

CURRICULUM VITAE

BOBBI THOMASON
The Wharton School
University of Pennsylvania
Management Department
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ACADEMIC APPOINTMENTS

Wharton School of the University of Pennsylvania, July 2015 – Present
Senior Fellow and Lecturer (Post-Doctoral Fellow)

EDUCATION

Ph.D., Stanford University, 2015

Management Science & Engineering

- Dissertation title – *The Potential For Swift Change Amidst Stagnated Progress: The Career Paths of Women Executives in the Middle East and North Africa*
 - Dissertation Committee: Dr. Pamela Hinds (Advisor & Committee Chair); Dr. Shelley Correll, Dr. Kathleen Eisenhardt, Dr. Robert Sutton, and Dr. Cecilia Ridgeway (University Chair)

M.A., Columbia University, 2007

Eastern European Studies

- Thesis: *Memories of Gottschee: An Oral History of Fidelity and Fragility*

B.S.F.S., Georgetown University, 2005

International Politics, concentration in Policy Processes, graduated *cum laude*

- Captain of Varsity Women's Lightweight Crew, placed 4th at 2003 and 2004 Nationals

PEER REVIEWED PUBLICATIONS

May Al-Dabbagh, Hannah Riley Bowles, and **Bobbi Thomason***. "Status Reinforcement in Emerging Economies: The Psychological Experience of Local Candidates Striving for Global Employment." *Organization Science*. 2016.

*Authors are listed in alphabetical order; all contributed equally to the paper.

Sara Vaerlander, Pamela Hinds, **Bobbi Thomason**, Brandi Pearce and Heather Altman. "Enacting a Constellation of Logics: How Employees Recontextualize Practices in Global Organizations." *Academy of Management Discoveries*. 2016.

PAPERS UNDER REVIEW

Bobbi Thomason. "Managing Spouses and Supervisors on the Way to the C-Suite: Women Executive's Relational Strategies for Enacting Ideals" (under review at *Organization Science*)

BOOK CHAPTERS

Hannah Riley Bowles and **Bobbi Thomason**. “Using Research to Generate Advice for Women: Examples from Negotiation Research” in *Selection and Assessment of Women and Men as Business Leaders: Challenges, Opportunities and Solutions*, Eds. Isabell M. Welpe, Prisca Brosi, Lisa Ritzenhöfer and Tanja Schwarzmüller. 2015.

WORKING PAPERS

Hannah Riley Bowles, **Bobbi Thomason**, and Julia Bear. “Career Negotiations: Expanding the Lens of Research Beyond Salary.” (in preparation for submission to *Administrative Science Quarterly*)

Brandi Pearce, Pamela Hinds, **Bobbi Thomason**, Sara Vaerlander and Heather Altman. “Who Moved My Office?” (in preparation for submission to *Management Science*)

Bobbi Thomason, “I’m Not a Driver, I’m an Entrepreneur: Uber Drivers in Sub-Saharan Africa Reach Towards Global Employment” (data analysis phase)

Bobbi Thomason, “Shedding Local Status for Cosmopolitan Identity” (data collection phase)

Bobbi Thomason and Chiara Trombini, “Affirming Women’s Negotiation Competence” (data collection phase)

PRACTITIONER MANAGEMENT ARTICLES

Hannah Riley Bowles, **Bobbi Thomason**, and May Al-Dabbagh, “Do Men Always Ask?”, invited submission in preparation for Harvard Business Review Online

Bobbi Thomason and Christopher Marquis. “Leadership and The First and Last Mile of Sustainability.” *Ivey Business Journal*. September/October 2010.

Bobbi Thomason. “The Potential of Women in Management & Organizations.” *The Excellent Organization*, April-June 2015. Tehran, Iran.

Bobbi Thomason. “Conclusion: The Internet of Women’s Role in Catalyzing Global Gender Equality.” *The Internet of Women: Accelerating Cultural Change*, Eds. Nada Anid, Laurie Cantileno, Monique Morrow and Rahilla Zafar. September 2016.

BOOKS

Bobbi Thomason. *Memories of Gottschee: An Oral History of Fidelity and Fragility* (2010), published in collaboration with the Gottscheer Association of New York.

COURSE MATERIAL

Christopher Marquis and **Bobbi Thomason**. “Commerce and Society: The Strategic Value of Corporate Social Responsibility.” Harvard Business School Course Note.

Christopher Marquis, Marley C. Kornreich and **Bobbi Thomason**. “Social Innovation at salesforce.com.” Harvard Business School Case 412049.

- Used for team case analysis finals in National MBA Human Capital Case Competition, 2012

Christopher Marquis, Donna Khalife and **Bobbi Thomason**. "sweetriot 2.0." Harvard Business School Case 412007

Christopher Marquis and **Bobbi Thomason**. "Timberland: Commerce and Justice (Abridged)." Harvard Business School Case 412008.

Christopher Marquis, Andrew David Klaber and **Bobbi Thomason**. "B Lab: Building a New Sector of the Economy." Harvard Business School Case 411-047.

Christopher Marquis, **Bobbi Thomason** and Jennifer Tydlaska. "Corporate Social Responsibility and Employee Engagement." Harvard Business School Course Overview 410-138.

Christopher Marquis, Pooja Mehta Shah, Amanda Elizabeth Tolleson and **Bobbi Thomason**. "The Dannon Company: Marketing and Corporate Social Responsibility." Harvard Business School Case 410-121.

Christopher Marquis, Daniel Beunza, Fabrizio Ferraro and **Bobbi Thomason**. "Driving Sustainability at Bloomberg L.P." Harvard Business School Case 411-025.

Christopher Marquis and **Bobbi Thomason**. "Driving Sustainability at Bloomberg L.P. (TN)." Harvard Business School Teaching Note 411-068.

Christopher Marquis, V. Kasturi Rangan and **Bobbi Thomason**. "Goldman Sachs: The 10,000 Women Initiative (TN)." Harvard Business School Teaching Note 410-119.

Christopher Marquis, Alison Comings and **Bobbi Thomason**. "IBM: The Corporate Service Corps (TN)." Harvard Business School Teaching Note 410-131.

Christopher Marquis, V. Kasturi Rangan and **Bobbi Thomason**. "PNC Financial: Grow Up Great (TN)." Harvard Business School Teaching Note 410-120.

Lakshmi Ramarajan, Christopher Marquis and **Bobbi Thomason**. "Public Architecture" Harvard Business School Case 411-030.

Christopher Marquis, Kwang Y. Ryu, Philip H. Mirvis and **Bobbi Thomason**. "SK Telecom: Pursuing Happiness through Corporate Social Responsibility: Harvard Business School Case 410-042.

Christopher Marquis, Alison Comings and **Bobbi Thomason**. "Swire Beverages: Implementing CSR in China." Harvard Business School Teaching Note 410-129.

Christopher Marquis and **Bobbi Thomason**. "Western Union: Our World, Our Family® (TN)." Harvard Business School Teaching Note 410-080.

Christopher Marquis and **Bobbi Thomason**. "Whole Foods: Balancing Social Mission and Growth" Harvard Business School Case 411-057.

Christopher Marquis and **Bobbi Thomason**. "Whole Foods: Balancing Social Mission and Growth (TN)." Harvard Business School Teaching Note 411-057.

CONFERENCE PRESENTATIONS

Bobbi Thomason. “Women’s Ascents to Executive Roles in the Middle East & North Africa: The Potential of Swift Moves in the Face of Stagnated Progress.” Presented at ‘Leadership in Flux’ Symposium at Academy of Management Conference, August 2015.

- Co-Chair and Co-organizer of “Leadership in Flux” Symposium

Bobbi Thomason, Pamela Hinds, Brandi Pearce and Sara Värlander. “The Role of Agents in the Global Spread of Practices: Combining Micro-Institutional Theory with a Practice Lens.” Presented at ‘Understanding the Dynamics of Global Teams’ Symposium at Academy of Management Conference, August 2014.

- Finalist for Emerald Best International Symposium Award 2014
- Co-Chair and Co-organizer of ‘Understanding the Dynamics of Global Teams’ Symposium

Bobbi Thomason, Hannah Riley Bowles, and Julia Bear. “Women’s Career Negotiation: Challenging, Problem Solving, and Creating Opportunity.” Presented ‘Beyond Barriers: Exploring How Women Overcome Obstacles to Career Advancement’ Symposium at Academy of Management Conference, August 2013.

- Co-organizer of ‘Beyond Barriers: Exploring How Women Overcome Obstacles to Career Advancement’ Symposium

Bobbi Thomason, Pamela Hinds, Brandi Pearce and Sara Värlander. “The Cultural Transformer Role in the Global Transfer of Knowledge and Meaning.” Presented at ‘Exploring the Dynamics of Collocated and Global Multicultural Teams’ Symposium at Academy of Management Conference, August 2013.

- Finalist for Emerald Best International Symposium Award 2013

Bobbi Thomason and Hannah Riley Bowles “Examination of Race and Gender in the Evaluation of Job Negotiation Behavior.” Presented ‘Negotiation Camp’ at Harvard Business School, 2009.

CONFERENCE PAPERS

Bobbi Thomason, “Women’s Ascents to Executive Leadership: Expanding, Prospecting and Moving as Strategy.” Paper presented at Academy of Management, Anaheim California, 2016.

Bobbi Thomason, Pamela Hinds, Brandi Pearce, Sara Vaerlander and Heather Altman. “The Role of Individual Boundary Spanners in the Global Transfer of Practices.” Paper presented at Academy of Management, Anaheim California, 2016.

Värlander, Sara, Pamela Hinds, Brandi Pearce, and **Bobbi Thomason.** The transfer of organizational space in global organizations: Organizational members’ diverse experiences across national sites.” Paper presented at EGOS, Montreal, Canada, 2013.

Värlander, Sara, Pamela Hinds, Brandi Pearce, and **Bobbi Thomason.** “Socio-material work practices and cross-national appropriation.” Paper presented at Organizations, Artifacts and Practices workshop, London School of Economics, 2013.

Bowles, Hannah Riley, Julia Bear, and **Bobbi Thomason.** “Negotiating Disadvantage: An Organizational Perspective on Gender and Negotiating for Self and Other.” Paper presented at International Association of Conflict Management Conference, 2010.

INVITED RESEARCH TALKS

- INSEAD (France), Organizational Behavior Department, December 2016
- American University of Beirut (Lebanon), Management Department, November 2016
- Babson College, Management Division, October 2016
- University of Pretoria (South Africa), Brown Bag Lunch and Research Series, September 2016
- African Leadership University School of Business (Mauritius), Distinguished Guest Speaker Series, July 2016
- Harvard Business School, Gender Initiative Research Seminar, April 2016
- Harvard Kennedy School, Women and Public Policy Seminar, April 2016
- New York University Abu Dhabi (United Arab Emirates), Gender Brown Bag Research Seminar, May 2016

TEACHING AS INSTRUCTOR

- Executive MBA Negotiations, The Wharton School, Spring 2016
 - Received Excellence in Teaching Award based on course evaluations from Executive MBA Class of 2017
- Executive MBA Independent Research Study, Spring 2016.
- MBA Negotiations, The Wharton School, Fall 2016. Instructor Review Average 3.41/4
- MBA Negotiations, The Wharton School, Fall 2015. Instructor Review Average: 3.67/4 (Section 1) and 3.50/4 (Section 2)
- MBA Independent Research Study, Spring 2016. Instructor Review Average: 4.0/4

Sample Student Feedback from Wharton Student Evaluations

“Best course I’ve taken at Wharton. Definitely take negotiations with Bobbi Thomason!”

“Best negotiations class! Low stress, very safe environment to debrief, strategize, and try new negotiation styles. Bobbi was AWESOME and presented her research in a fun way.”

“Prof Thomason was absolutely terrific. One of the best professors I’ve taken in my three semesters as a Wharton MBA student. She knows the literature incredibly well. She brought great energy and enthusiasm to every class... Of everything I’ve learned in business school, I have no doubt that this class will prove to be the most valuable.”

“Loved this class, and thought Professor Thomason was a fantastic instructor, one of the best I’ve seen at Wharton, I would take any class she teaches.”

“Thomason displayed a deep understanding of the subject matter and she taught in an engaging, pleasant manner. I would recommend her and the course to anyone.”

TEACHING ASSISTANTSHIPS

- Organizational Behavior (Undergraduate) with Pamela Hinds, Stanford University, Spring 2014.
- Founders’ Dilemma (Graduate), with Noam Wasserman (visiting from Harvard Business School), Stanford University, Spring 2014
- Advanced Negotiation: Deal Design (Executive Education), with Guhan Subramanian, Harvard Negotiation Institute, June 2009, June 2010 & June 2011

HONORS AND FELLOWSHIPS

Women and Public Policy Research Fellow, Harvard Kennedy School, 2015 – 2016

Stanford Institute for Innovation in Developing Economies (SEED) PhD Fellow, 2013-2014

Stanford Institute for Innovation in Developing Economies (SEED), Research Grant, 2014

Stanford Center for Philanthropy and Civil Society, Research Grant, 2013

Stanford Institute for Innovation in Developing Economies (SEED) Research Grant, 2013

Stanford Graduate Fellowship in Science and Engineering, 2011-2015

Fulbright Research Fellowship to Austria, Universität Klagenfurt, 2007-2008

Foreign Language and Area Studies Grant, Universität Wien, Summer 2006

Carinthian Education Ministry Summer Research Grant, Universität Klagenfurt, Summer 2007

EMPLOYMENT

Sheryl Sandberg & Dave Goldberg Family Foundation, February 2015 – Present
International Researcher & Contributor, researching and localizing data and content for international versions of *Lean In: Women, Work & The Will to Lead* and *Option B*

Harvard Business School, July 2009 – July 2011
Research Associate, for Associate Professor Chris Marquis
Focus: Corporate Social Responsibility

Harvard Kennedy School, July 2009 – July 2011
Research Associate, for Associate Professor Hannah Riley Bowles
Focus: Negotiation

Insight Partners, 2008-2009
Associate Consultant, led Negotiation and Communication training in the U.S., Europe, Asia and Australia; Co-developed and launched “Women as Effective Negotiators” Program

SERVICE

- Ad-hoc reviewer for *Organization Science*, Academy of Management Conference
- Student Organizer of Stanford’s Center for Work, Technology & Organizations Research Lab, 2011-2012
- Student Organizer of Stanford’s Center for Work, Technology & Organizations Research Colloquium, 2012-2014
- Fellow and Student Leader of the Stanford Institute for Innovation in Developing Economies (SEED) Ph.D. Group, 2013-2015
- Co-Directed the Acquiring Skills and Knowledge (A.S.K.) Project, which seeks to address the gender gap in negotiation with programs designed specifically for young women and girls, 2013-2014
- Founding Ambassador Council Member at International Crisis Group, 2015-present