

CURRICULUM VITAE

BOBBI THOMASON
The Wharton School
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ACADEMIC APPOINTMENTS

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

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)
- Fellow and Student Leader of the Stanford Institute for Innovation in Developing Economies (SEED) Ph.D. Group
- 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

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

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.

May Al-Dabbagh, Hannah Riley Bowles, and **Bobbi Thomason**. "Anticipated Status Decline for Locals Entering Global Employment Markets" *Conditionally Accepted 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

Bobbi Thomason. “Women’s Ascent to Executive Leadership in the Middle East and North Africa” (targeting August 2016 submission to *Administrative Science Quarterly*)

Hannah Riley Bowles, **Bobbi Thomason**, and Julia Bear. “Career Negotiations: Expanding the Lens of Research Beyond Salary.” (targeting September 2016 submission to *Administrative Science Quarterly*)

Bobbi Thomason, Pamela Hinds, Brandi Pearce, Sara Vaerlander, “I love you, you’re perfect – don’t YOU change THAT!: Global Status Hierarchies in Transforming Localized Practices” (targeting Spring 2017 submission to *Organization Science*)

Brandi Pearce, Pamela Hinds, **Bobbi Thomason**, Sara Vaerlander and Heather Altman. “Who Moved My Office?” (targeting October 2016 submission to *Management Science*)

Bobbi Thomason and Basima Tewfik. *Communal Agency: What Works for Women at Work* (targeting February 2017 submission to *Academy of Management Review* Special Issue on Diversity)

PRACTITIONER MANAGEMENT ARTICLES

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. (Forthcoming in 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.

* signifies I was the presenter

INVITED RESEARCH TALKS

- Gender Initiative Seminar, Harvard Business School, April 2016
- Women and Public Policy Seminar, Harvard Kennedy School, April 2016

- Gender Brown Bag Research Seminar, New York University Abu Dhabi, May 2016
- Brown Bag Lunch and Research Series, University of Pretoria, September 2016

TEACHING AS INSTRUCTOR

- MBA Negotiations, The Wharton School, Fall 2015. Teaching Review Average: 4.6/5
- MBA Negotiations, The Wharton School, Fall 2016.

Sample Student Feedback from Wharton MBAs Fall 2015

“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.”

“Professor Thomason is very helpful and approachable, and her interest in the subject matter resonates throughout the class.”

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

Visiting Research Professor, African Leadership University School of Business, 2016-2017

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

Lean In Foundation, February 2015 – Present

International Researcher & Contributor, researching and localizing data and content for international versions of Sheryl Sandberg's *Lean In: Women, Work & The Will to Lead*

Harvard Business School, July 2009 – July 2011

Research Associate, for Associate Professor Chris Marquis
Focus: Corporate Social Responsibility and Sustainability

Harvard Kennedy School, July 2009 – July 2011

Research Associate, for Associate Professor Hannah Riley Bowles
Focus: Negotiation (with reference to gender, nationality and race)

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 Lab, 2011-2012
- Student Organizer of Stanford's Center for Work, Technology & Organizations Research Colloquium, 2012-2014
- Founding Ambassador Council Member at International Crisis Group