

# Jeffrey P. Thomas

London School of Economics and Political Science  
Department of Management  
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## EDUCATION

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### **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

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

## PUBLICATIONS

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**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**

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**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

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<b>Top 10 Lecturer In Management</b>	2021
London School of Economics	
<b>Top 10 Lecturer In Management</b>	2020
London School of Economics	
<b>Top 10 Lecturer In Management</b>	2019
London School of Economics	
<b>Top 10 Lecturer In Management</b>	2018
London School of Economics	
<b>Best Student Paper</b>	2016
Academy of Management Conference, Conflict Management Division	
<b>First Runner Up, Best Dissertation Proposal</b>	2016
Organization Science INFORMS Best Dissertation Proposal Contest	
<b>Finalist, William H. Newman Award for Best Dissertation</b>	2016

Academy of Management Conference	
<b>Academy of Management Organizational Behavior Doctoral Consortium</b>	2015
Departmental Nomination and Selected, NYU Stern School of Business	
<b>Dissertation Research Grant</b>	2015-2016
NYU Stern School of Business, Management Research Award	
<b>Voice Communications in Financial Institutions Research Grant</b>	2015
Ethicalsystems.org Ethics Research Grant	
<b>Scott Fraser Award Grant for Outstanding Graduate Research</b>	2011
FIU Department of Psychology, Award for Best Student Research	
<b>Center for Leadership Research Grant</b>	2010
FIU School of Business, Leadership Communication Research Grant	
<b>Phi Beta Kappa Student Honors Award</b>	2006
University at Buffalo Student Honors	
<b>Sigma Xi National Scientific Research Society Grant</b>	2006
University at Buffalo Student Honors	

## PRESENTATIONS

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**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.** 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.

## **INVITED TALKS**

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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**

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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**

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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**

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Research and Consulting:

Center for Leadership FIU

The Ritz-Carlton

The City of Miami

Procter and Gamble