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)

Management Department Updated in July, 2022 Blacksburg, Virginia 24061

**Education:**

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

Organizational Behavior

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, Workplace Curiosity, Perceived Organizational Support, Impression Management, and Perceptions of Organizational Politics.

**Honors and Awards:**

[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

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.**, & Klotz, A.C. (Conditionally Accepted). Led by Curiosity and Responding with Voice. *Organizational Behavior and Human Decision Processes*.

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*, <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. In N. Podsakoff, D. Organ, & P. Podsakoff (Eds.) *Oxford Handbook of Organizational Citizenship Behavior*. Oxford: Oxford University Press. <https://www.oxfordhandbooks.com/view/10.1093/oxfordhb/9780190219000.001.0001/oxfordhb-9780190219000-e-9>

**Research Under Advanced Review (Revise & Resubmit):**

**Thompson, P.S.,** Norris, K.\*, Zhang, H.\*, & Kuo, S-T\*. Topic: Dark side of follower curiosity and leader liking. *Organizational Behavior and Human Decision Processes*. Stage: 1st Revision Requested.

**Thompson, P.S.** Topic: Humility and Gender. *Journal of Applied Psychology*. Stage: 1st Revision Requested.

Bergeron, D., Rochford, K., Kim, H., & **Thompson, P.S.** Topic: Managerial Listening and Employee Voice. *Journal of Applied Psychology*. Stage: 1st Revision Requested.

Rockford, K., & **Thompson, P.S.** Topic: Employee Loneliness and Citizenship Behavior. *Journal of Organizational Behavior*. State: 1st Revision Requested.

**Research Under Initial Review** (\* denotes coauthor(s) were students at time of submission):

**Thompson, P.S**. Topic: Impression Management, Gender and Organizational Citizenship Behavior. *Journal of Applied Psychology*. Stage: Initial Submission.

**Thompson, P.S.**, & Bolino, M.C. Topic: Workplace curiosity and job performance*.* *Organizational Behavior and Human Decision Processes*. Stage: Initial Submission.

**Thompson, P.S., &** Brooks, R.\*Topic: Social Justice and Employee Outcomes. *Journal of Applied Psychology*. Stage: Initial Submission.

**Thompson, P.S**. Topic: Gender and Organizational Citizenship Behavior. *Journal of Applied Psychology*. Stage: Initial Submission.

Keleman, T., Matthews, S.H., Matthews, M.J.\*, Bolino, M.C., **& Thompson, P.S**. Topic: Impression Management and Organizational Citizenship Behavior. *Journal of Organizational Behavior*. Stage: Initial Submission.

Lyddy, C.\*\*, Good, D.\*\*, **& Thompson, P.S**.\*\*, Becker, W. Topic: Mindfulness and job performance during Covid-19. *Academy of Management Discoveries*. Stage: Initial Submission.

\*\***First three authors contributed equally.**

**Thompson, P.S.**, Baskerville, M., & Becker, W. Topic: Perceptions of organizational politics and job performance**.** *Administrative Science Quarterly*. Stage: Initial Submission

**Research in Progress**

Klotz, A., **& Thompson, P.S.** Topic: Impression Management and Employee Gender*.* **Target Journal***: Journal of Applied Psychology.* Stage: Recently rejected from *Academy of Management Journal*).

Kim, J.K., Yoon, S.\*, Klotz, A., & **Thompson, P.S.** Topic: Impression management and humor. **Target Journal***: Academy of Management Journal.* Stage: Post-Data collection (3 organizational samples).

Klotz, A., Grantham, C., & **Thompson, P.S.** Topic: Politics and job performance. **Target Journal***: Academy of Management Journal.* Stage: Post-Data collection (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: Most recently rejected from *Personnel Psychology* (3 organizational samples).

**Thompson, P.S.** & Maldonado, T. The Role of Humility and Gender in the Effectiveness of Self- Promotion in Organizational Settings. **Target Journal:** *Journal of International Business Studies*. Stage: Most recently rejected from *Academy of Management Journal* (2 organizational samples).

**Thompson, P.S.** & Bernard-Simpson, S. Perceptions of Supervisor Support and Gender. **Target Journal:** *Tourism Management*. Stage: Post-Data collection.

**Conference Paper/Poster Presentations** (\* denotes coauthor(s) were students at time of submission)

**Thompson, P.S.,** & Klotz, A. (2022, March) Paper accepted - Western Academy of Management.

**\*\*\*Nominated for Best Paper**

**Thompson, P.S.** (2020, October) Midwest Academy of Management (Panelist)

**Thompson, P.S.** (2020, March) Paper accepted - Western Academy of Management (Cancelled)

Boncoeur, O.D.\*, Richard, O. Takeuchi, R., **& Thompson, P.S.** (2020, April). *Kicking the Boss*: *Upward Displaced Aggression.* Paper accepted for presentation at the annual meeting of the Society of Industrial and Organizational Psychology.

**Thompson, P.S**. (2018, August). *The Relationship between Beliefs about Accepting Coworker Help and Long Term Career Outcomes*. Paper accepted for presentation at the annual meeting of the Western Academy of Management.

**Thompson, P.S.** & Maldonado, T. (2018, August). *The Role of Humility and Gender in the Effectiveness of Self- Promotion in Organizational Settings*. Paper accepted for presentation 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 K. Schabram’s (Chair) Symposia 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) Symposia 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 and poster accepted for presentation 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 and poster accepted for presentation 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 accepted for presentation 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 accepted for presentation 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 accepted for presentation 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.* 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.* 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 accepted and poster 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 accepted and poster 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 accepted for 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 accepted and poster 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 accepted and poster 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 accepted and poster 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) Symposia 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 accepted and poster 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**. (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).

**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
* Ad hoc reviewer for *Journal of Applied Psychology*, 2020-Present
* Ad hoc reviewer for *Personnel Psychology*, 2021-Present