

CLAYTON D. THOMAS

Iowa State University
Ivy College of Business
Department of Management and Entrepreneurship

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PROFESSIONAL POSITIONS

2021-present Assistant Teaching Professor of Management and Entrepreneurship
Iowa State University

EDUCATION

2021 PhD Sociology. Indiana University.
PhD Minor: Social Science Approaches to Health and Healing Systems.
2017 Preparing Future Faculty Certificate in college pedagogy. Indiana University.
2015 MA Sociology. Indiana University.
2013 BA Sociology & French, Summa Cum Laude. Chapman University.
2012 French Language Certificate. Le Collège International. Cannes, France.

SCHOLARLY INTERESTS

Professions & Occupations Authority	Organization Theory Emotions	Ethnography & Interviews Healthcare Management
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PUBLICATIONS

Peer-reviewed publications

2024 Jane S. VanHeuvelen, Shibashis Mukherjee, and Clayton D. Thomas.
“Professional in Practice: Stigma Management Strategies of Workers with
Concealed Mental Health Conditions.” Forthcoming in *Work and Occupations*.
<https://journals.sagepub.com/doi/10.1177/07308884241250349>

2023 Shibashis Mukherjee and Clayton D. Thomas. *equal authorship* “Feeling Rule
Management and Relational Authority: Fostering Patient Compliance in Palliative
Care Consultations.” *Organization Studies* 44(3): 451-472.
<https://doi.org/10.1177%2F01708406221081625>

2022 Natallia Gray, Clayton D. Thomas, Asa B. Wilson, Alisha Youngblood Ortiz, and
James L. Caldwell. 2021. “Pursuing AUPHA Program Certification in an

AACSB-accredited Business College.” *Journal of Health Administration Education* 39(1):143-155.

- 2021 Scott Feyereisen, William R. McConnell, Clayton D. Thomas, and Neeraj Puro. “Physician Dominance in the 21st Century: Examining the Rise of Non-Physician Autonomy through Prevailing Theoretical Lenses.” *Sociology of Health & Illness* 43(8): 1867-1886. <https://doi.org/10.1111/1467-9566.13366>
- 2021 Scott Feyereisen, Neeraj Puro, Clayton D. Thomas, and William R. McConnell. “A New Kind of Gatekeeper: The Increasing Prevalence of Advanced Practice Nurses as Case Managers in US Hospitals.” *Health: An Interdisciplinary Journal for the Social Study of Health, Illness, and Medicine* 25(5):596-612. <https://doi.org/10.1177%2F1363459320976758>
- 2019 Fabio Rojas, Clayton D. Thomas, Shibashis Mukherjee, Emily Meanwell, and Lauren Apgar. “Complementary Work in the Hospital: How Infection Preventionists Perceive Opportunities for Cooperation with Higher Status Physicians.” *Journal of Professions and Organization* 6(2): 196-212. doi.org/10.1093/jpo/joz002
- Shortlisted for Best Paper of 2018-19 at the *Journal of Professions and Organization*
- 2019 Clayton D. Thomas, Lydia DiSabatino, and Fabio Rojas. “The Effect of Education and Clinical Specialization on Nurses’ Status Affirmation by Physicians: A Quantitative Analysis.” *Journal of Interprofessional Care* 33(2):252-263. <https://doi.org/10.1080/13561820.2018.1544549>
- 2018 Clayton D. Thomas. “Weeklong Goffman Workshop: Using Journal Assignments, Lectures, and In-Class Discussions to Teach Impression Management.” *TRAILS: Teaching Resources and Innovations Library for Sociology*. A Repository of the American Sociological Association.

Book Reviews

- 2017 Clayton D. Thomas. “Review: Health, Illness, and Society: An Introduction to Medical Sociology.” *Teaching Sociology* 45(2):194-196.

WORKS UNDER REVIEW & IN PROGRESS

Shibashis Mukherjee*, Clayton D. Thomas*, and Jane VanHeuvelen. “Emotion Practice and Professional Authority.” *Revise and Resubmit*. *co-first authors

Shibashis Mukherjee and Clayton D. Thomas. *equal authorship “It is Appropriate to Hope for a Cure”: Validating Feeling Rules to Communicate Client Role Expectations in Patient-Provider Encounters” *In progress*.

Clayton D. Thomas, Scott Feyereisen, William R. McConnell and Neeraj Puro.
 “Professionalisation Opportunity Structure: Nurse Practitioners’ Pursuit of Occupational Aperture up to and through the COVID-19 Pandemic.” *In progress*.

- Best Paper Award, Healthcare Management Division, Academy of Management Conference

Fabio Rojas, Shibashis Mukherjee, Rishideep Roy, and Clayton D. Thomas. “Heterogeneous Relational Dynamics and Organizational Performance: Improving Patient Safety in American Acute Care Hospitals.” *In progress*.

AWARDS, HONORS, & GRANTS

2024	Early Achievement in Teaching Award, Offices of the President and Provost, Iowa State University
2023	Term Faculty Early Career Achievement in Teaching, Dean’s Advisory Council, Ivy College of Business, Iowa State University
	Outstanding Reviewer Award, Academy of Management, Healthcare Management Division
	Outstanding Reviewer Award, Academy of Management, Organization and Management Theory Division
2022	Early Career Award: Achievement in Teaching, Department of Management and Entrepreneurship, Iowa State University
2021	Best Paper Award, Healthcare Management Division, Academy of Management
2019	Shortlisted for Best Paper Award, <i>Journal of Professions and Organization</i>
2019	Keith Roberts Teaching Innovations and Professional Development Award, SAGE Publications
2018	Graduate Student Mentor Award, Indiana University Department of Sociology
2018	Preparing Future Faculty Fellowship, Indiana University Department of Sociology
2018	Faculty Development Grant, DePauw University
2017	Graduate Student Paper Award, North Central Sociological Association
2016	Preparing Future Faculty Shadowing Fellowship, Indiana University and DePauw University Departments of Sociology

- 2012 Best Paper Award, American Sociological Association Student Forum Section
- 2012 Honors Program, American Sociological Association

CONFERENCE PARTICIPATION

- 2024 “Using a Caring Ethic in Advocacy Work: Advanced Practice Nurses’ Professionalism in Restrictive States” Academy of Management Conference. Chicago, IL.
- “Using a Caring Ethic in Advocacy Work: Advanced Practice Nurses’ Professionalism in Restrictive States” European Academy of Management Conference. Bath, UK.
- 2023 “Validating Feeling Rules to Communicate Client Role Expectations in Patient-Provider Encounters.” Academy of Management Conference. Boston, MA.
- 2022 “Hybrid Work: Doctor & Nurse Participation in the Reduction of Healthcare-acquired Infections.” Academy of Management Conference. Seattle, WA.
- 2021 “Small Wins and Punctuated Equilibria: How COVID-19 Illustrates the Importance of Temporality in a Challenging Occupational Group’s Pursuit of Autonomy.” Academy of Management Conference. Virtual.
— Best Paper Award, Healthcare Management Division, Academy of Management
- 2020 “Physician Dominance in the 21st Century: Examining the Rise of Non-Physician Autonomy through Prevailing Theoretical Lenses” Academy of Management Conference. Virtual.
- 2019 “Leveraging Feelings: A Care Team’s Strategic Use of Emotions in the Transition to Palliation.” American Sociological Association. New York, NY.
- 2019 “Weeklong Goffman Workshop: Drawing Connections between Race and Impression Management in Introductory Sociology” North Central Sociological Association. Cincinnati, OH.
- 2018 “Work-Life Balance in Graduate School.” Preparing Future Faculty Conference. Indiana University. Bloomington, IN.
- 2018 “Hospitals’ Prevention of Patient Medical Debt.” American Sociological Association. Philadelphia, PA.
- 2017 “‘Love Isn’t Too Strong of a Word’: Emotional Support and the Persistence of a Voluntary Association.” North Central Sociological Association Annual Meetings. Indianapolis, IN.

- Graduate Student Paper Award, North Central Sociological Association.
- 2017 “Organizational Policies in Context: How Hospitals Define and Implement Financial Aid.” Institutions in Context: Healthcare and Policy Workshop. University of Tampere, Finland.
- 2017 “Heterogeneity in Nurses’ Perceptions of Physician Dominance.” American Sociological Association. Montréal, Québec, Canada.
- 2016 “‘Love Isn’t Too Strong of a Word’: Emotional Support and the Persistence of a Voluntary Association.” American Sociological Association. Seattle, WA.
- 2016 “Bridging Labor in the Hospital and the Organizational Contexts of Infection Prevention.” American Sociological Association. Seattle, WA.
- 2015 “Nurse-Doctor Interactions: Education, Communication, and Status at Work.” Southern Sociological Society. New Orleans, LA.
- 2015 “Education and Professional Status at Work: A Case of Nurses’ Perception.” American Sociological Association. Chicago, IL.
- 2013 “The Surprising Life Expectancy of the Unitarian Universalist Association.” American Sociological Association. New York, NY.
- 2012 “Disc Golfing: Identity and Legitimation.” American Sociological Association. Denver, CO.
- Best Paper Award, Student Forum Section, American Sociological Association

TEACHING EXPERIENCE

Instructor of Record, Undergraduate Courses

- 2021- **In-person**, “Responsible Leadership in Business,” (MGMT372), Iowa State University
 - Spring 2024; 16-week course, three sections, 143 students total.
 - Spring 2023; 16-week course, two sections, 58 students total.
 - Fall 2022; 16-week course, two sections, 116 students total.
 - Spring 2022; 16-week course, three sections, 123 students total.
 - Fall 2021; 16-week course, three sections, 170 students total.
- In-person**, “Intro to the US Healthcare Industry,” (HCM301), Iowa State University
 - Spring 2024, 16-week course, one section, 24 students.
 - Spring 2023, 16-week course, one section, 20 students.
 - Fall 2022, 16-week course, one section, 4 students.
 - Spring 2022, 16-week course, one section, 13 students.
 - Fall 2021; 16-week course, one section, 3 students.
- Online**, “Intro to the US Healthcare Industry,” (HCM301), Iowa State University
 - Fall 2023, 16-week course, one section, 40 students.
- Online**, “Responsible Leadership in Business,” (MGMT372), Iowa State University

— Summer 2023, 8-week course, one section, 48 students.

2018-19 **Online**, “Understanding Social Data,” (S110), Indiana University

- Fall 2020; 8-week course, 84 students.
- Summer 2020: 6-week course, 77 students.
- Summer 2019: 6-week course, 79 students.
- Summer 2018: 6-week course, 77 students.

2017-18 **In-person**, “Understanding Social Data” (S110), Indiana University

- Fall 2017: 16-week course, 63 students.

2015-17 **In-person**, “Introduction to Sociology,” (S100), Indiana University

- Spring 2017: 16-week course. 48 students.
- Fall 2016: Second-eight weeks course, 88 students
- Spring 2016: 16-week course. 57 students.
- Fall 2015: 16-week course. 45 students.

Individualized Student Mentorship

2023-24 Kaitlyn White, Honors Project and Healthcare Management Independent Study

Co-Instructor, Graduate Courses

2018-19 “The Teaching of Undergraduate Sociology,” Indiana University

Co-taught with Brian Powell.

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- Fall 2018: 16-week course, 6 graduate students.

TEACHING PROFESSIONALIZATION

2022 Peer-to-Peer Teaching Mentorship, Iowa State University

2019 Teaching and Learning Pre-Conference, American Sociological Association Annual Meetings

Preparing Future Faculty Program

2018-19 Preparing Future Faculty Fellow, Indiana University.

Organized a university-wide conference about teaching techniques and issues in higher education.

2016-17 Preparing Future Faculty Sequence, Indiana University

Completed a three-course sequence about college pedagogy and a capstone project, supervised by Brian Powell, Bernice Pescosolido, and Jennifer Lee.

— The Teaching of Undergraduate Sociology

— Issues in College Pedagogy

— Research in Higher Education

2016-17 Preparing Future Faculty Shadow, DePauw University.

Observed professors in a liberal arts college, evaluated and received evaluation of teaching styles, prepared discussion-style lectures for a liberal arts setting.

Undergraduate Research Mentorship

- 2019 Research Apprenticeship Program, Office of Engaged Learning, Indiana University
Advised an undergraduate student on basic social scientific research, project management, and statistical software utilization.
— Spring 2019: one undergraduate

INVITED TALKS & MEDIA COVERAGE

- 2022 Idaho Society of Health-System Pharmacists
Leadership Education, Advancement, & Development Seminar
— “Leadership of Self”

Research featured in Iowa State University press release:
<https://www.news.iastate.edu/news/2022/02/14/palliative-care>
- 2021 Research featured on [Miami news station](#)
— Coverage begins at 0:30
- 2018 “Impression Management Workshop.” DePauw University. February 26-March 2.
— “Defined by the Situation, Part I”
— “Defined by the Situation, Part 2”
— “Impression Management at DePauw”
- 2016 “Sociology as a Science.” DePauw University. October 3.

PROFESSIONAL SERVICE

Editorial service:

Editorial Board, Review Editor, *Frontiers in Sociology – Sociology of Emotion*

Ad-hoc peer reviewer: Health, Sociology of Health and Illness, American Journal of Sociology, Contexts, Academy of Management

Service to the disciplines:

Panel member – *Being New Faculty During a Pandemic & Job Hunting in Times of COVID-19*, Academy of Management Health Care Management Division’s *Extraordinary Measures for Extraordinary Times* series, 2021.

Planning committee – Section on Teaching and Learning Preconference of the 2022 American Sociological Association Annual Meeting

Awards Committee – Section on Teaching and Learning, American Sociological Association

Service to Iowa State University:

Organizer, Teaching Club, Department of Management and Entrepreneurship

Departmental Curriculum Committee, Management and Entrepreneurship

Faculty advisor: Healthcare Management Club, Women's Lacrosse Club

MEMBERSHIPS

Academy of Management

— Organization and Management Theory; Healthcare Management

Alpha Kappa Delta