

Seunghoo Chung

Department of Management and Marketing | Faculty of Business
The Hong Kong Polytechnic University
Phone: (852) 3400-3645 | Email: seunghoo.chung@polyu.edu.hk

ACADEMIC POSITIONS

The Hong Kong Polytechnic University

Department of Management and Marketing (MM)
Assistant Professor of Management 2021 - Present

EDUCATION

The Ohio State University, Fisher College of Business Columbus, OH, USA

Ph.D. in Business Administration 2021

Major: Organizational Behavior and Human Resources

Minor: Quantitative Psychology

- Committee: Robert B. Lount, Jr. (Chair), Timothy A. Judge and Bennett J. Tepper

The Ohio State University, Fisher College of Business Columbus, OH, USA

Master of Human Resources Management 2015

Korea University, Korea University Business School Seoul, Korea

Bachelor of Business Administration 2013

- *Korea University Business School (KUBS) Special Scholarship Recipient* for full four years in the excellence of the Korean national college entrance exam

RESEARCH INTEREST

Group Composition and Performance; Inter-group Collaboration and Cooperation; Meta-Analysis

PUBLICATIONS

Park, H. M., Judge, T. A., Lee, H. W., **Chung, S.**, & Zhan, Y. (in-press). When conscientiousness differentially pays off: The role of incongruence between conscientiousness and black stereotypes in pay inequality. *Personnel Psychology*. 1-18. Advance online publication. <https://doi.org/10.1111/peps.12604>

Doyle, S. P., **Chung, S.**, Lount, R. B., Jr., Swaab, R. I., & Rathjens, J. (2023). Hierarchical Team Structures Limit Joint Gain in Interteam Negotiations: The Role of Information Elaboration and Value-Claiming Behavior. *Academy of Management Journal*. 66(5), 1586-1616. <https://doi.org/10.5465/amj.2019.1381>

Chung, S., Zhan, Y., Noe, R. A., & Jiang, K. (2022). Is it time to update and expand training motivation theory? A meta-analytic review of training motivation research in the 21st century. *Journal of Applied Psychology*. 107(7), 1150-1179. <https://doi.org/10.1037/apl0000901>

Swaab, R. I., Lount, R. B., Jr., **Chung, S.**, & Brett, J. (2021). Setting the Stage for Negotiations: How Superordinate Goal Dialogues Promote Joint Gain in Negotiation between Teams. *Organizational Behavior and Human Decision Processes*. 167, 157-169.
<https://doi.org/10.1016/j.obhdp.2021.08.001>

- *Media Coverage:* INSEAD Knowledge

Chung, S., Lount, R. B., Jr., Park, H. M., & Park, E. S. (2018). Friends with Performance Benefits?: A Meta-Analysis on the Relationship between Friendship and Group Performance. *Personality and Social Psychology Bulletin*, 44(1), 63-79.
<https://doi.org/10.1177/0146167217733069>

- *Media Coverage:* BBC News; Forbes; Harvard Business Review; NY Times and others

SELECTED ACADEMIC CONFERENCE PRESENTATION

Chung, S. & Lount, R. B., Jr. (August, 2024). The Impact of the Good cop/Bad cop Role Strategy on Value creation in Team-on-Team Negotiations. Paper to be presented at the 84th Academy of Management Conference, Chicago, IL.

- *Winner of Best Paper Award, Conflict Management (CM) Division*

Park, H. M., & **Chung, S.** (August, 2024). Extraversion Revisited: How Personalities and Occupations Jointly Shape Gender Pay Inequality. In H. M. Park (Chair), Decoding the Fabric of Gender Inequality: Psychological Factors and Social Contexts. Symposium paper to be presented at the 84th Academy of Management Conference, Chicago, IL.

Park, H. M., Lee, H. W., & **Chung, S.** (July, 2023). Personality, Gender, Occupation, and Pay Disparity. Paper presented at the Annual Symposium of Korea Inequality Research Network, Chuncheon, Korea.

Chung, S. (January, 2023). How to Promote Joint Gain with the Mindsets of the Negotiators in Inter-Team Negotiations. Paper presented in the Junior Faculty Consortium at the 6th Israel Organizational Behavior Conference, Tel Aviv, Israel.

Park, H. M., Judge, T. A., **Chung, S.**, & Zhan, Y. (August, 2022). An Occupational Source of Racial Inequality: The Roles of Conscientiousness and Education. Paper presented at the 82nd Academy of Management Conference, Seattle, WA.

Park, H. M., Judge, T. A., Lee, H. W., **Chung, S.**, & Zhan, Y. (July, 2022). Within Occupation Pay Inequality: The Role of Personality, Black Stereotype, and Occupational Value of Status. Paper presented at the Annual Symposium of Korea Inequality Research Network, Seoul, Korea.

Park, H. M., Judge, T. A., **Chung, S.**, & Zhan, Y. (March, 2022). Occupations As a Source of Career Outcomes Inequality: The Role of Personality Traits and Occupational Value of Status. Paper presented at the Dismantling Bias Conference, West Lafayette, IN.

Doyle, S. P., **Chung, S.**, Lount, R. B., Jr., & Swaab, R. I. (August, 2020). Intra-team hierarchy triggers inter-team competition: The impact of hierarchy on team negotiations. Paper presented at the 80th Academy of Management Conference, Vancouver, BC. [Online Virtual Conference]

Chung, S. & Lount, R. B., Jr. (July, 2020). An Examination of the Good-cop/Bad-cop Role Strategy on Value-Claiming and Value-Creating in Team-on-Team Negotiations. Paper presented at the 33rd International Association for Conflict Management, Charleston, SC. [Online Virtual Conference]

Chung, S., Noe, R. A., Zhan, Y., & Jiang, K. (August, 2019). A Contemporary Perspective on Training Motivation?: A Meta-Analytic Review. Paper presented at the 79th Academy of Management Conference, Boston, MA.

Chung, S., Lount, R. B., Jr., & Park, H. M. (August, 2016). Do Friends Perform Better?: A Meta-Analytic Review of Friendship and Group Performance. Paper presented at the 76th Academy of Management Conference, Anaheim, CA.

Lount, R. B., Jr., Doyle, S. P., Swaab, R. I., & **Chung, S.** (June, 2016). When Hierarchy Hurts: The impact of intra-team hierarchy on inter-team negotiations. Paper presented at the 29th International Association for Conflict Management, New York City.

TEACHING EXPERIENCE

Instructor

The Hong Kong Polytechnic University, Department of Management and Marketing

- MM4191 Business Negotiation (Undergraduate level)
 - Spring 2024 (54 students) - Overall Rating: **4.9** / 5.0
 - Spring 2023 (52 students) - Overall Rating: **4.8** / 5.0
 - Spring 2022 (37 students) - Overall Rating: **4.8** / 5.0
- MM5191 Negotiation and Conflict Management (MBA and Master's level)
 - Spring 2024 (35 students) - Overall Rating: **4.9** / 5.0
 - Spring 2023 (30 students) - Overall Rating: **4.9** / 5.0
 - Spring 2022 (18 students) - Overall Rating: **4.8** / 5.0
- MM4922 Management Capstone Projects (Independent Study: Fall 2022 – Present)
- MM5921 Practice of Human Resource Management (Independent Study: Fall 2022)

The Ohio State University, Fisher College of Business, Columbus, OH, USA

- MHR 3200 Managing Individuals: Organizational Behavior and Human Resources Management (Undergraduate core course)
 - Spring 2021 (Online section: 263 students) - Overall Rating: **4.63** / 5.00
 - Summer 2019 (73 students) - Overall Rating: **4.94** / 5.00
 - Summer 2018 (73 students) - Overall Rating: **4.81** / 5.00

Guest Lecturer

The Hong Kong Polytechnic University, Department of Management and Marketing, Hong Kong

- MM6004 Research Methods for Behavioural Research (Ph.D.) – Meta Analysis: Spring 2024
- MM6121 Meso Organizational Behavior (Ph.D.) – Coordination and Conflict in Teams: Spring 2024

Teaching Assistant

The Ohio State University, Fisher College of Business, Columbus, OH, USA

- MHR 7244 Negotiations (FTMBA/WPMBA): Fall 2015 – Spring 2020
- MHR 7800 Negotiations (EMBA): Spring 2019

Korea University, Seoul, Korea

- BUSS161 Understanding Business Administration (Undergraduate): Spring 2013

ACADEMIC AWARDS / HONORS

- Winner of 2024 Best Paper Award (Empirical) – Conflict Management (CM) Division, Academy of Management Meeting, Chicago, Illinois (2024)
- Top 3 Finalist for Research Presentation Award at Edward F. Hayes Graduate Research Forum, The Ohio State University Graduate School (2020)
- Finalist for Edward Hayes Research Forum, The Ohio State University (2016, 2017, 2018, 2020)
- Doctoral Student Fellowship/Assistantship, The Ohio State University (2015 – 2021)
- Fisher College of Business Travel Grant, The Ohio State University (2015 – 2021)
- Korea University Business School Full-time Special Scholarship (2007 – 2013)
- Semester High Honors for Academic Excellence, Korea University (Fall 2010; Spring 2011; Fall 2011)

ACADEMIC GRANTS

- Research Productivity Reward Scheme for UTD Journal (HK\$200,000), Faculty of Business, Hong Kong Polytechnic University (2023 – 2026)
- Research Productivity Reward Scheme for Non-UTD Journal (HK\$144,000), Faculty of Business, Hong Kong Polytechnic University (2022 – 2025)
- Undergraduate Research and Innovation Scheme (HK\$30,000), Hong Kong Polytechnic University (2022 – 2023)
- Departmental General Research Grant (HK\$50,000), Hong Kong Polytechnic University (2022)
- Startup Grant (HK\$300,000), Hong Kong Polytechnic University (2021 – 2024)
- Departmental Research Incentive Grant (HK\$10,000), Hong Kong Polytechnic University (2021)
- Fisher Leadership Initiative Research Grant, The Ohio State University (2018)

ACADEMIC/PROFESSIONAL SERVICES/ACTIVITIES

Ad-hoc Journal Reviewer

*Asia-Pacific Journal of Management; Collabra: Psychology; Journal of Organization and Management; Journal of Management Studies; Management and Organization Review
Personality and Social Psychological Bulletin*

Conference Reviewer

- Academy of Management Meeting, OB / CM Divisions (2016 – 2024)
- INGRoup Conference (2018)
- International Association of Conflict Management Conference (2020)

Departmental Panel Member for Program Admission Interview at The Hong Kong PolyU

- MSc in Human Resource Management (2023 – 2024)
- BSc in Management and Marketing for Non-JUPAS (2023 – 2024)

Research Mentoring and Supervision

- Jessica Zhang, The Hong Kong PolyU (PhD Mentorship Exercise, 2024)
- Xinhao (Jack) Yu, The Hong Kong PolyU (MPhil Research Proposal committee, 2023)
- Xupeng (Susan) Gao, The Hong Kong PolyU (Undergraduate Research and Innovation Scheme [URIS], Undergraduate, 2023)
- Wuyang Chen, The Hong Kong PolyU (MPhil Mentorship Exercise, 2022)
- Weifeng (Nicole) Lan, The Hong Kong PolyU (Independent Study, MSc in HRM, 2022)

Management Seminar Area Speaker Coordinator at The Hong Kong PolyU (2024 – 2025)

Fisher Behavioral Group Lab Research Member

- The Ohio State University (2014 – 2021)

SELECTED MEDIA COVERAGE OF RESEARCH

- BBC News (Oct 27th, 2017)
- Forbes.com (Sep 26th, 2021; Oct 1st, 2022)
- Harvard Business Review (Dec 17th, 2018)
- Lead Read Today (Nov 10th, 2021; Mar 23rd, 2022; Jul 6th, 2023)
- INSEAD Knowledge (Feb 1st, 2022)
- New York Times (May 28th, 2018)

INVITED PRESENTATIONS

- Korea University (2022, 2024)
- Hong Kong Polytechnic University (2020)
- Hong Kong University of Science and Technology (2020)

OTHER PROFESSIONAL EXPERIENCES

2016 – 2021 Fisher College of Business, Columbus, OH
Fisher MHRM Alumni Ambassador

2008 – 2010 Republic of Korea Army, Dongducheon, Korea
Sergeant, 28th Division Headquarters

2008 Schroders Investment, Seoul, Korea
Research Intern

PROFESSIONAL MEMBERSHIP

Academy of Management (AOM)
Interdisciplinary Network for Group Research (INGRoup)
International Association of Conflict Management (IACM)
Southern Management Association (SMA)