

CURRICULUM VITAE
Phillip (Phil) S. Thompson

Virginia Tech
Assistant Professor
Pamplin College of Business
Management Department
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[Faculty Page](#)

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Updated through September 2021

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

Honors and Awards:

[State Council of Higher Education for Virginia \(SCHEV\) Rising Star](#) (Pamplin College of Business Nominee), 2021-22

Top Researcher Award (Research MVP), Virginia Tech, Pamplin College of Business (co-recipient), 2021

Teaching Excellence Award (Top Teaching Award), Virginia Tech, Pamplin College of Business (co-recipient), 2021

Research Excellence Award, Virginia Tech, 2018

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:

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*. <https://doi.org/10.1037/apl0000863>

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>

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>.

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>

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>

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>

Research Under Advanced Review:

Topic: Managerial Listening and Employee Voice. *Academy of Management Journal*. Stage: 1st Revision Submitted.

Topic: Perceived Organizational support and Age. *Personnel Psychology*. Stage: 2nd Revision Submitted.

Topic: Impression Management and Gender. *Journal of Applied Psychology*. Stage: 1st Revision Requested.

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

Klotz, A. & **Thompson, P.S.** Topic: Supplication and Gender. *Academy of Management Journal*.

Rochford, K. & **Thompson, P.S.** Topic: Employee Loneliness and Citizenship Behavior. *Journal of Applied Psychology*.

Thompson, P.S., Norris, K. *, Zhang, H. *, & Kuo, S-T*. Topic: Darkside of workplace curiosity. *Organizational Behavior and Human Decision Processes*.

Thompson, P.S., Baskerville-Watkins, M., & Becker, W. Topic: Perceptions of Organizational Politics and Gender. *Journal of Management*.

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

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

Thompson, P.S., & Klotz, A. Topic: Workplace curiosity and employee gender. *Organizational Behavior and Human Decision Processes*.

Thompson, P.S. Topic: Gender and Organizational Citizenship Behavior. *Journal of Applied Psychology*. Stage: Initial Submission on 8/10/21).

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

Lyddy, C.**, Good, D.**, & **Thompson, P.S.****, Becker, W. Topic: Mindfulness and job performance during Covid-19. *Journal of Management*.

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

Thompson, P.S. Topic: Perceptions of organizational support. *Organization Science*.

Research in Progress

Klotz, A., & **Thompson, P.S.** Topic: Impression Management and Employee Gender. **Target Journal:** *Academy of Management Journal*. Stage: Post-Data collection.

Thompson, P.S., Bolino, M.C., & Brooks, R.* Topic: Perceptions of Organizational Support and Social Justice. **Target Journal:** *Journal of Applied Psychology*. Stage: Post-Data collection (9 samples).

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).

Bergeron, D., **Thompson, P.S.,** Rochford, K. & Kim, H. Topic: Gender, Psychological Safety, and Performance. Stage: Most recently rejected from the *Journal of Applied Psychology*.

Thompson, P.S. & Maldonado, T. The Role of Humility and Gender in the Effectiveness of Self-Promotion in Organizational Settings. **Target Journal:** *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 (4 organizational samples).

Thompson, P.S. & Antione, G. Perceived Employee Shame and Gender. **Target Journal:** *Academy of Management Journal*. Stage: Data collection.

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

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. (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 (5 most recent)

- Case Western Reserve University
- University of Utah
- Washington University in St. Louis
- Virginia Tech
- University of North Carolina-Chapel Hill

Teaching Experience (Instructor of record unless otherwise noted)

Management Department, Pamplin College of Business, Virginia Tech, Blacksburg, VA

MGMT 3304 – Management Theory & Leadership Practice, Spring 2018 (2 sections totaling 240 students; 5.3/6.0)

MGMT 3304 – Management Theory & Leadership Practice, Fall 2018 (3 sections totaling 384 students; 5.5/6.0)

MGMT 3404 – Principles of Management, Fall 2019 (3 sections totaling 194 students; 5.8/6.0)

MGMT 3404 – Principles of Management, Fall 2020 (3 sections totaling 401 students; 5.6/6.0)

Organizational Behavior Department, Weatherhead School of Management, Case Western Reserve University, Cleveland, OH

ORBH 251 – Macro Organizational Behavior/Leading People in Organizations, Spring 2015 (32 students; 4.3/5.0)

Industrial-Organizational Psychology Department, Missouri State University, Springfield, MO

PSY 101 – Psychology for Personal Growth, Fall 2011 (24 students; 4.6/5.0)

PSY 101 – Psychology for Personal Growth, Fall 2011 (20 students; 4.7/5.0)

PSY 101 – Psychology for Personal Growth, Spring 2012 (37 students; 4.8/5.0)

PSY 101 – Psychology for Personal Growth, Spring 2012 (41 students; 4.5/5.0)

Psychology Department, McKendree University, Lebanon, IL

UNIV 201 – Career Counseling, Fall 2009 (4.6/5.0)

Teaching Assistant, Case Western Reserve University: Weatherhead School of Management, Cleveland, OH

ORBH 450 - Executive Leadership (MBA) – Diana Bilimoria, Fall 2012

ORBH 460 - Women in Organizations (MBA) – Diana Bilimoria, Spring 2013

MBAP 401 - Leadership Assessment & Development (MBA) – Tony Lingham, Summer 2013
(16 Students, Executive Coach Rating: 4.8/5.0)

ORBH 491 - Diversity & Inclusion in Organizations (MBA) – Susan Case, Fall 2013

MBAP 404 - Managing People in Organizations (MBA) – Tony Lingham, Spring 2014

ORBH 403 – T-Groups: Developing Interpersonal Skills for Managers (MBA) – Ron Fry, Spring 2014.

ORBH 403 – T-Groups: Developing Interpersonal Skills for Managers (MBA) – Ron Fry, Spring 2015.

ORBH 430 – Sustainability Practicum (MBA) – David Cooperrider & Chris Laszlo, Spring 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