

# DAVID ANTHONY THOMAS, PhD

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Urban Systems Engineering 248, PO Box 870604, Tempe, AZ 85278-0604

**EDUCATION:** Doctor of Philosophy, Educational Psychology August 1999

## UNIVERSITY OF SOUTHERN CALIFORNIA

Master of Business Administration, Corporate Finance and Marketing May 1989

## UNIVERSITY OF SOUTHERN

## CALIFORNIA

Bachelor of Science, Engineering Technology. Concentration: Computer Systems Engineering June 1982

## CALIFORNIA STATE POLYTECHNIC UNIVERSITY, Pomona

**ACADEMIC** Senior Lecturer, Bachelor of Interdisciplinary Studies Program. August 1999 to Present

**EXPERIENCE:** **ARIZONA STATE UNIVERSITY**, Main Campus, Tempe, Arizona

- ◆ Develop and teach upper-division undergraduate courses that make up the core curriculum in organizational leadership, organizational studies, and interdisciplinary studies programs.
- ◆ Drawing heavily of individual and organizational research across multiple disciplines, develop core curriculum, integrative thinking models and teaching tools associated with best practices in areas of interdisciplinary teams, transfer of learning across domains, teaching expertise and innovation, human performance, innovation and creativity, and organizational leadership.
- ◆ Pioneered the development of four core courses in the new ASU Online *Bachelor of Arts in Organizational Leadership* degree program: OGL 220 Behavioral Dynamics in Organizations; BIS 343 Social Processes in Organizations, and OGL 498 Pro-Seminar I and Pro-Seminar II.
- ◆ Develop and track several program-wide learning outcomes assessment measures for key courses in interdisciplinary studies and organizational leadership (BIS 301, BIS 402, and OGL 498).
- ◆ Developed a portfolio-based program outcomes assessment approach for the *Bachelor of Arts in Organizational Leadership* degree program (as part of the two semester pro-seminar experience).
- ◆ Advise and mentor new faculty and faculty associates. Share course curriculum and online course shells for each of the courses I developed as part of the *Bachelor of Arts in Organizational Leadership* program.
- ◆ Serve on and/or chair various program, school, and university committees, including several curriculum coordinating committees, university academic standards committee, study abroad committee, search committees (including the 2015 tenure-track search committee), academic program review committee, faculty review committee, etc.
- ◆ Directed the *London Summer Internship & Internship Program* (Summer 2006 / 2007)
- ◆ Proposed, developed, and directed the *Dublin Internship & Study Abroad Program* (Summer 2009-2013). As part of the new program proposal, I developed a sociocultural primary research curriculum component, allowing interdisciplinary studies students to fulfill *BIS 302 Interdisciplinary Inquiry* requirements – thereby creating an opportunity for many students to study and intern abroad who may not have otherwise had the opportunity.
- ◆ Mentor and advise colleagues who continue to direct the *Dublin Internship & Study Abroad Program* (Summer 2014 - present), as well as faculty who seek to propose new study abroad programs within our school (and the university). The Dublin Program has grown since 2010 to be one of the most successful internship-based study abroad programs at ASU.
- ◆ Proposed, developed, and direct the *Italy Internship & Study Abroad Program* (Summer 2014 – 2016, and the *Prague Internship & Study Abroad Program* (Summer 2017 – present). Also, worked in conjunction with the *School of International Letters & Cultures* to provide a new course (ITA 194 Gateway to Italy) to support students planning to study and intern in Italy.
- ◆ Study abroad program development efforts include budgeting, working with 3<sup>rd</sup> party providers, marketing, and the development of an integrated curriculum focusing on issues associated with globalization, sociocultural research, and transfer of learning.

## DAVID ANTHONY THOMAS (continued)

- ◆ Provide workshops for the Study Abroad Office for new faculty program directors on how to effectively market international programs.
- ◆ Selected by Co-Curricular Programs to serve as a Faculty Fellow. Developed and participate in programs designed to foster the development of faculty / student interaction outside of the traditional classroom.
- ◆ Active participant, assistant director, and steering committee member for the Arizona chapter of the Wakonse Fellowship (2000 – 2008), an organization committed to the development and love of innovative and effective teaching practice at the college level.
- ◆ Participate in the development and ongoing success of off-campus BIS degree programs. Selected to help successfully launch and teach the introductory course for Intel / Motorola Corporate Cohort, City of Tempe Cohort, City of Mesa Cohort, and Downtown Phoenix Cohort.
- ◆ Served as Faculty Advisor for the BIS College Council, helping to develop the organization into one of the most respected student organizations on campus. Serve on various other committees and task forces as appropriate.

Faculty Member, Associate Faculty Curriculum Chair, Master Teacher. July 1992 to June 1999  
**UNIVERSITY OF PHOENIX**, Southern California Campus

- ◆ Teach undergraduate and graduate level courses in lifelong learning and motivation, decision making and problem solving, project management, communication, human relations, management and leadership, and college mathematics.
- ◆ Consistently top rated UOP faculty member by students.
- ◆ Selected by UOP to kick off high profile corporate programs.
- ◆ As a Master Teacher / Mentor for the Southern California Campus, evaluated new and peer faculty members, and intervened to help resolve faculty / student problems.
- ◆ As Faculty Curriculum Chair for the Southern California Campus, developed and reviewed curriculum in undergraduate management content areas.

Project Coordinator for the Dean of the School of Education. December 1997 to May 1999  
**UNIVERSITY OF SOUTHERN CALIFORNIA**, Los Angeles, California

- ◆ Worked closely with USC's "Family Of Five" neighborhood K-12 schools, bringing together teachers, principals, and administrators for the purpose of improving student achievement in these urban schools.
- ◆ Helped develop and implement an improvement plan that addresses whole school reform through community outreach, USC faculty guidance and support, teacher practitioner and research application programs, and sharing of best practices among the Family of Five Schools.
- ◆ Evaluated literacy and technology plans in the Family of Five Schools and secured several corporate grants to help fund literacy and technology initiatives.
- ◆ Developed charter school budget / business plan and assisted in various start-up activities associated with a USC sponsored 6-12 charter school.
- ◆ Planned and facilitated project planning retreats and implemented project management methodology across several School of Education initiatives.
- ◆ Contributed significantly to USC's "Metrics of Excellence" - a balanced scorecard approach to measuring the effectiveness of USC's School of Education – including the development and tracking of some of the key indicators and performance targets.

**DAVID ANTHONY THOMAS** (continued)

*Independent Contractor / USC Research Assistant.* February 1998 to July 1998

**LOS ANGELES EDUCATIONAL PARTNERSHIP**

- ◆ Helped evaluate the Learning Communities Program, an LAEP / LEARN school reform initiative.
- ◆ Performed in-depth qualitative research on several K-12 schools selected for case studies.
- ◆ Interviewed school administrators and teachers, outside School Change Consultants, and LAEP staff.
- ◆ Assisted in the development of case studies, programmatic evaluations, and final report preparation.

**BUSINESS  
EXPERIENCE:**

*Principal.* February 1992 to Present

**INFOFLOW, INC. / THOMAS ENTERPRISES, Scottsdale, Arizona**

- ◆ Founded consulting / training and development company that provides customized corporate training programs, primarily in the areas of team building, project management, and strategic planning. Programs are experiential in nature, based on client specific pre-established goals and objectives, and designed to create the behavior changes necessary for lasting results.
- ◆ Provide consulting and speaking services in the areas of project management and team leadership, communication skills, and human performance factors associated with adult learning and motivational theories, decision making, and problem solving
- ◆ Directly responsible for all aspects of start-up and development of business, including development of business plan and policy for company, advertising / marketing, sales, recruiting staff members, training, leading and managing teams, facilitating training programs, budgeting and forecasting.

*Management Consultant.* September 1996 - December 1997

**RICHARD CHANG ASSOCIATES, Irvine, California**

- ◆ Personally developed customized project management training programs, off-the-shelf modules for project management / teamwork courses, and an intensive experiential / simulation based new employee orientation program for our largest client.
- ◆ Provided management consulting services to Fortune 500 clients in the areas of project management, performance measurement systems / balanced scorecard, continuous performance improvement, and human resources development.
- ◆ Facilitate corporate training and development programs for client companies in the areas of project management, high performance teamwork, communications skills, and problem solving.
- ◆ Managed instructional design and development projects.

*Major Account Manager.* June 1993 to May 1996

**KRONOS DATA SYSTEMS INCORPORATED, Long Beach, California**

- ◆ Performed consulting with major accounts and managed key projects for Kronos Time Accounting, Labor Management, and Data Collection Software and Systems.
- ◆ Responsible for revenue and P&L goals for software systems sales, training of Account Representatives, organizing and conducting seminars on manufacturing and healthcare systems automation, industry analysis and forecasting, and managing the roll-out of large systems implementations.
- ◆ Consistently exceeded assigned goals, earning Rookie-Of-The-Year Award, Kronos Quality Award and Kronos Legend Maker Award.

**DAVID ANTHONY THOMAS** (continued)

*District Systems Manager / Program Manager.* July 1989 to January 1992  
**TELXON CORPORATION / TRUE DATA CORPORATION**, Anaheim, California

- ◆ Managed District Systems Department consisting of systems analysts and software sales support staff.
- ◆ Responsible for attaining district revenue and P&L goals for District Systems Department profit center.
- ◆ Developed and implemented project management discipline and procedures.
- ◆ Performed all program management functions including customer management, project scheduling, resource loading, and cost/performance tracking.
- ◆ Responsible for development and training of systems staff.
- ◆ Consistently exceeded corporate goals; achieved highest profit margins within Telxon.

*Project Engineer / International Program Manager.* June 1982 to September 1987  
**ALLIED SIGNAL CORPORATION, BENDIX OCEANICS DIVISION**, Sylmar, California

- ◆ Developed and facilitated customized training and development programs in the areas of underwater acoustics and operation / maintenance of airborne sonar systems equipment.
- ◆ Managed \$100 million airborne sonar programs in Italy and Germany, providing on-site technical, marketing, and logistics support to the Italian and German Navy.
- ◆ Responsible for team management (hardware and software), writing proposals, production support, financial estimating, budgeting, and financial reporting.
- ◆ Project management responsibilities included program scheduling, customer management, as well as design and development engineering for various sonar system modules.
- ◆ Electronics design engineering responsibilities included development and enhancement of sonar data computer, dome control, and sonar operator training simulator.

**OTHER  
EXPERIENCE:**

*Principal, General Partner.* September 1987 - June 1996  
**MARINA MOBILE ESTATES, INCORPORATED**, Desert Shores, California

- ◆ Located, obtained financing, purchased, and managed several income property investments.
- ◆ Managed real estate portfolio, including a 231 space mobile home park, which grew to over four million dollars in asset value under my direct supervision.
- ◆ Successfully negotiated the profitable sale of all properties.

*President.* January 1989 to March 1992  
**THOMCO, INCORPORATED**, Desert Shores, California

- ◆ Founded construction materials transportation company.
- ◆ Obtained appropriate state licensing, purchased equipment, hired staff, and marketed our services to contractors statewide.

## DAVID ANTHONY THOMAS (continued)

### RESEARCH INTERESTS / PRESENTATIONS:

Presented workshop, *The Psychology of Human Performance*, at the 26<sup>th</sup> Annual Association for Experiential Education (AEE) International Conference. Conference monograph published by AEE.

Presented workshop, *An Interdisciplinary Look at the Nature, Value, and Facilitation of Experiential Learning in the College Classroom*, at the 30<sup>th</sup> Annual International Society for Exploring Teaching Alternatives (ISETA) Conference.

Presented workshop, *Communication Styles and Effective Goal Setting Strategies*, at the 9<sup>th</sup> Arizona Chapter Wakonse Fellowship Retreat. Workshop was selected for first night's Community Forum.

Presented workshop, *Experiential Learning in the College Classroom*, at the 10<sup>th</sup> Arizona Chapter Wakonse Fellowship Retreat.

Presented workshop, *Integrated Learning in the College Classroom*, at the 11<sup>th</sup> Arizona Chapter Wakonse Fellowship Retreat. Subsequently invited by ASU's Center for Teaching and Learning Excellence to present workshop to faculty campus-wide.

Featured Speaker – Presented workshop, *Integrated Learning: Strategies for Improving Student Learning and Performance Outside the College Classroom*, for the American Association of Colleges of Pharmacy, 2002 Annual Meeting.

Invited Speaker - Presented workshop, *Integrated Learning and the Student Portfolio*, for the 2002 Annual Flinn Foundation Scholars Retreat.

Keynote Speaker - Presented workshop, *Integrated Learning: Strategies for Improving Student Learning and Performance Outside the College Classroom*, for University of Minnesota College of Pharmacy Experiential Education Program, Preceptor Program 2002.

Keynote Speaker - Presented workshop, *Troubleshooting Human Performance Problems*, for Motorola Corporation, *Biz Week* 2003

Authored article, *Applying Goal Theory Based Performance Management Techniques To Improve Employee Motivation And Performance*. Not yet submitted for publication.

Contributing Author, *Interdisciplinary Effectiveness and the Learning Portfolio: Developing the Transferable Skills Required in the 21<sup>st</sup> Century Workplace*, for *The Learning Portfolio: Reflective Practice for Improving Student Learning*, Anker Publishing Company, 2004.

Presented opening forum / plenary session, *Building Bridges: Strengthening Faculty-Student Relationship*, at the 15<sup>th</sup> Arizona Chapter Wakonse Fellowship Retreat.

Presented workshop, *Approaches to Integrative Learning*, at the 2007 Association for Integrative Studies conference.

Presented workshop, *Developing Internship-Based Study Abroad Programs*, at the 2011 ISETL (International Society of Exploration of Teaching and Learning) conference.

Presented workshop, *2013 Emerge Conference, Creating a Big Story That Makes Sense of the Human Condition*, with colleagues David Berliner and Michael Chorost.

Workshop Proposal Accepted, *Mining for gold: Brilliant activities to help students understand the value of diverse perspectives and teamwork*. Double-blind reviewed (refereed) and accepted at the 45<sup>th</sup> Annual Conference of the International Society for Exploring Teaching and Learning, October 2015.

**DAVID ANTHONY THOMAS** (continued)

*Dissertation Research:* Performed leading edge research in the area of achievement motivation. Specifically, I explored goal orientation constructs and their theoretical correlates in organizational and college settings. Of particular interest was how highly goal orientation and perceived ability correlate with persistence, effort, and subsequent performance in the face of difficulty, as well as contextual contributions to the malleability of one's goal orientation.

**MEMBERSHIPS /  
PROFESSIONAL  
AFFILIATIONS:**

Association for Experiential Education – Member

American Educational Research Association – Member

American Psychological Association – Member

Association for Integrative Studies – Member

Co-Curricular Programs, Arizona State University – Faculty Fellow

Wakonse Foundation (Arizona Wakonse Chapter) – Faculty Fellow