

CLAYTON D. THOMAS

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

3134 Gerding Business Building
Email: cdthomas@iastate.edu
Tel: (515)-294-1904

PROFESSIONAL POSITIONS

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

EDUCATION

2021 Ph.D. Sociology. Indiana University.
Ph.D. Minor: Social Science Approaches to Health and Healing Systems

2017 Preparing Future Faculty Certificate in college pedagogy. Indiana University.

2015 M.A. Sociology. Indiana University.

2013 B.A. Sociology & French, Summa Cum Laude. Chapman University.

2012 French Language Certificate. Le Collège International. Cannes, France.

TEACHING AND RESEARCH INTERESTS

Social Organization of Healthcare	Organizational Behavior	Ethical Leadership
Scholarship of Teaching and Learning	Strategic Management	Emotional Labor

PUBLICATIONS

Refereed Journal Articles

Natalia 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." *Forthcoming at The Journal of Health Administration Education*.

Scott Feyereisen, William R. McConnell, Clayton D. Thomas, and Neeraj Puro. 2021. "Physician Dominance in the 21st Century: Examining the Rise of Non-Physician Autonomy through Prevailing Theoretical Lenses." *Forthcoming at Sociology of Health & Illness*.
<https://doi.org/10.1111/1467-9566.13366>

Scott Feyereisen, Neeraj Puro, Clayton D. Thomas, and William R. McConnell. 2020. "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*. <https://doi.org/10.1177%2F1363459320976758>

Fabio Rojas, Clayton D. Thomas, Shibashis Mukherjee, Emily Meanwell, and Lauren Apgar. 2019. "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*

Clayton D. Thomas, Lydia DiSabatino, and Fabio Rojas. 2019. "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>

Book Reviews

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

Peer-Reviewed Teaching Materials

Clayton D. Thomas. 2018. "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.

WORKS UNDER REVIEW & IN PROGRESS

Shibashis Mukherjee and Clayton D. Thomas. *equal authorship* "Managing Feeling Rules to Encourage Compliance in Professional-Client Encounters: The Case of Palliative Care Consultations." *Revise and Resubmit*.

Fabio Rojas, Shibashis Mukherjee, Rishideep Roy, and Clayton D. Thomas. "When Biomedical and Organizational Models of Healthcare Converge: How Hybrid Work in Healthcare-Associated Infection Control Increases Patient Safety." *In progress*.

Clayton D. Thomas, Scott Feyereisen, William R. McConnell and Neeraj Puro. "Small Wins and Punctuated Equilibria: How COVID-19 Illustrates the Importance of Temporality in a Challenging Occupational Group's Pursuit of Autonomy." *In progress*.

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

Shibashis Mukherjee and Clayton D. Thomas. *equal authorship* “Doctor’s Deceit: An Inductive Analysis of the Influence of Structure and Culture on Truth-telling in the Provider-Patient Encounter.” *In progress*.

Clayton D. Thomas. “Variation within the “Third Sector”: The Case of Nonprofit Hospitals’ Charity Care Policies and Provisions.” *In progress*.

TEACHING AWARDS

- 2019 Keith Roberts Teaching Innovations and Professional Development Award, SAGE Publications
- 2019 Glen D. and Dorothy E. Stewart Family Fellowship, Indiana University, Department of Sociology
- 2018 Preparing Future Faculty Fellowship, Indiana University Department of Sociology
- 2018 Faculty Development Grant, DePauw University
- 2016 Preparing Future Faculty Shadowing Fellowship, Indiana University and DePauw University Departments of Sociology

OTHER HONORS, GRANTS, & AWARDS

- 2021 Best Paper Award, Healthcare Management Division, Academy of Management
- 2019 Shortlisted for Best Paper Award, *Journal of Professions and Organization*
- 2018 Graduate Student Mentor Award, Indiana University Department of Sociology
- 2017 Graduate Student Paper Award, North Central Sociological Association
- 2017 Travel Award, Jane and Aatos Erkkö Foundation
- 2017 Advanced Departmental Fellowship, Indiana University Department of Sociology
- 2016 Travel Award, Indiana University Department of Sociology
- 2015 Honorable Mention: National Science Foundation Graduate Research Fellowship Program
- 2015 Travel Award, Indiana University Department of Sociology
- 2013-15 Tuition Fellowship, Indiana University, College of Arts and Sciences
- 2013-15 Summer Fellowship, Indiana University, Department of Sociology
- 2012 Best Paper Award, American Sociological Association Student Forum Section
- 2012 Honors Program, American Sociological Association

TEACHING EXPERIENCE

Instructor of Record, Undergraduate Courses

2021- **In-person**, “Responsible Leadership in Business,” (MGMT372), Iowa State University
 — Fall 2021; 16-week course, three sections, 170 students total.

In-person, “Intro to the US Healthcare Industry,” (HCM301X), Iowa State University
 — Fall 2021; 16-week course, one section, 3 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.

Co-Instructor, Undergraduate Courses

- 2017 “Research Methods in International Studies,” (I315), Indiana University
— Fall 2017: 4-weeks, 30 students.

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 Assistantships

- 2013-15 Religion and Society with Brian Steensland
The Sociology of Media with Christine von der Haar
Introduction to Sociology with Tim Hallett
Society and the Individual with Tim Hallett

TEACHING PROFESSIONALIZATION

Conference Participation

- 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

CONFERENCE PARTICIPATION

Clayton D. Thomas, Scott Feyereisen, William R. McConnell, and Neeraj Puro. 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.

Scott Feyereisen, Neeraj Puro, William R. McConnell, and Clayton D. Thomas. 2020. “Physician Dominance in the 21st Century: Examining the Rise of Non-Physician Autonomy through Prevailing Theoretical Lenses” Academy of Management Conference. Virtual.

Shibashis Mukherjee and Clayton D. Thomas. 2019. ““Leveraging Feelings: A Care Team’s Strategic Use of Emotions in the Transition to Palliation.” American Sociological Association. New York, NY.

Clayton D. Thomas. 2019. “Weeklong Goffman Workshop: Drawing Connections between Race and Impression Management in Introductory Sociology” North Central Sociological Association. Cincinnati, OH.

Clayton D. Thomas. 2018. “Work-Life Balance in Graduate School.” Preparing Future Faculty Conference. Indiana University. Bloomington, IN.

Clayton D. Thomas. 2018. “Hospitals’ Prevention of Patient Medical Debt.” American Sociological Association. Philadelphia, PA.

Clayton D. Thomas. 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.

Clayton D. Thomas. 2017. “Organizational Policies in Context: How Hospitals Define and Implement Financial Aid.” Institutions in Context: Healthcare and Policy Workshop. University of Tampere, Finland.

Clayton D. Thomas. 2017. “Heterogeneity in Nurses’ Perceptions of Physician Dominance.” American Sociological Association. Montréal, Québec, Canada.

Clayton D. Thomas. 2016. ““Love Isn’t Too Strong of a Word’: Emotional Support and the Persistence of a Voluntary Association.” American Sociological Association. Seattle, WA.

Fabio Rojas, Lauren Apgar, Emily Meanwell, Shibashis Mukherjee, and Clayton D. Thomas.

2016. “Bridging Labor in the Hospital and the Organizational Contexts of Infection Prevention.” American Sociological Association. Seattle, WA.

Clayton D. Thomas. 2015. “Nurse-Doctor Interactions: Education, Communication, and Status at Work.” Southern Sociological Society. New Orleans, LA.

- Clayton D. Thomas. 2015. "Education and Professional Status at Work: A Case of Nurses' Perception." American Sociological Association. Chicago, IL.
- Clayton D. Thomas. 2013. "The Surprising Life Expectancy of the Unitarian Universalist Association." American Sociological Association. New York, NY.
- Clayton D. Thomas. 2012. "Disc Golfing: Identity and Legitimation." American Sociological Association. Denver, CO.
- Best Paper Award, Student Forum Section, American Sociological Association

INVITED TALKS & MEDIA COVERAGE

- 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

- 2021 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- Departmental Curriculum Committee, Iowa State University, Management and Entrepreneurship Department
- 2019-20 Peer reviewer for *Sociology of Health and Illness*
- 2018-19 Peer reviewer for *American Journal of Sociology* and *Contexts*
- 2018-19 Chair, Preparing Future Faculty Conference Planning Committee, Indiana University
- 2018-19 Chair, Mentorship Award Committee, Indiana University, Department of Sociology
- 2017-18 ASA Section on Teaching and Learning Awards Committee
- 2017-18 Preparing Future Faculty Conference Planning Committee, Indiana University
- 2016-17 Undergraduate Affairs Committee, Indiana University Sociology Graduate Student Association
- 2016-17 Preparing Future Faculty Conference Planning Committee, Indiana University
- 2016-17 Graduate Student Mentor, Indiana University Sociology Department
- 2015-16 Recruitment Committee, Indiana University Sociology Graduate Student Association
- 2015-16 Preparing Future Faculty Conference Planning Committee, Indiana University
- 2015-16 Graduate Student Mentor, Indiana University Sociology Department
- 2014-15 Recruitment Committee, Indiana University Sociology Graduate Student Association
- 2014-15 Mentorship Award Committee, Indiana University Sociology Graduate Student Association
- 2014-15 Preparing Future Faculty Conference Planning Committee, Indiana University

- 2014-15 Graduate Student Mentor, Indiana University Sociology Department
- 2013-14 Mentorship Award Committee, Indiana University Sociology Graduate Student Association
- 2013-14 Preparing Future Faculty Conference Planning Committee, Indiana University

MEMBERSHIPS

American Sociological Association:

- Sociology of Teaching and Learning; Medical Sociology; Organizations, Occupations, and Work; Social Psychology; Sociology of Emotions

Academy of Management

- Healthcare Management; Organizational Behavior

Alpha Kappa Delta