

Curriculum Vitae

Thomas M. Tripp, Ph.D.

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OFFICE

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EDUCATION

Northwestern University, Kellogg School of Management:
Ph.D. in Organization Behavior, 1991.

University of Washington:
Bachelors of Science in Psychology, 1985.

EMPLOYMENT

Professor, *Washington State University Vancouver*, Management & Operations
Department, 2004 - present.

Director of Business Programs, *Washington State University Vancouver*, 2001 -
2005.

On Sabbatical at University Center Cesar Ritz, Brig, Switzerland, Fall, 2005.

Associate Professor, *Washington State University Vancouver*, Management &
Decision Sciences Department, 1997 - 2004.

Assistant Professor, *Washington State University Vancouver*, Management &
Decision Sciences Department, 1994 - 1997.

Assistant Professor, *Washington State University Tri-Cities*, Management &
Decision Sciences Department, 1991-1994.

Instructor, *Northwestern University*, Kellogg Graduate School of Management,
1990-1991.

RECENT PUBLICATIONS

- Gregoire, Y., Tripp T.M. & Legoux, R. (in press). Customer Revenge and Avoidance over Time: Insights about a Longitudinal “Love Becomes Hate” Effect. *Journal of Marketing*.
- Stouten, J. & Tripp, T.M. (in press). "Forgiving Defection in Social Dilemmas: Should Leaders Ask for Forgiveness?" *Leadership Quarterly*.
- Tripp, T.M., & Bies, R.J. (2009). *Getting even: The truth about workplace revenge – and how to stop it*. San Francisco, CA: Jossey-Bass.
- Tripp, T.M., & Bies, R.J. (2009). “Righteous” anger and revenge in the workplace: The fantasies, the feuds, the forgiveness. In M.Potegal, G. Stemmler, & C. Spielberger (Eds.), *Handbook of anger: Biological, psychological, and social processes*. Amsterdam: Springer.
- Tripp, T.M., Bies, R.J., & Aquino, K. (2007). A vigilante model of justice: revenge, reconciliation, forgiveness, and avoidance. *Social Justice Research, 20*, 10-34.
- Tripp, T.M., & Bies, R.J. (2007). Scholarly biases in studying justice and emotion: If we don’t ask, we won’t see. In D. DeCremer (Ed.), *Advances in the psychology of justice and affect*. Greenwich, CT: Information Age Publishing.
- Aquino, K., Tripp, T.M., Bies, R.J. (2006). Getting even or moving on? Power, procedural justice, and types of offense as predictors of revenge, forgiveness, reconciliation, and avoidance in organizations. *Journal of Applied Psychology, 91*, 653-658.
- Summarized in *Stanford Social Innovation Review*, Winter 2007, p. 20.
- Bies, R.J., & Tripp, T.M. (2005). The Study of Revenge in the Workplace: Conceptual, Ideological, and Empirical Issues. In S. Fox & P. Spector (Eds.), *Counterproductive Workplace Behavior: An Integration of Both Actor and Recipient Perspectives on Causes and Consequences*.
- Bies, R.J., & Tripp, T.M. (2004). Badmouthing the Company: Bitter Employee or Concerned Citizen? In R. Kidwell & C. Martin (Eds.), *Managing Organizational Deviance*. Sage Publications.
- Tripp, T.M., Bies, R.J., & Aquino, K. (2002). Poetic justice or petty jealousy? The aesthetics of revenge. *Organizational Behavior and Human Decision Processes, 89*, 966-984.
- Bies, R.J., & Tripp, T.M. (2002). Hot Flashes, Open Wounds: Injustice and the Tyranny of Its Emotions. In S. Gilliland, D. Steiner, and D. Skarlicki (Eds.)

Emerging perspectives on managing organizational justice (pp. 203-223).
Greenwich, CT: IAP Press.

Aquino, K., Tripp, T.M., Bies, R.J. (2001). How employees respond to personal offense: The effects of blame attribution, victim status, and offender status on revenge and reconciliation in the workplace. *Journal of Applied Psychology, 86*, 52-59.

Bies, R.J., & Tripp, T.M. (2001). A passion for justice: The rationality and morality of revenge. In R. Cropanzano (Ed.), *Justice in the workplace (Vol. II)*. Mahwah, NJ: Lawrence Erlbaum Associates.

Clyman, D.R., & Tripp, T.M. (2000). Discrepant values and measures of negotiator performance. *Group Decision and Negotiation, 9*, 251-274.

TEACHING EXPERIENCE

Washington State University:

- *Leadership Skills (Mgt. 401 & Mgt. 593)*, 1991-2009.
- *Negotiations (Mgt. 485 & Mgt. 585)*, 1992-2009.
- *Doctoral Seminar in Organizational Behavior (Mgt. 596)*, 2001, 2003, 2006.
- *Environmental Ethics*, Contributing Lecturer to team-taught course, 2002.
- *Applied Statistics (Mgt. 496)*, 1993.

Cornell University Hotel School, Professional Development Program:

- *Negotiations*, 1995.

Northwestern University, Kellogg Graduate School of Management:

- *Negotiations (D70)*, 1990-91.
- *Power and Politics (D53)*, 1990.
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University of Washington, Psychology Department:

- *Statistics, Psych 217 & 218*, teaching assistant, 1984.

AWARDS

Instructor of the Year Award, Student Business Organization, Washington State University Vancouver, 2009.

Finalist for Marian E. Smith Faculty Achievement Award, Washington State University, 2009

Outstanding Faculty Teaching Award, College of Business & Economics, Washington State University, 2005.

President's Teaching Academy, Washington State University, inaugural member, 2004. Vice chair, 2005-06, and 2007-08.

Students' Award for Teaching Excellence, Washington State University Vancouver, 2000.

Best Conceptual Paper, International Association of Conflict Management, for paper, "Discrepant values and measures of negotiator performance," with Dana Clyman, 1999.

Outstanding Faculty Teaching Award, College of Business & Economics, Washington State University, 1996.

Faculty Honor Roll, Kellogg Graduate School of Management, Northwestern University, 1990 & 1991.

Graduated Cum Laude with Honors Distinction in Psychology, University of Washington, 1985.

Guthrie Award, University of Washington, 1985.

Phi Beta Kappa, University of Washington, 1985.

Psi Chi, University of Washington, 1984.

PROFESSIONAL SERVICE

Division Chair, Conflict Management Division, *Academy of Management*, 2008 – 2009.

Program Chair, Conflict Management Division, *Academy of Management*, 2006 - 2007.

Professional Development Chair, Conflict Management Division, *Academy of Management*, 2005 – 2006.

Editorial Board, *Journal of Management*, 2008 - present.

Editorial Board, *Journal of Organizational Behavior*, 2002 - present.

Editorial Board, *Negotiations and Conflict Management Research*, 2006 -present.

Editorial Board, *International Journal of Conflict Management*, 2003 - present.