

## SEMIN PARK

Department of Management and Entrepreneurship  
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### ACADEMIC APPOINTMENT

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2019- present      **University of Iowa**  
*Assistant Professor*  
Management and Entrepreneurship, Tippie College of Business

### EDUCATION

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2019      **University of Connecticut**  
*Ph.D., Management*

2013      **Seoul National University**  
*M.Sc., Organizational Behavior and Human Resource Management*

2011      **Seoul National University**  
*B.B.A., Graduated with Cum Laude*

### RESEARCH INTERESTS

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Interpersonal Relationships in Organizations; Teams; Multiteam Systems; Social Networks

### DISSERTATION

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**“Emergence and Evolution of Conflict Relations: Conflict Dynamics in Emergency Medical Response Teams”**

Committee: John Mathieu (Chair), Travis Grosser, Yuntao Dong, & Margaret Luciano

- Finalist, William H. Newman Award, 2021 Academy of Management Annual Meeting
- Winner, OB Division Best Dissertation-Based Paper Award, 2021 Academy of Management Annual Meeting
- Finalist, J. Richard Hackman Award Finalist, Interdisciplinary Network for Group Research, 2020
- Winner, Lee Hakel Graduate Student Scholarship, Society for Industrial and Organizational Psychology, 2019

## PEER-REVIEWED JOURNAL PUBLICATIONS

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\*denotes author was a student when the majority of their work was conducted

8. Park, S., Luciano, M., Mathieu, J. E., & Fenters, V. (In-Press) When and why conflict helps and hurts: Examining intra-individual conflict experience and task performance. *Academy of Management Journal*, <https://doi.org/10.5465/amj.2021.0285>
7. Mathieu, J., Wolfson, N., Park, S., Luciano, M., Bedwell, W., Ramsay, P. S., & Klock, E. (2022) Indexing dynamic collective constructs using computer-aided text analysis: Construct validity evidence and illustrations featuring team process. *Journal of Applied Psychology*, 107(4), 533-559. <https://doi.org/10.1037/apl0000856>
6. Luciano, M., Fenters, V., Park, S., Bartels, A., & Tannenbaum, S. (2021) The double-edged sword of leadership task transitions in emergency response multiteam systems, *Academy of Management Journal*, 64 (4), 1236-1264. <https://doi.org/10.5465/amj.2019.0707>  
❖ *Featured as an exemplar study in the thematic issue on improving transparency of empirical research published in AMJ*
5. Park, S., Grosser, T. J., Roebuck, A. A.\* & Mathieu, J. E. (2020) Understanding work teams from a network perspective: A review and future research directions. *Journal of Management*, 46 (6), 1002-1028. <https://doi.org/10.1177/0149206320901573>
4. Allen, J., Taylor, J., Murray, R., Kilcullen, M., Cushenbery, L., Gevers, J., Larson, L., Loku, T., Maupin, C., Perry, S., Park, S., Rosen, M., Fry, T., McLeod, P., Harris, A. & Fosler, K. (2020) Mitigating violence against first responder teams: Results and ideas from the hackmanathon. *Small Group Research*, 51 (3), 375-401.  
<https://doi.org/10.1177/1046496419876342>
3. Park, S., Mathieu, J., & Grosser, T. A. (2020) A network conceptualization of team conflict, *Academy of Management Review*, 45 (2), 352-375. <https://doi.org/10.5465/amr.2016.0472>  
❖ *Top 10 Most read (#8) and Most cited (#9) paper in 2020*
2. Mathieu, J. E., Wolfson, M. A., & Park, S. (2018) The evolution of work team research since Hawthorne. *American Psychologist*, 73(4), 308-321. <https://doi.org/10.1037/amp0000255>
1. 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.  
<https://doi.org/10.1177/1094428117728372>

## OTER PUBLICATIONS

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### **PRACTITIONER-ORINATED**

Luciano, M. M., Fenters, V. W., Park, S., Bartels, A. L., & Tannenbaum, S. I. (2021, July 7). When to Take on Tasks That Are Outside of Your Job Description. Harvard Business Review (online). Retrieved from <https://hbr.org/2021/07/when-to-take-on-tasks-that-are-outside-of-your-job-description>

### **BOOK CHAPTER**

Grosser, T., Park, S., Mathieu, J. & Roebuck, A. (2019). Network Thinking in Teams Research. In D. Brass, S. Borgatti (Eds.) Social Networks at Work (SIOP Organizational Frontiers Series). New York, NY: Routledge.

## MANUSCRIPTS UNDER REVISION OR UNDER REVIEW

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[Title replaced with brief description]

\*denotes author was a student when the majority of their work was conducted

Gallagher, P., Park, S., Roebuck, A.\*, Mathieu, J., & Dong, Y. [Membership change and Human Capital Resources Alignment] Academy of Management Journal, 1<sup>st</sup> Revision.

Moon, J.\*, Oh, C.\*, Tsai, C-Y, & Park, S. [Integrative review of subgroups] Journal of Management, Under review.

Luciano, M., Park, S., Mathieu, J., & Fenters, V., [Episodic and Event-based Team Process] Organization Science, Under review.

## WORKS IN PROGRESS

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[Title replaced with brief description]

\*denotes author was a student when the majority of their work was conducted

Park, S., Schechter, A., & Reinke, K.\* [Co-evolution of conflict ties and team perceptions] Target journal: Personnel Psychology, Submission ready.

Maupin, C. & Park, S., [Organizational network], Invited Book Chapter to a SIOP Professional Practice Series.

Park, S., Grosser, T., Schechter, A., & Mathieu, J., [Dyadic conflict evolution] Target journal: Journal of Management, Writing Stage.

Park, S., Yoon, S-O, & Mucci-Ferris, M.\* [Third party and conflict perception] Target journal: undecided, Second study data collection completed.

Reinke, K.\*, Park, S., & Crawford, E. [Dynamic Team Interdependence] Study design stage.

Mucci-Ferris, M.\* & Park, S. [Extra Helping and Team boundaries] Idea generation stage.

## **CHAired CONFERENCE SESSIONS**

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Park, S., & Reinke, K.\* (2023). Beneath the Surface: Theorizing and Testing the Microfoundations of Team-level Constructs. Co-chair of Symposium at the 783<sup>rd</sup> Annual Meeting of the Academy of Management, Boston, MA.

Park, S. & Roebuck, A.\* (2021). A New Way for Teams to Come Together: Unpacking Process Gains Through Team Composition. Co-chair of Symposium at the 81<sup>st</sup> Virtual Annual Meeting of the Academy of Management.

Todorova, G. & Park, S. (2018). New Directions in Research on Conflict Dynamics. Co-chair of Symposium at the 78<sup>th</sup> Annual Meeting of the Academy of Management, Chicago, IL.

Mathieu, J. E. & Park, S. (2014). Multilevel Models of Learning and Motivation. Co-chair of Symposium at the 74<sup>th</sup> Annual Meeting of the Academy of Management, Philadelphia, PA.

## **REFEREED CONFERENCE PRESENTATIONS**

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Luciano, M. M., & Park, S. (August, 2023). Exploring Episodic and Event-based Team Process Dynamics in Multiteam Systems. In Mayo, A., & Raetz, S. (Co-Chairs). Teams are changing! Going into the wild to expand theory on dynamics in modern teamwork settings. Academy of Management, Boston, MA.

Park, S., & Schecter, A. (August, 2023). The Coevolution of Conflict Ties and Team Perceptions. In Grosser, T. & Piplani, R. (Co-Chairs). Intra-Organizational Network Change and Evolution: Drivers, Effects, and Boundary Conditions. Academy of Management, Boston, MA.

Park, S. (August, 2021). The impact of individual conflict experiences on proximal task performance in a multi-team context. Academy of Management.

Roebuck, A., Mathieu, J., & Park, S. (August, 2021). Recognizing and utilizing expertise in teams: The role of specialist and generalist team composition. In Park, S. & Roebuck, A. (Co-chairs). A New Way for Teams to Come Together: Unpacking Process Gains Through Team Composition. Academy of Management.

Luciano, M. M., Park, S., Mathieu, J., & Fenters, V., (April, 2021). Exploring the Dynamics of Team and System Processes in Emergency Response Systems. In S. W. J. Kozlowski, G. T. Chao, and G. A. Ruark (Co-Chairs), Dissecting the Dynamics of Team, Multi-Team, and Organizational Systems. Presenter symposium presented at the Society for Industrial/Organizational Psychologists conference, New Orleans, LA.

- Park, S. (August, 2018). The Emergence and Evolution of Team Conflict Network. In Todorova, G. & Park, S. (Co-Chairs), *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.
- 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. & Park, S. (Co-Chairs), *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.

### INVITED PRESENTATIONS

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| 2023 | Blessing in Disguise: A Dual-change Model of Dynamic Composition Effects on Team Performance Trajectories<br><i>Brownbag talk at Iowa State University, April 7, 2023</i><br><i>Virtual talk at Renmin University, April 13, 2023</i>      |
| 2022 | When and why conflict helps and hurts: Intra-individual conflict experiences in a multiteam context<br><i>Virtual talk at Tsinghua University (Leadership and organizational management research - Frontiers series), October 28, 2022</i> |

### GRANTS

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|------|---|
| 2022 | Interdisciplinary Research Grant<br><i>Obermann Center for Advanced Studies, Iowa City, IA</i><br>Project: The effect of third-party presence in conflict perceptions<br>PIs: Semin Park & Si On Yoon |
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### HONORS & AWARDS

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|------|---|
| 2021 | William H. Newman Award Finalist<br><i>Academy of Management</i>                                      |
| 2021 | OB Division AOM Meeting Best Dissertation-Based Paper Award<br><i>Academy of Management</i>           |
| 2020 | J. Richard Hackman Award Finalist<br><i>Interdisciplinary Network for Group Research</i>              |
| 2019 | Lee Hakel Graduate Student Scholarship<br><i>Society for Industrial and Organizational Psychology</i> |

2019	Hall of Fame – PhD student inductee <i>School of Business, University of Connecticut</i>
2019	Outstanding Graduate Assistant Award <i>University of Connecticut Student Life Award</i>
2018, 2019	Outstanding PhD Student Scholar Fellowship <i>University of Connecticut</i>
2018	Doctoral Dissertation Fellowship <i>University of Connecticut</i>
2018	Outstanding Graduate Teaching Award <i>School of Business, University of Connecticut</i>
2017	Dean’s Summer Fellowship <i>School of Business, University of Connecticut</i>

#### **ACADEMIC MEMBERSHIPS**

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2011 – present	Society for Industrial and Organizational Psychology
2013 – present	Academy of Management (Division: OB, RM, CM, HR)
2017 – present	Interdisciplinary Network for Group Research
2018 – present	International Association for Conflict Management

#### **ACADEMIC SERVICE**

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##### Ad-hoc Journal Reviews

Academy of Management Review (2020 – now)  
Journal of Management (2020 – now)  
Organization Science (2022 – now)  
Group Dynamics (2022 – now)  
Journal of Occupational and Organizational Psychology (2022 – now)  
Academy of Management Journal (2023 – now)  
Group and Organization Management (2023 – now)

##### 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)

##### Committees

AOM Making Connections committee (2020 – now)  
SIOP Graduate Scholarship committee (2020 – now)  
INGROUP Best Paper committee (2023 – now)

Personal Development Workshop & Consortium

AOM HR Doctoral Consortium: Table Talk (2019, 2020)

AOM OB Halfway there PDW (2019)

AOM OB Research Round Tables (2021 - 2023)

AOM CM Doctoral Student Consortium (2021)

AOM CM Microfoundations of Intragroup Conflict (2021)

**UNIVERSITY SERVICE**

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Tippie College of Business, University of Iowa

Lead, Behavioral Research Seminar (August 2020 – May 2022)

Lead, MBA 8120 redevelopment (June 2021 – Jan 2022)

Department of Management and Entrepreneurship, University of Iowa

Member, Department Undergraduate Curriculum Committee (August 2019 – July 2020)

Member, Department Research Committee (August 2020 – July 2021, August 2022 - now)

Member, Department Tenure-track Faculty Search Committee (Fall 2021)

Mentoring Ph.D. students

- Dissertation committee member  
Liao, Huiyao. (2021). Does the leader know what is going on? an examination of a leader's perception accuracy of team relationship conflict network, University of Iowa.
- Mentored research advisor  
Madison Mucci-Ferris (2022 Fall - 2023 Spring) Third party conflict perceptions  
Ivan Liu (2020 Fall - 2021 Spring) Conflict dynamics
- Project mentor  
Karl Reinke (2022 Summer – now) Dynamic Team Interdependence  
Seung Whan Ryu (2020 Summer – 2021 Spring) Negative Relationships at work

Lead, MGMT Writing Club (Fall 2020 – now)

Co-lead, Thought Leaders Series (Spring 2021)

**RESEARCH EXPERIENCE**

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Research Consultant

*The Group for Organizational Effectiveness, Inc., Albany, NY* (Aug 2014 – Aug 2019)

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  
Research Assistant  
*School of Business, University of Connecticut* (Aug 2014 – May 2019)  
Advisor: Dr. John Mathieu  
*Individual and Team Performance Lab, University of Calgary* (Oct 2013 – Aug 2014)  
Advisor: Dr. Thomas O'Neill  
*College of Business, Seoul National University* (Mar 2011 – Feb 2013)  
Advisor: Dr. Won-Woo Park

## TEACHING EXPERIENCE

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University of Iowa, Iowa City, IA (*Overall instructor rating median on 6-point Scale*)

### **MGMT7340 Group Processes (Ph.D.)**

Spring 2023 (live, in-class, 7 students) 4.70/6.00

### **MGMT:8120 Management in Organizations**

Fall 2022 - Sect. 0EXV (hybrid, online, 45 students) 5.47/6.00

Fall 2022 - Sect. 0EXN (hybrid, online, 45 students) 5.67/6.00

Summer 2020 (hybrid, online, 31 students) 5.70/6.00

Spring 2020 (hybrid, online, 45 students) 5.60/6.00

### **MGMT:3200 Individuals, Teams, and Organizations**

Fall 2021 - Sect. 0EXW (hybrid, online, 25 students) 5.77/6.00

Fall 2021- Sect. 0002 (live, in-class, 27 students) 5.90/6.00

Fall 2021- Sect. 0001 (live, in-class, 27 students) 5.93/6.00

Spring 2021 - Sect. 0002 (hybrid, online, 26 students) 5.90/6.00

Spring 2021 - Sect. 0001 (hybrid, online, 26 students) 5.83/6.00

Spring 2020 - Sect. 0002 (live, in-class, 27 students) 5.80/6.00

Fall 2019 - Sect. 0001 (live, in-class, 40 students) 5.80/6.00

University of Connecticut, Storrs, CT (*Overall instructor rating median on 5-point Scale*)

### **MGMT:3101 Managerial and Interpersonal Behavior**

Spring 2019 - Sect. 0006 (live, in-class, 39 students) 5.00/5.00

Spring 2018 - Sect. 0001 (live, in-class, 46 students) 4.90/5.00

Spring 2017 - Sect. 0001 (live, in-class, 20 students) 5.00/5.00

Spring 2016 - Sect. 0001 (live, in-class, 40 students) 5.00/5.00

### **PSYC:31889 Independent Study in the Scientist/Practitioner Model**

Fall 2017, Spring 2018, Fall 2018, Spring 2019 – instructor rating not applicable

## INDUSTRY EXPERIENCE

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Researcher (June 2013 – Sep 2013)

*Impact Square Inc., Seoul, Korea*

Business education project for social entrepreneurs

Case studies (Strategic and HR issues in social enterprises)

Project Intern (Feb 2013 – Apr 2013)

*Samsung C&T, Seoul, Korea*

Global HR system building project

Summer Intern (Jul 2010 – Aug 2010)

*LG Display, Wroclaw, Poland*

Organizational Culture Project: Global HR system Implementation