

CURRICULUM VITAE

Maria Tomprou, Ph.D.

Distinguished Service Professor of Organizational Behavior and Theory
Tepper School of Business

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RESEARCH INTERESTS

My research interests include a broad spectrum of managing relationships and careers beginning from day-to-day social interactions at work (e.g., social resource exchanges, developing, sustaining, and revising employment relationships) to managing careers (e.g., i-deals and use of online communities for career advice seeking and mentoring) to ubiquitous technology for understanding social interactions (e.g., physiological synchrony in collective intelligence).

ACADEMIC APPOINTMENTS

Distinguished Service Professor of Organizational Behavior and Theory 2023 - 2024

Adjunct Professor of Organizational Behavior and Theory 2018 - 2023
Tepper School of Business
Carnegie Mellon University

Project Scientist 2015-2019
Human-Computer Interaction Institute (HCII)
Carnegie Mellon University

Visiting Assistant Professor of Organizational Behavior 2013-2015
Heinz College
Carnegie Mellon University

Post-doc Research Fellow 2010-2012
Heinz College

OTHER ACADEMIC APPOINTMENTS

Lecturer School of Leadership, Duquesne University	2012
Selected Lecturing for graduate level Evidence-based Management, Strategic Human Resource Management, and Organizational Change Tepper Business School and Heinz College, Carnegie Mellon University	2010-2012
Teaching Assistant Organizational Psychology Department of Management Science and Technology, Athens University of Economics and Business	2004-2009

EDUCATIONAL BACKGROUND

Ph. D.	Organizational Behavior Athens University of Economics and Business, Greece Thesis title: <i>Disentangling the Dynamics of Psychological Contract Creation</i> (Awarded by EDAMBA and Emerald Publishing, State scholarship)	Dec 2009
M. Sc.	Occupational and Organizational Psychology University of Surrey, UK	2004
B. Sc. Honors	Psychology (cum laude) National University of Athens, Greece	2003

RESEARCH AND PUBLICATIONS

1. REFEREED JOURNAL ARTICLES

- Tomprou, M., Simosi, M., & Rousseau, D. M.** (2023). Managerial Pay Raise and Promotion Decisions for Workers with I-deals. *Group & Organization Management*, 48(1), 31-79. DOI: <https://doi-org.cmu.idm.oclc.org/10.1177/10596011221086108>
- Tomprou, M., & Lee, M. K.** (2022). Employment relationships in algorithmic management: A psychological contract perspective. *Computers in Human Behavior*, 126, 106997. DOI: <https://doi.org/10.1016/j.chb.2021.106997>

- Tomprou, M.,** Kim, Y. J., Chikersal, P., Woolley, A. W., & Dabbish, L. A. (2021). Speaking out of turn: How video conferencing reduces vocal synchrony and collective intelligence. *PloS one*, 16(3), e0247655. DOI: <https://doi.org/10.1371/journal.pone.0247655>
- Kim, B. J., & **Tomprou, M.** (2021). The Effect of Healthcare Data Analytics Training on Knowledge Management: A Quasi-Experimental Field Study. *Journal of Open Innovation: Technology, Market, and Complexity*, 7(1), 60. DOI: <https://doi.org/10.3390/joitmc7010060>
- Bankins, S., **Tomprou, M.**, & Kim, B. (2021). Workspace transitions: conceptualizing and measuring person–space fit and examining its role in workplace outcomes and social network activity. *Journal of Managerial Psychology*. 36 (4), 344-365. DOI: <https://doi.org/10.1108/JMP-09-2019-0538>
- Tomprou, M.**, Xanthopoulou, D., & Vakola, M. (2020). Socio-emotional and monetary employee-organization resource exchanges: Measurement and effects on daily employee functioning. *Work & Stress*, 34(2), 189-224. <https://doi.org/10.1080/02678373.2019.1616333>
- Kim, B.J., Rousseau, D.M., & **Tomprou, M.**, (2019). Training and Diffusion of Change: The Impact of Training and Proactivity on Change-related Advice Giving. *Journal of Applied Behavioral Science*. 55 (4), 453-476. DOI: <https://doi.org/10.1177/0021886319865323>
- Rousseau, D.M., Hansen, S.D., & **Tomprou, M.** (2018). A Dynamic Phase Model of Psychological Contract Phases. *Journal of Organizational Behavior*. <https://doi.org/10.1002/job.2284>
- Rousseau, D.M., **Tomprou M.**, & Simosi, M. (2016). Idiosyncratic Deals Individual Employees Can Negotiate For Career Opportunity and Flexibility with Fairness. *Organizational Dynamics*. 3(45), 185 – 196.
- Tomprou, M.**, Rousseau, D.M., & Hansen, S.D. (2015). The psychological contracts of post-violation survivors: A Post-Violation Model. *Journal of Organizational Behavior*, 36, 561-581. DOI: <https://doi.org/10.1002/job.2284>
- Tomprou, M.** & Nikolaou, I. (2013). Exploring the role of social influence in promises and information seeking among newcomers. *European Journal of Work and Organizational Psychology*, 22(4), 408 – 422.
- Georgiou, K., Nikolaou, I., **Tomprou, M.**, & Rafailidou, M. (2012). The Role of Job Seekers' Individual Characteristics on Job Seeking Behavior and Psychological Well-being. *International Journal of Selection and Assessment*, 20(4), 414 -422.

- Tomprou, M.,** Nikolaou, I., & Vakola, M. (2012). Experiencing organizational change in Greece: the framework of psychological contract. *International Journal of Human Resource Management*, 23(2), 385-405.
- Tomprou, M.** & Nikolaou, I. (2011). A model of psychological contract creation upon entry. *Career Development International*, 16, 342-363.
- Myors, B., Lievens, F.,...**Tomprou, M.,** et al. (2008).International perspectives on the legal environment for selection. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 1, 206-246.
- Myors, B., Lievens, F., ...**Tomprou, M.,** et al. (2008). Broadening international perspectives on the legal environment for personnel selection. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 1, 266-270.
- Nikolaou, I., **Tomprou, M.,** & Vakola, M. (2007). Individual's Inducements and the Role of Personality: Implications for Psychological Contracts. *Journal of Managerial Psychology*, 22, 649-663.

2. PUBLICATIONS IN BOOK CHAPTERS

- Tomprou, M.,** & Bankins, S. (2019). Managing the Aftermath of Psychological Contract Violation: Employee-Organizational Interplay, Calling, and Socio-cognitive Coping in Vulnerable Work Populations. In Y. Griep & C. Cooper (Ed.). *Handbook of Research on the Psychological Contract at Work*. Edward Elgar Publishing
- Griep, Y., Cooper, C., Robinson, S., Rousseau, D. M., Hansen, S. D., **Tomprou, M.,** ... & Linde, B. J. (2019). Psychological contracts: back to the future. In *Handbook of research on the psychological contract at work* (pp. 397-414). Edward Elgar.
- Tomprou M.,** & Hansen, S.D. (2018). Organizational Change and Psychological Contracts. In P. Petrou & M. Vakola (Ed.). *The Psychology of Organizational Change*. Routledge, NY.
- Shen, W...**Tomprou, M.,** et al. (2017). Updated Perspectives on the International Legal Environment for Selection. In J.L. Farr & N.T. Tippins, *Handbook of Employee Selection*, 2nd Edition (pp. 659 -677). Routledge, NY.
- Rousseau, D. M., **Tomprou, M.,** & Montes, S. D. (2013). Psychological contract theory. In E. H. Kessler (Ed.), *Encyclopedia of Management Theory* (pp.635-640), Thousand Oaks, CA: Sage.
- Sackett, P. R.,... **Tomprou, M.,** et al., (2010). Perspectives from Twenty-Two Countries on the Legal Environment for Selection. *The Handbook of Employee Selection*. Taylor & Francis.

3. SELECTED MANUSCRIPTS UNDER REVIEW AT REFEREED JOURNALS

Tomprou, M., Bankins, S. & Boulamatsi, A. Examining employee's responses to physical workspace transitions: A self-regulatory process perspective. (*Under review*)

Tomprou, M., Ho, V., & Tekleab A. Framing and i-deals (*Under R&R*)

4. SELECTED RESEARCH IN PROGRESS

Tomprou, M., Tekleab., A., Aryee, S. Downside comparisons and i-deals. (Stage: Data collection)

Tomprou, M., Simosi, M., & Chow R. Licensing effect and i-deals (Stage: Data analysis)

Boulamatsi, A., Karakitapoglou, Z. & Tomprou, M. Emergent leadership and employment relationships (Stage: Data analysis)

5. REFEREED CONFERENCE PROCEEDINGS

Tomprou, M., Dabbish L.A., Kraut, R. & Liu, F. (2019) Career Mentoring in Online Communities: Seeking and Receiving Advice from an Online Community. In *Proceedings of the 2018 CHI Conference on Human Factors in Computing Systems* (Acceptance rate: 23.8%)

Tomprou, M. & Woolley, A., (2017) Using Sensors to Measure Synchrony in Small Group Interactions. In *PDW Proceedings of Using Wearable Sensors for to Advance Organizational Research*. Annual Meeting of Academy of Management, Atlanta, USA.

Chikersal, P., **Tomprou, M.,** Kim, Y. J., Woolley, A., & Dabbish, L. (2017). Physiological and Behavioral Synchrony In Dyads Predicts Collective Intelligence And Group Satisfaction. Annual Meeting of Academy of Management, Atlanta, USA.

Tomprou, M. & Simosi, M. (2017). Managers' career advancement decisions for i-deal recipients: A policy-capturing study. Symposium organized by **Tomprou, M. &** Simosi, M. Offers and Requests of Idiosyncratic Deals (I-deals): A Necessary Evil for the Rest? Congress of European Association of Work and Organizational Psychology, Dublin, Ireland.

Tomprou, M., (2017). Paper Rejections: When is a good time to give up? Congress of European Association of Work and Organizational Psychology, Dublin, Ireland.

Chikersal, P., **Tomprou, M.,** Kim, Y. J., Woolley, A., & Dabbish, L. (April 2017). Deep Structures of Collaboration: Physiological Correlates of Collective Intelligence and Group

- Satisfaction. In *Proceedings of the 20th ACM Conference on Computer-Supported Cooperative Work and Social Computing (CSCW 2017)*. (Acceptance rate: 30%)
- Tomprou, M.**, Rousseau, D.M., & Griep, Y. (2016). The victim's experience: The aftermath of Psychological Contract Violation and its Implications for Resolution. Annual Meeting of Academy of Management, Anaheim, USA.
- Tomprou, M.**, Xanthopoulou D., & Vakola, M. (2015). When Daily Resource Exchanges matter? Effects on Employee Functioning. Annual Meeting of Academy of Management, Vancouver, Canada.
- Tomprou, M.**, Xanthopoulou, D., & Vakola, M. (2015). Overall and daily employee-organization resource exchanges: Developing a scale across levels of analysis. European Association of Work and Organizational Psychology, Oslo, Norway.
- Tomprou, M.** & Rousseau, D.M. (2015). An exploratory study on the aftermath of psychological contract violation: What happens afterwards? European Association of Work and Organizational Psychology, Oslo, Norway.
- Tomprou, M.** (2014). Relations among Psychological Contract Type, Employee Contributions, and Employer Investments. Society of Industrial and Organizational Psychology, Honolulu, Hawaii.
- Tomprou, M.**, Rousseau D.M. & Montes, S. (2013). Reactions in the aftermath of Psychological contract violation: Post-violation resilience theory. Annual Meeting of Academy of Management, Orlando, Florida, USA.
- Montes, S, Rousseau, D.M., & **Tomprou, M.** (2012). Psychological Contracts 2.0. Group Meeting on Psychological Contracts, Canberra, Australia.
- Tomprou, M.** (2012). Newcomer turnover thoughts: the effects of social information, emotions and social resources. Annual Meeting of Academy of Management, Boston, MA, USA.
- Tomprou, M.**, Nikolaou, I. & Nezlek J.B., & Rousseau, D.M. (2011). Promise Exchange between Newcomers and Organization. Annual Meeting of Academy of Management, San Antonio, Texas, USA.
- Tomprou, M.** & Nikolaou, I. (2011). Organizational Change and Psychological Contract Fulfillment: A Multi-Level Examination in Greece. European Association of Work and Organizational Psychologists Conference, Maastricht, Netherlands.

- Nikolaou, I. & **Tomprou M.** (2011). Applicants' personality in interview perceptions in Greece. European Association of Work and Organizational Psychologists Conference, Maastricht, Netherlands.
- Tomprou, M.** & Nikolaou, I. (2010). A longitudinal study on newcomers' expectations, Promises, information and social exchanges. Annual Meeting of Academy of Management, Montreal, Quebec, Canada.
- Tomprou, M.**, Nikolaou, I. & Bourantas, D. (2009). Psychological contract creation of newcomers: a diary study exploring the role of social influence. Annual Meeting of Academy of Management, Chicago, IL., USA.
- Tomprou, M.** & Nikolaou, I. (2009). Psychological Contract Creation: A diary study in newcomer's first days at work. 14th European Conference of Work & Organizational Psychology, Santiago de Compostela, Spain.
- Tomprou, M.** & Nikolaou, I. (2009). The Effect of Contract Makers and Facilitators on Psychological Contract Creation: The Role of Exchange and Reciprocation Ideologies. 14th European Conference of Work & Organizational Psychology, Santiago de Compostela, Spain.
- Nikolaou, I. & **Tomprou, M.** (2007). Dynamics of the Psychological Contract: the role of selection practices and individual characteristics in the Greek banking sector. 13th European Conference of Work & Organizational Psychology, Stockholm, Sweden.
- Tomprou, M.**, Nikolaou, I. & Bourantas, D. (2007). The Potential Dynamics of Psychological Contracting during Selection and Socialization. Annual Meeting of Academy of Management, Philadelphia, USA.
- Tomprou, M.** & Nikolaou, I. (2007). A diary study exploring the processes of psychological contract creation. EAWOP Small Group Meeting on Psychological Contracts. Zurich, Switzerland.
- Tomprou, M.** & Nikolaou, I. (2006). Exploring the dynamics of newcomers' psychological contract creation: An Alternative Socio-cognitive Approach. 26th International Conference of Applied Psychology, July, 16-21, Athens, Greece.
- Tomprou, M.** & Kantas, A. (2005). Burnout, Work Engagement and Job Satisfaction in Greek and Bulgarian Workers. European Association of Work and Organizational Psychologists Conference, May, 12-15, Istanbul, Turkey.

6. PRESS AND PROFESSIONAL MAGAZINES

- Tomprou, M.** (2023) HR Case Study Series. Analysis on Psychological Contracts.
- Tomprou, M. & Nikolaou, I.** (2010). Building Newcomer's Psychological Contract. HR Professional May.
- Tomprou, M. & Nikolaou, I.** (2008). Psychology in Organizations, Κέρδος newspaper, June, pp. 42-43.

7. TEACHING EXPERIENCE

LECTURING POSITIONS

TEPPER SCHOOL OF BUSINESS <u>Under-graduate Elective Course:</u> Team Communication and Leadership Introduction to Organizational Behavior	2018-present
HEINZ COLLEGE, CARNEGIE MELLON UNIVERSITY <u>Graduate Elective Courses:</u> Coaching, Training, and Employee Development Performance Management	2013-2015
SCHOOL OF LEADERSHIP & EDUCATION Undergraduate Course: Best Practices in Organizations	2012

TEACHING ASSISTANT POSITIONS

HEINZ COLLEGE, CARNEGIE MELLON UNIVERSITY <u>Graduate courses:</u> Strategic Human Resource Management, Organizational Change, Evidence-based Management	2010-2012
TEPPER BUSINESS SCHOOL, CARNEGIE MELLON UNIVERSITY <u>Graduate courses:</u> Evidence-based Management, Strategic Human Resource Management	2010-2012
ATHENS UNIVERSITY OF ECONOMICS AND BUSINESS <u>Undergraduate course:</u> Organizational Psychology	2004- 2009

PRESENTATIONS

1. INVITED SEMINARS AND TALKS

Invited talk on Employment relationships in algorithmic management: A psychological contract perspective (and what else can we learn about AI and psychological contracts?), Digital Business's Research Seminar Series (Dublin City University), October 2021, Dublin Ireland.

Keynote Speaker at Idiosyncratic Deals Methodological and Theoretical Development Meeting, May 2021, Edinburgh, Scotland.

Invited talk on The Aftermath of Psychological Contract Violation. Department of Psychology, October 2015, Vrije Universiteit, Brussels, Belgium.

Seminar on Experiments with Physiological Sensors. Target group: Faculty and PhD students. May 2015, Human-Machine Interaction Institute, CMU, USA.

Seminar on Quantitative Diary Studies in Organizational Research. Target group: Faculty and PhD students. March 2014, Dublin City University, Dublin, Ireland.

The dynamics of psychological contract creation during selection and socialization. EDAMBA Annual Meeting and General Assembly, 2010 Lisbon, Portugal.

RESEARCH GRANTS

Tomprou, M. Career trajectories NSF, I-Corps. \$2,500	2017-2018
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Tomprou, M. Career trajectories Proseed grant, CMU. \$2,500	2017-2018
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Bankins, S. & Tomprou, M. <i>Exploring person-space fit: Managing space changes and their effects on employees' attitudes</i> Newcastle University, Australia. \$10,000	2017-2019
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Tomprou M. <i>Assessing the impact of leader vision on organizational change.</i> UPMC and Future of Work Lab. \$50,000	2013-2015
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Tomprou, M. <i>Positive psychological contract during recession: Utopia or Reality?</i> Athens University of Economics and Business. €7,000.	2009-2010
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Tomprou, M. <i>Exploring the Recent Turbulence in the Financial Sector from a Psychological Contract Perspective</i> Athens University of Economics and Business. €7,000.	2009-2010
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Tomprou, M. <i>Identification of Educational Needs in Local Government.</i> Athens University of Economics and Business. €9,000.	2007-2008
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Tomprou, M. <i>Catalogue of Occupational Exploration</i>	2006-2007
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based on RIASEC personality types.
Ministry of Education and Religious Affairs. €10,000.

AWARDS AND FELLOWSHIPS

2nd Prize of the 2010 EDAMBA Thesis Competition by European Doctoral Programs Association in Management and Business Administration (EDAMBA)	2010
Highly Commended Award in the Human Resource Management category of the 2009 Emerald/EFMD Outstanding Doctoral Research Awards by Emerald Publishing	2010
Award as a 2010 Outstanding Reviewer Academy of Management OB Division	2010
Doctoral Scholarship of Human Resource Management Greek State Scholarship Foundation (IKY)	2006-2009
Scholarship for Academic Performance 2001-2002 Union of Marine Profession	2002

SERVICE ACTIVITIES

PhD Committee	External Committee member of Jiahon Du (2020), Committee member of Brenda's Barugahare thesis Macquarie University, Australia
Editorial Boards	Journal of Organizational Behavior, European Journal of Work and Organizational Psychology
Ad Hoc Reviewer	Human Resource Management, Group and Organization Management, Journal of Managerial Psychology, British Journal of Management, Fonds Wetenschappelijk Onderzoek – Vlaanderen, FWO (International Research Foundation), 2014
Ad Hoc Reviewer	
Conferences	Academy of Management, Society of Industrial and Organizational Psychology, Small Group meeting of European Association of Work and Organizational Psychologists
Memberships	Academy of Management, American Psychological Association, Association of Computer Machinery (ACM)

OTHER ACTIVITIES

Founder and CEO iCareepaths Start-up. An online platform that uses data analytics and machine learning to help career changers or seekers make informed decision making about their career paths and job choices.

LANGUAGES

Greek (native), English (fluent), German (Mittelstufe: very good), Chinese (good), Turkish (good)