

**MICHAEL R. PARKE**  
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## ACADEMIC POSITIONS

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### The Wharton School, University of Pennsylvania

Assistant Professor of Management (July 2020-present)

### London Business School

Assistant Professor of Organisational Behaviour (2016-2020)

## EDUCATION

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### University of Maryland, Robert H. Smith School of Business

College Park, MD

Ph.D., Organizational Behavior, May 2016

### University of Michigan, Stephen M. Ross School of Business

Ann Arbor, MI

Bachelor of Business Administration, December 2008

Degree with high distinction, Carson Scholar

## RESEARCH INTERESTS

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- Employee proactivity, voice, and creativity
- Management of emotions at work, affect climate, and emotional intelligence abilities

## REFEREED PUBLICATIONS

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8. Harari, D.†\*, **Parke, M.R.\***, & Carson Marr, J.\* When helping hurts helpers: Anticipatory versus reactive helping, helper's relative status, and recipient self-threat. **Conditionally Accepted: *Academy of Management Journal***.
  - \*All authors contributed equally
7. **Parke, M.R.**, Seo, M., Hu, X., & Jin, S. (in press) The creative and cross-functional benefits of wearing hearts on sleeves: Authentic affect climate, information elaboration, and team creativity. ***Organization Science***.
6. **Parke, M.R.**, Tangirala, S., & Hussain, I. (in press) Creating organizational citizens: How and when supervisor- versus peer-led role interventions change organizational citizenship behavior. ***Journal of Applied Psychology***.
5. Sherf, E.N.\*, **Parke, M.R.\***, & Isaakyan, S. (2021) Distinguishing voice and silence at work: Unique relationships with perceived impact, psychological safety, and burnout. ***Academy of Management Journal***.
  - \*First two authors contributed equally
4. **Parke, M.R.**, Weinhardt, J.M., Brodsky, A., Tangirala, S., & DeVoe, S. 2018. When daily planning improves employee performance: The importance of planning type, engagement, and interruptions. ***Journal of Applied Psychology***.
3. **Parke, M.R.** & Seo, M.G. 2017. The role of affect climate in organizational effectiveness. ***Academy of Management Review***, 42(2): 334-360.

2. **Parke, M. R.**, Seo, M., & Sherf, E. N. 2015. Regulating and facilitating: The role of emotional intelligence in maintaining and using positive affect for creativity. *Journal of Applied Psychology*, 100(3): 917–934.
1. Tangirala, S., Kamdar, D., Venkataramani, V., & **Parke, M. R.** 2013. Doing right versus getting ahead: The effects of duty and achievement orientations on employees’ voice. *Journal of Applied Psychology*, 98(6): 1040–1050.

#### **MANUSCRIPTS IN REVISION & WORKING PAPERS**

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- **Parke, M.R.**, Tangirala, S., Sanaria, A., & Ekkirala, S. The Interactive Effects of Voice and Strategic Silence. **2<sup>nd</sup> Revise and Resubmit:** *Organizational Behavior and Human Decision Processes*.
- Sherf, E.N.\*, Anseel, F.\*, & **Parke, M.R.\*** The Learning and Performance Implications of Feedback Sharing. **1<sup>st</sup> Revise and Resubmit:** *Academy of Management Review*.
  - \*All authors contributed equally
- **Parke, M.R.**, Mannucci, P., & Shandell, M.† Social Media Use and Creativity. **Target:** *Academy of Management Journal*.

#### **SELECTED RESEARCH IN PROGRESS**

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- **Parke, M.R.** & Brodsky, A. (Writing Stage) Fostering Voice in Remote Teams: Remote Technology, Training, Meeting Routines, and Expectations for Collocated Work.
- Hu, X.†, **Parke, M.R.**, & Peterson, R. (Writing Stage) The Emotional Costs of Leader Humor Expression.
- **Parke, M. R.**, Cable, D., & Lynch, J.† (Writing Stage) Igniting or Extinguishing Voice at Work: Why and When Voice Interventions Activate Employee Voice Behavior.
- Creary, S., Rothbard, N., Scruggs, J.†, & **Parke, M. R.** (Data Analysis). DEI Practices and Voice Behavior.
- Brady, G.†, **Parke, M.R.**, & Sivanathan, N. (Study 3 Data Collection). The Effects of Leader Dominance and Prestige on Voice Endorsement.
- **Parke, M.R.** & Scruggs, J.† (Pilot Data Collection). Voice Acting: When Employees Speak Up but Don’t Speak their Minds.
- Shandell, M.† & **Parke, M.R.** (Study 2 Data Collection). Suffering in Silence: The Wellbeing Costs of High-Performance Work Environments.
- Preston, M.† & **Parke, M.R.** (Study 2 Data Collection). Why and When Soliciting Input on DEI Leads to Surface Acting and Silence

† Denotes doctoral student when project began

## PRACTITIONER PUBLICATIONS & PODCASTS

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- Parke, M.R. (2020). If Pandemic Productivity Is Up, Why Is Innovation Slowing Down? *Knowledge@Wharton* [Digital Article and Podcast](#).
- Parke, M.R. & Sherf, E.N. (2020). You Might Not Be Hearing Your Team's Best Ideas. *Harvard Business Review* [Digital Article](#).
- Parke, M.R. & Cable, D. (2019). Two lessons for leaders who want to drive profound growth. *London Business School Review* [Feature Article](#).
- Parke, M.R. & Mannucci, P.V. (2019). Fostering creativity in organizations. *London Business School Review* [Podcast](#).
- Parke, M.R. & Weinhardt, J.M. (2018). Research shows a simple way to increase your engagement at work. *Harvard Business Review* [Digital Article](#).
- Cable, D., Kesebir, S., & Parke, M.R. Happiness matters: The how and the why. *London Business School Review* [Podcast](#).
- Parke, M.R. (2018). How to be happier at work. *London Business School Review* [Feature Article](#).
- Parke, M.R. & Johnston, A. (2018). Three illusions of leading teams: What leadership style is, what it isn't, and when to adapt. *London Business School Review* [Feature Article](#).
- Parke, M.R. & Erickson, T. (2018). Trust me I'm in charge. *London Business School Review* [Digital Article](#).
- Parke, M.R. & Rollins, V. (2017). Do you understand the price of keeping the peace at work? *London Business School Review* [Podcast](#).
- Parke, M.R. & Morris, R. (2017). Why negative emotions can spark creativity. *London Business School Review* [Digital Article](#).
- Parke, M.R. & Morris, R. (2017). Does it pay to let employees express their true feelings? *London Business School Review* [Digital Article](#).

## TEACHING EXPERIENCE

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### The Wharton School

- MGMT 301: Teamwork and Interpersonal Influence (Undergraduate, Spring 2021)
- MGMT 970: Taught session on multilevel modeling (PhD, December 2020)

### London Business School

- Best Teacher Award, MBA 2019: Awarded to one professor at LBS who is voted as the best teacher by graduating MBA class
- 2016-2020: Leading Teams and Organisations (E408, MBA and EMBA Elective)
- 2018-2020: Leading Teams for Emerging Leaders (LTEL183, Executive Education)

### University of Maryland

- 2014-2015: Managing People and Organizations (BMGT 364, Undergrad Core)

### University of Michigan

- Personal Growth & Development Seminar (Spring 2011)  
Course assistant for Martha W. Travers, PhD

## REFEREED CONFERENCE PRESENTATIONS

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- Parke, M.R. & Mannucci, P.V. (2019). The Effects of Social Media on Creativity at Work: Creative Process Engagement and Time on Task. In Ramakrishnan, P.A. & Xie, W., *New Perspectives on*

Processes and Practices in Creative Work. Symposium, the Annual Meeting of the Academy of Management, Boston, MA.

- Showcase Symposium
- **Parke, M.R.**, Cable, D.M., & Lynch, J. (2019). Igniting or Extinguishing Voice: Why and When HR Voice Systems Activate Employee Voice Behavior. In Park, H. & Hussain, I., Making Voice Happen: New Directions for Managerial Facilitation of and Responses to Employee Voice. Symposium, the Annual Meeting of the Academy of Management, Boston, MA.
  - Showcase Symposium
- Sherf, E.N., **Parke, M.R.**, & Isaakyan, S. (2019). Voice and Silence at Work: Unique Relationships with Psychological Safety, Impact, and Burnout. In Howell, T. & **Parke, M.R.**, To Be Heard or Not Heard: Effects of (Failed) Voice Behaviors on Managers and Employees. Symposium, the Annual Meeting of the Academy of Management, Boston, MA.
- **Parke, M.R.** (2018). Creating Organizational Citizens via Roles: How Supervisors and Peers Enhance Citizenship at Work. Paper, the Annual Meeting of the Academy of Management, Chicago, IL.
- **Parke, M.R.** (2018). The Creative Benefits of Wearing Hearts on Sleeves: Authentic Affect Climate, Surface Acting, and Team Creativity. Paper presented at the Israel Organizational Behavior Conference, Tel Aviv, Israel.
  - Recipient of Conference Best Paper Award
- **Parke, M.R.** & Sherf, E.N. (2017). On Deaf Ears? How Manager Feedback Improves the Outcomes of Input Solicitation. In Sherf, E.N., New Seekers, New Targets, New Dynamics: Emerging Developments in the Study of Feedback Seeking. Symposium, the Annual Meeting of the Academy of Management, Atlanta, GA.
- Harari, D., **Parke, M.R.**, Carson Marr, J. (2017). Help Unwanted: The Unintended Consequences of Employee Anticipatory Help. In Livne-Tarandach, R. The Unintended Consequences of Prosocial Behavior. Symposium, the Annual Meeting of the Academy of Management, Atlanta, GA.
- **Parke, M.R.**, Seo, M., & Jin, S. (2016) Pouring Your Heart Out in Teams: Emotion Leadership, Authentic Affect Climate, Team Effectiveness. Paper, the Annual Meeting of the Academy of Management, Anaheim, CA.
- Tangirala, S., **Parke, M.R.**, Sanaria, A.D., Ekkirala, S. (2016). Remaining Silent When Speaking Up. In DeMichele, G., Promotive and Prohibitive Voice: Antecedents, Consequences, and Individual Differences. Symposium, the Annual Meeting of the Academy of Management, Anaheim, CA.
- **Parke, M. R.** & Aiken, J. R. (2014). The Benefits of Putting First Things First: How and When Goal Prioritization Positively Impacts Performance. In Sackett, E., Multiple Goal Pursuit in Organizations: Perspectives from Multiple Levels of Analysis. Symposium, the Annual Meeting of the Academy of Management, Philadelphia, PA.
- Kudesia, R.S. & **Parke, M.R.** (2014). The Flexible Mind: The Role of Mindfulness in Cognitive Adaptation. In Kuedisa, R.S., Mindfulness at Work: Implications for Performance. Symposium, the Annual Meeting of the Academy of Management, Philadelphia, PA.

- Campbell, E. M., Bartol, K. M., & Parke, M.R. (2014). Setting the stage for virtual team development: Designing contexts to foster team knowledge sharing and performance. Paper, the Annual Meeting of the Academy of Management, Philadelphia, PA.
- Parke, M. R., Firth, B. M. (2013). Using Goal Conflict to Explain the Process of Intra-Individual Goal Prioritization. In Parke, M. R. & Firth, B. M. (Co-Chairs), Putting First Things First: Advances in Research on Goal Prioritization. Symposium, the Annual Meeting of the Academy of Management, Orlando, FL.
- Parke, M. R., Seo, M., Sherf, E. N. (2013). The Emotional Edge: Creativity under Job Complexity and Creativity Requirements. Paper, the Annual Meeting of the Academy of Management, Orlando, FL.
- Campbell, E. M., Bartol, K. M., Parke, M. R. (2012). Leading from Afar: Directive versus Empowering Leadership in Virtual Teams. In Bartol, K. M., & Campbell-Bush, E. M. (Co-Chairs), Key Advances in Building Effective Highly Virtual Teams: Critical Compositional, Leadership, and Shared Process Components. Symposium, the Annual Meeting of the Academy of Management, Boston, MA.

### **INVITED ACADEMIC PRESENTATIONS & CONFERENCES**

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- Rotterdam School of Management, Erasmus University (Spring 2021)
- The Wharton School, University of Pennsylvania (Fall 2019)
- McCombs School of Business, University of Texas at Austin (Fall 2019)
- Co-organizer for Creativity Collaboratorium at University College London (Fall 2018 & Fall 2019)
- The Wharton OB Conference (2017-2019)
- London School of Economics (Spring 2018)
- Scheller College of Business, Georgia Institute of Technology (Fall 2015)
- McCombs School of Business, The University of Texas at Austin (Fall 2015)
- Kenan-Flagler Business School, University of North Carolina at Chapel Hill (Fall 2015)
- Kelley School of Business, Indiana University (Fall 2015)
- London Business School (Fall 2015)
- Foster School of Business, University of Washington (Fall 2015)

### **PROFESSIONAL & SERVICE ACTIVITIES**

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#### **The Wharton School**

- Wharton Webinar Series (2021): Gave presentation on leading teams for Wharton Alumni as part of Wharton's Lifelong Learning.
- Co-developed and lead Research 2.0 (2020-2021): a workshop series to help Management PhD students develop skills and knowledge on important themes related to successful academic careers that are often not covered explicitly in the PhD core curriculum (e.g., research identity, managing collaborations)

#### **London Business School**

- Dissertation Proposal Committee Member
  - Xiaoran Hu (2018)—placed at London School of Economics
  - Garrett Brady (2019)—rising 4<sup>th</sup> year student
- OB Speaker Seminar Series Coordinator (2019-2020)
- Faculty Organizer for 2019 OB Away Day

- Voluntarily taught Leading Teams & Organisations pop-up session open to students who could not enroll in the elective course (May 2019)
- Faculty Presenter at Alumni Reunion Event (March 2019)
- LBS Student Leadership Incubator (Fall 2018)
- OB Recruiting Committee (2017)
- OB Teaching Overlap Committee (2017-2018)
- MBA Board of Examiners (2018-2020)
- MSc Board of Examiners (2018-2020)

### **Editorial Board**

- Journal of Applied Psychology (2018-present)
  - 2020 Best Editorial Board Member Reviewer

### **Reviewer**

- Administrative Science Quarterly (2019-present)
- Academy of Management Journal (2017-present)
- Academy of Management Review (2014-present)
  - 2020 Developmental Reviewer Award
- Journal of Applied Psychology (2016-2018)
- Organizational Behavior & Human Decision Processes (2015-present)
- Organization Science (2018-present)
- Human Relations (2016-present)
- Journal of Management Studies (2016-present)
- Academy of Management Annual Meeting (2013-present)
  - 2015 Best Reviewer Award (OB Division)

### **Academy of Management**

- Organizational Behavior Division, Making Connections Committee Member (2017-present)
- Mentoring Graduate Students: Tips, Best Practices, and Life-Changing Stories from the Experts. (2018 & 2019). Organizer, PDW presented at the Annual Meeting of the Academy of Management.
- Mentoring Graduate Students: Tips, Best Practices, and Life-Changing Stories from the Experts. (2017, August). Panelist, PDW presented at the Annual Meeting of the Academy of Management.
- HR Doctoral Student Consortium. (2016-2017, August). Roundtable discussant, PDW at the 76<sup>th</sup>-77<sup>th</sup> Annual Meeting of the Academy of Management.
- Halfway There, But Now What? Advice for Pre-Dissertation Doctoral Students (2016, August). Roundtable discussant, PDW at the Annual Meeting of the Academy of Management.

### **Robert H. Smith School of Business, University of Maryland**

- Dean's Advisory Council (2014)
- President, Association of Doctoral Students (2013-2014)
- Association of Doctoral Students, Executive Board Member (2012-2013)

### **OTHER HONORS AND AWARDS**

#### **Robert H. Smith School of Business, University of Maryland**

- The Allan N. Nash Outstanding Doctoral Student Award (2015): College-level award to students in PhD program for excellence in research, teaching, and service
- Dean's Research Fellowship (2011-2016)

**Academic – University of Michigan**

- James B. Angell Scholar (2006, 2005)
- Clarence L. Remynse Scholarship (2005, 2004)
- H. Glenn Bixby Scholarship (2004)
- BBA Entrepreneur of the year (2008)

**Athletics – Men’s Varsity Soccer, University of Michigan**

- Team captain (2007)
- Scholarship athlete (2004-2008)
- Honors: 2007-08 Big Ten Conference Outstanding Sportsmanship Award, 2007 Team Player Award, 2006 Academic All District IV Team, Four-time University of Michigan Athletic Academic Achievement Award, Three-time Team Jebson Academic Achievement Award, Three-time All Big Ten Conference Academic Team

**INVITED PRACTITIONER PRESENTATIONS**

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- Current Global (Fall 2019)
- PwC (Spring & Fall 2018)
- Microsoft (Spring 2018, Fall 2019)
- Gartner (Fall 2017)
- Weber Shandwick and Microsoft (Fall 2017)
- MDVIP (Spring 2017)
- Willis Towers Watson (Summer 2016)
- Taylor Farms (Spring 2015)