

## MICHAEL R. PARKE

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### ACADEMIC POSITIONS

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#### London Business School

Assistant Professor of Organisational Behaviour (July 2016-present)

### 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, creativity, and voice at individual and team levels
- Affect climate, affective processes, and emotional intelligence abilities

### REFEREED PUBLICATIONS

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- **Parke, M.R.** & Seo, M.G. The role of affect climate in organizational effectiveness. **In press.** *Academy of Management Review*.
- **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.
- 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.

### PAPERS UNDER REVIEW & REVISIONS

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- **Parke, M.R.**, Weinhardt, J.M., Brodsky, A., Tangirala, S., & DeVoe, S. Planning and Performance. **Undergoing Revision for 2<sup>nd</sup> Round Review:** *Journal of Applied Psychology*.
- **Parke, M.R.**, Tangirala, S., Sanaria, A., & Ekkirala, S. Voice, Silence, & Gender. **Under Review:** *Academy of Management Journal*.

### SELECTED WORKING PAPERS & RESEARCH IN PROGRESS

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- **Parke, M.R.**, Seo, M., & Jin, S. (Working Paper) Affect Authenticity in Teams: How and When Authentic Affect Climate Benefits Team Creativity and Viability.
- **Parke, M.R.**, Tangirala, S., Hussain, I. (Working Paper) Creating Organizational Citizens: A Quasi-Experimental and Qualitative Examination of Supervisor- and Peer-Based Interventions.

- **Parke, M.R.**, Tangirala, S., & Sherf, E.N. (Data Analysis) On Deaf Ears? The Role of Feedback on the Effects of Manager Solicitation of Employee Voice.
- **Parke, M.R.** (Data Analysis) When Team Proactivity Helps and Hurts Team Productivity.
- **Parke, M. R.**, Sherf, E. N., & Aiken, J. R., & Hu, X. (Additional Data Collection) Putting First Things First: How and When Prioritization Enables Effective Pursuit of Multiple Goals.
- Brodsky, A., DeVoe, S., & **Parke, M.R.** (Additional Data Collection) The Role of Temporal Focus and Anxiety on Pay for Performance Outcomes.

## **TEACHING EXPERIENCE**

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| <b>London Business School</b>  | <b>Instructor Ratings</b> |
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| <ul style="list-style-type: none"> <li>• Leading Teams and Organisations (E408 A &amp; B, Spring 2017)</li> </ul>  | TBD                       |
| <br>   |                           |
| <b>University of Maryland</b>  |                           |
| <ul style="list-style-type: none"> <li>• Managing People and Organizations (BMGT 364, Fall 2014)<br/>Taught 59 students in undergraduate core requirement course</li> <li>• Managing People and Organizations (BMGT 364, Summer 2015)<br/>Taught 34 students in undergraduate core requirement course</li> </ul> | 3.83 / 4<br>3.89 / 4      |
| <br>   |                           |
| <b>University of Michigan</b>  |                           |
| <ul style="list-style-type: none"> <li>• Personal Growth &amp; Development Seminar (Spring 2011)<br/>Course assistant for Martha W. Travers, PhD</li> </ul>  |                           |

## **REFEREED CONFERENCE PRESENTATIONS**

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- **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.

## **HONORS AND AWARDS**

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### **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-present)

### **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

## **PROFESSIONAL & SERVICE ACTIVITIES**

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### **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)

### **Ad-hoc Reviewer**

- Journal of Applied Psychology (2016-present)
- Organizational Behavior & Human Decision Processes (2015-present)
- Academy of Management Review (2014-present)
- Academy of Management Annual Meeting (2013-present)
  - 2015 Best Reviewer Award (OB Division)

## **PROFESSIONAL AFFILIATIONS**

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- Academy of Management (AOM)
- Society of Industrial and Organizational Psychology (SIOP)

## **RELEVANT EXPERIENCE**

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### **Consulting**

- *Willis Towers Watson, Arlington, VA (2016)*: Leadership development session.
- *MDVIP, Boca Raton, FL (2015-present)*: Consulting project designed to improve member participation, voice, and identification within the company.
- *Taylor Farms, Swedesboro, NJ (2014-present)*: Consulted on organizational climate project focused on increasing employee engagement and citizenship; Ran values and leadership training to top management team and co-ran same workshop for supervisors and employees. Co-designed performance evaluation and performance feedback practices; Presented work and findings at company annual meeting (2015).
- *University of Michigan Dept. of Intercollegiate Athletics (2009-2011)*: Consulted the Director of the Academic Success Program in increasing effectiveness of department, including leadership training, staff training, and program/service evaluation; Co-created program for student-athlete development focused on active learning, member engagement, and empowerment.