

NJOKE K. THOMAS

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ACADEMIC APPOINTMENTS

Boston College, Carroll School of Management Assistant Professor	2020 – present
University of Pennsylvania, The Wharton School Vice Provost Postdoctoral Fellow	2017 – 2020

EDUCATION

Case Western Reserve University Doctor of Philosophy in Organizational Behavior	2018
Harvard School of Public Health Master of Science in Health and Social Behavior	2005
Stanford University Bachelor of Science in Human Biology	2003

RESEARCH INTERESTS

positive relationships at work, embodiment of work, meaningful work, the future of work

PUBLICATIONS

Peer Reviewed

Thomas, N.*, Sugiyama, K.*, Rochford, K.*, Stephens, J.P.* & Kanov, J. (2018). Experiential organizing: Pursuing relational and bureaucratic goals through symbolic and experiential work. *Academy of Management Review*, 43(4), 749-771. (* indicates shared first authorship, order randomly assigned)

Luebbbers, E., Thomas, N., Fennimore, T., Demko, C., Aron, D. & Dolansky, M. (2021) Back to basics for curricular development: A proposed framework for thinking about how interprofessional learning occurs. *Journal of Interprofessional Care*. DOI: <https://doi.org/10.1080/13561820.2021.1897002>

Book Chapters

Prentice, B. & Thomas, N. (2010). Exploring the intersection of public health and social justice: The Bay Area Regional Health Inequities Initiative. In R. Hofrichter & R. Bhatia (Eds.) *Tackling Health Inequities Through Public Health Practice: Theory to Action*. New York, NY: Oxford University Press.

PROJECTS IN DEVELOPMENT

Schinoff, B., Rocheville, K., Feldman, E., & Thomas, N. Being held to ideal worker body expectations: How workers in physical pain navigate body-work interference. (*Manuscript invited for second revision*)

Thomas, N. Rochford, K., Gibson, C., Dahm, P. & Harrison, S. Performance and care as a beautiful but complicated balance: Sustaining a holographic hybrid organizational identity. (*Manuscript submitted for review*)

Thomas, N., & Struszka-Tyamayev, M. Straw into gold: How distributed communities of practice create and contest value in platform ecosystems. (*Manuscript development*)

Thomas, N. & Jalan, Accumulating embodied tacit knowledge. (*Manuscript development*)

Dahm, P., Harrison, S., Rochford, K., & Thomas, N. Stories I tell: Establishing narrative control over meaningful moments. (*Manuscript development*)

INVITED PRESENTATIONS

2024. A complicated balance: Unpacking the relationship between performance and care in the workplace. Presented at Stern School of Business, New York University.

2022. Disappearing Acts: The present absent body in occupational identity construction. Presented at Culture and Social Analysis Workshop, Harvard University.

2018. Coming into focus: Logics of effectiveness in the evolving narratives of aspiring professionals. Presented at Questrom School of Business, Boston University.

2017. High quality relationships across difference. Guest lecture at Diversity Management Program, Cleveland State University.

2015. Collaborative leadership and emotional intelligence: Inspiring the best in ourselves and each other. Guest lecture at Medical Scientist Training Program Retreat, Case Western Reserve University.

CONFERENCE PRESENTATIONS

Presenter, 2023: Thomas, N., Parchment, T., Struszka-Tyamayev, M. & Tucker, T. *Our Stories, Ourselves: Preserving a technically medicated sense of community through narrative identity work*. Paper symposium at the annual meeting of the Academy of Management, Boston, Massachusetts.

Co-author, 2023: Dahm, P., Harrison, S., Rochford, K., & Thomas, N. *Stories I tell: The meaningfulness of a moment*. Presentation at the annual meeting of the Academy of Management, Boston, Massachusetts – MOC Division best qualitative paper nominee.

Co-author, 2023: Schinoff, B., Rocheville, K., Feldman, E., & Thomas, N. *Chronic pain as crisis*. Paper symposium at the annual meeting of the Academy of Management, Boston, Massachusetts – CAR Division best symposium awardee.

Presenter, 2023: Thomas, N., Rochford K., Dahm, P. & Harrison, S. *Handle with care: Resolving organizational performance-caring tensions with care work*. Presentation at the annual meeting of the European for Organizational Studies, Cagliari, Sardinia.

Co-organizer, 2022: Archibold, E. A, Thomas, N. & Stephens, J. P. *Remembering the body: Surfacing critical insights into the body's role in organizations*. Paper symposium at the annual meeting of the Academy of Management, Seattle, Washington.

Presenter, 2022: Thomas, N., Rochford K., Dahm, P. & Harrison, S. *Blood, sweat and tears: Corporeal surrender and resistance within cultures of wellness*. Presentation at the Positive Organizational Scholarship Conference, Ann Arbor, Michigan.

Co-organizer, 2020: Archibold, E. A, & Thomas, N. *Embodied insights: Broadening the scope of management research with a bodily lens*. Panel symposium at the annual meeting of the Academy of Management, Vancouver, British Colombia (virtual presentation).

Co-organizer, 2019: Wei, H. & Thomas, N. *Exploring relationality in organizational scholarship: Past and future, convergences and tensions*. Panel symposium at the annual meeting of the Academy of Management, Boston, Massachusetts.

Presenter, 2019: Van Oosten, E.B. & Smith, M. L. *Advancing frontiers in coaching research*. Panel symposium at the annual meeting of the Academy of Management, Boston, Massachusetts.

Co-author, 2017: Thomas, N., Sugiyama, K., Rochford, K., Stephens, J.P. & Kanov, J., Achieving the common good through experiential organizing: Extending relational and bureaucratic pathways for organizations with purpose. Scholarly paper presented at the annual Positive Organizational Scholarship Conference.

Co-author, 2015: Luebbbers, E. Fennimore, T., Thomas, N., Aron, D. & Dolansky, M. Application of a theoretical framework for interprofessional learning. Scholarly paper presented at the fifth annual meeting of Collaborating Across Borders, Roanoke, Virginia.

Co-organizer and presenter, 2015: Rochford, K., Sugiyama, K., & Thomas, N. *Unpacking the black box of Positive Relationships at Work: Using a social mechanism lens to explore the "how"*. Scholarly symposium convened at the annual meeting of the Academy of Management, Vancouver, British Columbia.

Co-author, 2015: Thompson, P. & Thomas, N. *Accepting the outstretched hand: Mediating factors in the relationship between psychological safety and interpersonal help acceptance*. Poster session at the annual meeting of the Society of Industrial and Organizational Psychology, Philadelphia, Pennsylvania.

Co-author, 2014: Stephens, J.P., & Thomas, N. *A phenomenology of learning to adaptively coordinate with leaders and across levels*. Scholarly paper presented at the annual meeting of the Academy of Management, Philadelphia, Pennsylvania.

Developmental Workshops

Panelist, 2022: Cho, Y. H, & Ghaedipour, F. *The influencer economy: Exploring the work of social media cultural production*. Panel symposium at the annual meeting of the Academy of Management, Seattle, Washington (virtual presentation).

Co-organizer, 2021: Rajunov, M., & Thomas, N. *Digital Data / Digital Contexts PDW: Advancing the Possibilities of Qualitative Research*. Professional Development Workshop at the annual meeting of the Academy of Management, Philadelphia (virtual presentation).

Co-organizer, 2018: Rosado-Solomon, E. & Thomas, N. *What were you thinking?: Developing cognitive sensibilities for inductive coding*. Professional development workshop at the annual meeting of the Academy of Management, Chicago, Illinois.

Co-organizer, 2017: Bulger, M., Lensges, M., Thomas, N. & Wilhelmy, A. *Navigating qualitative dissertations*. Professional development workshop at the annual meeting of the Academy of Management, Atlanta, Georgia.

Co-organizer, 2014: Oetama-Paul, A., & Thomas, N. *Finding and making the most of postdoc opportunities: Demystifying postdocs*. Professional development workshop at the annual meeting of the Academy of Management, Philadelphia, Pennsylvania.

Co-organizer, 2014: Creary, S.J., Sumpter, D. M., Feldman, E.R., Rao, M., Schinoff, B., Vacharkulksemsuk, T. & Thomas, N. *New directions in Positive Relationships at Work*. Professional development workshop at the annual meeting of the Academy of Management, Philadelphia, Pennsylvania.

NON-ACADEMIC EMPLOYMENT HISTORY

Weatherhead School of Management	2011- 2020
Master Coach, Executive Education Coaching for Intentional Development Program	
Executive Coach, Masters in Positive Organization Development & Psychology	
The Partnership for Families and Children	2008 - 2010
Project Director, Equality in Health Initiative	
The Public Health Institute	2005 - 2008
Project Manager, Bay Area Regional Health Inequities Initiative	

AWARDS & RECOGNITION

Outstanding Dissertation Proposal	2016
Weatherhead School of Management, Case Western Reserve University	
Graduate Dean's Instructional Excellence Award, department nomination	2016
Case Western Reserve University	
Sherm Grinnell Scholarship for Research	2015
Weatherhead School of Management, Case Western Reserve University	

PROFESSIONAL SERVICE

External

Community Liaison, Positive Relationship at Work Micro-community	2019 – present
Historian, Research Methods Division	2018 – present
Reviewer, <i>Annual Meeting of the Academy of Management</i>	2015 – 2020
Careers & Research Methods Divisions	

Internal

Support of Undergraduate Research & Creative Endeavors (SOURCE)	2015 - 2016
Program Development Intern, Advisory Board Member	
CWRU Graduate Student Senate	2013 - 2014
Professional Development Committee (member)	

PROFISSIONAL MEMBERSHIPS

Leonard Davis Institute for Health Economics, Associate Fellow	2018 – 2020
Academy of Management, Member	2010 – present
The PHD Project, Management Doctoral Student Association,	2010 – present