

## **Bryant Thompson**

Weber State University

John B. Goddard School of Business & Economics

Associate Professor of Business Administration

(801) 791-0297

[bryantthompson@weber.edu](mailto:bryantthompson@weber.edu)

### **EDUCATION**

#### **Doctor of Philosophy, Business Administration (emphasis in Organizational Behavior), 2012**

University of South Carolina, Columbia, SC

Darla Moore School of Business

#### **International Study Abroad, 2002**

University of Cambridge, Cambridge, England

Concentrations: Law/International Politics/History

#### **Bachelor of Integrated Studies, 2002**

Magna Cum Laude

Honors Student of the Year, 2002

Weber State University, Ogden, UT

Concentrations: Honors/Political Science/Latin America Studies

### **ACADEMIC POSITIONS**

#### **Associate Professor of Business Administration, 2020 - present**

Weber State University

Business Administration Department

#### **Assistant Professor of Business Administration, 2014 - 2020**

Weber State University

Business Administration Department

#### **Assistant Professor of Leadership and Management Studies, 2012 - 2014**

United States Military Academy at West Point

Department of Behavioral Sciences and Leadership

### **REFEREED PUBLICATIONS**

Thompson, B.S., Moss, C., Simkins, T., Woodruff, T. 2019. Vulnerability in the classroom: A catalyst for subjective well-being, empathy, and learning. *Business Education Innovation Journal*, 11: 14-20.

Thompson, B.S., & Korsgaard, M.A. 2019. Relational identification and forgiveness: Facilitating relationship resilience. *Journal of Business and Psychology*, 34: 153-167.

Thompson, B.S., & Ravlin, E.C. 2017. Protective factors and risk factors: Shaping the emergence of dyadic resilience at work. *Organizational Psychology Review*, 7: 143-170.

Thompson, B.S., & Simkins, T. 2017. Self-oriented forgiveness and other-oriented forgiveness: Shaping high-quality exchange relationships. *Journal of Management and Organization*, 23: 741-765.

- Stevens, M.J., Fox-Kirk, W., Thompson, B.S., Fawcett, A.M., Fawcett, S.E. 2015. Developing intercultural competencies: Elaborating the personal barriers to change. *Journal of Strategic Management Studies*, 7: 19–34.
- Sluss, D.M., & Thompson, B.S. 2012. Socializing the newcomer: The role of leader-member exchange. *Organizational Behavior and Human Decision Processes*, 119: 114-125.
- Sluss, D.M., van Dick, R., & Thompson, B.S. 2010. Role theory in organizations: A relational perspective. In S. Zedeck (Ed.), *APA handbook of industrial and organizational psychology, Vol. 1: Building and helping the organization*: 505-534. Washington, DC: American Psychological Association.
- Sluss, D.M., & Thompson, B.S. 2009. Socialization and social exchange: Leader-member exchange as mediator between tactics and attachment. *Best Paper Proceedings of the 2009 Academy of Management Conference, Chicago*.

### **PEER-REVIEWED CONFERENCE PAPERS AND INVITED PRESENTATIONS**

- Thompson, B.S., Stevens, M.J., Fox-Kirk, W., Anderson, J.S., Read, D., Hansen, S.D. 2020. *Beyond exchange: Toward relational flourishing*. Paper invited for presentation at the annual meeting of the Western Academy of Management, Hawaii.
- Stevens, M.J., Thompson, B.S., Anderson, J.S., Hansen, S.D., Fox-Kirk, W., Read, D. 2020. *The gospel of Milton Friedman and the death of the invisible hand: Why we need to subvert the modern operationalization of Adam Smith's works*. Paper invited for panel discussion at the annual meeting of the Western Academy of Management, Hawaii.
- Thompson, B.S., Moss, C., Simkins, T., Millner, F.A., Thompson, P.H., 2019. *Job crafting: Transforming ambivalence into thriving*. Paper presented to Tanner Clinic physicians, Layton.
- Thompson, B.S., Moss, C., Simkins, T., Millner, F.A., Thompson, P.H., 2018. *Job crafting: Creating an empowering practice environment for physicians*. Paper presented at Medical Group Management Association Annual Conference, Boston.
- Thompson, B.S., Moss, C., Simkins, T., Millner, F.A., Thompson, P.H., 2018. *Primary care physicians: Is surviving the new thriving?* Paper presented to Harris County Medical Society, Houston.
- Thompson, B.S., Moss, C., Simkins, T., Millner, F.A., Thompson, P.H., 2018. *Primary care physicians: Is surviving the new thriving?* Paper presented to Tanner Clinic physicians, Layton.
- Thompson, B.S., Moss, C., Simkins, T., Millner, F.A., Thompson, P.H., 2018. *Primary care physicians: Is surviving the new thriving?* Paper presented at the annual meeting of the Western Academy of Management, Salt Lake City.
- Thompson, B.S. 2018. *Positive relational orientation: Facilitating intrapersonal and interpersonal forgiveness outcomes*. Paper presented at the annual meeting of the Western Academy of Management, Salt Lake City.
- Thompson, B.S. 2014. *Generative relationships at work*. Paper presented at Weber State University, Ogden.
- Thompson, B.S. 2012. *Negotiated relational identity: A prelude to high quality work relationships*. Paper presented at the annual meeting of the Academy of Management, Boston.
- Thompson, B.S. 2012. *Positive relational construal: Facilitating intrapersonal and interpersonal forgiveness while mitigating the effects of relational identity threat*. Paper presented at the inaugural meeting of the Positive Relationships at Work Microcommunity, Boston.

- Thompson, B.S. & Simkins, T. 2012. *Person-organization forgiveness motive fit: Thriving with congruence and feigning without*. Paper presented at the annual meeting of the Southwest Academy of Management, New Orleans.
- Thompson, B.S. 2011. *Neutralization as a mode of forgiveness: Curbing regret while forging relationship resilience*. Paper presented at the annual meeting of the Academy of Management, San Antonio.
- Thompson, B.S. 2010. *Relational identification and exchange reciprocity: Two separate paths to forgiveness*. Paper presented at the annual meeting of the Academy of Management, Montreal.
- Thompson, B.S. & Ravlin, E.C. 2010. *Interpersonal forgiveness and relational exchange: Forging a framework of dyadic resilience*. Paper presented at the annual meeting of the Academy of Management, Montreal.
- Sluss, D.M., & Thompson, B.S. 2009. *Socialization and social exchange: Leader-member exchange as mediator between tactics and attachment*. Paper presented at the annual meeting of the Academy of Management, Chicago.
- Thompson, B.S., & Sluss, D.M. 2009. *Forgiveness within organizations: An identity perspective*. Symposium paper presented at the annual meeting of the Academy of Management, Chicago.

## **SERVICE**

Weber State University, Crystal Crest Scholar of the Year Selection Committee, Member, 2019  
 Goddard School of Business and Economics, Curriculum Committee, Member, 2018-present  
 Business Administration & Marketing, Instructor (BSAD) Search Committee, Member, 2018  
 Western Academy of Management, Reviewer, 2018  
 Business Administration & Marketing, Entrepreneurship Director Search Committee, Member, 2017  
 Goddard School of Business and Economics, Beta Gamma Sigma, Faculty Advisor, 2016-present  
 Business Administration & Marketing, Departmental Honors, Faculty Advisor, 2016-present  
 Weber State University Compensation and Benefits Manager Search Committee, Member, 2016  
 Business Administration & Marketing, Assistant Professor (BSAD) Search Committee, Member, 2016  
 Business Administration & Marketing, Assistant Professor (MIS) Search Committee, Member, 2015  
 Journal of Management and Organization, Reviewer, 2015-present  
 Organizational Psychology Review, Reviewer, 2014-present  
 Weber State University Curriculum Committee, Member, 2014-2016  
 Journal of Management Studies, Reviewer, 2012-present  
 New Doctoral Student Consortium, Program Committee Co-Chair, 2009  
 New Doctoral Student Consortium, Program Committee Member, 2008  
 Weber State University Honors Issues Forum, Chair, 2002

## **HONORS AND AWARDS**

Willard Eccles Fellow, Weber State University, 2018-2021  
 Nye Award for Outstanding Honors Faculty, Weber State University, 2018-2019  
 Richard M. Alston Endowed Award for Teaching Excellence, Weber State University, 2016-2017  
 Commander's Award for Civilian Service, United States Military Academy at West Point, 2014  
 National Science Foundation Grant, University of South Carolina, 2011  
 Honors Student of the Year, Weber State University, 2002