Human Resource Management (2024)

ILR School, Cornell University

Managing Total Rewards (2023)

Independent Studies and Credit Internship (Samantha Na, 2021; Stephanie Yang, 2022)

Incentives and Rewards (2021)

Evidence-based management (2021)

First-year and transfer colloquium (2021)

Managing Compensation (2020)
Carlson School of Management, University of Minnesota
The Individual in the Organization (2009)
Training and Development (2009)

PROFESSIONAL EXPERIENCES

New Paradigm Center, Korea Labor Institute, Seoul, Korea **May 2005 - May 2006**
Researcher

Republic of Korea Army (ROKA) **Feb 1998 - Apr 2000**
Military Service