CURRICULUM VITAE

**Phillip (Phil) S. Thompson**

Virginia Tech [Faculty Page](https://management.pamplin.vt.edu/faculty/directory/thompson-phil.html)

Assistant Professor [Personal Page](https://www.philthompsonphd.com/)

Pamplin College of Business [PST@vt.edu](mailto:PST@vt.edu) (Email)

Department of Management Updated in October 2023

Blacksburg, Virginia 24061

**Education:**

Ph.D. CASE WESTERN RESERVE UNIVERSITY, Cleveland, Ohio

Organizational Behavior (January 2020)

M.S. MISSOURI STATE UNIVERSITY, Springfield, Missouri

Industrial/Organizational Psychology

M.A. McKENDREE UNIVERSITY, Lebanon, Illinois

Counseling Psychology

B.A. BELOIT COLLEGE, Beloit, Wisconsin

Communications

**Research Interests:**

* Organizational Citizenship Behavior (OCB), Gender, Perceived Organizational Support, Impression Management, Workplace Curiosity, Employee Job Performance, and Perceptions of Organizational Politics.

**Honors and Awards:**

[Journal of Applied Psychology Editorial Fellow](https://pamplin.vt.edu/news/2023/06/pamplin-thompson-fellowship.html" \l ":~:text=As%20an%20editorial%20fellow%2C%20Thompson,on%20reviews%2C%20and%20shepherding%20the), 2023-2024

[Ascendant Scholar Award](https://www.wamonline.org/ascendant-scholar-nominations) (Early Career Award), Western Academy of Management Meeting, 2023

[State Council of Higher Education for Virginia (SCHEV)](https://schev.edu/index/institutional/outstanding-faculty-awards) Rising Star (Pamplin College of Business Nominee), 2021-22

Finalist, Best Paper, Western Academy of Management Meeting, 2022

Research MVP, Virginia Tech, Pamplin College of Business, 2021

Teaching Excellence Award, Virginia Tech, 2021, 2022

-->Over 2300 students taught at Virginia Tech. Average teaching evaluation scores are 5.7/6.0.

Outstanding Reviewer Award, Organizational Behavior Division, Academy of Management, 2016

Finalist, Best Doctoral Student Paper, Western Academy of Management Meeting, 2015

Winner, Future Scholar Fellowship (Inaugural Recipient), Midwest Academy of Management, 2014

Winner, Best Doctoral Student Paper, Midwest Academy of Management Meeting, 2013

Finalist, Best Paper, Midwest Academy of Management Meeting, 2013

Finalist, Outstanding Graduate Student Instructor, Missouri State University, 2012

**Publications:**

**Thompson, P.S.,** Bolino, M.C., Norris, K.R.\*, & Kuo, S-T\*. (In Press). Unconstructive curiosity killed the cat: The importance of follower political skill and constructive curiosity. *Organizational Behavior and Human Decision Processes* <https://doi.org/10.1016/j.obhdp.2023.104275>.

**Thompson, P.S.,** & Klotz, A. (2022). Led by curiosity and responding with voice: The influence of leader displays of curiosity and leader gender on follower reactions of psychological safety and voice. *Organizational Behavior and Human Decision Processes, 172*, 104170. <https://doi.org/10.1016/j.obhdp.2022.104170>

**-> Media Coverage in the** [**Wall Street Journal**](https://www.wsj.com/articles/male-female-boss-differences-ideation-11667504720) **and** [**Fortune Magazine**](https://fortune.com/2022/11/09/curious-male-female-boss-study-virginia-tech-university-college-london/)

Lyddy, C.J., Good, D.J., Bolino, M.C., **Thompson, P.S.,** & Stephens, J. (2021). The costs of mindfulness at work: the moderating role of mindfulness in surface acting, self-control depletion, and performance outcomes. *Journal of Applied Psychology, 106*(12), 1921-1938. <https://doi.org/10.1037/apl0000863>

**Thompson, P.S.**, Bergeron, D.M., & [Bolino, M.C.](http://www.ou.edu/price/management_ib/faculty/Mark_Bolino.html) (2020). No obligation? How gender influences the relationship between perceived organizational support and organizational citizenship behavior. *Journal of Applied Psychology, 105*(11), 1338-1350. <https://doi.org/10.1037/apl0000481>.

**Thompson, P.S.** & [Bolino, M.C.](http://www.ou.edu/price/management_ib/faculty/Mark_Bolino.html) (2018). Negative beliefs about accepting coworker help: Implications for employee attitudes, job performance, and reputation. *Journal of Applied Psychology, 103*(8), 842-866. <http://dx.doi.org/10.1037/apl0000300>

Bergeron, D.M. &, **Thompson, P.S.** (2020). Speaking Up at Work: The Role of Perceived Organizational Support in Explaining the Relationship Between Perceptions of Organizational Politics and Voice Behavior. *Journal of Applied Behavioral Science, 56*(2), 195-215. <https://doi.org/10.1177/0021886319900332>

Lyddy, C.J., Good, D.J., Bolino, M.C., **Thompson, P.S.,** & Stephens, J. (2021). Where mindfulness falls short. *Harvard Business Review*. <https://hbr.org/2021/03/where-mindfulness-falls-short>

Bolino, M.C. **& Thompson, P.S.** (2018). Why we don't let coworkers help us, even when we need it. *Harvard Business Review*. <https://hbr.org/2018/03/why-we-dont-let-coworkers-help-us-even-when-we-need-it> .

[Bergeron, D.M.](https://weatherhead.case.edu/faculty/diane-bergeron), van Esch, C., & **Thompson, P.S.** (2018). Citizenship behavior and objective career outcomes: A review and agenda for future work. In N. Podsakoff, D. Organ, & P. Podsakoff (Eds.) *Oxford Handbook of Organizational Citizenship Behavior* (pp. 149-168). Oxford: Oxford University Press. <https://www.oxfordhandbooks.com/view/10.1093/oxfordhb/9780190219000.001.0001/oxfordhb-9780190219000-e-9>

**Research Under Current or Invited Review** (\* denotes coauthor was student at time of submission):

Rochford, K., Bergeron, D., Kim, H-Y., **Thompson, P.S.,** & Bolino, M.C. If you listen, I will speak up: The criticality of manager listening for employee voice. *Journal of Management.* Stage: Initial Submission.

Grantham, C.L.\*, Klotz, A.C., & **Thompson, P.S.** Will I follow you into the dark? The Relationship Between Follower Deference Orientation and Unethical Pro-Leader Behaviors*. Journal of Applied Psychology*. Stage: Initial Submission.

**Thompson, P.S.,** Bolino, M.C., & Kelemen. Topic: Perceived organizational support and age*.* Stage: Reject & resubmit at *Personnel Psychology*, 5 organizational samples and 1 experimental sample.

Bolino, M.C., **Thompson, P.S.**, Norris, K., & Kuo, S.-T\*. When curiosity goes wrong in the workplace. *Harvard Business Review*. Stage: 3rd Revision Submitted.

**Thompson, P.S.****t**, Good, D.t, Lyddy, C.t, & Becker, W. Topic: Mindfulness and Workplace Loneliness. Journal of Applied and Behavioral Sciences. Stage: 1st Revision Requested. t = first three authors contributed equally.

**Research in Progress** (\* denotes coauthor was student at time of submission):

Klotz, A., & **Thompson, P.S.** Topic: Impression Management and Employee Gender*.* Target Journal*: Journal of Applied Psychology.* Stage: Reframing; Consists of 2 studies (1 field + 1 experimental) and 4 samples.

**Thompson, P.S. &** Bolino, M.C. Topic: Perceived organizational support for curiosity*.* Target Journal: *Academy of Management Journal.* Stage: Reframing; Consists of 4 studies (2 field + 2 experimental) and 5 organizational samples.

**Thompson, P.S.**, Baskerville, M., & Becker, W. Organizational politics and gender. Target Journal: *Administrative Science Quarterly*. Stage: Reframing and additional data collection; Consists of 3 studies (1 field + 2 experimental), and 6 organizational samples.

Rockford, K**.** & **Thompson, P.S**. Topic: Employee Loneliness and Citizenship Behavior. Target Journal: *Journal of Personality and Social Psychology*. Stage: Reframing; Consists of 4 studies (1 field + 3 experimental) and 7 organizational samples.

Keleman, T., Matthews, S.H., Matthews, M.J.\*, Bolino, M.C., & **Thompson, P.S**. Topic: Impression Management and Organizational Citizenship Behavior. Target Journal: *Organizational Behavior and Human Decision Making Processes.* Stage: Reframing; Consists of two organizational samples.

**Thompson, P.S.,** & Kuo, S.T.\* Topic: Leader Member Exchange and Complacency*.* Target Journal: *Administrative Science Quarterly.* Stage: Post Data Analyses/Writing; Consists of 4 studies (1 field + 3 experimental) and 3 organizational samples.

**Thompson, P.S.,** & Brooks, R.\*. Topic: Social justice and organizational citizenship behavior. Perceived organizational support and age*.* Target Journal: *Journal of Applied Psychology.* Stage: Data collection/writing; Consists of 5 studies (2 field + 3 experimental).

Kumar, P.& **Thompson, P.S.** Topic: Diverse Networking Ability and Gender*.* Target Journal: *Organization Science.* Stage: Post Data Analyses/Writing; Consists of 4 studies (1 field + 3 experimental) and 5 samples.

Kim, J.K., Yoon, S., Klotz, A., & **Thompson, P.S.** Topic: Impression management and humor. Target Journal*: Journal of Applied Psychology.* Stage: Post-Data collection; Consists of 3 organizational samples.

Boncoeur, O.D.,Richard, O. Takeuchi, R., & **Thompson, P.S.** Topic: Supervisor targeted aggression. Target Journal*: Journal of International Business Studies.* Stage: Reframing; Consists of 2 organizational samples.

**Thompson, P.S.** & Bernard-Simpson, S. Perceptions of Supervisor Support and Gender. Target Journal: *Tourism Management* (Pamplin Elite Journal). Stage: Post-Data collection; Consists of 2 organizational samples.

**Thompson, P.S.**, Barnes, C.M., Leigh, A., & Petsko, C.D. Precariousness in organizations. Target Journal: *Academy of Management Journal*. Stage: Study Design.

**Conference Paper/Poster Presentations** (\* denotes coauthor was a student at time of submission)

Brooks, R.\*, **Thompson, P.S.**, & Bolino, M.C. (2023, August). *Perceived organizational support for* *social justice initiatives*. In Young Eun Lee & Katrina Jin Lin’s (Chair’s) Symposia, “Rethinking Organizational Citizenship Behavior” Symposium presented at the annual meeting of the Academy of Management, Boston, Massachusetts. Showcase Symposium.

Keleman, T., Matthews, S.H., Matthews, M.J.\*, Bolino, M.C., **& Thompson, P.S.** (August, 2023)*Good soldiers, good actors, and good learners? Self-improvement as a motive for OCB*. Paper presented at the annual meeting of the Academy of Management, Boston, Massachusetts. Showcase Symposium.

Grantham, C.L.\*, Klotz, A.C., & **Thompson, P.S.** (2023, June). *Will I follow you into the dark? The relationship between follower deference orientation and unethical pro-leader behaviors*. Paper presented at the annual meeting of the Society for the Psychological Study of Social Issues (SPSSI), Denver, CO.

\*Norris, K.R., \*Kuo, S-T., \*Zhang, H., **& Thompson, P.S.** (August, 2022)*The curiositor’s dilemma: Why curious employees are perceived as insubordinate and unlikeable*. Paper presented at the annual meeting of the Academy of Management, Seattle, Washington. **Part of “Cool Paper” AoM Showcase Symposium**.

**Thompson, P.S.,** & Klotz, A. (2022, March) *How do followers respond to curious leaders? The influence of psychological safety and leader gender on follower reactions to leader curiosity.* Paper presented at the annual meeting of the Western Academy of Management, Waikoloa Village, Hawaii. **Nominated for Best Paper**

Ailts Campeau, D., Siats, N., Schultz, J.L., Heath, M., Nowakowski, M.J. ….**Thompson, P.S.** (2020, October) Finding an academic appointment in a volatile, uncertain, complex, and ambiguous world. Virtual panel session presented at the annual meeting of the Midwest Academy of Management (Virtual conference due to COVID-19).

**Thompson, P.S.** (2020, March) *A short-term cost, yet a long-term value: The relationship between beliefs about accepting coworker help and long-term objective career outcomes*. Paper accepted for presentation at the Western Academy of Management (Canceled due to COVID-19).

Boncoeur, O.D.\*, Richard, O. Takeuchi, R., **& Thompson, P.S.** (2020, April). *Kicking the boss*: *Upward displaced aggression.* Poster presented at the annual meeting of the Society of Industrial and Organizational Psychology (Virtual conference due to COVID-19).

**Thompson, P.S.** & Maldonado, T. (2018, August). *The role of humility and gender in the effectiveness of self- promotion in organizational settings*. Paper presented at the annual meeting of the Academy of Management, Chicago, Illinois.

**Thompson, P.S**. (2018, August). *The relationship between beliefs about accepting coworker help and long term career outcomes*. In S. Lee, K. Schabram, & T. Hernes’ (Chairs) Symposium, “What happens next? The temporal dynamics and long-term consequences of prosocial behavior” presented at the annual meeting of the Academy of Management, Chicago, Illinois. **Included in AoM Best Paper Proceedings.**

**Thompson, P.S**., Lemoine, G.J., Bolino, M.C., & Varley, A.\* (2018, August). *The influence of humor styles on impression management and supervisor evaluations of employees*. In N. Chawla, J. Evans, & A. Gabriel’s (Chairs) Symposium, “Expanding the social context surrounding impression management at work” presented at the annual meeting of the Academy of Management, Chicago, Illinois. **Included in AoM Best Paper Proceedings.**

**Thompson, P.S**., Maldonado, T., Parker, K.\*, Norris, K.\*, & Brooks, R.\* (2018, April). *Be humble: A moderated-mediated model of impression management and gender on performance*. Paper presented at the annual meeting of the Society of Industrial and Organizational Psychology, Chicago, IL.

Brooks, R.\*, Norris, K.\*, & Parker, K.\*, & **Thompson, P.S.** (2018, April). *Supporting role innovation: Mediators of the role innovation-performance relationship*. Paper presented at the annual meeting of the Society of Industrial and Organizational Psychology, Chicago, IL.

**Thompson, P.S.** & [Baskerville, M. B.](http://www.damore-mckim.northeastern.edu/faculty/b/baskerville-watkins-marla/) (2017, August). *Why and when organizational politics are related to performance: role ambiguity and gender*. Paper presented at the annual meeting of the Academy of Management, Atlanta, Georgia.

**Thompson, P.S.** & [Bolino, M.C.](http://www.damore-mckim.northeastern.edu/faculty/b/baskerville-watkins-marla/) (2017, August). *Beliefs about accepting coworker help and employee attitudes, job performance, and reputation.* Paper presented at the annual meeting of the Academy of Management, Atlanta, Georgia.

**Thompson, P.S.** & [Bergeron, D.M.](http://www.damore-mckim.northeastern.edu/faculty/b/baskerville-watkins-marla/) (2017, August). *The norm of reciprocity – men need it, women don’t: Gender differences in the norm of reciprocity*. Paper presented at the annual meeting of the Academy of Management, Atlanta, Georgia.

**Thompson, P.S.**, [Lemoine, G.J.](https://mgt.buffalo.edu/faculty/academic-departments/organization-human-resources/faculty/g-james-lemoine.html), & Varley, A. (October, 2016). *Make ‘em laugh: A moderated mediation model of humor, impression management, and psychological safety predicting task performance and organizational citizenship behavior.* Paper presented at the annual meeting of the Southern Management Association, Charlotte, North Carolina.

Bergeron, D.M, **Thompson, P.S.** & Kim, H-K. (October, 2016). *The social setting and employee job performance: The combined effects of justice, perceived organizational support and politics.* Paper presented at the annual meeting of the Southern Management Association, Charlotte, North Carolina.

**Thompson, P.S.** & [Baskerville, M. B.](http://www.damore-mckim.northeastern.edu/faculty/b/baskerville-watkins-marla/) (2016, August). *Responses to politics: The role of psychological safety in perceptions of organizational politics.* Paper presented at the annual meeting of the Academy of Management, Anaheim, California.

**Thompson, P.S.**, & Varley, A. (2016, April). *Empirically investigating the positive humor and organizational citizenship behavior relationship.* Paper presented at the annual meeting of the Society of Industrial and Organizational Psychology, Anaheim, California.

Varley, A, & **Thompson, P.S**. (2016, April). *Negative humor and organizational citizenship behavior.* Paper presented at the annual meeting of the Society of Industrial and Organizational Psychology, Anaheim, California.

**Thompson, P.S.,** & Kim, H. (2016, March). *Perceptions of organizational support and justice: The mediating influence of organizational politics.* Paper presented at the annual meeting of the Western Academy of Management, Portland, Oregon.

**Thompson, P.S**., (2015, August). *Development of the organizational citizenship behavior acceptance scale.* Paper presented at the annual meeting of the Academy of Management, Vancouver, Canada.

**Thompson, P.S**., (2015, August). *Relational climate’s mediating role with three individual level variables.* Paper presented at the annual meeting of the Academy of Management, Vancouver, Canada.

**Thompson, P.S.,** Kim, H., & Oliver, A (Presenter).(2015, August). *Organizational politics as a mediator for perceived organizational support & organizational justice.* Paper presented at the annual meeting of the American Psychological Association, Toronto, Canada.

**Thompson, P.S**. (2015, April). *Social exchange and identity orientation’s influence on OCB acceptance.* Paper presented at the annual meeting of the Society of Industrial and Organizational Psychology, Philadelphia, Pennsylvania.

**Thompson, P.S**. & Thomas, N.K. (2015, April). *Mediators of organizational citizenship behavior (OCB) and help acceptance.* Paper presented at the annual meeting of the Society of Industrial and Organizational Psychology, Philadelphia, Pennsylvania.

**Thompson, P.S.** (2015, March). *Organizational culture’s influence on organizational citizenship behavior acceptance.* Paper presented at the annual meeting of the Western Academy of Management, Kauai, Hawaii. **Finalist for Best Doctoral Student Paper.**

Rochford, K.C., **Thompson, P.S**., (Presenter) Pavez, I., van Esch, C. & Bao, L. (2014, October). *Towards a practice theory of sustainability: Carrying out the practice of flourishing.* Paper presented at the annual meeting of the Midwest Academy of Management, Minneapolis, Minnesota.

**Thompson, P.S**. (Organizer & Panelist), [Bellamy, M.](http://questromapps.bu.edu/mgmt_new/Profiles/BellamyMarcus.html) (Panelist), [Lemoine, G.J.](https://mgt.buffalo.edu/faculty/academic-departments/organization-human-resources/faculty/g-james-lemoine.html) (Panelist), [Patvardhan, S.](http://lerner.udel.edu/faculty-staff/shubha-patvardhan) (Panelist), [Tasselli, S.](https://www.erim.eur.nl/people/stefano-tasselli/) (Panelist) (2014, August). *Habits, routines, and practices of best student paper winners*. In P.S. Thompson’s (Chair) Symposium, “*Habits, routines, and practices of best student paper winners”* presented at the annual meeting of the Academy of Management, Philadelphia, Pennsylvania. **Included in AoM Best Paper Proceedings.**

**Thompson, P.S.** (2013, October). *Thanks, but no thanks: The process of accepting or declining OCB offers.* Paper presented at the annual meeting of the Midwest Academy of Management, Milwaukee, Wisconsin. **Best Doctoral Student Paper Winner**.

Fischer, D.L., **Thompson, P.S**., & Turner, B. (2012, April). *Predicting integrity behavior with the implicit association test*. Paper presented at the annual meeting of the Society of Industrial and Organizational Psychologists, San Diego, California.

**Organized Conference Professional Development Workshops (PDW)**

**Thompson, P.S. (Co-Facilitator along with 15+ organizers, panelist, and facilitators)** of Diamonds in the Rough PDW sponsored by the Management and Organizational Cognition division (2021, 2022, 2023).

**Thompson, P.S**. (Organizer & Coordinator), [Bermiss, Y.S.](https://www.mccombs.utexas.edu/Directory/Profiles/Bermiss-Y) (Organizer/Moderator), [Kennedy, J.](http://www.owen.vanderbilt.edu/faculty-and-research/faculty-directory/faculty-profile.cfm?id=286) (Facilitator), [Murphy, C.](http://business.oregonstate.edu/users/chad-murphy) (Facilitator), [Schnackenberg, A.](http://daniels.du.edu/directory/andrew-schnackenberg/) (Facilitator), [Valentine, M.](https://profiles.stanford.edu/melissa-valentine), and Johnson, T.D. (Facilitator) (**2017, 2016, 2015, August**). *Exemplar dissertation proposals: Tips from INFORMS dissertation proposal contest winners & finalist.* Professional development workshop accepted for the annual meeting of the Academy of Management (**Multiple Years**), Atlanta, Georgia (2017); Anaheim, California (2016); Vancouver, Canada (2015).

**Invited Talks**

Weatherhead School of Management, Case Western Reserve University

Pamplin College of Business, Virginia Tech

Beloit College

Olin Business School, Washington University in St. Louis

Eccles School of Business, University of Utah

Kenan-Flagler Business School, University of North Carolina-Chapel Hill

Fuqua School of Business, Duke University

Wharton School of Business, University of Pennsylvania

Moore School of Business, University of South Carolina

College of Business, Oregon State University

**Virginia Tech Student Committees/Advising**

Member, Dissertation Committee, Department of Management (S-T. Kuo), 2021-

Member, Dissertation Committee, Department of Management (H. Zhang), 2020-

Advisor, Honors College (J. Sands), 2023

Advisor, Honors College (G. Barlow), 2023

Advisor, Honors College (F. Bari), 2023

Advisor, Honors College (M. Helm), 2022

Advisor, Honors College (S. Lehrke), 2022

Advisor, Honors College (E. Chitty), 2021

Advisor, Honors College (K. Taylor), 2021

**Professional Memberships & Service**

* Member of the Management Faculty of Color Association, PhD Project, Academy of Management, and Society of Industrial and Organizational Psychology
* Beloit College – Board of Trustees (Athletics Only) 2018-Present.
* Editorial Board Member at *Journal of Management,* 2020-Present
* Editorial Fellow (2023-Present) and Ad hoc reviewer for *Journal of Applied Psychology* (2020-Present)
* Ad hoc reviewer for *Personnel Psychology*, 2021-Present
* Ad hoc reviewer for *Organizational Behavior and Human Decision Processes*, 2022-Present