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## CURRICULUM VITAE

### ***DOUGLAS E. THOMAS***

University of New Mexico  
Anderson School of Management  
1922 Las Lomas NE  
Albuquerque NM 87131-1221

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douglasethomas@gmail.com

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(March 2021)

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### ***ACADEMIC POSITIONS***

*The University of New Mexico*, Anderson School of Management  
Coursera MOOCs: Global Business Environment I & II & Entrepreneurial Strategic Management in English & Spanish, Fall 2014-Present  
Professor, July 2013-Present  
Anderson Alumni Lectureship, July 2016-June 2017  
ASM Alumni Endowed Professor, August 2007-June 2016  
Associate Dean for Accreditation, January 2009-December 2010  
Assistant Dean for Accreditation, January 2008-December 2008  
Associate Professor, July 2007-June 2013  
Lobo Center Endowed Lectureship, July 2006-July 2007  
Anderson Alumni Fellow, August 2003-July 2006  
Assistant Professor, August 2001-June 2007

*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

## ***UNIVERSITY SERVICE***

**Chair, UNM's Faculty Senate Budget Committee** (Fall 2013-Summer 2015)  
**Vice-President, UNM's Faculty Concilium on Latin America and Iberia.** Fall 2013-Spring 2014  
**Faculty Chair,** Anderson School of Management, Fall 2012-Spring 2014  
**Chair, Policy & Planning Committee,** Anderson School of Management, Fall 2020-Present; Fall 2012-Spring 2014  
**Chair, Dean's Advisory Review Committee,** Anderson School of Management, Fall 2012-Spring 2014  
**Chair, UNM's Writing Across the Curriculum Committee,** 2009-2010  
**Director** of Anderson-Mexico summer program, 2006-present  
**Co-Director** of Anderson-Mexico summer program, 2004-2005  
    Universidad Anahuac Mayab, 2013-present  
    Centro Fox, Guanajuato, Mexico, 2009-2012  
    Universidad de Guadalajara, Guadalajara, Mexico, 2008  
    UNM- ITESM (Tecnológico de Monterrey) Chihuahua & Aguascalientes, Mexico, 2004-2007

### **Member:**

ASM, Policy & Planning Committee, Fall 2019-Spring 2020  
ASM Undergraduate Curriculum Committee (Fall 2015-Spring 2016; Spring 2019 (Interim))  
UNM Study Abroad Health and Safety Committee (Fall 2014-Summer 2015)  
UNM Bookstore Course Materials Division Manager Search Committee (Fall 2014)  
UNM President's Strategic Advisory Team (Spring 2010-Fall 2011)  
UNM Provost's Academic Program Prioritization Task Force (2010)  
UNM Distance Education Committee (Spring 2010-Spring 2011)  
UNM Provost's Committee on Assessment (Fall 2009-Summer 2011)  
UNM Core-Curriculum Task Force (Fall 2009-Fall 2010) (Writing Sub-Committee Chair)  
UNM College Academic Reporting Group Committee (Fall 2009-Fall 2010)  
UNM Faculty Concilium, Latin American Studies, (Spring 2007)  
UNM Search Committees for Assistant Professor in Strategic Management (2001-2002 & 2002-2003, 2006-2007), Leadership (2007-2008) and International Management (2006-2007)  
ASM Graduate Curriculum Committee (Fall 2011-Spring 2012)  
ASM Building Needs Assessment Committee (Fall 2011-Spring 2012)  
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-Spring 2008)  
UNM Latin American & Iberian Institute Grants and Awards Committee, (Fall 2007-Spring 2008)  
PhD Dissertation Committee, B. Thomas Hunsaker, Sociology, 2010-2013

## ***PUBLICATIONS***

### **Refereed Journal Articles**

- Di Gregorio, Dante & Thomas, Douglas E. 2021. A Divergence of Expectations Approach to the Assessment of Country Risk. 27(1): 132-142. *International Journal of Business and Globalisation*.
- Singh, Sonal, Bhowmick, Bhaskar, Ghosh, Susmita & Thomas, Douglas E. 2018. Techno-Entrepreneurial Leadership: An Emerging thought on Indian MSMEs. *The International Journal of Business and Management*, 6(8): 161-169.
- Hunsaker, B. Tom & Thomas, Douglas E. 2017. The Viability Triad: How desirability, feasibility, and sustainability form the new strategic decision imperative. *Journal of Management Information System and E-commerce*, 5(2): 1-4
- Hunsaker, B. Tom & Thomas, Douglas E. 2014. Predicting Public Confidence in Higher Education Institutions: An Analysis of Social Factors. *Research in Higher Education Journal*, 22: 1-9.
- Hunsaker, B. Tom & Thomas, Douglas E. 2013. Graduation Rates and the Higher Education Demographic Evolution. *The Journal of Learning in Higher Education*, 9(2): 29-34.
- Thomas, Douglas E., Di Gregorio, Dante, & Gonzalez de Castilla, Fernan. 2013. Internationalization of Franchises from Emerging Markets: A Focus on Latin America. *International Journal of Business Strategy*, 13(1): 13-20.
- Thomas, Douglas E., Arthur, Michelle M. & Hood, Jacqueline N. 2012. Internationalization, TMT Gender Diversity and Firm Performance in Mexican Firms. *International Journal of Strategic Management*, 12(2): 13-26.
- Zhu, Hong, Eden, Lorraine, Miller, Stewart R., Thomas, Douglas E., Fields, Paige. 2012. Host-Country Location Decisions Of Early Movers And Latecomers: The Role Of Local Density And Experiential Learning. *International Business Review*. 21(2): 145-155. JCR Impact Factor: 3.639; Citations: 35 (Google Scholar).
- Di Gregorio, Dante, Musteen, Martina & Thomas, Douglas E. 2009. Offshoring as a source of international competitive advantage for SMEs. *Journal of International Business Studies*. 40(6): 969-988. JCR Impact Factor: 7.724; Citations: 248 (Google Scholar); 95 (Web of Science).
- DelCampo, Robert G. & Thomas, Douglas E. 2009. Mexican-American Entrepreneurship and social networks: A review and vision for the future. *International Journal of Business Research*. 9(6): 120-127.
- 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. JCR Impact Factor: 2.689; Citations: 99 (Google Scholar); 55 (Web of Science).

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. JCR Impact Factor: 5.789; Citations: 135 (Google Scholar); 54 (Web of Science).  
**Reprinted** in Entrepreneurship Opportunity. Forthcoming. Dean A. Shepherd & Denis Grégoire, eds. Cheltenham, UK: Edward Elgar Publishing Ltd.

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. JCR Impact Factor: 3.639; Citations: 151 (Google Scholar); 56 (Web of Science).

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. JCR Impact Factor: 2.689; Citations: 120 (Google Scholar).

Thomas, Douglas E. 2007. How do reputation and legitimacy affect organizational performance? An analysis. *International Journal of Management*. 24(1): 108-116. Citations: 34 (Google Scholar).

Thomas, Douglas E. 2006. International diversification and firm performance in Mexican firms: A curvilinear relationship? *Journal of Business Research*. 59(4): 501-507. JCR Impact Factor: 4.028; Citations: 168 (Google Scholar).

**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. Citations: 86 (Google Scholar).

Thomas, Douglas E. & Grosse, Robert. 2005. Explaining imports and exports: A focus on non-maquiladora Mexican firms. *Multinational Business Review*. 13(3): 25-40. JCR Impact Factor: 1.436; Citations: 23 (Google Scholar).

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. JCR Impact Factor: 1.436; Citations: 398 (Google Scholar); **(Most cited paper ever in MBR's history)**.

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. JCR Impact Factor: 2.83; Citations: 127 (Google Scholar); 42 (Scopus)

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.

### **Edited Publications**

Hunsaker, B. Tom & Thomas, Douglas E. 2018. Answering the Great Questions. The Viability Triad. BizEd. May/June.

Thomas, Douglas E. & Hunsaker, B. Tom. 2014. Disrupting the Value Chain. BizEd. September/October: 66-67.

### **Papers Under Review at Peer Reviewed Journals**

Singh, Sonal Bhowmick, Bhaskar, Ghosh, Susmita & Thomas, Douglas E. Exploring the techno-entrepreneurial leadership concept in Indian Context. Under review at *International Journal of Knowledge Management*.

Di Gregorio, Dante, Musteen, Martina & Thomas, Douglas E. Recognition and Development of International Business Opportunities: Social Networks, Prior International Experience and Proactive Mindset. Under review at *International Journal of Entrepreneurial Behavior and Research*.

### **Working Papers**

Di Gregorio, Dante, Musteen, Martina & Thomas, Douglas E. Determinants of business school reputation in undergraduate international business education. **Preparing for Submission to *Multinational Business Review***.

Thanoon, Marwan Abdul-Malik & Thomas, Douglas Back on Track- Private Saving Puzzles in Asian Countries 1970-2016.

Lasota, Mark, Seidler, Todd, Scott, David, Woodrum, Arlie, Gilbert, Wade, & Thomas, Douglas. Exploring the Role of Mentorship in Achieving NBA Success: Narratives Told by Nine Naismith Memorial Basketball Hall of Fame Inductees.

Thomas, Douglas, Lasota, Mark, & Slough Christian. Predicting Downside Risk: NBA Draft Lottery. Target: *Journal of Business Research*.

Di Gregorio, Dante & Thomas, Douglas E. International Expansion as Exploration and Exploitation of Knowledge: What We Don't Know Can Hurt Us. Target: *Multinational Business Review*.

Di Gregorio, Dante, & Dahan, Nick & Thomas, Douglas E. Determinants of Business School Reputation in Undergraduate International Business Education.

Di Gregorio, Dante, Musteen, Martina & Thomas, Douglas E. International Contexts as Innovation Laboratories. Preparing for submission to *Journal of Business Research*

Juárez Tapia, Julieta & Thomas, Douglas E. Sustainable Competitive Advantage of Firms.

Di Gregorio, Dante, & Thomas, Douglas E & Musteen, Martina. Institutions and International Entrepreneurship.

### **Research in Progress**

Thomas, Douglas E. Rethinking the Higher Education Value Chain. Target: *Academy of Management Learning and Education*.

Thomas, Douglas E. Revisiting Country of Origin Determinants of Foreign Direct in Mexico. Preparing for submission *Journal of Business Research*.

Thomas, Douglas E. Foreign Direct Investment in Mexico: An Analysis by State. Target: Preparing for submission to *World Development*

### **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**

- DelCampo, Robert G. & Thomas, Douglas E. 2009. Mexican-American Entrepreneurship and social networks: A review and vision for the future. Proceedings of International Academy of Business and Economics, Las Vegas, Nevada. October 2009.
- 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.

## ***REFEREED PRESENTATIONS***

Lasota, Mark, Seidler, Todd, Scott, David, Woodrum, Arlie, Gilbert, Wade, & Thomas, Douglas. Exploring the Role of Mentorship in Achieving NBA Success: Narratives Told by Nine Naismith Memorial Basketball Hall of Fame Inductees. Accepted for Presentation at 2020 Conference of North American Society for Sport Management, San Diego, CA

Di Gregorio, Dante, Musteen, Martina & Thomas, Douglas E. Alertness to International Business Opportunities: The Role of Firm Characteristics, Prior International Experience and Social Networks. Presented at 2014 Academy of Management Conference, Philadelphia, Pennsylvania AND Presented at 2015 International Conference on Organization and Management (ICOM) Abu Dhabi, UAE.

Thomas, Douglas E. Revisiting Country of Origin Determinants of Foreign Direct in Mexico. Accepted for presentation at 2013 Academy of International Business (Latin America Chapter Conference), Puebla, Mexico. Unable to attend conference and present.

Thomas, Douglas E. Foreign Direct Investment in Mexico: An Analysis by State. Accepted for presentation at 2013 Academy of International Business (Latin America Chapter Conference), Puebla, Mexico. Unable to attend conference and present.

Thomas, Douglas E., Di Gregorio, Dante, & Gonzalez de Castilla, Fernan. Internationalization of Franchises from Emerging Markets: A Focus on Latin America. Accepted for presentation at 2013 International Academy of Business and Economics Conference, Orlando, Florida. Unable to attend conference and present.

Thomas, Douglas E., Arthur, Michelle M. & Hood, Jacqueline N. Internationalization, TMT Gender Diversity and Firm Performance in Mexican Firms. Presented at 2012 International Academy of Business and Economics Conference, Venice, Italy.

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

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. 2014. Rethinking the Higher Education Value Chain. Keynote Speaker. International Conference on Education Science and Human Development. Chengdu, China.

Thomas, Douglas E. 2013. Predictive Analytics and Big Data. National Property Management Association, Duke City Chapter, Fall Educational Seminar. Albuquerque, New Mexico.

White, Craig and Thomas, Douglas E. 2013. Saving Time and Money While Achieving a Clean Audit. Association of Government Accountants, Annual Professional Development Conference, Dallas, Texas.

White, Craig and Thomas, Douglas E. 2013. Saving Time and Money using Statistical Techniques for Accounting Estimates. New Mexico Chapter of the Association of Government Accountants, Professional Development Conference

White, Craig and Thomas, Douglas E. 2012. Benefits/Challenges of Using Statistical Model to Produce Obligation Accrual Estimates. New Mexico Chapter of the Association of Government Accountants, Professional Development Conference.

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. 2013. Predictive Analytics. New Mexico Workers' Compensation Administration.

Thomas, Douglas E. 2012. Business and Higher Education in Mexico. CFA Society of New Mexico.

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). 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***

**Coursera MOOC:** Global Business Environment I & II & Entrepreneurial Strategic Management in English & Spanish, more than 12,000 students worldwide, Fall 2014-Present.

**Entrepreneurship:** EMBA: New Ventures, Undergraduate: New Ventures

**Strategic Management:** EMBA Capstone Course, MBA Capstone Course, BBA Capstone Course

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

UNM Average Overall Instructor Ratings:

Fall 2001-Spring 2008: 5.8/6.0 (Undergraduate using ICES)

Fall 2001-Fall 2007: 5.6/6.0 (MBA using ICES)

Fall 2008-Present: 4.7/5 (Undergraduate using IDEA)

Spring 2010-Present: 4.3/5 (Online Undergraduate using IDEA)

International MBA Teaching (as a visiting professor): Universidad Autonoma de Queretaro (Mexico) and FUCAPI (Brazil)

### ***PROFESSIONAL EXPERIENCE***

*PFNC Global Communities*, member, Board of Advisors

*ClickBricks.com*, member, Board of Advisors

*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***

Wiley Publishing Business, Education & Career Advisory Panel

(July 2020-Present)

Honorable Associate Editor, *Annals of Social Sciences and Management Studies*

(September 2018-Present)

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

Program Committee Co-Chair

Texas Conference on Organizations (1998)

Ad hoc reviewer for (most recent in parentheses):

*Academia Revista Latinoamericana de Administracion* (2020)

*Management International Review* (2014)

*Canadian Journal of Administrative Sciences* (2014)

*Journal of Business Research* (2012, 2013)

*World Development* (2012)

*Management Decision* (2012)

*Academy of Management Journal*  
*Journal of International Business Studies* (2008, 2010, 2012)  
*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-Fall 2007 (Invited and Hosted speakers including Stephen R. Covey, John K. Carmack, Congresswoman Heather Wilson)

### ***CONSULTING/EXECUTIVE TRAINING/BOARDS***

*Sandia National Labs*, Predictive Analytics, Summer 2014  
*Expert Witness*, Organizational and Economic Damage Cases  
*University of Maryland Global 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-Spring 2014  
*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-July 2016)

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