

Jeffrey P. Thomas

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Department of Management
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EDUCATION

PhD - Organizational Behavior, 2017

Department of Management and Organizations
New York University, Stern School of Business

Master of Science - Organizational Psychology, 2009

Florida International University

Bachelor of Arts - Psychology; Minor in Sociology, 2006

University at Buffalo
High Honors Distinction; Summa Cum Laude; Phi Beta Kappa Honors

RESEARCH INTERESTS

Rivalry; Competition; Proactive Behavior; Voice

DISSERTATION

Shaking Hands while Trading Punches: Exploring the Paradox of Rival Cooperation
Dissertation Committee: Gavin Kilduff (Chair), Batia Wiesenfeld, Joe Magee, Adam Galinsky

HONORS, AWARDS, & GRANTS

Best Student Paper	2016
Academy of Management Conference, Conflict Management Division	
First Runner Up, Best Dissertation Proposal	2016
Organization Science INFORMS Best Dissertation Proposal Contest	
Finalist, William H. Newman Award for Best Dissertation	2016
Academy of Management Conference	
Academy of Management Organizational Behavior Doctoral Consortium	2015
Departmental Nomination and Selected, NYU Stern School of Business	
Dissertation Research Grant	2015-2016
NYU Stern School of Business, Management Research Award	
Voice Communications in Financial Institutions Research Grant	2015
Ethicalsystems.org Ethics Research Grant	
Scott Fraser Award Grant for Outstanding Graduate Research	2011
FIU Department of Psychology, Award for Best Student Research	
Center for Leadership Research Grant	2010
FIU School of Business, Leadership Communication Research Grant	
Phi Beta Kappa Student Honors Award	2006
University at Buffalo Student Honors	

UNDER REVIEW AND WORKING PAPERS

Kilduff, G., **Thomas, J.**, & Schiaffino, P. To Win or to Profit: How Rivalry Affects Decisions of whether to Maximize Relative or Absolute Outcomes, *under review*

Thomas, J., & Kilduff, G. Shaking Hands While Trading Punches: The Paradox of Rival Cooperation, *in preparation for submission*

Thomas, J., Milliken, F., Magee, J., & Thompson, P. Leader Language and Subordinate Voice: How Confident and Positive Leader Speech Can Elicit more Admiration but Less Communication from Subordinates, *in preparation for submission*

Thomas, J. & Morrison, E. Speaking Up to Avoid Losses versus Speaking Up to Acquire Gains: Effects of Framing on Voice behavior, *in preparation for submission*

Thomas, J. Lighting a Candle in the Dark; Effects of Information Asymmetry on Voice Behavior, *Data Collection in Progress*

Morrison, E. **Thomas, J.**, Howell, T., & Hewlin P., Who Challenges the Status Quo? The Effects of Perceived Dissimilarity on Voice in Organizations (with Elizabeth Morrison Taeya Howell, and Patricia Hewlin), *Data Collection in Progress*

Thomas, J. & Kilduff, G. Cooperation and Rivalry among Rival Gangs, *Data Collection in Progress*

PUBLICATIONS

Michel, J. Pace, V. L., Edun, A., Sawhney, E., & **Thomas, J.** (2014). Development and validation of an explicit aggressive beliefs and attitudes scale. *Journal of Personality Assessment*, 96, 327-338.

Michel, J. S., Viswesvaran, C., & **Thomas, J.** (2011). Conclusions from meta-analytic structural equation models generally do not change due to corrections for study artifacts. *Research Synthesis Methods*, 2, 174-187.

Thomas, J., Whitman, D. S., & Viswesvaran, C. (2010). Employee proactivity in organizations: A comparative meta-analysis of emergent proactive constructs. *Journal of Occupational and Organizational Psychology*, 83, 275-300.

Simms, L. J., Yufik, T., **Thomas, J.**, & Simms, E. N. (2008). Exploring evaluative person descriptors through scale development. *Journal of Research in Personality*, 42, 1271-1284.

PRESENTATIONS

Thomas, J. (2016). Shaking Hands while Trading Punches: Exploring the Paradox of Rival Cooperation. Paper presented at the Annual Academy of Management Conference, Anaheim, CA.

Thomas, J., Milliken, F., Magee, J., (2016). Leader Language and Subordinate Voice: How Confident and Positive Leader Speech Can Elicit more Admiration but Less Communication from Subordinates. Paper presented at the Annual Academy of Management Conference, Anaheim, CA.

Thomas, J., & Morrison, E. (2016). Losses Loom Larger than Voice Pains: Effects of Gain and Loss Framing on Willingness to Speak Up. Paper presented at the Annual Academy of Management Conference, Anaheim, CA.

Thomas, J. (2016). Shaking Hands while Trading Punches: Exploring the Paradox of Rival Cooperation. Paper presented at the Trans-Atlantic Doctoral Conference, London, England.

Thomas, J. Kilduff, G. J. (2014). The Heat of Battle; The Influence of Rivalry on Competitive Decision-Making. Paper presented at the Society for Personality and Social Psychology Conference, Austin, TX.

Thomas, J. Kilduff, (2013). G.J. Rivalry, Perception, and Competitive Decision Making. Paper presented at the Annual Academy of Management Conference, Orlando, FL.

Thomas, J., & Maidique, M. (2011). The Leaders Toolbox: A Deconstruction of High-Stakes CEO Decision-Making. Paper presented at the Society for Judgment and Decision-Making Conference, Seattle, WA.

Hiller, N. J., **Thomas, J., & Averhart, V.** (2011). CEO strategic perception and financing actions: The effects of narcissism and core self-evaluation. Paper presented at the Annual meeting of the Academy of Management, San Antonio, TX.

Michel, J. S., **Thomas, J., & Viswesvaran, C.** (2011). Meta-analytic structural equation modeling: A comparison of models with and without correction for study artifacts. Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Thomas, J., Kraus, E. K., Matamala, A., Michel, J. S., & Viswesvaran, C. (2010). Conceptualizing Global Proactivity: A Generalizable Proactive Process. Paper presented at the Annual Academy of Management Conference, Montreal, Canada.

Whitman, D. S., Caleo, S., & **Thomas, J.** (2010). Emotional intelligence, negotiation outcome, and negotiation behavior. Paper presented at the Annual Academy of Management Conference, Montreal, Canada.

Thomas, J., Whitman, D. S., & Viswesvaran, C. (2010). Job attitudes, employee effectiveness, and the mediating role of proactivity. Paper presented at the 25th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Thomas, J., Whitman, D. S., & Viswesvaran, C. (2009). An Investigation of Group Differences in Dispositional Proactivity. Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Thomas, J., & Viswesvaran, C. (2008). Correlates of Proactive Personality: A Meta-Analysis. Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Thomas, J., & Viswesvaran, C. (2008). Comparing proactive-personality's validity for self and other rated criterion. Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Whitman, D., Resick, C. Weingarden, S., & **Thomas, J.** (2008) Facets of Extraversion and Transformational Leadership among CEOs: A Historiometric Analysis. Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Simms, L. J., Yuflic, T., & **Thomas, J.** (2006). The Evaluative Traits Questionnaire: Initial Development and Validation of an Alternative Measure of Positive and Negative Valence. Paper presented at the Annual Meeting of the Society for Personality and Social Psychology, Palm Springs, CA.

TEACHING EXPERIENCE

Instructor - Management and Organizations: Undergraduate Core Course, Winter 2015,
NYU Stern School of Business - Instructor Rating: 6/7

SERVICE

Academy of Management Conference
Reviewer

Society for Personality and Social Psychology Conference
Reviewer

2014 NYU-Columbia Conference
Organizer and Program Coordinator

NYU Stern School of Business, Department of Management and Organizations
Doctoral Program Recruitment

FIELD EXPERIENCE

Research and Consulting:
Center for Leadership FIU
The Ritz-Carlton
The City of Miami
Procter and Gamble