

# **Christopher H. Thomas, Ph.D.**

Department of Management  
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## **Education**

**Doctor of Philosophy, *Business Administration*, 2006**

Major: Organizational Behavior / Human Resources      Minor: Strategy  
The University of Georgia

**Master of Public Administration, 1997**

North Carolina State University

**Bachelor of Arts, *Political Science*, 1993**

North Carolina State University

## **Academic Experience**

2014 – present	Saint Louis University; St. Louis, MO <i>Associate Professor of Management</i> (2018 – present) <i>Assistant Professor of Management</i> (2014 – 2018)
2009 –2014	University of Mississippi; Oxford, MS <i>Assistant Professor of Management</i>
2006 – 2009	Northern Illinois University; DeKalb, IL <i>Assistant Professor of Management</i>
2001 – 2006	University of Georgia; Athens, GA <i>Presidential Graduate Fellow / Ph.D. Candidate</i>

## **Publications**

Thomas, C. H., Roberts, F., Novicevic, M. M., Ammeter, A. P., & Loncar, D. (2018). Familiarity and Fluid Team Performance: Leadership and HRM Implications. *Research in Personnel and Human Resources Management*, 36, 163-196.

Roberts, F., Thomas, C. H., Novicevic, M. M., Ammeter, A. P., & Garner, B. L., Johnson, P., & Popoola, I. (2018). Integrated moral conviction theory of academic dishonesty: An empirical test. *Journal of Management Education*, 42, 104-134.

- Clayton, R. C., Thomas, C. H., Stratton, M., Schaffer, B. S., Garrison, E., & Mathews, L. G. (2017). Exercise and work-family conflict: a field experiment. *Journal of Managerial Psychology*, 32(3).
- Recognized as **2018 Outstanding Paper** in *Journal of Managerial Psychology*
- Neubaum, D. O., Thomas, C. H., Dibrell, C., & Craig, J. B (2017). Stewardship Climate: Measurement and an assessment of reliability and validity. *Family Business Review*, 30, 37-60.
- Jones, J. L., Davis, W. D., & Thomas, C. H. (2017). Is competition engaging? Examining the interactive effects of employee goal orientations and competitive work environment on work engagement. *Human Resource Management*, 56, 389-405.
- Hayek, M. J., Thomas, C. H., Novicevic, M. M., & Montalvo, D. (2016). Contextualizing and testing human capital theory: Testing the pay-for-performance assumption. *Journal of Business Research*, 69, 928-935.
- Thomas, C. H., & Hirschfeld, R. R. (2015). Knowing is half the battle: Interdependent effects of knowledge and action on leader emergence. *Leadership and Organization Development Journal*, 36, 512-526.
- Clayton, R. C., Thomas, C. H., Singh, B., & Winkel, D. E. (2015). Exercise as a means of reducing perceptions of work-family conflict: A test of the roles of self-efficacy and psychological strain. *Human Resource Management*, 54, 1013-1035.
- Clayton, R. C., Davis, W. D., Thomas, C. H., Novicevic, M. M., Ammeter, A. P. (2015). Realistic recruitment as a protective antecedent of work interference with family. *Journal of Applied Management & Entrepreneurship*, 20(4), 84-107.
- Clayton, R. C., Thomas, C. H., & Smothers, J. (2015). How to do walking meetings right. *Harvard Business Review* (Digital Article; <https://hbr.org/2015/08/how-to-do-walking-meetings-right>).

Hirschfeld, R. R. & Thomas, C. H. (2011). Age- and gender-based role incongruence: Implications for knowledge mastery and observed leadership potential among personnel in a leadership development program. *Personnel Psychology*, *64*, 661-692.

Hirschfeld, R. R., Thomas, C. H., & Bernerth, J. B. (2011). Consequences of autonomous and team-oriented forms of dispositional proactivity for demonstrating advancement potential. *Journal of Vocational Behavior*, *78*, 237-257.

## **Research Under Review or In Progress**

Thomas, C. H., Parris, D. L., Craig, J. B., Dibrell, C., Marshall, D. R. Fostering Organizational Identification through Servant Leadership: A family-firm perspective. Under review at *Australian Journal of Management*.

Lo, K. D., Clayton, R. C., Thomas, C. H., Sukup, L., Stratton, M. T. Examining the Impact of Exercise on Resilience: An Experimental Study Utilizing a Group Exercise Intervention. Under review at *Journal of Organizational Behavior*

Thomas, C. H., Kaplan, D. M., & Kaburakis, A. Sky's the Limit: Co-leadership lessons from the Tour de France. Preparing for submission to *Organization Dynamics*

Thomas, C. H., Lankau, M. J., Wayne, J. H. A multi-



Thomas, C. H. (2007). A new measurement scale for employee engagement: Scale development, pilot test, and replication. *Academy of Management Proceedings, 67<sup>th</sup> Annual Meeting*: Philadelphia, PA.

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## **Teaching Summary**

### ***Saint Louis University***

MGT 3100 Organizational Behavior (Avg. Instructor Rating: 4.77)  
MGT 4000 Strategic Management & Policy (Avg. Instructor Rating: 4.82)  
MGT 4101 Fundamentals of Leadership (Avg. Instructor Rating: 4.79)  
MGT 4910 Management Internship Supervisor (Fall, 2016; Spring 2019)  
MGT 4980 Independent Study, Fall 2016: *Applied Organizational Behavior in Union Settings*  
MGT 6000 Management (MBA-level)  
BIZ 6204 Having Difficult Conversations  
MBA 6005 Leading People and Organizations

### ***University of Mississippi***

MGMT 383 Human Resource Management (Avg. rating: 4.7/5, Referent Group: 4.4)  
MGMT 391 Organizational Behavior

## **Applied Research Settings and Consulting Experience**

BECO Holding Company; Charlotte, NC

Build-A-Bear Workshop; St. Louis, MO

Disaster Services, Inc.; A



*University of Mississippi*

Faculty Advisor, Ronald G. McNair Scholars Program, University of Mississippi, 2010

Chapter Co-Advisor, SHRM Student Chapter, University of Mississippi, 2012 - 2014

Mission Statement Formulation Team, University of Mississippi (SBA), 2010-2011

*Northern Illinois University*

Chapter Advisor, NIU SHRM Student Chapter, 2006 – 2009

Curriculum Development Team, NIU Graduate Certificate in Leadership, 2007 - 2008

Departmental Curriculum Committee, Northern Illinois University, 2007 - 2009

Departmental Research Committee, Northern Illinois University, 2007 – 2008

Faculty Search Committees, Northern Illinois University, 2008, 2009

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## **Professional Experience**

- 1999 – 2001 Strategic Solutions, Inc.; Raleigh, NC  
*Trainer / HR Consultant*
- 1999 – 2000 Greensboro College; Greensboro, NC  
*Guest Lecturer for Leading Edge Youth Ministry Academy*
- 1998 – 2001 First United Methodist Church; Laurinburg, NC  
*Director of Youth and College-Age Ministries*
- 1995 – 1998 White Plains United Methodist Church, Cary, NC  
*Director of Youth and Young Adult Ministries ('96-'98)*  
*Assistant Director of Youth Ministries ('95-'96)*
- 1994 – 1996 North Carolina State University; Raleigh, N.C.  
*Graduate Assistant (MPA Assessment and Development Program)*
- 1993 – 1995 Blockbuster, Inc.  
*Customer Relations Coordinator / Customer Service Trainer*