

CURRICULUM VITAE

Phillip (Phil) S. Thompson

Virginia Tech
Assistant Professor
Pamplin College of Business
Management Department
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Updated in July 2023

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](#), 2023-2024

[Ascendant Scholar Award](#) (Early Career Award), Western Academy of Management Meeting, 2023

[State Council of Higher Education for Virginia \(SCHEV\)](#) 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 student's 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*. (Conditionally Accepted, July 2023). Follower Curiosity and Leader Perceptions of Follower Insubordination and Likability: The Importance of Follower Political Skill and Constructive Curiosity. *Organizational Behavior and Human Decision Processes*.

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. Topic: Workplace curiosity and employee gender. *Organizational Behavior and Human Decision Processes*.

<https://www.sciencedirect.com/science/article/abs/pii/S0749597822000541?via%3Dihub>

-> **Media Coverage in the [Wall Street Journal](#) and [Fortune Magazine](#)**

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. (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. (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., 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>

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" 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 accepted for presentation 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) 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. (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. (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. (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., & 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. (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. (Panelist), Lemoine, G.J. (Panelist), Patvardhan, S. (Panelist), Tasselli, S. (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. (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. (Organizer/Moderator), Kennedy, J. (Facilitator), Murphy, C. (Facilitator), Schnackenberg, A. (Facilitator), Valentine, M., 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
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
Haskayne School of Business, University of Calgary

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 (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