

SEMIN PARK

University of Connecticut | School of Business | Management Department
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EDUCATION

Expected 2019	Ph.D.	School of Business, University of Connecticut Ph.D. Candidate in Management <i>Accepted a tenure track position with the Tippie College of Business at University of Iowa begin the Fall 2019 semester</i> Dissertation: "Emergence and Evolution of Conflict Relations: Conflict Dynamics in Emergency Medical Response Teams" Committee: John E. Mathieu (Chair), Travis J. Grosser, Yuntao Dong, Margaret M. Luciano	CT, U.S.A.
2013	M.S.	Business School, Seoul National University Concentration in Organizational Behavior and Human Resource Management	Seoul, Korea
2011	B.B.A.	Business School, Seoul National University Graduated <i>Cum Laude</i> Exchange Student, European Business School (2009 Fall)	Seoul, Korea Oestrich-Winkel, Germany

RESEARCH INTERESTS

- Dynamic Network Relations
- Interpersonal Dynamics in Teams (Conflict)
- Team Composition
- Multiteam Systems

CURRENT RESEARCH POSITION

The Group for Organizational Effectiveness, Inc.

Research Consultant

Project: The Development and Construct Validation of Unobtrusive Dynamic Measures of Team Processes and Emergent States

PIs: Scott Tannenbaum & John Mathieu

Funding: U.S. Army Research Institute. July 2014 - Present.

PEER-REVIEWED JOURNAL PUBLICATIONS

Park, S., Mathieu, J., & Grosser, T. A. (in press). A network conceptualization of team conflict, *Academy of Management Review*, <https://doi.org/10.5465/amr.2016.0472>

Mathieu, J. E., Wolfson, M. A., & **Park, S.** (2018). The evolution of work team research since Hawthorne. *American Psychologist*, 73(4), 308-321.

Luciano, M., Mathieu, J., & **Park, S.**, Tannenbaum, S. (2018). A fitting approach to construct and measurement alignment: The role of big data in advancing dynamic theories. *Organizational Research Methods*, 21(3), 592-632.

PAPERS UNDER REVISION OR REVIEW (available upon request)

Park, S., Grosser, T., Roebuck, A., & Mathieu, J., [Team Network Review], *Journal of Management, Under Review*.

Allen, J., **Park, S.**, et al., [Mitigating violence EMS], *Small Group Research, Under Review*.

BOOK CHAPTER

Park, S., Grosser, T. J., Mathieu, J. E. Network thinking in teams research. (*forthcoming*) In the Society of Industrial Organizational Psychology (SIOP) Frontiers series.

HONORS & AWARDS

April 2019	Outstanding Graduate Assistant Award	<i>University of Connecticut</i>
April 2019	Lee Hakel Graduate Student Scholarship	<i>Society for Industrial and Organizational Psychology</i>
March 2019	School of Business Hall of Fame	<i>University of Connecticut</i>
2018-2019	Outstanding PhD Student Scholar Fellowship	<i>University of Connecticut</i>
Fall 2018	Doctoral Dissertation Fellowship	<i>University of Connecticut</i>
Summer 2018	Outstanding PhD Student Scholar Fellowship	<i>University of Connecticut</i>
Mar 2018	Outstanding Graduate Teaching Award	<i>University of Connecticut</i>
Summer 2017	Dean's Summer Fellowship	<i>University of Connecticut</i>
2014- present	Graduate Assistantship	<i>University of Connecticut</i>
2014-2017	Dean's pre-doctoral Fellowship	<i>University of Connecticut</i>
Apr 2012	Graduate Academic Travel Award	<i>Seoul National University</i>
Mar 2011 – Feb 2013	Scholarships granted by each College	<i>Seoul National University</i>
Sep 2006 – June 2010	Scholarship for Superior Academic Performance	<i>Seoul National University</i>

WORKING PAPERS

Park, S., Grosser, T., Schechter, A. & Mathieu, J., [Evolution of Conflict Relations], *targeting Organization Science* (finished data analyses).

Luciano, M., Fenters, V., **Park, S.**, Bartels, A., & Tannenbaum, S. [Dynamic Leadership in MTS], *targeting Academy of Management Journal* (manuscript ready upon request).

Dong, T., Mathieu, J., **Park, S.**, [Team competency utilization], *targeting Journal of Management* (manuscript ready upon request).

Mathieu, J., Wolfson M., Bedwell, W., Ramsay, P., & **Park, S.**, [Alternative Measures of Team Processes], *targeting Journal of Applied Psychology* (manuscript in preparation).

Mathieu, J., **Park, S.**, Gallagher, P., & Dong, Y., [Membership change performance trajectory], *targeting Journal of Applied Psychology* (finished data analyses).

Luciano, M., & **Park, S.**, Fenters, V., Mathieu, J., [Micro Dynamics of Team Processes in Multiteam Systems] *targeting Academy of Management Journal* (Data analysis stage).

CONFERENCE PRESENTATIONS

Park, S. (August, 2018). The Emergence and Evolution of Team Conflict Network. In Todorova, G. (Chair) & **Park, S.** (Co-Chair), *New Directions in Research on Conflict Dynamics*. Academy of Management, Chicago, IL.

Park, S., Grosser, T., & Mathieu, J. (July, 2018). *Network thinking in teams literature*. Interdisciplinary Network for Group Research Conference, Bethesda, MD.
*Finalist for Best Student Paper Award

Mathieu, J., Gallagher, P., **Park, S.**, & Dong, Y. (April, 2018). Dynamic Compositional Influences on Team Performance Trajectories. Society of Industrial Organization Psychology, Chicago, IL.

Park, S., & Grosser, T., & Mathieu, J. (August, 2017). Team Conflict and Knowledge Sharing Networks as Related to Team Performance. In Stewart, G. L. (Chair), *Everyone is not the same: Exploring differential roles and relationships in teams*. Academy of Management, Atlanta, GA.

Park, S., Dong, T., & Mathieu, J. (July, 2017). *A Configural theory of transactive memory system*. Interdisciplinary Network for Group Research Conference, St. Louis, MO.

Luciano, M., **Park, S.**, & Tannenbaum, S. (April, 2017). Measurement Alignment in the Team Dynamics Literature. In Mathieu, J. E. (Chair), *Advanced Measurement of Team Dynamics*. Society of Industrial Organization Psychology, Orlando, FL.

Park, S., Mathieu, J., & Grosser, T. (August, 2016). *Network conceptualization of team conflict*. Academy of Management, Anaheim, CA.

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- Dong, T., & **Park, S.** (August, 2016). *A configural theory of transactive memory systems: Theoretical, measurement, and practical implications*. Academy of Management, Anaheim, CA.
- O'Neill, T. A., **Park, S.**, Larson, N., Deacon, A., Hoffart, G., Brennan, R., Eggermont, M., & Rosehart, W. (June, 2015). *Peer ratings and intentions to change: Adopting the CATME to explore outcomes of peer ratings*. American Society of Engineering Education, Seattle, WA.
- Park, S.**, Larson, N. L., Hoffart, G. C., Deacon, A. K., & O'Neill T. A. (April, 2015). Motivating Individuals in Teams: Cross-Level Influence of Relationship Conflict. In Mathieu, J. E. (Chair) & **Park, S.** (Co-Chair), *Multilevel Models of Learning and Motivation*. Society of Industrial Organization Psychology, Philadelphia, PA.
- Park, S.**, Park, W-W., Kim, C. Y. (August, 2013). *Linking Team Performance to Individual Self-efficacy: What Affects Cross-level Attribution?* Academy of Management Meeting, Orlando, FL.
- Park, S.** (April, 2013). Exploitative Learning for Creativity: Cost and Benefit Approach. In Xiong, T. X. & Adair, W. L.(Chairs), *Fostering Creativity and Innovation within Teams: Challenges and Opportunities*. Society of Industrial Organization Psychology, Houston, TX.
- Kim, S., **Park, S.**, & Kim, C. Y. (August, 2012). *Interaction of Group Cohesion, Group Efficacy, and Self-Enhancement Motives on Turnover Intention*. Academy of Management, Boston, MA.
- Park, S.**, Park, W-W., Kim, S., & Kim, C. Y. (April, 2012). *Beyond limitation: team exploitation on team creativity*. Society of Industrial Organization Psychology, San Diego, CA.
- Kim, C. Y., **Park, S.**, Park, W-W., & Kim, S. (April, 2012). *Can LMX be negatively related to OAC?* Society of Industrial Organization Psychology, San Diego, CA.

CONFERENCE REVIEWS

- Reviewer for the Academy of Management (2014 – now)
Reviewer for the Society for Industrial and Organizational Psychology (2014 – now)
Reviewer for the Interdisciplinary Network for Group Research (2018 – now)

ACADEMIC MEMBERSHIPS

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| 2011 – Present | Society for Industrial and Organizational Psychology |
| 2011 – Present | Academy of Management (Division: OB, RM, CM, HR) |
| 2017 – Present | Interdisciplinary Network for Group Research |
| 2018 – Present | International Association for Conflict Management |

ACADEMIC EXPERIENCE

Aug 2014 – Present	Research Assistant School of Business, University of Connecticut Advisor: Dr. John Mathieu	<i>Storrs, CT</i>
Oct 2013 – Aug 2014	Research Assistant Individual and Team Performance Lab, University of Calgary Advisor: Dr. Thomas O’Neill	<i>Calgary, Canada</i>
Mar 2011 - Feb 2013	Research Assistant Business School, Seoul National University Advisor: Dr. Won-Woo Park	<i>Seoul, Korea</i>

TEACHING EXPERIENCE

Fall 2017 - Present	Co-instructor University of Connecticut PSYC 3889: Independent Study in the Scientist/Practitioner Model 14 interdisciplinary undergraduate research assistants	<i>Storrs, CT</i>
Spring 2016 - Present	Instructor of Record University of Connecticut MGMT3101: Managerial and Interpersonal Behavior Spring 2016: 5.0/5.0 (n = 40) Spring 2017: 5.0/5.0 (n = 20) Spring 2018: 4.9/5.0 (n = 46) Spring 2019: <i>coming</i> /5.0 (n = 39)	<i>Storrs, CT</i>
Fall 2016	Teaching Assistant University of Connecticut MGMT4900: Strategy, Policy and Planning (Professor: Dr. Kevin Thompson)	<i>Storrs, CT</i>
Mar 2012 - Feb 2013	Teaching Assistant Seoul National University S-OIL Team Leader Leadership development program, S- OIL Executive program (Professor: Dr. Won-Woo Park) Undergraduate course: Special Topics in Business (Lecturer: Dr. Soo Young Shin) Undergraduate course: Organizational Behavior	<i>Seoul, Korea</i>

CORPORATE EXPERIENCE

June 2013 – Sep 2013	Researcher, Impact Square Inc. Business education project for social entrepreneurs Case studies development(Strategic and HR issues in social enterprises)	<i>Seoul, Korea</i>
Feb 2013 – Apr 2013	Project Intern, Samsung C&T Global HR system building project	<i>Seoul, Korea</i>
Jul 2010 – Aug 2010	Summer Intern, LG Display Poland Organizational Culture Project Global HR system Implementation	<i>Wroclaw, Poland</i>