

Junghwan Park

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ACADEMIC EMPLOYMENT

The Citadel, Baker School of Business, Department of Management and Entrepreneurship
Assistant Professor, August 2026 – present

EDUCATION

- Ph.D. **Fox School of Business, Temple University, 2026**
Major: Human Resource Management and Organizational Behavior
Ph. D. Candidate in Management
Dissertation: *A Sign of Weakness or Wisdom? Observer Perceptions of Help-seeking.*
Committee: Ryan M. Vogel (Chair), In-Sue Oh, Crystal M. Harold
- M.S. **Sogang University, 2021**
Major: Organizational Behavior and Human Resources Management · Strategy
- B.B.A. **Sogang University, 2020 (*Summa Cum Laude*)**
Major: Business Administration

CERTIFICATE

Society for Human Resource Management-Certified Professional (SHRM-CP) 2020 –

RESEARCH INTERESTS

Help-seeking, Workplace competition, Workplace gaslighting, Gratitude

MANUSCRIPT UNDER REVIEW

- **Park, J.,** Jiang, X., Harold, C.M., Kim, J., & Holtz, B.C. [Workplace competition] Under Review at *Journal of Managerial Psychology*.
- **Shi, H., Jiang, X., Oh, I. -S., & Park, J.** [Citizenship Pressure] Under Review at *Journal of Management*.

RESEARCH IN PROGRESS

- **Park, J. & Vogel, R.M.** Employee help-seeking and third-party reactions. (data collection, targeting *Journal of Applied Psychology*).
- **Park, J., Vogel, R.M., & Kim, J.** Employee help-seeking and psychological distance. (data collection, targeting *Organizational Behavior and Human Decision Processes*).

- **Park, J. & Kim, D.** Gaslighting, review of the literature. (manuscript preparation, targeting *Journal of Management*).
- Oh, I.-S., **Park, J.**, & Jiang, X. Scale development for low-wage workers leveraging LLM-based simulations (data collection, targeting *Organizational Research Methods*).
- **Park, J.** Cultural difference in perceiving helping interactions (idea generation, targeting *Organizational Science*).
- Han, J., & **Park, J.** Witnessing leader gratitude expression (data collection, targeting *Journal of Applied Psychology*).
- Kim, D., & **Park, J.** Structural gaslighting, measure development. (idea generation, targeting *Journal of Organizational Behavior*).

ACADEMIC CONFERENCE PRESENTATIONS

- **Park, J.**, Jiang, X., Harold, C. M., Holtz, B. C., & Kim, J. (2025). Competition-focused Managerial Behavior (CFM): Construct Validation and Measure Development. Paper accepted to be presented at the 85th Academy of Management Annual Meeting, Copenhagen, Denmark.
- **Park, J. & Kim, D.** (2025). Gaslighting as a Stealth Mistreatment: An Interdisciplinary Review. Paper accepted to be presented at the 2025 Society for Industrial and Organizational Psychology Annual Conference, Denver, Colorado.
- **Park, J.** (2024). The Impact of Leader Expressed Humility on Employee Social Orientation: A Moderated Dual-Path Model. Paper accepted to be presented at the 84th Academy of Management Annual Meeting, Chicago, Illinois.
- **Park, J. & Chang, Y.K.** (2020). Are your vitals OK? Revitalizing the vitality of nurses through patient caring behavior. Paper accepted to be presented at the Korea Academy of Business Ethics, Seoul, South Korea.

PRACTITIONER CONFERENCES

- Philly Society for Human Resource Management (SHRM) Annual Symposium: Innovating HR for a Dynamic Workforce. (2025). How to leverage Artificial Intelligence in the workplace? (Speaker: Charlene Li, Bestselling Author of the book ‘Winning with Generative AI’)
- Philly Society for Human Resource Management (SHRM) Members Connect. (2024). Attended PDW session for leader humility in the workplace.
- Temple University Impact Summit. (2024). The conference that invited scholars and academics to discuss ways to bridge the gap between research and practice.

PROFESSIONAL DEVELOPMENT WORKSHOPS

Temple University

- Advanced Online Teaching Academy Feb, 2025
- Workshops by the Center for the Advancement of Teaching Feb-Mar, 2025
 - “Glazed (Over) and Confused: Sparking Student Engagement in the Classroom”
 - “Neurodiversity: What it is, Why it Matters, and How it Might Show Up”
 - “Immersive Simulations & Gamification: Engaging Learners in the Digital Age”
 - “Can We Really Talk? Fostering LGBTQIA+ Inclusive Classrooms at Temple”

Academy of Management

- AOM Professional Development Workshops Jul, 2025
“Integrating AI in Business Education: Developing Domain-Specific Teaching Strategies”

Harvard University

- Harvard Business Impact Webinar Sept, 2025
“Using Generative AI to Create Engaging, Customized Learning Experiences”

TEACHING EXPERIENCES

Sogang University & Korea Management Association Consultants Inc.

Fall 2020 **Teaching Assistant**
SHRM preparation course (In-person, Course for HR professionals)

Fox School of Business, Temple University

Spring 2023 **Guest Lecturer**
HRM 1101: Leadership & Organizational Management (In-person)

Fall 2023 **Primary Instructor**
HRM 1101: Leadership & Organizational Management (In-person)

- Required 3-credit course for business undergraduates, covers from micro to macro topics
- Instructor evaluations: 4.4/5.0, rated by 21/50 students
- *“The professor created a very welcoming and an inclusive environment for every student by encouraging them to tell their point of view.”*

Spring 2024 **Primary Instructor**
HRM 1101: Leadership & Organizational Management (In-person)

- Instructor evaluations: 4.6/5.0, rated by 24/40 students
- *“I like how the Prof is willing to learn about how different everyone is and wants everyone’s opinions on certain questions to compare the diverse answers.”*

Fall 2024 **Teaching Assistant**
HRM 5001: Leading Organizations (Online, MBA course)

- Prepared class materials for group discussions.
- Overview of management studies and their applications (Conveying **Contents**).

Spring 2025 **Teaching Assistant**
SHRM preparation course (Online, Course for HR Professionals)

- Prepared class materials and mentored students as a certificate holder.
- Preparation course for acquiring SHRM-CP certificate.

HONORS & SCHOLARSHIPS

Temple University

Presidential Fellowship 2021, 2025
Young Scholars Interdisciplinary Forum 2022
Research Advancement and Impact Seedfunding Symposium 2024

PROFESSIONAL MEMBERSHIP

Academy of Management	2021 –
Society for Industrial and Organizational Psychology	2024 –
Society for Strategic Human Resource Management	2021 –

WORK EXPERIENCE

Tripsoda: An online platform for finding travel mates (https://tripsoda.com/en)	
Co-founder	2020 – 2021

REFERENCES

Dr. Ryan M. Vogel

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