

THOMAS PTASHNIK

University of Iowa | Tippie College of Business | Management & Entrepreneurship
 108 John Pappajohn Business Building, W349, Iowa City, IA 52242
 (770) 653-2858 | tptashnik@uiowa.edu | <https://tippie.uiowa.edu/people/thomas-ptashnik>

EDUCATION

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| Ph.D. , Tippie College of Business, <i>University of Iowa</i> | Expected 2023 |
| <ul style="list-style-type: none"> • Successfully defended dissertation proposal on 03/03/2022 <ul style="list-style-type: none"> ○ Does success spawn greed or generosity? Longitudinal reciprocal relationships between career success and agentic and communal goal importance ○ Committee: Rong Su (Chair), Amy Colbert, Greg Stewart, Eean Crawford, and Wendong Li • 4.0 GPA during coursework | |
| B.A. , Terry College of Business, <i>University of Georgia</i> | 2016 |
| <i>University of Sydney</i> | 2015 |
| Exchange Student | |
| <i>Vienna University of Economics and Business</i> | 2013 |
| Study Abroad Student | |

RESEARCH INTERESTS

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- **Prosocial Motivation** – Centered around developing integrative frameworks for studying prosocial motivation, uncovering its workplace consequences, understanding its more specific forms (family motivation), and exploring the relationship between prosociality and career management as it relates to Effective Altruism
 - **Well-Being** – Investigates the psychometrics of well-being and its antecedents, including identity threats and alternative work arrangements
 - **Teams** – Concerned with better understanding the relationship between multiple team membership and performance

PUBLICATIONS

Liao, H., Su, R., **Ptashnik, T.**, & Nielsen, J. (in press). Feeling good, doing good, and getting ahead: A meta-analytic investigation of the outcomes of prosocial motivation at work. *Psychological Bulletin*. <https://doi.org/10.31234/osf.io/7dqnu>

Stewart, G. L., Carter, K. M., **Ptashnik, T.** (2019). [Team design characteristics](#). *Oxford Bibliographies*.

UNDER REVIEW (*titles have been shorten*)

Nielsen, J., **Ptashnik, T.**, Colbert, A., & Lynch, J. Leaders under threat. *Under 1st Review at Journal of Applied Psychology*

WORKING PAPERS (*titles have been shorten*)

Crawford, E., Mecham, B., **Ptashnik, T.**, Stewart, G. L., & Montanye, M. (writing manuscript) The effect of collective turnover trends on unit performance change in the presence of multiple team membership. *Target journal: Academy of Management Journal*

Ptashnik, T., Su, R., Jeong, S & Lee, S. (data analysis) Disentangling the web of well-being: A meta-analytic examination of the factor structure. *Target journal: Psychological Bulletin*

Ptashnik, T., Livingston, B., Colbert, A., Rohlman, D., & Campo, S. (data analysis) The effectiveness of flexplace in buffering the effects of stressors on well-being. *Target journal: Academy of Management Discoveries*

Su, R., **Ptashnik, T.** (data analysis) The effect of underemployment on personality change. *Target journal: Journal of Personality and Social Psychology*

Liao, H., Liu, Z., **Ptashnik, T.**, & Wu, I. (data collection) The effects of family motivation on the meanings of work. *Target journal: Personnel Psychology*

CONFERENCE PAPERS

Academy of Management 2022. Nielsen, J., **Ptashnik, T.**, Colbert, A., & Lynch, J. Managers under threat: Leader identity threat, actual-ideal self-incongruence, and leader well-being

Western Academy of Management 2022. Nielsen, J., **Ptashnik, T.**, Colbert, A., & Lynch, J. Managers under threat: Leader identity threat, actual-ideal self-incongruence, and leader well-being

Academy of Management 2020. Nielsen, J., **Ptashnik, T.**, Colbert, A., & Lynch, J. Examining the threatened manager: Effects of and responses to leader identity threat

Southern Management Association, 2019. Nielsen, J., **Ptashnik, T.**, Colbert, A., & Lynch, J. Examining the threatened manager: Effects of and responses to leader identity threat

Academy of Management 2022. Crawford, E., Mecham, B., **Ptashnik, T.**, Stewart, G., Montanye, M., Stewart, G., M. The effect of multiple team membership on unit performance in the presence of turnover trends

Academy of Management 2019. Liu, Z., **Ptashnik, T.**, Wu, I., & Liao, H. More than money: The effects of family motivation on the meanings of work, organizational citizenship behavior, and creativity

FELLOWSHIPS

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| University of Iowa Graduate College Recruitment Fellowship | 2018 –2023 |
| University of Iowa Graduate College Summer Fellowship | 2018 –2022 |
| University of Iowa Graduate College Post-Comprehensive Research Fellowship | 2022 |

EXTERNAL RESEARCH POSITIONS

Iowa City Veterans Affairs Health Care System

Research Consultant

PIs: Greg Stewart & Samantha Solimeo

- Part of an ongoing collaboration between the University of Iowa's Management and Entrepreneurship department and the qualitative research team at the Veterans Health Administration
- Focused on better understanding how the shift to patient-aligned care teams in the VA hospitals has impacted patient and employee outcomes
- I assist in turning our research findings into manuscripts for academic journals and create longitudinal databases

CDC – The National Institute for Occupational Safety and Health (NIOSH)

Research Consultant

- Part of a \$6 million-dollar five-year grant that involves collaboration between the University of Iowa's Management and Entrepreneurship department, the School of Public Health, and Human Resources
- Focused on better understanding the personal and family changes that employees faced during the COVID-19 pandemic and how to promote well-being
- I analyzed the data from a year-long data collection and wrote a summary report that was presented to the administration at the University

TEACHING EXPERIENCE

Primary Lecturer, MGMT 4300: Leadership and Personal Development

University of Iowa, Fall 2020

- 3-credit course for business undergraduates (enrollment of 38 students)
- Hybrid in-person and asynchronous online format
- Course involves applying theories of organizational behavior, human resource management, and positive psychology to current business trends and students' personal and work lives. Topics include well-being, motivation, career management, leadership, teams, and personality
- Teaching evaluation: *Instructor*: 5.6/6 (median), *Course*: 5.7/6 (median)
 - Based on 97% response rate (33/34)

Teaching Assistant, OB 7410: Organizational Behavior and Leadership*

University of Georgia, Fall 2017

- 3-credit course for professional MBAs (enrollment of 35 students)
- Coordinated group collaborations, mentored group projects, and provided feedback on exams, essays, and case studies

Guest lecturer, MGMT 7350: Leadership PhD seminar*

University of Iowa, Fall 2021

- 3-credit course for management PhD students (enrollment of 14 students)
- Facilitated a group discussion on a working paper that overlapped with topics the students were covering in class

Guest lecturer, MGMT 3300: Strategic Human Resource Management*

University of Iowa, Fall 2021

- 3-credit course for business undergraduates (enrollment of 45 students)
- Gave a lecture on career management strategies and their overlap with prosocial impact and well-being
- Facilitated a group project where students assessed the prosocial impact of charities and determined where to make a \$200 donation

Guest lecturer, Phi Gamma Nu Chapter Meeting*

University of Iowa, Spring 2022

- A professional development club
- Gave a lecture on prosocial impact and meaning at work, as well as how to assess the effectiveness of charities
- Part of a partnership I have with the charity One for the World

* No teaching evaluation available

SERVICE AND PROFESSIONAL AFFILIATIONS

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| Academy of Management | 2017 – Present |
| <ul style="list-style-type: none"> • <i>Reviewer 2017 OB and MOC 2020 Divisions</i> • <i>Member of OB, HR, and Careers Divisions</i> | |
| Southern Management Association | 2019 – 2021 |

WORK EXPERIENCE

- From high school to entering the doctoral program I have worked 16 jobs
- These jobs ranged from an analytics intern for a homeless shelter, a farmhand in Canada, a sous chef and everything in between

REFERENCES

Rong Su, Ph.D.

Associate Editor, *Psychological Bulletin*
 Associate Professor, Pioneer Research Fellow
 Department of Management and Entrepreneurship
 Tippie College of Business, University of Iowa
 W234 John Pappajohn Business Building
 Iowa City, IA 52242-1994
 Phone: 319-335-0954
 Email: rong-su@uiowa.edu

Amy E. Colbert, Ph.D.

Professor, Leonard A. Hadley Chair in Leadership
 Department of Management and Entrepreneurship
 Tippie College of Business, University of Iowa
 S370 John Pappajohn Business Building
 Iowa City, IA 52242-1994
 Phone: 319-335-0932
 Email: amy-colbert@uiowa.edu

Greg L. Stewart, Ph.D.

Mary H. Bell Chair in Leadership
 Professor, Department Executive Officer
 Department of Management and Entrepreneurship
 Tippie College of Business, University of Iowa
 W248 John Pappajohn Business Building
 Iowa City, IA 52242-1994
 Phone: 319-335-1947
 Email: greg-stewart@uiowa.edu

Eean R. Crawford, Ph.D.

Henry B. Tippie Research Fellow
 Associate Professor, Director of Graduate Studies
 Department of Management and Entrepreneurship
 Tippie College of Business, University of Iowa
 W376 John Pappajohn Business Building
 Iowa City, IA 52242-1994
 Phone: 319-335-2884
 Email: eean-crawford@uiowa.edu