

Jieun Park

Zimpleman College of Business, Drake University
2507 University Avenue, Des Moines, IA 50311
515-271-3565 • jieun.park@drake.edu

EDUCATION

Ph.D. in Business Administration, University of South Carolina, 2019
M.A. in Business Administration, Ohio State University, 2011
M.A. in Business Administration, Ewha Woman's University, Korea, 2006
Bachelor of Christian Studies, Business Administration, Ewha Woman's University, Korea,
2003

ACADEMIC EXPERIENCE

Drake University, Zimpleman College of Business
Assistant Professor, 2019 – Present

RESEARCH INTERESTS

Group faultlines and diversity
Human capital resources
Groups and teams (multilevel; longitudinal)

PEER-REVIEWED PUBLICATIONS

Ward, A. K., Ravlin, E. C., & Park, J. forthcoming. How genuine is your diversity climate? A new typology highlighting the emergence of specious diversity climates. *Journal of Organizational Behavior*.

Park, J., Maltarich, M., Thatcher, S. M. B., & Schepker, D. forthcoming. Perceived faultlines and decentralized structures in decision-making teams. *Small Group Research*.

Maltarich, M., Thatcher, S. M. B., Schepker, D., & Park, J. 2021. Perceived faultlines in group dynamics: An individual-level perspective. *Small Group Research*, 52(5), 565-599.

Meister, A., Thatcher, S. M. B., Park, J., & Maltarich, M. 2020. Toward a temporal theory of faultlines and subgroup entrenchment. *Journal of Management Studies*, 57(8), 1473-1501.

Liu, X., Park, J., Hymer, C., & Thatcher, S. M. B. 2019. Multidimensionality: A cross-

disciplinary review and integration. *Journal of Management*, 45(1), 197-230.

MANUSCRIPTS: REVISION, UNDER REVIEW, & WORK IN PROGRESS

Kautz, J. D., & Park, J. Social undermining as social influence.

Park, J., Thatcher, S. M. B., & Maltarich, M. Human capital resource development in teams: Antecedents and consequences of human capital resources.

CONFERENCES & PRESENTATIONS

Kautz, J. D., & Park, J. 2023. Social undermining as social influence. *Southern Management Association Conference*. St. Pete Beach, FL.

Ward, A. K., Park, J., & Ravlin, E. C. 2021. When is a diversity climate specious? A theory of diversity climate development. *Academy of Management Conference*.

Park, J., & Maltarich, M. 2020. Human capital resource development: Antecedents and consequences of human capital resources in teams. *Academy of Management Conference*.

Ward, A. K., Ravlin, E. C., & Park, J. 2019. When is a pro-diversity climate actually pro-diversity? A theory of (potentially specious) etiology. *Southern Management Association Conference*. Norfolk, VA.

Hymer, C. B., Liu, X., Park, J., & Thatcher, S. M. B. 2019. Individuals' self-representation approaches: The moderating roles of team faultlines. In faultlines within and outside group boundaries and their cross-level effects Symposium. *Academy of Management Conference*. Boston, MA.

Park, J., Maltarich, M., Thatcher, S. M. B., & Schepker, D. 2017. The dynamic nature of activated faultlines: Does task allocation matter? *Academy of Management Conference*. Atlanta, GA.

Park, J., Maltarich, M., & Meister, A. 2017. The temporal dynamics of faultlines in groups. In group faultline activation: Triggers, processes, and theoretical implications Symposium. *Academy of Management Conference*. Atlanta, GA.

Ward, A. K., Ravlin, E. C., & Park, J. 2017. The role of unit composition and leader inclusion mentality in diversity climate development. *Equality, Diversity, and Inclusion conference*. London, United Kingdom.

Park, J., Maltarich, M., Thatcher, S. M. B., & Schepker, D. 2017. Faultlines and decision-making structure in teams over time. *Society for Industrial and Organizational*

Psychology Conference. Orlando, FL.

Thatcher, S. M. B., Meister, A., & Park, J. 2016. The accruing effects of faultlines over time. *Academy of Management Conference*. Anaheim, CA.

Park, J., & Thatcher, S. M. B. 2015. Faultlines and group performance: A group development perspective. *Society for Industrial and Organizational Psychology Conference*. Philadelphia, PA.

Park, J., & Alvarez, S. 2011. Do entrepreneurs differ from each other? The role of entrepreneurs' affect. *Babson College Entrepreneurship Research Conference*. Syracuse, NY.

TEACHING EXPERIENCE

Instructor, Drake University

Course: MGMT 110 Organizational Behavior

MGMT 184 Leadership and Personal Development

Instructor, University of South Carolina

Course: MGMT 376 Organizational Behavior

Instructor, Hanyang University, Korea

Course: BUS 303 Organizational Behavior

SERVICE

Undergraduate Curriculum Committee Member, Zimpleman College of Business, Drake University, 2023

Faculty Search Committee Member, Zimpleman College of Business, Drake University, 2022

Academic Advisor, Zimpleman College of Business, Drake University, 2020 – Present

Editorial Review Board Member, Drake Management Review, 2020 – Present

Reviewer, OB Division, Academy of Management, 2020 – Present

Reviewer, OB Division, Southern Management Association, 2023

AWARDS & GRANTS

Darla Moore School Research Grant, University of South Carolina, 2018. Managing multiple identities in response to identity threat and enhancement (\$3,000)

Darla Moore School Research Grant, University of South Carolina, 2017. Human capital and faultlines: Fracture, fragmentation, and homogeneity of human capital resource (\$3,750)

Research Travel Grant, Graduate School, University of South Carolina, April/August, 2017

Darla Moore Fellowship, University of South Carolina, 2013 – 2018

Presidential Fellowship, University of South Carolina, 2013 – 2017

Graduate Assistantship, Darla Moore School of Business, University of South Carolina, 2013 – 2017

Graduate Assistantship, Fisher School of Business, Ohio State University, 2008 – 2011

Research Assistantship, Korea Research Foundation, Seoul, Korea, 2007

Graduate Research Fellowship, Ewha Woman's University, Seoul, Korea, 2004 – 2006

Cum Laude Award, Ewha Woman's University, Seoul, Korea, 2001

PROFESSIONAL AFFILIATIONS

Academy of Management

Southern Management Association

Society for Industrial and Organizational Psychology