

CYNTHIA A. THOMPSON, Ph.D.

Department of Management, B9-240
Baruch College, CUNY
Zicklin School of Business
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New York, NY 10010
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EDUCATION

Graduate School: University of Tennessee, Knoxville
Degree: Ph.D., March, 1985
Concentration: Industrial-Organizational Psychology
Dissertation: The Effect of Coping on the Relationship between Work-Nonwork Conflict, Stress, and Work and Nonwork Outcomes

College: Florida State University, Tallahassee
Degree: B.S. with Honors, August, 1977
Major: Psychology (Statistics minor)
Honors Thesis: Work Interdependence and Proximity as Situational Antecedents of Role Ambiguity

PROFESSIONAL EXPERIENCE

Professor, Department of Management, Baruch College, New York City.

Currently teach MBA and Executive MBA courses in Managing People and Organizations, Leadership Development, Leading Organizational Change for Sustainability, and Advanced Topics in Organizational Behavior. Also taught students in the International Executive Program in Industrial-Organizational Psychology & Management of HR, Singapore. Received tenure, 1992. September 1987 to present.

Academic Director, Executive MBA Program, Zicklin School of Business, Baruch College, New York City. Responsibilities included the effective management of the EMBA experience, including strategic planning and implementation, continuous improvement of the EMBA curriculum, student recruiting and admissions, collaboration with faculty to continuously improve teaching effectiveness, management of student progress, management of faculty onboarding, development, and evaluation, and program development for EMBA alumni. July, 2012 to July, 2018.

Vice Chair, Department of Management, Baruch College, New York City.

Assisted department chair in managing the department; focused largely on recruiting new faculty, creating faculty mentorship program, and developing faculty and doctoral students, especially with regard to improving teaching effectiveness. September, 2008 to December, 2014.

President and Founder, WorkVision, LLC

Design and conduct custom training programs on managerial and leadership development, work-life and career reentry issues, negotiation skills, and stress management. Provide career coaching and pre-employment testing. 1994 to present.

Senior Consultant; LearnTech Associates, New York City. Conducted training programs for financial service companies, state government agencies, and nonprofits on managerial

skills, internal consulting skills, entrepreneurship, stress management, and balancing work and family. Conducted work/life practice benchmarking study for a financial service company. Developed recommendations on increasing employee well being for a large consulting organization. Developed a 360-degree feedback instrument for information systems executives at a large financial company. June 1992-January 1996; 2006 to 2010.

Academic Director, Opting Back In: A Program for Professionals Re-entering the Workforce, Zicklin School of Business, Baruch College. Examined the feasibility of offering a program for professionals re-entering the workforce; Secured a budget to develop and offer a 3-day program; Offered a program in January 2008.

Visiting Scholar, IESE, Barcelona, Spain. Invited to conduct research at the Center for International Work and Family. Summer, 2005

Senior Research Associate, National Study of the Changing Workforce (NSCW), Families and Work Institute, New York City. July 2002-August 2003.

Consultant; Center for Work and Family, Boston College. Conducted focus groups and interviews for the National Work/Life Measurement Project (Mindy Fried; PI). November-December 1999.

Senior Trainer; Office of Mental Health (OMH) of New York State. Developed and conducted (with Dr. Richard Kopelman) four-day supervisory training program for maintenance and power plant supervisors. Fall, 1994.

Visiting Assistant Professor; Economics and Administrative Sciences Division, Interamerican University, Puerto Rico. Taught intensive pre-doctoral courses in organizational behavior and research methods. January 1988; January 1990; January 1991.

Assistant Professor; Department of Management, Miami University. Taught undergraduate and MBA courses in organizational behavior, introductory management, and training and development. January 1985 to August 1987. Instructor, 1984.

Consultant; Resource Associates, Inc., Knoxville, Tennessee. Consulted with organizations regarding personnel testing and selection. July 1982 to September 1983.

Coordinator of Evaluation; Bureau of Educational Research, Department of Education, University of Tennessee. Designed and conducted formative and summative evaluation of a gender equity demonstration project funded by the U.S. Department of Education. Sept 1982 to Sept 1983.

Behavioral Research Analyst; Research and Analysis Branch, Tennessee Valley Authority, Knoxville, Tennessee. Designed and conducted a study to investigate the feasibility and validity of a diagnostic testing program for selecting clerical employees for remedial training. Developed and administered a needs assessment survey to clerical employees; developed criterion measures of job performance. September 1980 to September 1982.

Internal Consultant; Union Carbide Corporation-Nuclear Division, Oak Ridge, Tennessee. Conducted organizational climate survey; designed evaluation of a career planning program. September 1978 to December 1979.

Research Intern; Human Resources Utilization Group, AT&T, Basking Ridge, New Jersey. Reviewed literature on industrial accidents; analyzed AT&T accident statistics; pilot tested questionnaire designed to measure causes of accidents; collected job analysis data from the New England region. June 1978 to August 1978.

HONORS, AWARDS, AND RECOGNITION

Recipient, Honorable Mention, Page Prize for Excellence in Sustainable Business Education, 2018

Recipient, President's Distinguished Teaching Award, Baruch College, 2011

Nominee, President's Distinguished Teaching Award, Baruch College, 1989, 2004, 2006, 2008

Teaching Excellence Award, Zicklin School of Business, Baruch College, 1991-2000, 2007

Teaching Excellence Commendation (evaluations > 4.5/5 pt scale, Dean's Report), 2002, 2003, 2004

"Teacher of the Year" Award, Baruch College, 1990

Research Fellow, Sloan Center for Aging and Work, Boston College, 2008-present

Invited Panelist, Alfred P. Sloan Early Career Work and Family Scholars Conference, New York City, October 2009

Invited Speaker, Symposium on Family Issues, Penn State/NICHD, October 2007

Faculty Honoree, Baruch College, Annual Celebration of Faculty Scholarship and Creative Achievement, 2006, 2007, 2008, 2009, 2010

Zicklin Summer Research Award, 2004 – 2008 (award program ended in 2008)

Member, Founding Editorial Board for the Sloan Work and Family Encyclopedia/Resources for Teaching Work and Family, Sloan Work and Family Research Network, Boston College

Invited Speaker, IESE, Center for International Work & Family, Barcelona (July, 2005; 2007)

Visiting Scholar, IESE, Center for International Work & Family, Barcelona (Summer, 2005)

Nominee (twice) for the Rosabeth Moss Kanter Award for Excellence in Work-Family Research, for best paper published on work and family (1999, 2003)

Invited Participant, Planning Committee for an NIH initiative entitled, "Workforce Workplace Mismatch: Work, Family, Health, and Well-being," 2002. Sponsored by the National Institute of Child Health and Human Development and the Office of Behavioral and Social Science Research

Baruch College Fellowship, 1995-1996, 2002-2003

Invited Participant, Virtual Think Tank on Teaching Work and Family, convened by the Sloan Foundation Work-Family Researchers Electronic Network, 2000-2002

Invited Participant, Merck-Wharton Roundtable on Work/Life, 1995-1998

Invited Speaker, The 1997 Work and Family Conference, The Conference Board, NYC

Invited Speaker, Provost's 25th Anniversary Colloquium on Work & Family, 1994

Eli Lily Teaching Scholar, Miami University, 1986-1987

Dolibois Faculty Development Grant, Miami University, 1985-1986

International Management Jr. Faculty Consortium, Academy of Management, 1986

Human Resource Management Jr. Faculty Consortium, Academy of Management, 1985

Beta Gamma Sigma

Capital Gifts Scholarship, University of Tennessee, 1979-1980

Who's Who in American Colleges and Universities, 1976-1977

DEPARTMENTAL, SCHOOL, COLLEGE, and UNIVERSITY SERVICE

Elected Member, University Faculty Senate, CUNY

Member, Faculty Seminar on Climate Change, 2015-present

Academic Director, Executive MBA program, 2012-2018
 Elected Member, Management Department Executive Committee, 1990-2007; 2008-2012; 2017-present
 Faculty Advisor, MBA Major in Management and Sustainability, 2014-2017
 Faculty Advisor, MBA Business Sustainability Club, 2014-2017
 Deputy Chair, Department of Management, 1994-96; 2008-2014
 Co-Chair, Recruiting Committee, Department of Management, 2012-2013
 Member, Baruch Presidential Excellence Award for Teaching Committee, 2012-2016
 Member, Institutional Review Board, 2010-2011
 Academic Director, Opting Back In: A Program for Professionals Re-entering the Workforce
 Elected Member, College Promotion and Budget Committee, 2006-2008
 Elected Member, Curriculum and Articulation Committee, 2006-2008
 Member, Doctoral Dissertation Committees, 1989-present
 Invited Speaker, Women and Work Symposium, School of Public Affairs, May 2007
 Invited Speaker, Women and Work Colloquium, Baruch College, March, 2005
 Invited Speaker, Zicklin Women in Business Seminar on Work & Family, 2004, 2005
 Faculty Advisor, Society of Human Resource Management (SHRM), 2004-2005
 Member, Sexual Harassment Education Committee, 2002-2003
 Member, Eugene M. Lang Junior Faculty Research Program Committee, 2001-02
 Newsletter Editor, Management Department, 1997-1999
 Member, School of Business MBA Curriculum Committee, 1997-98
 Provost's Faculty Enrichment Committee, 1995-96
 Coordinator, SBA New Faculty Orientation Program, 1993; 1994
 Area Coordinator for HR/OB, Department of Management, 1990-94
 Member, MBA Curriculum Committee, Department of Management, 1992-93
 Faculty Advisor, Society for Human Resource Management, 1992-94
 Recruiting Coordinator, Department of Management, 1988-91
 Recruiting Committee, Department of Management, 1988-97
 Guest Speaker, Baruch Doctoral Teaching Seminar, November, 1991
 Faculty Mentor, CUNY Baccalaureate Program, 1988-1998

JOURNAL PUBLICATIONS

- Richardson, K. M., & Thompson, C. A. (2012). High tech tethers and work-family conflict: A conservation of resources approach. *Engineering Management Research*, 1, 29-43.
- Andreassi, J. & Thompson, C. A. (2007) Dispositional and situational sources of control: Relative impact on work-family conflict and work-family facilitation. *Journal of Managerial Psychology*, 8, 722-740.
- Prottas, D. J., Thompson, C. A., Kopelman, R. E., Jahn, E. W. (2007) Work-family programs: Factors affecting employee knowledge. *Personnel Review*, 36, 163-189.
- Prottas, D. J., & Thompson, C. A. (2006). Stress, satisfaction, and the work-family interface: A comparison of self-employed business owners, independents, and organizational employees. *Journal of Occupational Health Psychology*, 11, 366-378.
- Thompson, C. A., & Prottas, D. J. (2006). Relationships among organizational family support, job autonomy, perceived control, and employee well-being. *Journal of Occupational Health Psychology*, 11, 100-118.
- Kopelman, R., Prottas, D. J., Thompson, C. A., & Jahn, E.W. (2006). A multi-level examination of work-

- life practices: Is more always better? *Journal of Managerial Issues*, 18, 232-253.
- Thompson, C. A. (2005) Work-life balance? Organizations in denial. *Journal of Employee Assistance*, 35, 7-9.
- Friedman, S. D., Thompson, C. A., Carpenter, M., & Marcel, D. (2005). Proving Leo Durocher wrong: Driving work/life change at Ernst & Young. *International Journal of Leadership Education*, 1, 65-92.
- Thompson, C.A., Jahn, E. W., Kopelman, R., & Prottas, D. (2004). The impact of perceived organizational and supervisory family support on affective commitment: A longitudinal and multi-level analysis. *Journal of Managerial Issues*, 16, 545-567.
- Desrochers, S., Andreassi, J., & Thompson, C. (2004). Identity theory. *Organization Management Journal*, 1, 61-69. www.omj-online.org
- Jahn, E., Thompson, C.A., & Kopelman, R. (2003). Perceived organizational family support: Rationale and construct validity evidence. *Community, Work, and Family*, 6, 123-140.
*This paper was nominated for the *Rosabeth Moss Kanter Award for Excellence in Work-Family Research*
- Thompson, C.A. (2002) Work-life balance: A dialogue between managers and employees. *Journal of Management Education*, 26, 205-220.
- Thompson, C.A., Beauvais, L., & Lyness, K.S. (1999) When work-family benefits are not enough... The influence of work-family culture on benefit utilization, organizational attachment, and work-family conflict. *Journal of Vocational Behavior*, 54, 392-415.
*This paper was nominated for the *Rosabeth Moss Kanter Award for Excellence in Work-Family Research*
- Lyness, K.L., Thompson, C.A., Francesco, A.M., & Judiesch, M. (1999). Work and pregnancy: Individual and organizational factors influencing organizational commitment, timing of maternity leave and return to work. *Sex Roles: A Journal of Research*, 11, 485-508.
- Thompson, C.A., & Francesco, A.M. (1996). Valuing diversity: The case of pregnant working women in the United States. *Equal Opportunities International*, 15, 1-9.
- Thompson, C.A., & Blau, G. (1993). Moving beyond traditional predictors of job involvement: The effect of work-family conflict and overload. *Journal of Social Behavior and Personality*, 8, 635-646.
- Thompson, C.A., Kopelman, R.E., & Siano, J.N. (1992). "Buddying Up" for fewer sick days. *Training and Development Journal*, 47(1), 15-18.
- Thompson, C.A., Kopelman, R.E. & Schreisheim, C.A. (1992). Putting all one's eggs in the same basket: A comparison of commitment and satisfaction among self- and organizationally-employed males. *Journal of Applied Psychology*, 77, 738-743.
- Maier, M., Thompson, C.A., & Thomas, C.C. (1991). Corporate responsiveness (and resistance) to work-family interdependence in the U.S. In *Equal Opportunities International*, 10(3/4), 25-31.
- Gordon, M.E., Philpot, J.W., Burt, R.E., Thompson, C.A., and Spiller, W.E. (1980). Commitment to the union: Development of a measure and an examination of its correlates. *Journal of Applied Psychology Monograph*, 65, 479-499.

BOOK CHAPTERS

- Beauregard, T. Alexandra, Basile, Kelly A., Thompson, Cynthia A. (2018). Organizational culture in the context of national culture. In K. M., Shockley, W. Shen, & R.C. Johnson (Eds.), *The Cambridge handbook of the global work-family interface*. Cambridge, UK: Cambridge University Press.
- Shockley, K., Thompson, C. A., & Andreassi, J. K. (2013). Workplace culture and work-life integration. In D. Major & R. Burke (Eds.), *Handbook of work-life integration among professionals: Challenges and opportunities*. Cheltenham, UK: Edward Elgar Pub.
- Thompson, C. A. & Prottas, D. P. (2009). Elaborations on a theme: Toward understanding work-family culture. In A. Crouter & A. Booth (Eds.), *Work-life policies that make a real difference for individuals, families, and organizations*. Washington, D. C.: Urban Institute Press.
- Thompson, C. A. (2008). Barriers to the implementation and usage of work-life policies. In S. P. Poelmans & P. Caliguiri (Eds.), *Harmonizing work, family, and personal life: From policy to practice*. Cambridge, UK: Cambridge University Press.
- Andreassi, J. K., & Thompson, C. A. (2008). Work-family culture: Current research and future directions. In Korabik, K., Lero, D. S., & Whitehead, D. L. (Eds.), *Handbook of work-family integration*. New York City: Elsevier Press.
- Thompson, C. A., Poelmans, S., Allen, T. A., & Andreassi, J. K. (2007). On the importance of coping: A model and new directions for research on work and family. In P. L. Perrewe, & D. C. Ganster (Eds.), *Research in occupational stress and well being*, 6, 73-113.
- Thompson, C.A., & Beauvais, L.L., & Allen, T. (2006) Work and family from an industrial-organizational psychology perspective (pp. 283-307). In Pitt-Catsouphes, M., Kossek, E., & Sweet, S. (Eds.), *The Work-family Handbook: Multi-Disciplinary Perspectives and Approaches*. Mahwah, NJ: Lawrence Erlbaum Pub.
- Thompson, C. A., Andreassi, J., & Prottas, D. (2005) Work-family culture: Key to reducing workforce-workplace mismatch? In Bianchi, S. M., Casper, L. M., & Berkowitz King, R. (Eds.), *Workforce/Workplace Mismatch? Work, Family, Health and Well-Being* (pp.117-132). Mahwah, NJ: Lawrence Erlbaum Pub., 2005.
- Thompson, C.A., & Beauvais, L.L. (2000). The work/life juggling act. In D. Smith (Ed.), *Women at work: Leadership for the next century* (pp.162-189). Upper Saddle River: Prentice-Hall.
- Thompson, C.A. (1998) Epilogue: A seminar on work and family: Developing a series of activities. In S.D. Friedman, J. DeGroot, & P.M. Christensen (Eds.), *Integrating Work and Life: The Wharton Resource Guide* (pp. 439-450). San Francisco: Jossey-Bass/Pfeiffer.
- Thompson, C.A., Maier, M., and Thomas, C.C. (1992). Work-family conflict and the bottom line: Re-assessing corporate policies and initiatives. In U. Sekaran & F. Leong (Eds.) *Womanpower: Managing in Times of Demographic Turbulence* (pp. 59-84). Newbury Park, CA: Sage Pub.

REPORTS

Bond, T. J., Thompson, C. A., Galinsky, E., & Prottas, D. (2003). *Highlights of the 2002 National Study of the Changing Workforce*. New York: Families and Work Institute.

*The findings from this study were cited over 400 times in the both print and internet press, nationally and internationally, including the Wall Street Journal, The Washington Post, Newsday, Tampa Tribune, The Times of India, Miami Herald, Fast Company, Chicago Tribune, Parade Magazine (circulation over 35 million), USA Today, Inc. Magazine, Time Magazine, Reader's Digest, Boston Globe, WSJ Europe, CBS MarketWatch, etc.

OTHER PUBLICATIONS: (Encyclopedia entries are peer reviewed)

Andreassi, J., & Thompson, C. A. (2004). Work-family Culture. An encyclopedia entry for the Sloan Work and Family Research Network. (www.bc.edu/wfnetwork)

Thompson, C. A. (2002) Conservation of Resources Theory. An encyclopedia entry for the Sloan Work and Family Research Network. (www.bc.edu/wfnetwork)

Hammer, L. & Thompson, C. A. (2002) Work-family Role Conflict. An encyclopedia entry for the Sloan Work and Family Research Network. (www.bc.edu/wfnetwork)

Desroucher, S., Andreassi, J., & Thompson, C. A. (2002) Identity Theory. An encyclopedia entry for the Sloan Work and Family Research Network. (www.bc.edu/wfnetwork).
This entry also appears in *Organization Management Journal*, 2004, 1, xx-xx.

Friedman, S., Thompson, C.A., & Carpenter, M., & Marcel, D. (2001). Proving Leo Durocher wrong: Driving work/life change at Ernst & Young. A Wharton Work/Life Integration Project. (http://www.bc.edu/bc_org/avp/wfnetwork/loprr/cases.html).

BOOK REVIEWS

Thompson, C.A. (1992). A review of Kincare and the American Corporation: Solving the Work/Family Dilemma by Dayle Smith. *Human Resource Planning*, 15, 91-94.

Thompson, C.A. (1989). A review of Women in Management Worldwide by N. Adler and D. Izraeli. *Academy of Management Executive*, 3(4), 333-334.

PRESENTATIONS AND PROCEEDINGS PAPERS

Thompson, C.A. ROE: Developing Leaders to Save the Planet. Presentation at the EMBA Council Northeast Regional Meeting, New York City, April 23, 2018.

Thompson, C.A., Engle-Friedman, M., Hollowell, C., & Young, S. Addressing Climate Change Across the Curriculum. Panel discussion at the Undergraduate Research and Engagement Faculty Lunch Seminar, Baruch College, March 13, 2018.

Jones, E., Bailyn, L., Pitt-Catsouphes, M., Thompson, C. Taking Work-Life to the Next Level: In Search of a New Construct. Panel discussion at the Work-Family Research Network Conference, New York City, June 2014. "Top Download" on the WFRN website (over 1,400 downloads since August, 2014).

Richardson, K., & Thompson, C. A. High Tech Tethers and Employee Well Being: A Conservation of Resources Approach. Presented at the Academy of Management Meetings in Montreal, Canada, August 2010.

Thompson, C. A., Prottas, D. J., & Andreassi, J. Strengthening Research on Work-Family: Using Objective Measures and Multiple Samples. Paper presented at the symposium, Implementing Strong Research Designs in the Work-Family Interface, at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, April 2008.

Thompson, C. A. Elaborations on a Theme: Toward Understanding Work-family Culture. Invited paper presented at the 15th Annual Symposium on Family Issues, Penn State, October 8-9, 2007.

Prottas, D. J., & Thompson, C. A. Self vs. Organizational Employment: The Neglected Case of Positive Spillover. Invited paper presented at the Second Conference of the International Center for Work and Family, IESE, Barcelona, July 2007.

Prottas, D. J., Thompson, C. A. Stress, Satisfaction, and the Work-family Interface: The Case of Self-employment. Presented at the APA conference "Work Stress and Health: Making a Difference in the Workplace," Miami, March, 2006.

Thompson, C. A., & Prottas, D. J. Antecedents of a Family-Unfriendly Culture: A Tentative Model. Presented at the Founding Conference on International Work and Family, IESE, Barcelona, July 2005.

Andreassi, J. & Thompson, C. A. Dispositional and Situational Sources of Control: Relative Impact on Work-family Conflict and Facilitation. Presented at the Academy of Management Conference, Hawaii, August 2005.

Prottas, D. J., Thompson, C. A., Kopelman, R. K., & Jahn, E., W. Factors Affecting Employee Knowledge of Work-Family Programs. Presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, April 2005.

Thompson, C. A., & Prottas, D. J. Organizational Family Support, Job Autonomy, and Employee Well-being. Presented at the American Psychological Association, Honolulu, August 2004.

Thompson, C. A., & Prottas, D. J. Antecedents of a Family-Unfriendly Culture. Presented as part of a **Showcase** Symposium, Academy of Management Conference in New Orleans, August 2004.

Judiesch, M., Lyness, K. S., Thompson, C. A., & Beauvais, L. L. Reassessing Work-Family Conflict as a Mediating Variable. Presented at the Nineteenth Annual Conference of the Society of Industrial and Organizational Psychology. Chicago, April 2004.

- Hammer, L., & Thompson, C. A. Co-chairs, **Showcase** Symposium: The Effects of Formal and Informal Family-Friendly Organizational Supports. Presented at the Academy of Management Meetings in Seattle, Washington, August 2003.
- Kopelman, R. E., Prottas, D., Thompson, C., & Jahn, E. Work-Life Practices: A Multi-Level Search for the Optimal Bundle. Presented as part of a **Showcase** Symposium at the Academy of Management Conference in Seattle, Washington, August 2003.
- Thompson, C. A., Andreassi, J., & Prottas, D. Workplace Culture. Presented at a conference sponsored by *The National Institutes of Health*, "Workplace/Workforce Mismatch: Work, Family, Health, and Well-being." Washington, D.C., June 2003.
- Lyness, K. S., Judiesch, M. K., Thompson, C. A., & Beauvais, L. L. The influence of work-family culture, benefits, and perceived organizational characteristics on turnover intentions. Presented at the Academy of Management Meetings, Washington, D.C., August 2001.
- Jahn, E. W., Thompson, C.A., & Kopelman, R.K. The impact of perceived organizational and supervisory support on organizational commitment: A longitudinal and multi-level analysis. Presented at the Sixteenth Annual Conference of the Society of Industrial and Organizational Psychology. San Francisco, April 2001.
- Jahn, E. W., Thompson, C.A., & Kopelman, R.K. Perceived organizational family support: Rationale and construct validity evidence. Presented at the Fifteenth Annual Conference of the Society of Industrial and Organizational Psychology. New Orleans, LA, April 2000.
- Friedman, S., Thompson, C.A., & Carpenter, M. A case study of Ernst & Young's work-life initiatives. Presented at the 4th Wharton Work-Life Roundtable, Philadelphia, June 1999.
- Thompson, C.A., Beauvais, L., & Carter, H.K. Work-Family Programs: Only Slow-Trackers Need Apply? An Investigation of the Impact of Work-Family Culture. Presented at the Academy of Management Meetings, Boston, August 1997.
- Thompson, C.A., & Francesco, A.M., Co-Chairs of Symposium, Pregnant and Working: The Forgotten Employee in I/O Psychology. Presented at the American Psychological Association, Toronto, Canada, August 1996.
- Francesco, A.M., & Thompson, C.A. Pregnant Working Women: An Unrecognized Diversity Challenge. Presented at the American Psychological Association, Toronto, Canada, August 1996.
- Thompson, C.A. Historical Overview of Work and Family Research and Practice. Invited address, Work and Family Colloquium, Provost's Twenty-fifth Anniversary Colloquium Series, Baruch College, March 1994.
- McClane, W.E., & Thompson, C.A. (1992). Attitudes toward work, leisure, and family among Mexican workers: A preliminary construct validation. *Proceedings of the 31st Annual Meeting of the Southern Management Association*, New Orleans, November. (Nominated for Best Paper Award)

- Ruhe, J., & Thompson, C.A. (1991). Women in International Business: An Opportunity for Course Design. Presented at the World Case Writer's Conference, Berlin, July.
- Kopelman, R.E., Thompson, C.A., & Schreisheim, C.A. (1990). Commitment and satisfaction among self-employed and organizationally-employed males. *Proceedings of the 29th Annual Meeting of the Southern Management Association*, Orlando, November.
- Thompson, C.A. Discussant on panel entitled "Organizational Flexibility, Productivity, and the Work-Family Interface: (Re-)Assessing Corporate Policies and Culture." Academy of Management Conference, Washington, D.C., August 1989.
- Thompson, C.A. Action Research on Work and Family: Discussion and Commentary. Presented as part of a symposium moderated by David Bracken at the Fourth Annual Conference of the Society of Industrial and Organizational Psychology, Boston, April 1989.
- Thompson, C.A. Effects of Work-family Conflict: The Mediating Role of Stress. Presented at the Fourth Annual Conference of the Society for Industrial and Organizational Psychology, Boston, April 1989.
- Thompson, C.A. Coping with Work-family Conflict: An Exploratory Study. Presented at the 1988 International Conference on Women and Organizations, Anaheim, CA.
- Thompson, C.A. (1985). The effect of work-family conflict on personal and organizational outcomes. *Proceedings of the Human Resources Management-Organizational Behavior Conference*, Denver, February.
- Thompson, C.A., and Blau, G.J. (1985). The relationship between job involvement and work-nonwork role conflict. *Proceedings of the Human Resources Management-Organizational Behavior Conference*, Boston, Nov.
- Blau, G.J., and Thompson, C.A. (1984). On the dimensionality of job involvement. *Proceedings of the 23rd Annual Meeting of the Southern Management Association Convention*, New Orleans, November.
- Thompson, C.A., and Cornwell, J.M. When Valid Selection Procedures Aren't Enough: Avoiding Adverse Impact through Diagnostic Testing and Remedial Training. Presented at the Southeastern Psychological Association Convention, New Orleans, 1982.
- Thompson, C.A., Morgan, M.A., and Chen, C.B. Effects of Perceived Job Interference on Work and Nonwork Satisfaction. Presented at the First Annual National Conference of Graduate Students in I/O Psychology and Organizational Behavior, Columbus, Ohio, 1980.
- Boyle, K., Thompson, C., Sundstrom E., and Dipboye, R. Judged Competence of Job Interviewees: Effect of Nonverbal Behaviors, Perceived Personality, and Sex. Presented at the American Psychological Association Convention, New York, 1979.
- Flanagan, M.F., Thompson, C.A., Dzamba, J.P., and Rakestraw, T.L. Task Interdependence, Formalization, and Proximity as Antecedents of Role Ambiguity: Laboratory Tests of Field Study Findings. Presented at the Midwestern Psychological Association Convention, Chicago, 1979.

TECHNICAL REPORTS

Kopelman, R., & Thompson, C.A. Supervisory Training Program for Maintenance and Power Plant Supervisors. NY: CASE, 1994.

Thompson, C.A. A Study of Work and Family Issues at Atlantic-Gulf Airlines. Research Report, March 1984.

Thompson, C.A. A Study of Work and Family Issues at Appalachian National Life Insurance Company. Research report, March 1984.

Thompson, C.A., and Habel, J.C. Project NEED: Final Evaluation and Final Report. College of Education, University of Tennessee. September 1983.

Thompson, C.A. An Investigation of the Need for and Utility of Diagnostic Testing and Remedial Training for Clerical Employees. Technical report prepared for the Tennessee Valley Authority, May 1982.

GRANTS and AWARDS:

Thompson, C. A. (2009-2010). Received a PSC-CUNY Research Award (\$3,600) for a project entitled, "Work Life Culture in Organizations: Construct Validity of an Expanded Measure."

Thompson, C. A., (Summer, 2004; 2005; 2006; 2007; 2008). Received Summer Research Awards from the Zicklin School of Business (program ended in 2008)

Thompson, C. A., & Prottas, D. (2003). Received a PSC-CUNY Research Award (\$3,371) for a project entitled, "Personality and attitudinal correlates of self-employment vs. organizational employment: Impact on perceptions of performance and ability to balance work and family."

Prottas, D. J. & Thompson, C. A. (2002). Seed money (\$1000) for a pilot study investigating emerging work arrangements, with a focus on the translation and interpretation profession.

MEMBERSHIP IN PROFESSIONAL SOCIETIES

Academy of Management
American Psychological Association
Society for Industrial and Organizational Psychology
Work Family Researchers Network, Founding Member

PROFESSIONAL SERVICE

Ad hoc Reviewer:

Journal of Vocational Behavior
Journal of Occupational Health Psychology
Human Relations
British Journal of Management
Journal of Managerial Psychology
Journal of Managerial Issues

Journal of Applied Social Psychology
Journal of Family and Economic Issues
Journal of Social Behavior and Personality
Journal of Business Venturing
Community, Work, and Family
Academy of Management Association Conference

Academy of Management:

Executive Committee, Women in Management Division, 1987-90

Co-Chair, International Committee, Women in Management Division, 1988-92

NEW COURSES DEVELOPED

Mgt 9394: Leading Organizational Change for Environmental Sustainability

Developed and taught Fall, 2015; Spring, 2018

Note: The 2018 version of this course won an Honorable Mention from the Page Prize for Excellence in Sustainable Business Education, an international prize that “encourages business educators to design rigorous, innovative courses that address the major social, economic and environmental challenges facing business leaders. All award-winning course materials are maintained in a [publicly available database](#) as a reference for other educators in the development of their own sustainability courses.”

http://sc.edu/study/colleges_schools/moore/about_the_moore_school/news/2018/Page_Prize_2017.php

Bus 600, CUNY online program: Organizational Behavior and Leadership

Developed and taught an online course for the School of Professional Studies at the City University of New York, Fall 2009, Spring 2010; Fall 2010

Mgt U753: Topics in Human Resource Management (doctoral-level course)

Developed and taught Fall, 2001; Fall, 2003

Mgt 9410: Balancing Work and Life: Individual and Organizational Perspectives

Developed for the MSILR program

Taught 1997, 1998, 1999, 2004.

Note: This course was the feature story on a cnn website (www.womenconnect.com), December 29th, 1999, by Susan Parker, entitled “B-schools stress work-life: New additions to course curricula help students balance demands of job, home.” It is also featured on the Sloan Work-Family Researchers Electronic Network (www.bc.edu/wfnetwork). The syllabus was published in 1998 in S.D. Friedman, J. DeGroot, & P.M. Christensen (Eds.), *Integrating Work and Life: The Wharton Resource Guide* (pp. 439-450), San Francisco: Jossey-Bass/Pfeiffer.

NEW LEARNING MATERIALS DEVELOPED

Thompson, C.A. (2002). Work-life balance: A dialogue between managers and employees.

Journal of Management Education, 26, 205-220.

This article describes a classroom exercise I developed that focuses on the concerns that employees and employers have about work-life conflicts. Table 1 of the article was

reproduced in the last five editions of a best-selling organizational behavior textbook (Robbins, S., *Organizational Behavior*, Prentice-Hall).

MEDIA RECOGNITION

- Quoted in wallethub.com on April 3, 2017: <https://wallethub.com/edu/most-stressful-states/32218/#>
- Quoted in *Newsday*, *NY Post*, *AM New York*, and various blogs about the issues facing women re-entering the workforce after a career break (December, 2007-January 2008)
- Interviewed by CBS-NY (11.21.05) about changing work schedules
- Numerous citations in the internet and print press about the 2002 National Study of the Changing Workforce that I co-authored
- 1999 article on work-family culture was described in a SHRM Research Report, which was included as a supplement to SHRM's national magazine (2003)
- "A study offers a way to measure work-family culture." Reported on June 1, 2001, on the Work & Family Connection website, a Work-Life News and Information Service website with over 1000 subscribers. The article describes my 1999 work-family culture study.
- Have been quoted in *Working Mother* magazine, *Ladies Home Journal*, and *Men's Health* on work-life issues
- NPR, June 1st, 2000: Interviewed in a story about the Orpheus Chamber Orchestra, and how Baruch students learn about shared leadership by watching them practice (Orpheus is a conductorless orchestra)