

CURRICULUM VITAE

Maria Tomprou, Ph.D.
(EAD holder)

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ACADEMIC APPOINTMENTS

OB Research Scientist Human – Computer Interaction Institute (HCII) Carnegie Mellon University	2015-present
Visiting Assistant Professor of Organizational Behavior Heinz College Carnegie Mellon University	2013-2015
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) Thesis supervisor: Prof. I. Nikolaou	Dec 2009
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M. Sc.	Occupational and Organizational Psychology University of Surrey, UK	Jun 2004
B. Sc. Honors	Psychology (cum laude) National University of Athens, Greece	Jun 2003

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).

RESEARCH AND PUBLICATIONS

1. REFEREED JOURNAL ARTICLES

- Rousseau, D.M., **Tomprou M.**, & Simosi, M. (2016). Idiosyncratic Deals Individual Employees Can Negotiate For Career Opportunity and Flexibility with Fairness. *Organizational Dynamics*.
- 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.
- 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., & Hansen, S.D. (upcoming). Organizational Change and Psychological Contracts. In P. Petrou & M. Vakola (Ed.). *The Psychology of Organizational Change*. Routledge.

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., Rousseau, D.M., & Griep, Y. Resolution in the Aftermath of Psychological Contract Violation. *Journal of Vocational Behavior*. (Under Review)

Rousseau, D. M., Hansen, S. D., & **Tomprou, M.** Psychological contract theory 2.0. *Journal of Organizational Behavior*. (Revise and Resubmit)

Tomprou, M., Xanthopoulou, D., & Vakola, M. When daily resource exchange matter? Effects on daily employee functioning. *Work & Stress* (Revise and Resubmit).

4. SELECTED RESEARCH IN PROGRESS

Tomprou, M., Chickersal, P., Dabbish, L. Building a platform of career path trajectories (Stage: Data analysis)

Tomprou, M., Chickersal, P., Kraut, B., Dabbish, L. Online communities as career advisors.
(Stage: Data collection completed)

Chikersal, P., **Tomprou M.**, Kim, Y-J., Woolley, A., & Dabbish L. Physiological Synchrony in
Collective Intelligent Teams. (Stage: Manuscript in Preparation)

Tomprou, M., Griep, Y., & Vantilborgh, T. Physiological Underpinnings of Psychological
Contracts. (Stage: Manuscript in preparation)

Simosi, M. & **Tomprou, M***, I-deals and Promotability: Two policy capturing studies (Stage:
Data collection of second study) *equal contribution

Bankins S. & Tomprou, M., Marking my space: Territoriality development during space
transition. (Stage: 10,000 AUD funding secured)

5. REFEREED CONFERENCE PROCEEDINGS

Tomprou, M. & Woolley, A., (forthcoming 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. (forthcoming 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?
European Association of Work and Organizational Psychology, Dublin, Ireland.

Tomprou, M., (2017). Paper Rejections: When is a good time to give up? 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. & Nezelek 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. & 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.

TEACHING EXPERIENCE

7. LECTURING POSITIONS

HEINZ COLLEGE, CARNEGIE MELLON UNIVERSITY

2013-present

Post-graduate Elective Courses:

Coaching, Training, and Employee Development

(Course 2015 overall rating: 4.00, Instructor overall rating: 4.15)

(Course 2014 overall rating: 4.8 Instructor overall rating: 4.9)

Performance Management

(Course 2015 overall rating: 4.15, Instructor overall rating: 4.57)

(Course 2014 overall rating: 4.27, Instructor overall rating: 4.55)

(Course 2013 overall rating: 4.27, Instructor overall rating: 4.32)

SCHOOL OF LEADERSHIP & EDUCATION 2012

Undergraduate Course: Best Practices in Organizations
(Course overall rating: 4.18, Instructor overall rating: 4.85)

1. TEACHING ASSISTANT POSITIONS

HEINZ COLLEGE, CARNEGIE MELLON UNIVERSITY 2010-2012

Graduate courses: Strategic Human Resource Management,
Organizational Change, Evidence-based Management

TEPPER BUSINESS SCHOOL, CARNEGIE MELLON UNIVERSITY 2010-2012

Graduate courses: Evidence-based Management,
Strategic Human Resource Management

ATHENS UNIVERSITY OF ECONOMICS AND BUSINESS 2004- 2009

Undergraduate course: Organizational Psychology

PRESENTATIONS

1. INVITED SEMINARS AND TALKS

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

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

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

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

RESEARCH GRANTS

Bankins, S. & Tomprou, M. 2017-2018
Exploring person-space fit: Managing space changes and their effects on employees' attitudes
Newcastle University, Australia. \$10,000

Tomprou M. 2013-2015
Assessing the impact of leader vision on organizational change.

UPMC and Future of Work Lab. \$20,000

Tomprou, M. *Positive psychological contract during recession: Utopia or Reality?* **2009-2010**
Athens University of Economics and Business. €7,000.

Tomprou, M. *Exploring the Recent Turbulence in the Financial Sector from a Psychological Contract Perspective* **2009-2010**
Athens University of Economics and Business. €7,000.

Tomprou, M. *Identification of Educational Needs in Local Government.* **2007-2008**
Athens University of Economics and Business. €9,000.

Tomprou, M. *Catalogue of Occupational Exploration based on RIASEC personality types.* **2006-2007**
Ministry of Education and Religious Affairs. €10,000.

AWARDS AND FELLOWSHIPS

2nd Prize of the 2010 EDAMBA Thesis Competition **2010**
by European Doctoral Programs
Association in Management and Business Administration (EDAMBA)

Highly Commended Award in the Human Resource Management **2010**
category of the 2009 Emerald/EFMD
Outstanding Doctoral Research Awards by Emerald Publishing

Award as a 2010 Outstanding Reviewer **2010**
Academy of Management OB Division

Doctoral Scholarship of Human Resource Management **2006-2009**
Greek State Scholarship Foundation (IKY)

Scholarship for Academic Performance 2001-2002 **2002**
Union of Marine Profession

SERVICE ACTIVITIES

Ad Hoc Reviewer Journal of Organizational Behavior, Human Resource Management, Group and Organization Management, Journal of Managerial Psychology, British Journal of Management, European Journal of Work and

Ad Hoc Reviewer Organizational Psychology
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, Society for Industrial & Organizational
Psychology, American Psychological Association

LANGUAGES

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

REFERENCES

Laura Dabbish

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Carnegie Mellon University
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