

# JEFFERY A. THOMPSON

---

**Office Address:**

Romney Institute of Public Management  
Marriott School of Management  
Brigham Young University  
760 TNRB  
Provo, UT 84602  
(801) 422-7064

**Home Address:**

1722 N. 710 E.  
Orem, UT 84097  
Jeff\_Thompson@byu.edu

## EDUCATION

- 1999 **Ph.D.** University of Minnesota  
Emphasis: Organizational Behavior and Ethics  
Thesis: *Individual Transition Journeys During Organizational Change*
- 1995 **M.B.A.**, Marriott School of Management, Brigham Young University  
Emphasis: Organizational Behavior
- 1992 **B.A.**, Brigham Young University  
Graduated with Honors, *Summa Cum Laude*; Major: Japanese

## INTERESTS AND PROFESSIONAL EXPERIENCE

*Research Interests:* My overarching research interest is employee expression of personal values through work. Specific interests under this rubric include:

- Meaningful work and career pursuit (specifically “work as a calling”)
- Organizational ethics

*Teaching Interests:* Management and organizational behavior; Organizational ethics

- 2021-present **Director.** Sorensen Center for Moral & Ethical Leadership, Brigham Young University.
- 2019-present **Professor.** Romney Institute of Public Service and Ethics, Brigham Young University. Teaching and research in organizational behavior and ethics.
- 2014-2017 **Director and Department Chair.** Romney Institute of Public Management, Brigham Young University.
- 2009-2019 **Associate Professor.** Romney Institute of Public Management, Brigham Young University. Teaching and research in organizational behavior and ethics.
- 2003-2009 **Assistant Professor.** Romney Institute of Public Management, Brigham Young University. Teaching and research in organizational behavior, ethics, and nonprofit management.
- 1999-2003 **Assistant Professor.** Department of Management, Miami University. Taught and conducted research in organizational behavior and ethics.
- 1995-1999 **Ph.D. Program Experience:**  
1998 **Instructor.** Department of Strategic Management and Organization, University of Minnesota. Taught organizational behavior (undergraduate).

- 1996-1999      **Research Fellow.** Allina Health System. Conducted longitudinal study of physician/system integration.
- 1993-1994      **Organization Development Analyst.** Payless ShoeSource, Corporate Headquarters. Conducted training on employee assessment and providing feedback. Implemented executive development programs.
- 1992-1995      **MBA Program Experience:**
- 1994-1995      **Research/Teaching Assistant.** Conducted lab sessions for management communications and organizational behavior courses. Conducted research on business ethics and work values.
- 1994-1995      **Intern.** Office of Graduate Studies, Brigham Young University. Conducted organizational survey, compiled policies and procedures manual.
- 1992-1993      **GMAT Preparation Instructor.** Kaplan Education Center. Prepared students for GMAT through training in grammar/writing skills, mathematic principles, and test-taking strategies.
- 1985-1992      **Undergraduate Program Experience:**
- 1992              **Foreign Media Analyst/Intern,** U.S. Information Agency. Conducted Japanese media analyses for U.S. State Department.
- 1989-1991      **Language Instructor/Skills Researcher,** LDS Missionary Training Center. Conducted training in language, cultural skills and communication effectiveness. Conducted research to assess communication skills of current and past trainees.

## PUBLICATIONS

### Articles & Chapters

- Ogles, B.M., Bates, A., Bingham, J.B., Darger, E.J., Garrard, M. & Thompson, J.A. 2026. The Christ-Centered Leader Model: A resource for the BYU community and beyond. Forthcoming, *BYU Studies*.
- Schabram, K., Nielsen, J.D. & Thompson J. A. 2022. The Dynamics of Work Orientations: An Updated Typology and Agenda for the Study of Jobs, Careers, and Callings. *Academy of Management Annals*. 17(2), 405-438.
- Nielsen, J. D., Thompson, J. A., Wadsworth, L L. & Vallett, J. D. 2020. The moderating role of calling in the work-family interface: Buffering and substitution effects on employee satisfaction. *Journal of Organizational Behavior*, 41: 622-637.
- Thompson, J. A. & Bunderson, J. S. 2019. Research on work as a calling... and how to make it matter. *Annual Review of Organizational Psychology and Organizational Behavior*, 6:18.1-18.23.
- Thompson, J. A. & Christensen, R. 2018. Bridging the Public Service Motivation and Calling Literatures. *Public Administration Review*, 78: 444-456.

Bingham, J. B., Oldroyd, J., Thompson, J. A., Bednar, J. & Bunderson, J. S. 2014. Status and the true believer: The impact of psychological contracts on social status attributions of friendship and influence. *Organization Science*, 25(1): 73-92.

Albrecht, C., Thompson, J. A., Hoopes, J. L. 2011. Productivity and prestige in business ethics research: A report and commentary on the state of the field. *Business & Society*, 50:580-606.

Agle, B. R., Hart, D. W., Miller, A. M. Thompson, J. A., & Wadsworth, L. 2011. Meeting the Objectives of Business Ethics Education: The Marriott School Model and Agenda for Utilizing the Complete Collegiate Educational Experience. In (Wankel, C. & Stachowicz-Stanusch, A, Eds.) *Management Education for Integrity: Ethically Educating Tomorrow's Business Leaders*. Emerald: 217-242

Albrecht, C., Thompson, J. A., Hoopes, J. L. & Rodrigo, P. 2010. Business ethics journal rankings as perceived by business ethics scholars. *Journal of Business Ethics*, 95: 227-237.

Bunderson, J. S. & Thompson, J. A. 2009. The call of the wild: Zookeepers, callings, and the double-edged sword of deeply meaningful work. *Administrative Science Quarterly*, 54: 32-57.

- Named outstanding publication of the year by three different international academic associations

Hart, D. W. & Thompson, J. A. 2007. Untangling employee loyalty: A psychological contract perspective. *Business Ethics Quarterly*, 17: 297-323.

Thompson, J. A. & Hart, D. W. 2006. Psychological contracts: A nano-level perspective on social contract theory. *Journal of Business Ethics*, 68: 229-241.

Thompson, J. A. 2005. Proactive personality and job performance: A social capital perspective. *Journal of Applied Psychology*, 90: 1011-1017.

Veiga, J. F., Thompson, J. A., Biondi-Morra, B., Dino, R., Al Khalifa, A. B. K., Chow, I. H. S. & O'Higgins, E. 2004. The ethics of cyberveillance in a global context. *Review of Business Information Systems*, 8: 21-27.

Thompson, J. A. & Bunderson, J. S. 2003. Violations of principle: Ideological currency in the psychological contract. *Academy of Management Review*, 28: 571-586.

Thompson, J. A. & Van de Ven, A. H. 2002. Commitment shift during organizational change: Physician transitions from private practitioner to employee. *Journal of Vocational Behavior*, 60: 382-404.

Thompson, J. A. & Bunderson, J. S. 2001. Work/nonwork conflict and the phenomenology of time: Beyond the balance metaphor. *Work and Occupations*, 28: 17-39

Thompson, J. A. & Van de Ven, A. H. 2000. Physician transition journeys: Developing dual commitment on the road from private practitioner to employee. *Advances in Health Care Management*, 1: 183-216.

DeTienne, K. B. & Thompson, J. A. 1996. Database marketing and organizational learning theory: Toward a research agenda. *Journal of Consumer Marketing*, 13: 12-34.

Thompson, J. A., DeTienne, K. B. & Smart, K. L. 1995. Privacy, e-mail and information policy: Where ethics meets reality. *IEEE Transactions on Professional Communication*, 38: 158-164.

### **Manuscripts Under Review**

Garrett, L., Thompson, J. A., Bunderson J. S. & Strachan, M. 2026. Simplicity on the other side of complexity: Historical interpretation as a vehicle for value transformation. Under review at *Administrative Science Quarterly*.

Nielsen, J., Thompson, J. A., Jiang, W., Hedrick, S.A. & Zhou, J. 2026. Calling identity and calling reputation: Deciphering the link between deeply meaningful work and job performance. Under review at *Academy of Management Journal*.

### **Books**

Thompson, J. A. & Bunderson, J. S. 2018. *The Zookeeper's Secret: Finding Your Calling in Life*. Covenant Communications.

- Adopted as required text for all BYU-Idaho undergraduate students in Career Exploration course

Agle, B. R., Hart, D. W., Thompson, J. A. & Hendricks, H, (Eds.). 2014. *Research Companion to Ethical Behavior in Organizations: Constructs and Measures*. Edward Elgar Publishing.

### **Published Book Reviews**

Thompson, J. A. 2001. *The Search for Meaning in Organizations*, by M. Pava. In press, *International Journal of Organizational Analysis*.

### **Published Conference Proceedings**

Hart, D. W. & Thompson, J. A. 2006. Employee loyalty and the psychological contract. Presented at *International Association of Business and Society*, Merida, Mexico. *Published in Proceedings*.

Thompson, J. A. & Hart, D. W. 2005. Psychological contracts: A nano-level perspective on social contract theory. Presented at *International Association of Business and Society*, Santa Rosa, CA. *Published in Proceedings*.

Thompson, J. A. 2001. Commitment shift during organizational upheaval: An analysis of physicians' transitions from private practitioner to employee. Presented at *Academy of Management Annual Meeting*, Washington, D. C. Winner of Newman Award, Reichers, and Careers Division Best Paper awards; *Published in Proceedings*.

Thompson, J. A. & Bunderson, J. S. 2001. Violations of principle: Ideological currency in the psychological contract. Presented at *Academy of Management Annual Meeting*, Washington, D. C. *Published in Proceedings*.

Thompson, J. A. 1997. Ethical dissonance in trans-cultural management: That's not how we play the game here! Presented at the *Academy of Management Annual Meeting*, Boston, Massachusetts. Published in *Proceedings*.

### **Conference Presentations (excluding those published in Proceedings)**

Christensen, R. & Thompson, J. A. 2025. Effective Teams: A Matter of Luck or Effort? *Khan-Uul District Leadership Conference*, Ulaanbaatar, Mongolia.

DeTienne, K. B., Ingerson, M. & Thompsons, J. A. 2025. Repairing broken promises: A theory of managerial accounts and moral intensity in organizations. Presented at *Academy of Management Annual Meeting*, Copenhagen, Denmark.

Nielsen, J. & Thompson, J. A. 2025. Calling identity and calling reputation: Deciphering the link between deeply meaningful work and job performance. Presented at *Academy of Management Annual Meeting*, Copenhagen, Denmark.

Thompson, J. A., Garrett, L, Strachan, M. & Bunderson, J. S. 2023. Simplicity on the other side of historical complexity: Historical interpretation as a vehicle for human connection. Presented at *Academy of Management Annual Meeting*, Boston, MA.

Thompson, J. A. 2020. History work: The past as prosocial motivation. Presented at *Academy of Management Annual Meeting*, virtual conference.

Christensen, R., Thompson, J. A. & Bunderson, J. S. 2018. Managing the called in the public sector. Presented at *Academy of Management Annual Meeting*, Chicago, IL.

Nielsen, J., Vallett, J, Wadsworth, L. L. & Thompson, J. A. 2017. Strained, but satisfied: The buffering role of calling in the work-family interface. Presented at *Academy of Management Annual Meeting*, Atlanta, GA.

Thompson, J. A. 2016. Teaching business and society at the crossroads: A Pecha Kucha Session Exploring Innovative Pedagogies. Presented at *International Association of Business and Society*, Park City, UT

Thompson, J. A. 2016. Classrooms without borders: Bringing students into society. Presented at *International Association of Business and Society*, Park City, UT

Christensen, R. & Thompson, J.A. 2016. The Call of the mild?: Bureaucrats and callings in public service. Presented at *May Meaning Meeting* in Muir Beach, CA.

Nielsen, J., Thompson, J. A., Wadsworth, L., & Vallett, J. 2015. Calling and work-family balance: Is passion depleting or enriching? Presented at *Academy of Management Annual Meeting*, Vancouver, BC.

Thompson, J. A. 2014. Calling and work-family balance. Presented at *May Meaning Meeting*, Owatonna, MN.

Thompson, J. A. 2012. Building a longitudinal database to study meanings of work. Presented at *May Meaning Meeting*, Falls Village, CT.

Bunderson, J. S. & Thompson, J. A. 2011. The call of the wild: A presentation of our current research (Acceptance speech for the POS Best Publication Award). Presented at *Positive Organizational Scholarship* conference, Ann Arbor, MI.

Bingham, J. B., Oldroyd, J., Thompson, J. A., Bednar, J. & Bunderson, J. S. 2010. Status and the true believer: Psychological contracts and centrality in social networks. Presented at *May Meaning Meeting*, Duxbury, MA.

Agle, B. R., Hart, D. W. & Thompson, J. A. 2010. Measuring individual and organizational ethics: Toward an inventory of methods and instruments. Presented at *International Association of Business & Society*, Banff, AB

Thompson, J. A. & Bunderson, J. S. 2009. Neoclassical calling and identification at work: Insights from the zoo and beyond. Presented at *Academy of Management Annual Meeting*, Chicago.

Agle, B., Hart, D. W. & Thompson, J. A. 2008. Measuring individual and organizational ethics: An inventory of methods and instruments. Presented at *Ethics and Compliance Officers Association*, Orlando, FL.

Bunderson, J. S. & Thompson, J. A. 2008. Work as a neoclassical calling and the dual edges of deeply meaningful work. Presented at *Academy of Management Annual Meeting*, Anaheim, CA.

Oldroyd, J., Bingham, J. B., Thompson, J. A., Bednar, J. & Bunderson, J. S. 2008. Work Beliefs and Organizational Influence: How the Psychological Contract Shapes Social Networks. Presented at *Academy of Management Annual Meeting*, Anaheim, CA.

Oldroyd, J., Bingham, J. B., Thompson, J. A., Bednar, J. & Bunderson, J. S. 2008. The effects of ideological work beliefs on organizational influence: Shaping social networks through the psychological contract. Presented at *International Association of Business & Society*, Tampere, Finland.

Bunderson, J. S., Thompson, J. A., Bednar, J. & Oldroyd, J. 2007. Shaping social networks through employment relationships: A psychological contract perspective. Presented at *Academy of Management Annual Meeting*, Philadelphia, PA.

Thompson, J. A. & Bunderson, J. S. 2007. The complexities of work as moral duty: The zookeeper's calling. Presented at annual meeting of *International Association of Business & Society*, Florence, Italy.

Thompson, J. A. & Bunderson, J. S. 2006. Work as a calling and prosocial motivation at work: Learning from zookeepers. Presented at *Academy of Management Annual Meeting*, Atlanta, GA.

Bingham, J. B., Thompson, J. A. & Bunderson, J. S. 2006. Obligations of social influence: The impact of psychological contracts on networks among newcomers. Presented at *Academy of Management Annual Meeting*, Atlanta, GA.

- Whetten, D. A. & Thompson, J. A. 2006. WARNING: The use of moral justification in business may be hazardous. Presented at *Academy of Management Annual Meeting*, Atlanta, GA.
- Thompson, J. A., Bunderson, J. S. & Bingham, J. B. 2004. Exploring ideology in the employment relationship: Empirical evidence and theoretical refinements. Presented at *Academy of Management Annual Meeting*, New Orleans, LA.
- Bunderson, J. S., Thompson, J. A. & Elliott, T. 2004. Overcoming the bias for shared information in groups: Transactive memory versus process accountability. Presented at *Academy of Management Annual Meeting*, New Orleans, LA.
- Thompson, J. A. & Facer, R. L. 2004. Public service motivation and psychological contracts. Presented at *American Society for Public Administration*, Portland, OR.
- Thompson, J. A. & Bunderson, J. S. 2004. Ideological capital: Does embracing a social cause advance one's organizational status? Presented at *International Association of Business and Society*, March, Jackson Hole, WY.
- Thompson, J. A. 2003. Proactive personality and job performance: The mediating role of social capital. Presented at *Academy of Management Annual Meeting*, Seattle, WA.
- Thompson, J. A. 2003. Group moral reasoning and the "common knowledge effect": Toward an experimental study. Presented at *International Association of Business & Society Annual Meeting*, Rotterdam, Netherlands.
- Thompson, J. A. & Van de Ven, A. H. 2002. Negotiating change: Employee initiative-taking and organizational response. Presented at *Academy of Management Annual Meeting*, Denver, CO.
- Thompson, J. A. & Bunderson, J. S. 2002. Finding ideology in for-profit firms. Presented at *International Association of Business and Society*, Victoria, B.C.
- Reynolds, S. J., Rogers, R. & Thompson, J. A. 2001. When values collide: A longitudinal analysis of how value tension influences individual perceptions of justice. Presented at *Academy of Management Annual Meeting*, Washington, D. C.
- Veiga, J. F., Thompson, J. A., Biondi-Morra, B., Dino, R., Al Khalifa, A. B. K., Chow, I. H. S. & O'Higgins, E. 2001. The ethics of cyberveillance in a global context. Panel discussion (moderated by Thompson) at *Eastern Academy of Management's "Managing in a Global Economy IX" Conference*, San Jose, Costa Rica.
- Thompson, J. A. 2001. Ethical dissonance reduction and threatened values: The psychological impact of value conflicts. Presented at *International Association of Business and Society Annual Meeting*, Sedona, Arizona.
- Thompson, J. A. & Bunderson, J. S. 2000. Work/nonwork conflict and the phenomenology of time: Beyond the balance metaphor. Presented at *Academy of Management Annual Meeting*, Toronto, ON.
- Rogers, R., Thompson, J. A., Bunderson, J. S. & Ellis, G. 2000. Processes of integrating physicians into a large medical group practice. Presented as part of an All-Academy symposium at *Academy of Management Annual Meeting*, Toronto, ON.

Thompson, J. A. & Bunderson, J. S. 2000. From “doing good” to “doing well”: Individual transitions to shifting organizational ethics. Presented at the *International Association of Business and Society Annual Meeting*, Burlington, VT.

Thompson, J. A. 2000. Respect, dignity, and ethical leadership. Presented at the *International Association of Business and Society Annual Meeting*, Burlington, VT.

Van de Ven, A. H., Lofstrom, S. M., Thompson, J. A., Schultz, F., Bunderson, J. S. & Rogers, R. 1999. The correlates of patients’ experience of care and clinic performance. Presented at the *Minnesota Health Services Research Conference*, Minneapolis, MN.

Thompson, J. A. 1999. Physician transition journeys: Developing dual commitment on the road from private practice to employment. Presented at the *Academy of Management Annual Meeting*, Chicago, IL. *Awarded Best Paper based on a dissertation in Health Care Division.*

Thompson, J. A. 1999. Monitoring versus meddling: Revisiting and agency theory assumption. Presented at the *Academy of Management Annual Meeting*, Chicago, IL.

Thompson, J. A. 1999. Individual transition journeys into a pluralistic organization. Presented as part of a symposium on changes in professional work at the *Academy of Management Annual Meeting*, Chicago, IL.

Thompson, J. A., Bunderson, J. S., & Van de Ven, A. H. 1998. Investigating sources of positive spillover between work and nonwork. Presented at *Larry L. Cummings Interdisciplinary Conference*, Minneapolis, MN.

Schultz, F., Anderson, M., & Thompson, J. A. 1998. New directions in leadership research: Insights from the cross-fertilization of organizational behavior and strategic management research. Presented at the *Academy of Management Conference*, San Diego, CA.

Thompson, J. A. & Bunderson, J. S. 1997. Not just a matter of time? Transcending temporal determinants of work/nonwork conflict. Presented at the *Academy of Management Annual Meeting*, Boston, MA.

## **Research Awards**

2011. *Owens Award*. Presented to the outstanding publication of the year in Organizational Behavior by the Society for Industrial-Organizational Psychology.

2011. *Outstanding Publication in Positive Organizational Scholarship*. Presented by the Center for Positive Organizational Scholarship at the University of Michigan.

2010. *Outstanding Publication in Organizational Behavior*. Presented by the OB Division of the Academy of Management.

2010. *Outstanding Scholarship Award*. Presented by Marriott School of Management.

2005. *Steven White Fellowship*. Marriott School of Management fellowship recognizing excellence among junior faculty.

2001. *William H. Newman Award*. Presented at Academy of Management for All-Academy best research based on a dissertation.

2001. *Best Paper Award*. Presented by Careers Division at Academy of Management.

2001. *Arnon Reichers Award*. Presented by Careers Division at Academy of Management for best student paper.

1999. *Best Paper Based on a Dissertation*. Presented by Health Care Division at Academy of Management.

1998. *Joseph M. Juran Fellowship*. \$10,000 fellowship awarded by the Juran Center for Leadership in Quality for scholarship and career promise in the study of quality.

1998. *Dissertation Fellowship*. Awarded by University of Minnesota

1996. *Allina Research Fellowship*. Awarded by *Allina Health System* and the University of Minnesota.

1995. *Doctoral Fellowship*. University-wide fellowship for first-year doctoral students, awarded by University of Minnesota.

## Media

Research cited in [The Economist](#), June 1, 2020, “Adam Grant on how jobs, bosses, and firms may improve after the crisis.”

Research cited in international bestseller [Grit: The Power of Passion and Perseverance](#) by Angela Duckworth, PhD. 2018

## SERVICE

### Selected University Service

University:

Director, Soresen Center for Moral & Ethical Leadership (2021-present)  
Faculty Advisory Committee (2012-2014)

Marriott School:

College Rank & Status Committee (2019-2021)  
College Art Committee (2019-2021)

Romney Institute of Public Service & Ethics

MPA Director and Department Chair (2014-2017)  
Graduate Coordinator (2017-2021)  
Teaching Committee Chair (2017-2021)  
Rank & Status Committee Member (2017-2021)  
Admissions Committee Member (2009-2021)

### Professional Associations

Academy of Management

- Secretary and Newsletter Editor (2005-2008), Social Issues in Management Division
- International Association of Business and Society
- Elected Representative-at-large, 2007-2010

- Managing supervisor of IABS administrative home, 2008-2015
- May Meaning Meeting
- Conference organizer, 2011
- American Society for Public Administration

## Editorial Reviewing

*Academy of Management Journal* (Editorial Board)  
*Academy of Management Review*  
*Organization Science*  
*Organizational Behavior and Human Decision Processes*  
*Human Relations*  
*Journal of Management*  
*Journal of Business Ethics*  
 Academy of Management Annual Meeting  
 International Association of Business and Society Annual Meeting

## TEACHING

Miami University:

- Mgt 291: Organizational Behavior and Theory
- Mgt 414: Motivation and Work
- Mgt 490: Organizational Ethics

Brigham Young University:

- Univ 395R/MSB 419R: Discovering Your Unique Impact (Sorensen Center course)
- Pmgt 641/643: Organizational Behavior (MPA/EMPA programs)
- Pmgt 385: Business and Society
- MBA 604: Business Ethics (MBA program)
- Bmgt 390: Business Ethics (undergraduate)
- Pmgt 651: Nonprofit Organization Management (MPA/EMPA program)
- Pmgt 582: Business, Ethics & Society (MAcc and MISM program)

## Teaching Awards

2014. *Outstanding Teaching Award*. Awarded by Marriott School of Management.  
 2010. *Bateman Award Finalist*. Awarded by students of the Marriott School of Management.  
 2007. *Teacher of the Year Award*. Awarded by first-year MPA student class at BYU.  
 2005. *Effective Educator Award Finalist*. Awarded by alumni of Miami University.  
 2004. *Teacher of the Year Award*. Awarded by first-year MPA student class at BYU.  
 2003. *Honored Professor*. Awarded by Miami University Associated Student Government.