
CURRICULUM VITAE

DOUGLAS E. THOMAS

University of New Mexico
Anderson Schools of Management
1924 Las Lomas NE
Albuquerque NM 87131-1221

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(May 2009)

ACADEMIC POSITIONS

The University of New Mexico, Anderson School of Management
Associate Dean of Accreditation, January 2009-Present
Assistant Dean of Accreditation, January 2008-Present
ASM Alumni Endowed Professorship, August 2007-Present
Associate Professor, July 2007-Present
Assistant Professor, August 2001-June 2007
Lobo Center Endowed Lectureship, July 2006-July 2007
Anderson Alumni Fellowship, August 2003-July 2006

Brigham Young University, Marriott School of Management
Visiting Lecturer, July 2001-August 2001

University of Texas at San Antonio, College of Business
Visiting Lecturer, August 2000-June 2001

Texas A&M University, Mays Business School, Department of Management
Research Assistant and Instructor, August 1997- July 2000

EDUCATION

Ph.D. *Texas A&M University*
Strategic Management (Major) and International Business (Minor). 2001.

B.A. *Brigham Young University*
Economics, Cum Laude. 1996

PUBLICATIONS

Refereed Journal Articles

- Di Gregorio, Dante, Musteen, Martina & Thomas, Douglas E. Forthcoming. Offshoring as a source of international competitive advantage for SMEs. *Journal of International Business Studies*.
- Del Campo, Robert G. & Thomas, Douglas E. Forthcoming. Mexican-American Entrepreneurship and social networks: A review and vision for the future. *International Journal of Business Research*
- Miller, Stewart R. Thomas, Douglas E. Eden, Lorraine, & Hitt, Michael A. 2008. Knee Deep in the Big Muddy: The Survival of Emerging Market Firms in Developed Markets. *Management International Review*. 47(6): 645-665
- Di Gregorio, Dante, Musteen, Martina & Thomas, Douglas E. 2008. International New Ventures: The Cross-Border Nexus of Individuals and Opportunities. *Journal of World Business*. 43(2): 186-196
- Trevino, Len & Thomas, Douglas E, & Cullen, John. 2008. The Three Pillars of Institutional Theory and FDI Location in Latin America. *International Business Review*. 17(1): 118-133
- Di Gregorio, Dante, Thomas, Douglas E. & Gonzalez de Castilla, Fernan. 2008. Competition between emerging and multinational firms: Wal-Mart and Mexican retailers. *International Journal of Management*. 25(3): 532-545.
- Thomas, Douglas E., Eden, Lorraine, Hitt, Michael A, & Miller, Stewart R. 2007. Experience of emerging market firms: The role of cognitive bias in developed market entry and survival. *Management International Review*. 47(6): 845-867.
- Thomas, Douglas E. 2007. How do reputation and legitimacy affect organizational performance? An analysis. *International Journal of Management*. 24(1): 108-116
- Thomas, Douglas E. 2006. International diversification and firm performance in Mexican firms: A curvilinear relationship? *Journal of Business Research*. 59(4): 501-507.
Reprinted in *Multinational Enterprise Theory (Volume I)*. 2008. Jeffrey A. Krug & John D. Daniels, eds. 105-117. Los Angeles: Sage Publications.
- Logsdon, Jeanne, Thomas, Douglas E., & Van Buren III, Harry. 2006. Corporate Social Responsibility in Large Mexican Firms. *Journal of Corporate Citizenship*. Issue 21: 51-60
- Thomas, Douglas E. & Grosse, Robert. 2005. Explaining imports and exports: A focus on non-maquiladora Mexican firms. *Multinational Business Review*. 13(3): 25-40.
- Thomas, Douglas E. 2005. Top management team international dominant logic: A new linkage in the international diversification-performance link. *Problems and Perspectives in Management*. 3(2): 54-63.

Beal, Brent D. & Thomas, Douglas E. 2004. Strategic options for managing intellectual assets flows in the information sector. *Journal of Managerial Issues*. 16(4): 442-459.

Thomas, Douglas E. & Eden, Lorraine. 2004. What is the shape of the multinationality-performance relationship? *Multinational Business Review*. 12(1): 89-110.

Thomas, Douglas E. & Grosse, Robert E. 2001. Country of origin determinants of foreign direct investment in a developing country: The case of Mexico. *Journal of International Management*. 7(1): 59-79.

Hitt, Michael A., Hoskisson E, Robert, Kim, Hicheon & Thomas, Douglas E. 1999. Global markets and the international diversification of firms: Motives and outcomes. *Global Focus: International Journal of Business, Economics and Social Policy*. 11 (3): 1-11.

Book Chapters

Grosse, Robert E. & Thomas, Douglas E. 2007. Sources of competitiveness of Large Mexican Groups. In Robert E. Grosse & Luiz F Mesquita (eds). *Can Latin American Firms Compete?:* 250-265 Oxford, UK: Oxford University Press.

Eden, Lorraine, Thomas, Douglas E. & Olibe, Kingsley. 2003. Why multinationality matters: Exploring the "L" in the OLI paradigm. In Peter Gray (ed). *Extending the Eclectic Paradigm in International Business: Essays in Honor of John Dunning:* 31-54. Cheltenham, UK: Edward Elgar Publishing.

Proceedings of Academic Conferences

Del Campo, Robert G. & Thomas, Douglas E. Forthcoming. Mexican-American Entrepreneurship and social networks: A review and vision for the future. Proceedings of International Academy of Business and Economics.

Van Buren III, Harry & Thomas, Douglas E. 2006. Social responsibility through information disclosure and consumer choice : The case of the media industry. Proceedings of International Association of Business and Society Conference, Merida, Mexico: 179-180.

Van Buren III, Harry, Logsdon, Jeanne & Thomas, Douglas E. 2006. The evolution of corporate social responsibility in Mexico. Proceedings of International Association of Business and Society Conference, Merida, Mexico: 173-178.

Thomas, Douglas E. & Grosse, Robert. 2002. Explaining the inward and outward internationalization of emerging market firms: A focus on Mexico. Proceedings of the 2002 Business Association of Latin American Studies (BALAS) conference. Tampa, Florida. (Distributed only on CD-ROM).

Cases in Textbooks

Thomas, Douglas E. General Motors 2005. Fred David, *Strategic Management*, 11th Edition. Prentice Hall.

Thomas, Douglas E. Gigante 2005. Fred David, *Strategic Management*, 11th Edition. Prentice Hall.

Thomas, Douglas E & Gonzalez, Fernan, Wal-Mart de Mexico 2005. Fred David, *Strategic Management*, 11th Edition. Prentice Hall.

PAPERS UNDER REVIEW AT REFEREED JOURNALS

Thomas, Douglas E., Di Gregorio, Dante & Gonzalez de Castilla, Fernan. Internationalization of Franchises from Emerging Markets: A Focus on Latin America. Under review at *Thunderbird International Business Review*.

Zhu, Hong Miller, Eden, Lorraine, Miller, Stewart R., Thomas, Douglas E., Fields, Paige. Revisiting the Flying Geese Hypothesis: Location Decisions of Asian Banks in the United States. Under review at *International Business Review*.

WORK IN PROGRESS

Miller, Stewart R., Eden, Lorraine, Thomas, Douglas E., Fields, Paige & Zhu, Hong. When You Leave, Should I Go Too? Trait-Based and Location-Based Imitation By Host-Country Multinationals. Preparing for submission to *International Business Review*.

Thomas, Douglas E., Arthur, Michelle M. & Hood, Jacqueline N. Internationalization, TMT gender diversity and firm performance in Mexican firms. Preparing for submission to *Group and Organization Management*.

REFEREED PRESENTATIONS

Del Campo, Robert G. & Thomas, Douglas E. Mexican-American Entrepreneurship and social networks: A review and vision for the future. To be presented at 2009 International Academy of Business and Economics Conference, Las Vegas, NV.

Di Gregorio, Dante & Thomas, Douglas E. A Divergence of Expectations Approach to Country Risk. Presented at 2008 Academy of International Business Conference, Milan, Italy

Miller, Stewart R., Eden, Lorraine, Thomas, Douglas E., Fields, Paige & Zhu, Hong. Liability of Foreignness and Imitation Strategies of Host Country Multinationals. Presented at 2007 Academy of Management Conference, Philadelphia, Pennsylvania.

- Di Gregorio, Dante, Musteen, Martina & Thomas, Douglas E. Offshoring as a source of international competitive advantage for SMEs. Presented at 2007 Academy of Management Conference, Philadelphia, Pennsylvania.
- Miller, Stewart R., Eden, Lorraine, Thomas, Douglas E., Fields, Paige & Zhu, Hong. When You Leave, Should I Go Too? Trait-Based and Location-Based Imitation By Host-Country Multinationals. Presented at 2007 Academy of International Business Conference, Indianapolis, Indiana & 2006 Strategic Management Society Conference, Vienna, Austria.
- Thomas, Douglas E., Di Gregorio, Dante, & Gonzalez de Castilla, Fernan. Internationalization of Franchises from Emerging Markets: A Focus on Latin America. Presented at 2007 International Conference on Strategic Management in Latin America, (Santiago, Chile) and 2007 BALAS Conference (San Jose, Costa Rica)
- Di Gregorio, Dante, Thomas, Douglas E. & Gonzalez de Castilla, Fernan. Competitive Dynamics between Emerging Market Firms and Dominant Multinational Rivals: Wal-Mart and the Mexican Retail Industry. Presented at 2007 International Conference on Strategic Management in Latin America, Santiago, Chile.
- Miller, Stewart R. Thomas, Douglas E. Eden, Lorraine, & Hitt, Michael A. Ethnic Identity, Market Depth and the Survival of Emerging Market Firms in Developed Markets. Presented at 2006 Academy of Management Conference, Atlanta, Georgia.
- Trevino, Len, Thomas, Douglas E., & Cullen, John. Institutional Theory: The Three Pillars and FDI Location in Latin America. Presented at 2006 Academy of International Business Conference, (Beijing, China) and 2007 BALAS Conference (San Jose, Costa Rica).
- Grosse, Robert E. & Thomas, Douglas E. Sources of competitiveness of Large Mexican Groups. Presented at 2006 Academy of International Business Conference, Beijing China (Special BALAS Session).
- Zhu, Hong, Eden, Lorraine, Miller, Stewart R. & Thomas, Douglas E. Do birds of a feather flock together? Location strategies of Asian banks in the United States. Presented at 2006 Academy of International Business Conference, Beijing China.
- Van Buren III, Harry & Thomas, Douglas E. Social responsibility through information disclosure and consumer choice : The case of the media industry. Presented at 2006 International Association of Business and Society Conference, Merida, Mexico.
- Van Buren III, Harry, Logsdon, Jeanne & Thomas, Douglas E. The evolution of corporate social responsibility in Mexico. Presented at 2006 International Association of Business and Society Conference, Merida, Mexico.
- Thomas, Douglas E. & Eden, Lorraine, Hitt, Michael A. & Miller, Stewart R. Experience of emerging market firms: explaining developed market entry and survival. Presented at 2005 European

International Business Academy conference (Oslo, Norway) and 2005 Copenhagen Conference on Strategic Management (Copenhagen, Denmark).

Thomas, Douglas E. & Eden, Lorraine. Market Reactions to Emerging Market Firms' FDI in Developed Markets. Presented at the 2005 Strategic Management Society Conference, Orlando, Florida.

Di Gregorio, Dante, van Wyck, Jay & Thomas, Douglas E. A Divergence of Expectations Approach to Country Risk. Presented at the 2005 Strategic Management Society Conference, Orlando, Florida and presented at the JIBS Paper Development Workshop at 2005 AIB Conference.

Beal, Brent D, Damoiseau, Yves & Thomas, Douglas E. Strategic Social Corporate Responsibility. Presented at the 2005 Academy of Management Conference, Honolulu, Hawaii.

Thomas, Douglas E., Eden, Lorraine & The institutional distance paradox: Explaining the 'early mover' internationalization strategies of emerging market firms. Presented at the 2005 Academy of International Business Conference, Quebec, Quebec.

Gouvea, Raul, Kassicieh, Sulieman, Di Gregorio, Dante, & Thomas, Douglas E. Multilatinas' Corporate Strategies. Presented at the 2005 BALAS Conference in Madrid, Spain.

Thomas, Douglas E., Arthur, Michelle M. & Hood, Jacqueline N. 2004. Internationalization, TMT Gender Diversity and Firm Performance in Mexican Firms. Academy of Management Conference in New Orleans, Louisiana.

Thomas, Douglas E., Eden, Lorraine & Hitt, Michael A. 2002. Who goes abroad? International diversification by emerging market firms into developed markets. Academy of Management Conference. Denver, Colorado.

Thomas, Douglas E. & Grosse, Robert. 2002. Explaining the inward and outward internationalization of emerging market firms: A focus on Mexico. Academy of International Business Conference. San Juan, Puerto Rico.

Thomas, Douglas E. & Grosse, Robert. 2002. Explaining the inward and outward internationalization of emerging market firms: A focus on Mexico. Business Association of Latin America (BALAS) Conference. Tampa, Florida.

Eden, Lorraine & Thomas, Douglas E. 2000. Is the multinationality-performance relationship U-shaped? Academy of Management Conference. Toronto, Canada.

Thomas, Douglas E. & Grosse, Robert E. 1999. Country of origin determinants of foreign direct investment in a developing country: The case of Mexico. Academy of Management Conference. Chicago, Illinois.

Eden, Lorraine & Thomas, Douglas E. 1998. Does internalization affect firm performance? Academy of International Business Conference. Vienna, Austria.

INVITED PRESENTATIONS

Thomas, Douglas E. 2008. Using the Glo-bus simulation in undergraduate international business classes. 2008 Academy of International Business Conference. Milan Italy.

Grosse, Robert E. & Thomas, Douglas E. 2005. Sources of competitiveness of Large Mexican Groups. Thunderbird Conference, Can Latin American Firms Compete? Glendale, AZ.

Thomas, Douglas E. & Eden, Lorraine. 2003. The institutional distance paradox: Internationalization strategies of emerging market firms. Strategic Management Society Mini-Conference on Emerging Markets. Hong Kong, China.

Thomas, Douglas E. 2002. Who goes abroad? International diversification by emerging market firms into developed markets. Academy of International Business Conference (Farmer Dissertation Award Ceremony). San Juan, Puerto Rico.

OTHER INVITED PRESENTATIONS

Thomas, Douglas E. 2005. Liderazgo Estratégico: Ideas Para Tener Éxito. Latin American Outreach Program for Municipal Leaders from Colombia. University of New Mexico.

Thomas, Douglas E. 2003. The internationalization of emerging market firms into the USA and Europe. Global MBA Conference: Los retos del líder latinoamericano. Instituto Tecnológico de Estudios Superiores de México. México City, México.

Thomas, Douglas E. & Hunsaker, B. Thomas. 2003. Organizational humility. Society of Human Resource Management, New Mexico State Council Meeting. Albuquerque, New Mexico.

CONTRACTS AND GRANTS

Co-Principal Investigator (with Dante-DiGregorio). **Applied for** U.S. Department of Education's Title VIB (BIE) Program (2009-2011). \$189,631. Widening the Scope of UNM's International Business Education Programs.

Co-Principal Investigator (with Dante-DiGregorio). 2006-2008. Technology Entrepreneurship and Sustainable Enterprise involving Latin America. U.S. Department of Education's Title VIB (BIE) Program. \$195,500.

Thomas, Douglas E. White, Craig. Business Plan Premier software on ASM's Virtual Lab. Summer 2006. \$8000.

Thomas, Douglas E. White, Craig. Implan and Economic Impact Analysis. ASM Summer Economic Development Grants. Summer 2005. \$15,000.

Di Gregorio, Dante & Thomas, Douglas E. Assessing the Internationalization of New Mexican Firms. Summer 2005.

TEACHING EXPERIENCE

Entrepreneurship: EMBA: New Ventures, Undergraduate: New Ventures

Strategic Management: EMBA Capstone Course, MBA Capstone Course, Strategic Management, Undergraduate Capstone course,

International Management: Strategic Management in Latin America (courses held in Mexico), The International Environment of Business, International Management

UNM Average Overall Instructor Ratings:

Fall 2001-Fall 2007: **5.8/6.0** (Undergraduate)

Fall 2001-Fall 2007: **5.6/6.0** (MBA)

PROFESSIONAL EXPERIENCE

PFNC Global Communities, member, Board of Advisors
ClickBricks.com, member, Board of Advisors

DTB International (dba Pastorero Taco Grill)
Partner, August 2005-Present

American Express, Mexico City, Mexico
Consultant to Vice President of Operations, 1997

Brigham Young University-Missionary Training Center, Provo UT
Spanish Instructor 1994-1995

PROFESSIONAL ACTIVITIES

President, Brigham Young University Management Society (New Mexico Chapter): August 2004-December 2007; Board Member (August 2003-Present)

Program Committee Co-Chair
Texas Conference on Organizations (1998)

Ad hoc reviewer for (most recent in parentheses):

Academy of Management Journal
Journal of International Business Studies (2008)
Business & Society
Journal of Management Studies
Journal of Business Research (2007)
Transnational Corporations
Thunderbird International Business Review (2008)
Management Learning
Journal of World Business
Multinational Business Review (2007)
International Business Review (2007)
Business Journal of Hispanic Research (2007)

Conference reviewer for:

Academy of Management Annual Meeting (BPS Division), 1999, 2000, 2002, 2003
Academy of Management Annual Meeting (IM Division), 2000, 2002, 2005, 2006
Academy of International Business Annual Meeting, 1998, 2002, 2005, 2006, 2008
International Business & Economy Conference, 2006
Texas Conference on Organizations, 1998

PROFESSIONAL ASSOCIATIONS

Member, Academy of Management
Member, Academy of International Business
President, Brigham Young University Management Society (New Mexico Chapter) Fall 2004-Present (Invited and Hosted speakers including Stephen R. Covey, John K. Carmack, Congresswoman Heather Wilson)

UNIVERSITY SERVICE

Faculty Advisor to SIFE (Students in Free Enterprise), Spring 2006
Faculty Advisor to LDSSA (Latter-Day Saint Student Association) Fall 2006-Present

Director of UNM-UdeG (Universidad de Guadalajara) Guadalajara summer program, Guadalajara, Mexico, May 2008

Director of UNM- ITESM (Tecnológico de Monterrey) Chihuahua summer program, Chihuahua, Mexico, May-June 2006, June 2007

Co-Director of UNM-ITESM (Tecnológico de Monterrey) Chihuahua summer program, Chihuahua, Mexico, May-June 2005

Co-Director of UNM-ITESM (Tecnológico de Monterrey) Aguascalientes summer program, Aguascalientes, Mexico, July 2004

Provided Business Plan (with Craig White) for University Faculty Club December 2004-February 2005

Created Service Learning Partnership between Junior Achievement of New Mexico and my Management 598 course; MBA students taught local high school students business principles

Member:

Search Committees for Assistant Professor in Strategic Management (2001-2002 & 2002-2003, 2006-2007), Leadership (2007-2008) and International Management (2006-2007)

ASM Parish Library Committee (Fall 2005-Summer 2007)

ASM Information Technology Committee (Fall 2006-Summer 2007)

ASM Curriculum & Programs Committee (Spring 2007)

ASM Learning Outcomes Assessment Task Force (Fall 2007)

UNM Faculty Senate Curriculum Committee (Spring 2007-Present)

UNM Faculty Concilium, Latin American Studies, (Spring 2007-Present)

UNM Latin American & Iberian Institute Grants and Awards Committee, (Fall 2007-Present)

CONSULTING/EXECUTIVE TRAINING/BOARDS

University of Maryland University College Adjunct Associate MBA Professor, Fall 2006-Present

Tulane University, Adjunct Professor, PMBA program, Fall 2008

State of New Mexico Public Regulation Commission, Title Insurance Study, 2007 (with Dante Di Gregorio)

Kaplan University, MBA Course Creator: International Managerial Competences, Spring 2007

US Forest Service, Accrual Accounting Statistical Consulting, (with Rich Brody & Craig White) Spring 2007-Present

Albuquerque Economic Development, (with Craig White), Albuquerque, NM, Fall 2004

National Association Industrial and Office Property, (New Mexico Chapter), Fall 2006

New Mexico State Engineer's Office, Water Rights Settlement (with UNM team), Fall 2005-Fall 2006

Memorial Medical Center, Las Cruces, NM, 2002

Infotope, (Start-up), Albuquerque, NM 2002-2004

Gallup-McKinley County Chamber of Commerce, 2005

UNM Management Development Center, Management Training: Strategic Planning, 2006

UNM, Public Administrators from Colombia (in Spanish), 2006, Habits for Success

LANGUAGES

English (native), Spanish (fluent-oral and written), Portuguese (conversant)

HONORS AND AWARDS

Outstanding Research and Teaching Award, FITE Department, UNM, 2009

Outstanding Researcher Award, FITE Department, UNM, 2008

1 of 40 under Forty up-and-coming Business Professionals, New Mexico Business Weekly, 2006

ASM Alumni Endowed Professorship (August 2007-Present)

Lobo Center Endowed Lectureship (July 2006-July 2007)

Anderson Alumni Endowed Fellowship (Fall 2003-July 2006)

Academy of International Business Junior Faculty Consortium, Monterey, CA, 2003

Finalist for the Richard N. Farmer award for best international business dissertation, 2002

Top 25% of all instructors at Texas A&M in teaching effectiveness 1998-2000.

International Management Doctoral Consortium (Academy of Management), Toronto, Canada, 2000

Academy of International Business Doctoral Consortium, Charleston, SC, 1999

CIBER International Doctoral Workshop, Columbia University, New York City, 1999

College of Business (Texas A&M) Dean's Office Doctoral Dissertation Grant, 1999-2000

Regent's Fellow Scholarship, Texas A&M University 1997-2000