

**WONJOON CHUNG**

The Hong Kong Polytechnic University  
Faculty of Business  
Department of Management and Marketing  
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**EDUCATION**

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**University of Illinois at Urbana-Champaign** IL, USA  
Ph.D. Human Resources and Industrial Relations, 2017

**University of Illinois at Urbana-Champaign** IL, USA  
M.A. Human Resources and Industrial Relations, 2010

**Hanyang University** Seoul, Korea  
B.S. Business Administration, 2008

**ACADEMIC EXPERIENCE**

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Assistant Professor, The Hong Kong Polytechnic University (since July 2017)

**RESEARCH INTERESTS**

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Conflict in organization / Conflict management  
Dispute resolution – Mediation / Negotiation  
Organizational justice  
Work-life issues

**PUBLICATIONS**

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**Scholarly Articles**

5. Clark, P., Sadler, J. A., Avgar, A. C., & **Chung, W.** (2016). Labor management partnership and employee voice: Evidence from the healthcare setting. *Industrial Relations*, 55(4), 576–603.

Featured in the American Sociological Association blog, December 2016:

<https://workinprogress.oowsection.org/2016/12/07/frontline-employee-voice-through-labor-management-partnership-in-the-healthcare-setting/>

4. Kramer, A., & **Chung, W.** (2015). Work demands, family demands, and BMI in dual-earners families: A 16-year longitudinal study. *Journal of Applied Psychology*, *100*(5), 1632–1640.

Media coverage: Chicago Tribune, PsychCentral, Medical Xpress, and more.

3. Rangel, B., **Chung, W.**, Harris, T. B., Carpenter, N. C., Chiaburu, D. S., & Moore, J. L. (2015). Rules of engagement: The joint influence of trainer expressiveness and trainee experiential learning style on engagement and training transfer. *International Journal of Training Development*, *19*(1), 18–31.

2. Harris, T. B., **Chung, W.**, Hutchins, H. M., & Chiaburu, D. S. (2014). Direction and desire: Trainer and trainee factors in tandem. *Journal of Workplace Learning*, *26*(5), 331–344.

1. Avgar, A. C., Lee, E., & **Chung, W.** (2014). Conflict in context: Perceptions of conflict, employee outcomes and the moderating role of discretion and social capital. *International Journal of Conflict Management*, *25*(3), 265–303.

### Scholarly Chapters

1. Avgar, A. C., Neuman, E. J., & **Chung, W.** (2016). Social structure and conflict: A relational approach to the study of conflict and its management in organizations. In Richard Saundry, Paul Latreille, & Ian Ashman (Eds.) *Reframing resolution: Innovation and Change in the Management of Workplace Conflict*. Hampshire, UK: Palgrave Macmillan.

### Other Publication (Non-peer reviewed publications)

1. Harris, T. B., **Chung, W.**, Frye, C. L., & Chiaburu, D. S. (2014). Satisfaction guaranteed? Enhanced impact of trainer competence for autonomous trainees. *Industrial and Commercial Training*, *46*(5), 270–277.

### Manuscripts in Preparation

5. Avgar, A. C., **Chung, W.**, Frye, C., & Becker, E. Explaining health IT adoption in hospitals. Working paper targeted submission to *Industrial and Labor Relations Review*. Data analyzed. Writing-up.
4. Rupp, D. E., **Chung, W.**, Jiang, R., & Farthing, A. Testing the foundations of fairness theory: Would, Could, Should–Additive or compensatory? Working paper targeted submission to *Journal of Applied Psychology*. Manuscript completed. Revision.
3. Avgar, A. C., Rupp, D. E., & **Chung, W.** Relationship between a mediator’s moral identity and disputants’ perceive interactional justice: Moderating effect of disputants’ role. Working paper targeted submission to *Journal of Applied Psychology*. Draft completed. Revision.

2. Avgar, A. C., & **Chung, W.** Accepting technology: Work practices, labor relations and the acceptance of health information technology. Working paper targeted submission to *International Journal of Human Resources Management*. Data analyzed. Writing-up.
1. Avgar, A. C., Bielski Boris, M., Bruno, R., & **Chung, W.** Giving the voice face of unions a makeover: Strategic choice and union revitalization. *Manuscript completed*.

## **GRANTS AND AWARDS**

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HR track best paper, Southern Management Association (2014)

Valued Mentor, Organizational Behavior Division, the Academy of Management (2012)

Negotiation and Conflict Resolution Research Grant, School of Labor and Employment Relations, University of Illinois at Urbana-Champaign. Co-Principal Investigator (with Eun Kyung Lee, University of San Francisco). (Awarded to Wonjoon Chung, \$7000)

Tim Judge Research Fellowship, School of Labor and Employment Relations, University of Illinois at Urbana-Champaign, 2013 Summer. (Awarded to Wonjoon Chung, \$6000)

University Fellowship, Graduate College, University of Illinois at Urbana-Champaign, 2011 – 2012. (Awarded to Wonjoon Chung, \$5000)

Department Fellowship, School of Labor and Employment Relations, University of Illinois at Urbana-Champaign, 2011 – 2012. (Awarded to Wonjoon Chung, \$5000)

Travel Grants, Graduate College, University of Illinois at Urbana-Champaign, 2011 – Current. (Awarded to Wonjoon Chung, \$1200)

Travel Grants, School of Labor and Employment Relations, University of Illinois at Urbana-Champaign, 2011 – Current. (Awarded to Wonjoon Chung, \$2500)

## **INVITED TALKS**

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**Chung, W.** (2014). Justice in the Eye of the Disputant?  
The Effect of Mediators' Emotional Intelligence and Moral Identity on Disputant Justice Perceptions. *University of Illinois at Urbana-Champaign, School of Labor and Employment Relations Colloquium Series*, March 7, 2014, Champaign, IL.

Kramer, A., & **Chung, W.** (2013). Work Demands, Family Demands and BMI: A 14-Years Longitudinal Study Comparing Occupational Groups. *Journal of Professions and Organizations (JPO) Paper Development Workshop*, May 3, 2013, Chicago, IL.

## **REFEREED CONFERENCE PRESENTATIONS**

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16. Hutchins, H. M., **Chung, W.**, Chiaburu, D. S., & Harris, T. B. (2014). The interplay of trainer style and learner goal orientation on training outcomes. *Presented at Human Resources Track at Annual Conference of Southern Management Association in Savannah, GA.*
15. Kramer, A., & **Chung, W.** (2014). Work Demands, Family Demands, and BMI in Dual-Earner Families: A 16-year Longitudinal Study. *Symposium paper presented at Work and Family Researchers Network (WFRN) Annual meeting in New York City, NY.*
14. Rangel, B., **Chung, W.**, Moore, J. L., Carpenter, N. C., Harris, T. B., & Chiaburu, D. S. (2014). Rules of engagement: The joint influence of trainer delivery style and trainee cognitive processing on engagement and training transfer. *Presented at 28<sup>th</sup> Annual Conference of Society of Industrial and Organizational Psychology in Honolulu, Hawaii.*
13. Hargrove, Darel., **Chung, W.**, Franklin, D., Frye, C., Harris, T. B. (2014). Conduits or clogs? An experimental examination of middle manager communication. *Presented at Annual Conference of Southwest Academy of Management in Dallas, TX.*
12. Avgar, A. C., Rupp, D. E., & **Chung, W.** (2013). Mediator emotional intelligence and moral identity as predictors of disputant justice perceptions: It depends on their role. *Symposium paper presented at the Academy of Management Annual Meeting in Orlando, FL.*
11. Clark, P., Sadler, J. A., Avgar, A. C., & **Chung, W.** (2013). Labor Management Partnership and Employee Voice: Evidence from the Healthcare Setting. *Symposium paper presented at 65<sup>th</sup> Labor Employment Relations Association Annual meeting in St. Louis, MO.*
10. Kramer, A., & **Chung, W.** (2013). The effect of work and family demands and work support on individual long-term health. *Presented at 65<sup>th</sup> Labor Employment Relations Association Annual meeting in St. Louis, MO.*
9. Harris, T. B., **Chung, W.**, Moore, J. L., & Chiaburu, D. S. (2013). Leading the learning process: The interactive role of instructor delivery style and student learning preference on engagement and learning transfer. *Presented for 2<sup>nd</sup> Annual Illinois Leadership Research Conference (April), Urbana-Champaign, IL.*
8. Chiaburu, D., Harris, T. B., & **Chung, W.** (2012). Students' course satisfaction: The joint influence of instructor competence and student autonomy orientation. *Presented at 13<sup>th</sup> Annual Texas A&M Assessment Conference in College Station, TX.*
7. Kramer, A., & **Chung, W.** (2012). The effect of work and family demands and work support on individual long-term health. *Presented at the Academy of Management Annual meeting in Boston, MA.*

6. Kramer, A., Kramer, K., & **Chung, W.** (2012). Work demands, family demands, and BMI: A gendered experience. *Presented at the Academy of Management Annual meeting in Boston, MA.*
5. Kramer, K., Kramer, A., & **Chung, W.** (2012). Work demands, family demands, and BMI: A gendered experience. *Presented at the American Sociological Association Annual meeting in Denver, CO.*
4. Rupp, D. E., **Chung, W.**, & Farthing, A. (2012). Testing the foundations of fairness theory. *Symposium paper presented at the 27<sup>th</sup> Annual Conference of Society of Industrial and Organizational Psychology in San Diego, CA.*
3. Avgar, A. C., Lee, E., & **Chung, W.** (2011). Conflict in context: Task conflict, employee outcomes and the moderating role of social capital and discretion. *Presented at the Academy of Management Annual meeting in San Antonio, TX.*
2. Avgar, A. C., Bielski Boris, M., Bruno, R., & **Chung, W.** (2011). Inside the voice face of unions: A strategic approach to union facilitated voice. *Presented at the Labor Employment Relations Association Annual meeting in Denver, CO.*
1. Lee, E., Young, E., & **Chung, W.** (2010). Care and conflict: The impacts of resident-centered care on task and resident conflict in nursing. *Presented at the Academy of Management Annual meeting in Montreal, Canada.*

## **TEACHING EXPERIENCES**

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### **Teaching Interests:**

Organizational behavior, negotiation, human resource management, research methods

Course Taught at School of Labor and Employment Relations  
University of Illinois at Urbana-Champaign (2012–2017)

#### Masters Level:

Quantitative Methods in Labor and Employment Relations (LER 593O) – Spring 2017

*Teaching assistant* for Professor Joseph Martocchio

Online statistical course teaching assistant

Quantitative Methods in Labor and Employment Relations (LER 593O) – Spring 2016

*Teaching assistant* for Professor Joseph Martocchio

Online statistical course teaching assistant

Quantitative Methods in Labor and Employment Relations (LER 593) – Fall 2014

*Teaching assistant* for Professor Dan Newman

[Overall TA rating: **4.7/5.0** and **4.6/5.0**]

*Listed as teacher's ranked excellent for Fall 2014*

Quantitative Methods in Labor and Employment Relations (LER 593) – Fall 2013

*Teaching assistant* for Professor Kristine Brown

[Overall TA rating: **4.7/5.0 and 4.6/5.0**]

*Listed as teacher's ranked excellent for Fall 2013*

Workplace Dispute Resolution (LER 543) – Spring 2013

*Grader* for Professor Ariel C. Avgar

Workplace Dispute Resolution (LER 543) – Fall 2012

*Grader* for Professor Ariel C. Avgar

## **PROFESSIONAL SERVICE AND ACTIVITIES**

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Ad-hoc Reviewer, International Journal of Conflict Management

Ad-hoc Reviewer, Work and Occupations

Ad-hoc Assistant, Journal of Management

Reviewer, Academy of Management

Organizational Behavior Division

Conflict Management Division

Reviewer, Southern Management Association

Doctoral Student Committee Representative for Academic Affairs Committee (2015–2016)

School of Labor and Employment Relations, University of Illinois at Urbana-Champaign

Doctoral Student Committee Representative for Admissions and Financial Aid Committee  
(2014–2015)

School of Labor and Employment Relations, University of Illinois at Urbana-Champaign

New Doctoral Student Consortium PDW Chair, Academy of Management

2014 Academy of Management Annual meeting in Philadelphia, PA

Co-Chair for 16<sup>th</sup> PhD Student Consortium (with Christina Frye and Bert Azizoglu)

2014 Labor and Employment Relations Association Annual meeting in Portland, OR

New Doctoral Student Consortium Program Committee Chair, Academy of Management

2013 Academy of Management Annual meeting in Lake Buena Vista, FL

New Doctoral Student Consortium Program Committee Member, Academy of Management

2012 Academy of Management Annual meeting in Boston, MA

## **PROFESSIONAL AFFILIATIONS**

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Academy of Management  
Labor and Employment Relations Association  
Southern Management Association