

Jeffrey P. Thomas

London School of Economics and Political Science
Department of Management
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EDUCATION

PhD – Management and Organizations, 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 AREAS

Overall Theme: Exploring the Hidden Silver Linings in Conflict
Rivalry; Competition; Proactive Behavior; Voice & Communication Conflicts

PUBLICATIONS

Thomas, J., Booth, J., Thompson, P. & Bolino, M. (in press) Framing and Employee Voice. When (Collective) Losses Loom Larger than Voice Pains: The Effect of Loss Framing on Willingness to Speak Up at Work. *Journal of Applied Psychology*.

Jamjoom, A. A., Jamjoom, A., **Thomas, J.**, Palmisciano, P., Kerr, K., Collins, J. W., Vayena, E., Stoyanov, D., Marcus, H. (2023). Autonomous surgical robotic systems and the liability dilemma. *Frontiers in Surgery*.

Azevedo, F., Tomislav, P., ... **Thomas, J.**, Booth, J., Li, C. et al. (2023). The International Collaboration on the Social and Moral Psychology of COVID-19 (ICSMP COVID-19 project). Social and moral psychology of COVID-19 across 69 countries. *Scientific Data*, 10, 272.

Van Bavel, J., ... **Thomas, J.**, Booth, J., Li, C. et al. (2022) National Identity predicts public health support during a global pandemic: Results from 67 Nations. *Nature Communications*.

Tomislav, P., ... **Thomas, J.**, Booth, J., Li, C. et al.. (2022). Predicting attitudinal and behavioral responses to COVID-19 pandemic using machine learning. *PNAS Nexus*.

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.

UNDER REVIEW AND WORKING PAPERS

***Titles redacted for anonymous review**

Thomas, J. P., & Kilduff, G. Rivalry and Cooperation.

Revise and Resubmit at Organization Science

Huizinga, M., Lamare, R. & **Thomas, J.P.** Employment Relations Effects on Soci-Politically Extreme Beliefs

Revise and Resubmit at ILR Review

Thomas, J., Sun, K., & Francioli, S. Strauss, T. & Sigler, H. Competition and Emotion
Under review at OBHDP

Booth, J., **Thomas, J.** Li, C., Zhang, E. Sublimation, Volunteering, and Voice.

In preparation for submission in Spring 2026

Target: Journal of Applied Psychology

Thomas, J. P., & Sands, D. Differentiating Competition, Rivalry, and Enmity

In preparation for submission in Spring 2026

Target: Journal of Management

Thomas, J., Abi-Esper, N., Milliken, F., Magee, J., & Thompson, P. Leadership and Voice.

Data collection phase. Target submission in Summer 2026

Target: Organization Science

HONORS, AWARDS, & GRANTS

Top 10 Lecturer In Management	2021
London School of Economics	
Top 10 Lecturer In Management	2020
London School of Economics	
Top 10 Lecturer In Management	2019
London School of Economics	
Top 10 Lecturer In Management	2018
London School of Economics	
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		
Sigma Xi National Scientific Research Society Grant		2006
University at Buffalo Student Honors		

PRESENTATIONS

Thomas, J. & Sun, J., Francioli, S., Strauss, H., & Sigler, H. (2024). Competition and Rivalry as Gateways to Ambivalence and Sensemaking. Paper accepted for presentation at the Academy of Management Conference, August 2024.

Thomas, J. & Sands. D. (2021). How Rivalries are Born: Exploring the Origins of Rivalry. Paper accepted for presentation at the Academy of Management Conference, presented in 2021.

Thomas, J. (2020). How Rivalries are Born: Exploring the Origins of Rivalry. Paper accepted for presentation at the Annual 2020 International Association for Conflict Management (IACM) Conference, scheduled for July 2020.

Thomas, J. (2020). Beyond wins and Losses: Origins of Rivalry. Paper accepted for presentation at the Annual 2020 Interdisciplinary Network for Group Research (INGROUP) Conference, scheduled for July 2020.

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. Kildiff, 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.

INVITED TALKS

University College London (2024) Competition and Rivalry in Organizations

University of Virginia (2017) Cooperation among Rivals

University of Illinois (2017) Cooperation among Rivals

Washington University St. Louis (2017) Cooperation among Rivals

TEACHING EXPERIENCE

Human Resource Management: Undergraduate (MG214) – LSE

Organizational Behavior: Masters (MG4C2) - LSE

Global Management Practices: Masters (MG463) - LSE

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

SERVICE

London School of Economics

Research Seminar Coordinator

Equity, Diversity, and Inclusion Council

International Association for Conflict Management (IACM) Conference

Reviewer

Interdisciplinary Network for Group Research (INGROUP) Conference

Reviewer

Administrative Science Quarterly

Doctoral Interviewer

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