

Curriculum Vitae

David Jinwoo Chung

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ACADEMIC POSITION

Soules College of Business, the University of Texas at Tyler

Assistant professor in Management & Marketing

September 2024–Present

EDUCATION

School of Industrial and Labor Relations (ILR), Cornell University

• **Ph.D. in ILR**

August 2024

Primary Concentration: Human Resource

Secondary Concentrations: Labor Relations, Organizational Behavior

M.S. in ILR

August 2021

Primary Concentration: Human Resource

Secondary Concentration: Labor Relations

School of Business, Sungkyunkwan (SKK) University

• **M.S. in Management (Business Administration)**

August 2019

Concentration: Human Resource

• **B.B.A. in Business Administration**

February 2018

RESEARCH INTERESTS

- Employee-organization relations
- Human resource systems
- Turnover
- Compensation

TEACHING INTERESTS

- Human resource management
- Organizational behavior
- Labor relations
- Human resource analytics
- Compensation

PEER-REVIEWED JOURNAL ARTICLES

Tenhiälä, A., **Chung, D. J.**, & Park, T.-Y. (2024). Procedural pay transparency, motivational climate, and employee outcomes. *Compensation & Benefits Review*, 56, 83–102.

<https://doi.org/10.1177/08863687231216135>

Chung, D. J., Kim, A., & Kim, Y. (2022). The contagion effect of collective voluntary turnover on firm performance and moderation of communication practices. *Human Resource Management Journal*, 32, 19–39. <https://doi.org/10.1111/1748-8583.12346>

RESEARCH SUBMITTED TO PEER-REVIEWED JOURNALS

Chung, D. J., & Park, T.-Y. Are unions friends or foes of high-performance work systems? *4th Round R&R* at *Journal of Applied Psychology*.

Park, T.-Y., **Chung, D. J.**, Eaglesham, R. K. & Tenhiälä, A. Self-esteem-based effects of merit pay increases. *Under Review at Journal of Applied Psychology*

RESEARCH IN PROGRESS

Chung, D. J. Call for fairness: Do CEO pay cuts improve post-layoff performance?

Chung, D. J.* & Nguyen, T. P. H.* An investigation on the effect of the use of technology on fairness perceptions in the workplace.

* Equal contributions; authors are listed in alphabetical order.

Park, T.-Y., Shaw, J. D., **Chung, D. J.**, & Sung, L.-K. An alternative conceptualization of pay dispersion, contextualized theory, and meta-evidence.

Hendricks, J., Ray, C., Caldas, M., **Chung, D. J.**, & Hancock, J. A discontinuous growth model study of line-manager turnover.

PEER-REVIEWED CONFERENCE PRESENTATIONS

Park, T.-Y., **Chung, D. J.**, Eaglesham, R. K. & Tenhiälä, A. (December 2024). The effects of merit pay increases via organization-based self-esteem. *The 9th EIASM Reward Management Conference*, Brussels, Belgium.

Chung, D. J. (August 2024). Call for fairness: Do CEO pay cuts improve post-layoff performance? *The 84th Annual Meeting of the Academy of Management*, Chicago, US.

Hendricks, J., Ray, C., Caldas, M., **Chung, D. J.**, & Hancock, J. (August 2024). A discontinuous growth model study of line-manager turnover. *The 84th Annual Meeting of the Academy of Management*, Chicago, US.

Park, T.-Y., **Chung, D. J.**, Tenhiälä, A., & Eaglesham, R. (January 2024). Merit pay increases' effect via organization-based self-esteem. *2024 5th Human Resources International Conference*, Dunedin, New Zealand.

Chung, D. J., & Park, T.-Y. (January 2024). Are unions friends or foes of high-performance work systems? *2024 5th Human Resources International Conference*, Dunedin, New Zealand.

Chung, D. J., & Park, T.-Y. (October 2023). Are unions friends or foes of high-performance work systems? *2023 Rising Scholars Conference*, virtual.

Park, T.-Y., **Chung, D. J.**, & Tenhiälä, A. (August 2022). The effects of merit pay increases via organization-based self-esteem. *The 82nd Annual Meeting of the Academy of Management*, Seattle, US.

Chung, D. J. (August 2020). High-performance work systems' dual impact on workplace well-being and its boundary condition. *The 80th Annual Meeting of the Academy of Management*, Vancouver, Canada.

Chung, D. J., Kim, A., & Kim, J. (June 2019). Indoctrinated to stay: Understanding how cultural values attenuate the permeation of voluntary turnover that stems from collective turnover. *The Academy of International Business 2019 Annual Meeting*, Copenhagen, Denmark.

Kim, A., Han, K., & **Chung, D. J.** (July 2018). A cross-cultural comparison of shared capitalism influences in the United States and South Korea. *18th International Labor and Employment Relations Association World Congress*, Seoul, South Korea.

- Kim, Y., Kim, A., **Chung, D. J.**, & Han, K. (July 2018). Revisiting the causality between high performance work system and firm performance: The moderating roles of unionized and female workforce ratio. *18th International Labor and Employment Relations Association World Congress*, Seoul, South Korea.
- Kim, A., Kim, Y., **Chung, D. J.**, & Han, K. (July 2018). High-performance work systems and firm performance: The boundary conditions of unionization and minorities in the workforce. *19th Conference of the International Association for the Economics of Participation*, Ljubljana, Slovenia.
- Han, K., Kim, Y., Kim, A., & **Chung, D. J.** (April 2018). The effects of human capital flows and age on the HPWS-performance link. *The 33rd Annual Conference of the Society for Industrial and Organizational Psychology*, Chicago, USA.

TEACHING EXPERIENCE

Undergraduate Course

- **ILR School, Cornell University**
Human Resource Management (taught as an assistant instructor)
- **Soules College of Business, The University of Texas at Tyler**
Organizational Behavior

AWARDS & RECOGNITIONS

Best Reviewer Award

- **The 84th Annual Meeting of the Academy of Management**
(Organizational Behavior Division)

SERVICE

Academic-Oriented Service

- **Review for Academic Journals**
Compensation & Benefits Review
Human Resource Management Journal
- **Review for Academic Conferences**
The 84th Annual Meeting of the Academy of Management
The 5th Human Resources International Conference
The 82nd Annual Meeting of the Academy of Management
The 81st Annual Meeting of the Academy of Management
The 80th Annual Meeting of the Academy of Management
The 79th Annual Meeting of the Academy of Management
The Academy of International Business 2019 Annual Meeting

Practice-Oriented Service

- Collaborated with the Center for Advanced Human Resource Studies (CAHRS) at Cornell University in providing notes to companies (e.g., Samsung Electronics America, IBM, and Intel) on various human resource topics (e.g., talent planning, recruitment and retention, diversity and inclusion initiatives, company culture, and management of hybrid workforce)
Sample note (1):
<https://est05.esalestrack.com/eSalesTrack/Content/Content.ashx?file=1d07f967-11c6-411d-9db3-4148745eafe7.pdf>

Sample note (2):

<https://est05.esalestrack.com//eSalesTrack/Content/Content.ashx?file=33de48ee-84a8-4635-a302-8c50dfd1e873.pdf>

MISCELLANEOUS EXPERIENCE

Military

- Served in the Republic of Korea Army (March 2013 – December 2014)