

MICHAEL R. PARKE

The Wharton School, University of Pennsylvania
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ACADEMIC POSITIONS

The Wharton School, University of Pennsylvania

Charles W. Evans Distinguished Faculty Scholar (July 2023-June 2024)

Assistant Professor of Management (July 2020-present)

London Business School

Assistant Professor of Organisational Behaviour (2016-2020)

EDUCATION

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

I study proactivity at work. I examine the environmental and emotional factors that motivate employees to voice problems and offer their creative insights and solutions to improve the effectiveness of their teams and organizations. I also investigate what organizational leaders can do to support and reward these behaviors.

REFEREED PUBLICATIONS

1. Hu, X.†, **Parke, M.R.**, Peterson, R., & Simon, G.M.† (Conditionally Accepted) Faking it with the Boss's Jokes: Leader humor quantity, follower surface acting, and power distance. *Academy of Management Journal*.
2. **Parke, M.R.**, Tangirala, S., Sanaria, A., & Ekkirala, S. (in press) How Strategic Silence Enables Employee Voice to be Valued and Rewarded. *Organizational Behavior and Human Decision Processes*.
3. Harari, D.*, **Parke, M.R.***, & Carson Marr, J.* (2022) When helping hurts helpers: Anticipatory versus reactive helping, helper's relative status, and recipient self-threat. *Academy of Management Journal*, 65 (6): 1954-1983.
 - *All authors contributed equally
4. **Parke, M.R.**, Seo, M., Hu, X., & Jin, S. (2022) The creative and cross-functional benefits of wearing hearts on sleeves: Authentic affect climate, information elaboration, and team creativity. *Organization Science*, 33 (2): 600-623.
5. **Parke, M.R.**, Tangirala, S., & Hussain, I. (2021) Creating organizational citizens: How and when supervisor- versus peer-led role interventions change organizational citizenship behavior. *Journal of Applied Psychology*, 106 (11): 1714-1733.

6. 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*, 64 (1): 114-148.
 - *First two authors contributed equally
7. **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*, 103 (3): 300-312.
8. **Parke, M.R.** & Seo, M.G. 2017. The role of affect climate in organizational effectiveness. *Academy of Management Review*, 42(2): 334-360.
9. **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.
10. 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 UNDER REVIEW & WORKING PAPERS † Denotes doctoral student mentee

- Creary, S., Rothbard, N., Scruggs, J.†, & **Parke, M. R.** Belonging, DEI Practices, and DEI Voice. *1st Revise & Resubmit: Journal of Applied Psychology*.
- Preston, M.† & **Parke, M.R.** (Working Paper). Let's (Not) Talk About It: Why and When Leader DEI Input Solicitation Yields Employee Silence. **Target: Journal of Applied Psychology**.

SELECTED RESEARCH IN PROGRESS† Denotes doctoral student mentee

- **Parke, M.R.** & Brodsky, A. (Writing Stage) Fostering Voice in Remote Teams: Remote Tools, Training, Meeting Routines, and Expectations for Collocated Work. **Target: Academy of Management Journal**.
- Shandell, M.† & **Parke, M.R.** (Study 4 Data Collection). The Paradox of Burnout and Speaking Up about Wellbeing.
- **Parke, M.R.**, Scruggs, J.†, Simon, G.M.† (Study 3 Data Collection). Voice Faking: When Employees Speak Up but Don't Speak their Minds.
- **Parke, M.R.**, Mannucci, P., & Shandell, M.† (Study 3 Data Analysis). Creative Exposure or Distraction? The Impact of Social Media Use and Creativity.
- Simon, G.M.† & **Parke, M.R.** (Study 2 Data Collection). Affect Labeling as a Determinant of When Expressing Negative Emotions Improves the Power of One's Voice.
- **Parke, M.R.**, Yu, S.†, Simon, G.M.†, & Preston, M.† (Study 2 Data Collection). Heard it through the Grapevine: How Voice Leakage Influences Manager Reactions to Voice.

PRACTITIONER PUBLICATIONS & PODCASTS

- Parke, M.R. & Tangirala, S. (2022). When Speaking Up, Timing Is Everything. *Harvard Business Review*. [Digital Article](#).
- Parke, M.R. (2022). How to improve your time management skills. *Knowledge@Wharton* [Digital Article and Podcast](#).
- Parke, M.R. (2021). How employees can become better organizational citizens. *Knowledge@Wharton* [Digital Article](#).
- Parke, M.R. (2021). All the feels: How companies can benefit from employees' emotions. *Knowledge@Wharton* [Digital Article and Podcast](#).
- 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

The Wharton School

- Wharton Teaching Excellence Award: 2021, 2022, 2023
- MGMT 3010: Teamwork and Interpersonal Influence (Undergraduate)
 - Four remote sections of ~20-50 students during Spring 2021
 - Three sections of ~60 students during Spring 2022
 - Two sections of ~60 students during Fall 2023
- MGMT 6100: Foundations of Teamwork and Leadership (MBA)
 - Three sections of ~75 students during Fall 2022
 - Three sections of ~75 students during Fall 2023
- MGMT 9700 (PhD): Session on multilevel modeling (Fall 2020 & Fall 2022)
- MGMT 9330 (PhD):
 - Session on emotions at work (Fall 2021, Fall 2022)
 - Session on emotions at work and session on teams (Fall 2023)
- MGMT 9510 (PhD):

- Session on extra-role behavior and citizenship (Spring 2022)
 - Course coordinator and teaching two sessions (Spring 2024)
- MGMT 9570 (PhD): Session on advanced regression techniques (Fall 2022)

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

- **Parke, M.R.** & Yu, S. (2023). Heard it through the Grapevine: How Voice Leakage Influences Manager Reactions to Voice. In Hussain, I. & Wu, J. Speaking Up to Be Heard: Influence Processes in Employee Voice. Symposium, the Annual Meeting of the Academy of Management, Boston, MA.
- Simon, G. M. & **Parke, M.R.** (2023). Putting Feelings into Words: The Impact of Affect Labeling on Voice Endorsement. In Bradley, C., Simon, G.M., Greer, L., & **Parke, M.R.** Responding to the Emotions of Others at Work: Causes and Consequences. Symposium, the Annual Meeting of the Academy of Management, Boston, MA.
- Creary, S., Rothbard, N., Scruggs, J., & **Parke, M.R.** (2023). Speaking up for DEI: How the Sense of Belonging Affects the Willingness to Engage in DEI Voice. In Darby, C., McClean, E., & Malcomb, C. S. Integrating the Study of Voice and Allyship in Organizations. Symposium, the Annual Meeting of the Academy of Management, Boston, MA.
- Shandell, M. & **Parke, M.R.** (2022). The Paradoxical Relationship between Employee Burnout and Voice on Well-Being. Paper, the Annual Meeting of the Academy of Management, Seattle, WA.
- Preston, M. & **Parke, M.R.** (2022). Why and When Leader Input Solicitation on DEI Issues Yields Employee Silence. In Preston, M. & **Parke, M.R.** Let's Talk About It: An Examination of Voice Behaviors And Outcomes For Social Issues. Symposium, the Annual Meeting of the Academy of Management, Seattle, WA.
- Hu, X., **Parke, M.R.**, & Peterson, R.S. (2022). Faking it With the Boss's Jokes: Leader Humor Expression, Follower Surface Acting, and Power Distance. Paper, the Annual Meeting of the Academy of Management, Seattle, WA.
- **Parke, M.R.** & Brodsky, A. (2021). Fostering Voice in Virtual Teams: The Roles of Remote Technology, Remote Work Training, and Remote Meeting Routines. In Romney, A. & Heydarifard, Z., New Directions in Voice Research: Exploring the Relational Context of Voice. Symposium, the Annual Meeting of Academy of Management, Virtual.

- Brady, G., **Parke, M.R.**, & Sivanathan, N (2020). The Effects of Leader Dominance and Prestige on Voice Endorsement. In Chamberlin, M., & Schouten, M. E., What did I just hear? An exploration of responses to voice across multiple levels of analysis. Symposium, the Annual Meeting of the Academy of Management, Virtual.
- **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

- Graduate School of Business, Stanford University (Spring 2024)
- HKU Business School, University of Hong Kong (Winter 2024)
- Terry College of Business, University of Georgia (Fall 2023)
- Olin Business School, Washington University in St. Louis (Spring 2023)
- The Wharton OB Conference (presenter Fall 2022)
- 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 (attendee 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)

GRANT ACTIVITY

The Wharton School

- The Leadership Center (Fall 2022)-Awarded \$10,000 to investigate the relationship between Leader Humor and Follower Emotion Regulation and Well-being (with Grace Simon, PhD student)
- Dean's Research Fund (Summer 2022)-Awarded \$10,127.75 to investigate affect labeling as an interpersonal influence tactic (with Grace Simon, PhD student)
- The Leadership Center (Spring 2022)-Awarded \$10,000 to investigate the relationship between Social Media and Creativity at work (with Marissa Shandell, PhD Student)
- The Leadership Center (Spring 2022)-Awarded \$10,000 to investigate the relationship between burnout and voice on well-being at work (with Marissa Shandell, PhD student)
- The Leadership Center (Fall 2021)-Awarded \$5,000 to investigate the relationship between Social Media and Creativity at work

PROFESSIONAL & SERVICE ACTIVITIES

The Wharton School

- PhD Advising
 - Dissertation Co-Chair – McKenzie Preston (2022-present)
 - Dissertation Co-Chair – Jared Scruggs (2022-present)
 - 1st & 2nd Year Advisor – Grace Simon (2021-2023)
 - 2nd Year Paper Committee Member – Marissa Shandell (2022)
 - 2nd Year Comprehensive Exam Committee Member – Marissa Shandell (2022)
- Management Department Doctoral Committee Member (2022-present)
- Led 2022-2023 Post-Doc & Lecturer Search for OB group in Management Department
- Co-develop and lead Research 2.0 (2020-Present): 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)
- Co-organizer of Wharton OB Junior Faculty Conference (2020-present)
- Graduate and Undergraduate Advising
 - Breanne White – MGMT 899: ISP on Advanced Topics in OB (Fall 2022)
 - Derek Nhieu – WH399: Joseph Wharton Scholars Thesis (2022-2023)
 - Kaitlin Torres, Amanda Yao, and Sarah Zhang – MGMT199: Special Topics in OB, Groups and Teams Seminar (Spring 2022)
 - Angeline He – MGMT199: ISP on Employee Voice & Remote Work (Fall 2020)
- Wharton Webinar Series (2021): Gave presentation on leading teams for Wharton Alumni as part of Wharton's Lifelong Learning.

London Business School

- Dissertation Proposal Committee Member
 - Xiaoran Hu (2018)—placed at London School of Economics
 - Garrett Brady (2019)—placed at Bocconi University
- 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 Area Faculty Search and Hiring Committee (2017-2018)
- OB Teaching Overlap Committee (2017-2018)
- MBA Board of Examiners (2018-2020)
- MSc Board of Examiners (2018-2020)

Editorial Board

- Academy of Management Journal (2022-present)
- Organizational Behavior & Human Decision Processes (2022-present)
- Journal of Applied Psychology (2018-present)
 - 2020 Best Editorial Board Member Reviewer

Reviewer

- Academy of Management Review (2014-present)
 - 2020 Developmental Reviewer Award
- Organizational Behavior & Human Decision Processes (2015-present)
- Journal of Applied Psychology (2016-2018)
- Academy of Management Journal (2017-2022)
- Organization Science (2018-present)
- Administrative Science Quarterly (2019-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

- Invited Presenter for “The Productivity Process: Research Tips and Strategies from Prolific Junior Faculty.” (2022). PDW at the Annual Meeting of the Academy of Management, Seattle, WA.
- Organizational Behavior Division, Making Connections Committee Member (2017-present)
- Halfway There, But Now What? Advice for Pre-Dissertation Doctoral Students (2020-present). Organizer, PDW at the Annual Meeting of the Academy of Management.
- Enduring through Gender Biases in Academia: Understanding Experiences, Challenges, and Solutions (2022-2023). Organizer, PDW at the Annual Meeting of the Academy of Management.
- 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 76th-77th 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

- US Senate Chiefs of Staff (June 2022)
- DiversityInc Top 50 Event (May 2022)
- Current Global (Fall 2019)
- PwC (Spring & Fall 2018, Spring 2022)
- Microsoft (Spring 2018, Fall 2019)
- Gartner (Fall 2017)
- Weber Shandwick and Microsoft (Fall 2017)
- MDVIP (Spring 2017)