

## CLAYTON D. THOMAS

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

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### PROFESSIONAL POSITIONS

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

### EDUCATION

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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

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Professions & Occupations Authority	Stigma Emotions	Ethnography & Interviews Healthcare Management
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### PUBLICATIONS

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#### 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 21<sup>st</sup> 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](https://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**

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Shibashis Mukherjee\*, Clayton D. Thomas\*, and Jane VanHeuvelen. “Emotion Practice and Professional Authority.” *In progress*. \*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**

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- 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, *Journal of Professions and Organization*
- 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**

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- 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 21<sup>st</sup> 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**

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### **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 2024, 16-week course, one section, 24 students

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

## **TEACHING PROFESSIONALIZATION**

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- 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**

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- 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**

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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**

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Academy of Management

— Organization and Management Theory; Healthcare Management

Alpha Kappa Delta