

# Jeffrey P. Thomas

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## EDUCATION

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### **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

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Rivalry; Competition; Proactive Behavior; Voice

## DISSERTATION

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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

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<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	

### UNDER REVIEW AND WORKING PAPERS

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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

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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

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**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**

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

### **SERVICE**

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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