

# EUN BIT HWANG

Stephen M. Ross School of Business | University of Michigan  
[eunbit@umich.edu](mailto:eunbit@umich.edu) | 734-263-7380 | [www.eunbit-hwang.com](http://www.eunbit-hwang.com)

## ACADEMIC APPOINTMENTS

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

- Lecturer of Management and Organizations 2024-Present
- Graduate Student Instructor (*instructor of record*) 2018, 2022-2023

## EDUCATION

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

2024

Ph.D. in Management & Organizations

- Dissertation: *Human Encounter at Work*
- Committee: Lloyd Sandelands (chair), Jane Dutton, Julia Lee Cunningham, Cheng Gao, Kerry Gibson
- (*On maternity leave, 2021-2022*)

### University of Pennsylvania

2014

M.A. in Applied Positive Psychology

### Dartmouth College

2012

B.A. in Economics with honors, *cum laude*

## PUBLICATIONS

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Zhang, C., Mayer, D. M., & Hwang, E. (2018). More is less: Learning but not relaxing buffers deviance under job stressors. *Journal of Applied Psychology*, 103(2), 123.

Spreitzer, G. M., & Hwang, E. (2019). How thriving at work matters for creating psychologically healthy workplaces: Current perspectives and implications for the new world of work. *Creating Psychologically Healthy Workplaces*. Edward Elgar.

## TEACHING EXPERIENCE

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

#### Instructor

- BA 200: Businesses and Leaders: The Positive Difference 2022-2024
  - BBA sophomore core course
- MO 300: Behavioral Theory in Management 2018
  - BBA junior core course

#### Instructional Special Support

- BA 534: Business Leadership Residency 2025
  - OMBA core course

#### Teaching Assistant

- MO 615: Managing Professional Relationships 2017-2019
  - MBA elective course (taught by Jane Dutton)
- MO 501: Human Behavior & Organizations: Managing for Excellence in Work Organizations 2017
  - MBA elective course (taught by Wayne Baker)

## CONFERENCE PRESENTATIONS

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Academy of Management Annual Meeting

- Hwang, E. (August, 2022) Human encounter at work: Experiencing the personhood and its implications for workplace relationships. Symposium presentation at the *81<sup>st</sup> Annual Meeting of the Academy of Management*, Seattle, WA.
- Hwang, E. (August, 2020) How the experience of growing from challenges becomes a humanizing resource for individuals and organizations. Paper presentation at the *79<sup>th</sup> Annual Meeting of the Academy of Management*, Vancouver, Canada.
- Hwang, E. (August, 2020) Human encounter at work: The power of communal Sabbath through literary engagement at work. Symposium presentation at the *79<sup>th</sup> Annual Meeting of the Academy of Management*, Vancouver, Canada.
- Hwang, E. (August, 2018) How the experience of growing-from-challenges becomes a humanizing resource for individuals and organizations. Symposium presentation at the *78<sup>th</sup> Annual Meeting of the Academy of Management*, Chicago, IL.
- De Stobbeleir, K. E., Ashford, S. J., & Hwang, E. (August, 2017) How is a leader to know? The impact of leader feedback seeking on self-insight, team learning, and team performance. Symposium presentation at the *77<sup>th</sup> Annual Meeting of the Academy of Management*, Atlanta, GA.

*Positive Organizational Scholarship Research Conference*

- Hwang, E. (June, 2019) How the experience of growing-from-challenges becomes a humanizing resource for individuals and organizations. Paper presentation at the *9<sup>th</sup> Positive Organizational Scholarship Research Conference*, Ann Arbor, MI.
- Zhang, C., Mayer, D. M. & Hwang, E. (May, 2017) More is less: Learning but not relaxing buffers the relationship between job stressors and deviance. Paper presentation at the *8<sup>th</sup> Positive Organizational Scholarship Research Conference*, Ann Arbor, MI.

*Center for Positive Organizations Research Incubator*

- Hwang, E. (March, 2019) Humanizing at work: Coming to see oneself and work colleagues as a human. Presentation at *Adderley Positive Research Incubator*, Ann Arbor, MI.
- Hwang, E. (November, 2017) How the experience of growing-from-challenges becomes a humanizing resource for individuals and organizations. Presentation at *Adderley Positive Research Incubator*, Ann Arbor, MI.

*Ross School of Business, University of Michigan*

- Cho, Y., Hendricks, H., Hwang, E., Nujella, M., Sunday, L., & Sandelands, L. (December, 2019) What does it mean to be human? How should the answer to this question guide our work? Presentation at *Management & Organizations Department Brown Bag Session*, Ann Arbor, MI.
- Hwang, E. (April, 2018) How the experience of growing-from-challenges becomes a humanizing resource for individuals and organizations. Paper presentation at *Management & Organizations Department Brown Bag Session*, Ann Arbor, MI.

**ORGANIZED SYMPOSIA & SESSIONS**

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*Paper symposia*

- Hwang, E., Segura, A., Detert, L. (August, 2022) Examining dehumanization and humanization in organizational life. Paper symposium (OB and MOC Divisions) organized at the *81<sup>st</sup> Annual Meeting of the Academy of Management*, Seattle, WA.
- Hwang, E. (August, 2020) What it is to be human at work: Philosophical and empirical exploration of workplace humanization. Paper symposium (OB and MOC Divisions) organized at the *79<sup>th</sup> Annual Meeting of the Academy of Management*, Vancouver, Canada.
- Hwang, E., & Bednar, J. (August, 2018) Storying of the self: The power of self-narration in an organizational context. Paper symposium (OB, MOC and CAR Divisions) organized at the *78<sup>th</sup> Annual Meeting of the Academy of Management*, Chicago, IL. (\*Selected as a showcase symposium and CAR best symposium award finalist).

### Professional development workshops

Hwang, E., Kwon, M., & Quinn, R. E. (August, 2019) Higher purpose and personal passion: Bringing meaning to our work and the work of others. Professional development workshop (ODC Division) hosted at the 79<sup>th</sup> Annual Meeting of the Academy of Management, Boston, MA.

Kwon, M., Hwang, E., & Quinn, R. E. (August, 2017) Discovering your solar system: Identifying and crafting your research identity. Professional development workshop (MED Division) hosted at the 77<sup>th</sup> Annual Meeting of the Academy of Management, Atlanta, GA.

### Other sessions

Kira, M., Maitlis, S., Hwang, E., & Cunningham, G. (August, 2018) Annual gathering of POS scholars. Session at the 78<sup>th</sup> Annual Meeting of the Academy of Management, Chicago, IL.

Hwang, E. & Kopelman, S. (May, 2017) Our journey as scholars. Interactive session hosted at the 8<sup>th</sup> Positive Organizational Scholarship Research Conference, Ann Arbor, MI.

## **INVITED TALKS & PRESENTATIONS**

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- Boston College, November 2023
- Konkuk University, January 2019

## **AWARD & HONORS**

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CEW+ Scholar, University of Michigan	2022-2023
AAUW-Ann Arbor Branch Used Book Sale Scholarship (\$11,000)	2022-2023
Ross School of Business Research Grant (\$4000)	2022-2023
Rackham Graduate Student Research Grant (\$4500)	2018, 2021
Kwanjeong Educational Foundation Scholarship	2013-2014
Dartmouth College Endowed Scholarship	2008- 2012

## **SERVICES & ASSOCIATIONS**

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### **Reviewing**

Reviewer, AOM Annual Meetings (*OB and MOC Divisions*), 2020

### **Other Professional Service**

Ross Management & Organizations Newsletter Committee, 2022-2024  
Ross Management & Organizations Culture Committee, 2020-2021  
Ross Management & Organizations PhD Social Gatherings Coordinator, 2019-2020  
Ross Management & Organizations Retreat Planning Committee, 2018-2019  
Ross Management & Organizations Research Subject Pool Coordinator, 2017  
Ross Management & Organizations PhD Recruiting Committee, 2017  
University of Michigan AoM Reception Planning Committee, 2017

### **Professional Associations**

Academy of Management, 2016-Present  
Center for Positive Organizations, 2016-Present

- Faculty Advisory Circle, 2024-Present
- Doctoral Student Representative, 2017-2018
- Doctoral Student Affiliate, 2016-Present
- Doctoral Student Ambassador, 2019-Present
- 9<sup>th</sup> Positive Organizational Scholarship Research Conference Organizing Committee, 2018-2019

International Humanistic Management Association, 2023-Present  
International Positive Psychology Association, 2017-Present