

# CURRICULUM VITAE

## Phillip (Phil) S. Thompson

Virginia Tech  
Associate Professor  
Pamplin College of Business  
Department of Management  
Blacksburg, Virginia 24061

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Updated in June 2024

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### Education:

- Ph.D. CASE WESTERN RESERVE UNIVERSITY, Cleveland, Ohio  
Organizational Behavior (January 2020)
- 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

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### Academic Employment:

PAMPLIN COLLEGE OF BUSINESS, Virginia Tech

- Associate Professor of Organizational Behavior (with tenure), June 2024-Present
  - Awarded research leave (sabbatical) for 2024-2025 academic year
- Assistant Professor of Organizational Behavior, 2019-May 2024
- Visiting Professor of Organizational Behavior, 2018-2019
- Inclusive VT Faculty Fellow, 2021-Present

KENAN-FLAGLER BUSINESS SCHOOL, University of North Carolina-Chapel Hill

- Visiting Associate Professor during Sabbatical, beginning March 2025

WARRINGTON COLLEGE OF BUSINESS, University of Florida

- Visiting Associate Professor during Sabbatical, beginning January 2025

DARDEN SCHOOL OF BUSINESS, University of Virginia

- Visiting Associate Professor during Sabbatical, beginning August 2024

### Research Interests:

- Workplace Curiosity, Gender, Organizational Citizenship Behavior, Voice, Perceived Organizational Support, Impression Management.

## Honors and Awards:

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[Journal of Applied Psychology Editorial Fellow](#), 2023-Present

[Ascendant Scholar Award](#) (Early Career Award), Western Academy of Management Meeting, 2023

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

Finalist, Best Paper (with Anthony Klotz), Western Academy of Management Meeting, 2022

Research MVP, Virginia Tech, Pamplin College of Business, 2021

Teaching Excellence Award, Virginia Tech, 2021, 2022

-->Over 2300 students taught at Virginia Tech. Average teaching evaluation scores are 5.7/6.0.

Part-Time MBA Teaching Excellence Award, Case Western Reserve University, 2017

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

## Peer-Reviewed Publications: (\* = student at time of journal submission)

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**Thompson, P.S.**, Bolino, M.C., Norris, K.R.\*, & Kuo, S-T\*. (In Press). Unconstructive curiosity killed the cat: The importance of follower political skill and constructive curiosity. *Organizational Behavior and Human Decision Processes* <https://doi.org/10.1016/j.obhdp.2023.104275>.

**Thompson, P.S.**, & Klotz, A. (2022). Led by curiosity and responding with voice: The influence of leader displays of curiosity and leader gender on follower reactions of psychological safety and voice. *Organizational Behavior and Human Decision Processes*, 172, 104170. <https://doi.org/10.1016/j.obhdp.2022.104170>

-> Media Coverage in the [Wall Street Journal](#) and [Fortune Magazine](#)

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*, 106(12), 1921-1938. <https://doi.org/10.1037/apl0000863>

**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>.

**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>

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*, 56(2), 195-215. <https://doi.org/10.1177/0021886319900332>

### **Practitioner Publications:**

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Bolino, M.C., **Thompson, P.S.**, Norris, K.\*, & Kuo, S.-T\*. (2023) When curiosity goes wrong in the workplace. *Harvard Business Review*. <https://hbr.org/2023/11/research-when-and-why-employee-curiosity-annoys-managers>

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>

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>.

### **Other Publications:**

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Bergeron, D.M., van Esch, C., & **Thompson, P.S.** (2018). Citizenship behavior and objective career outcomes: A review and agenda for future work. In N. Podsakoff, D. Organ, & P. Podsakoff (Eds.) *Oxford Handbook of Organizational Citizenship Behavior* (pp. 149-168). Oxford: Oxford University Press. <https://www.oxfordhandbooks.com/view/10.1093/oxfordhb/9780190219000.001.0001/oxfordhb-9780190219000-e-9>

### **Invited Talks**

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Olin Business School, Washington University in St. Louis  
Weatherhead School of Management, Case Western Reserve University  
College of Business/McNair Scholars, Beloit College  
Pamplin College of Business, Virginia Tech  
Eccles School of Business, University of Utah  
Kenan-Flagler Business School, University of North Carolina-Chapel Hill  
Fuqua School of Business, Duke University  
Wharton School of Business, University of Pennsylvania  
Moore School of Business, University of South Carolina  
College of Business, Oregon State University  
Haskayne School of Business, University of Calgary  
Terry College of Business, University of Georgia (2024-25 academic year)  
Darden School of Business, University of Virginia (2024-25 academic year)  
Warrington College of Business, University of Florida (2024-25 academic year)  
UCL School of Management, University College London (2024-25 academic year)

### Virginia Tech Student Committees/Advising

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Member, Dissertation Committee, Department of Business Information Technology (C. Ries), 2023-  
Member, Dissertation Committee, Department of Management (S-T. Kuo), 2021-  
Member, Dissertation Committee, Department of Management (H. Zhang), 2020-  
Advisor, Undergraduate Honors College (J. Sands), 2023  
Advisor, Undergraduate Honors College (G. Barlow), 2023  
Advisor, Undergraduate Honors College (F. Bari), 2023  
Advisor, Undergraduate Honors College (M. Helm), 2022  
Advisor, Undergraduate Honors College (S. Lehrke), 2022  
Advisor, Undergraduate Honors College (E. Chitty), 2021  
Advisor, Undergraduate Honors College (K. Taylor), 2021

### Professional Memberships & Service

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- Member of the Management Faculty of Color Association, PhD Project, Academy of Management, Society of Industrial and Organizational Psychology, & Western Academy of Management
- Beloit College – Board of Trustees (Athletics Only) 2018-Present.
- Editorial Board Member for *Journal of Applied Psychology* (2024-Present)
  - [Editorial Fellow](#) (2023-Present)
  - Ad hoc reviewer (2020-2024)
- Editorial Board Member for *Journal of Management*, 2020-Present
- Ad hoc reviewer for *Personnel Psychology*, 2021-Present
- Ad hoc reviewer for *Organizational Behavior and Human Decision Processes*, 2022-Present