

DAVID ANTHONY THOMAS

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EDUCATION:

Doctor of Philosophy, Educational Psychology / Organizational Psychology August 1999
UNIVERSITY OF SOUTHERN CALIFORNIA

Master of Business Administration, Corporate Finance and Investing May 1989
UNIVERSITY OF SOUTHERN CALIFORNIA

Bachelor of Science, Electronics Engineering Technology / Ocean Systems Engineering June 1982
CALIFORNIA STATE POLYTECHNIC UNIVERSITY, Pomona

ACADEMIC EXPERIENCE:

Teaching Professor, School of Applied Professional Studies, Emeritus. August 1999 to May 2025
ARIZONA STATE UNIVERSITY, Tempe Campus, Tempe, Arizona

- ◆ Over 25 years of experience in higher education with extensive expertise in academic program development, curriculum leadership, and teaching. Made significant program leadership and curriculum development contributions in the creation of three of the most successful and fastest growing undergraduate and graduate degree programs at ASU (BA Interdisciplinary Studies, BA Organizational Leadership, MS Organizational Leadership, and MPM Project Management).
- ◆ Developed and taught core program courses for a broad range of undergraduate and graduate courses. Developed master courses / master course shells for the following degree-specific required courses taught by the Faculty of the School of Applied Professional Studies: OGL 520 Social Psychological Perspectives in Organizational Leadership, PMG 504 Social Psychological Perspectives in Project Management, OGL 220 Behavioral Dynamics in Organizations, IDS 201 Intellectual Fusion, OGL 343 Social Processes in Organizations, OGL 481 ProSeminar I, OGL 482 ProSeminar II, IDS 301 Foundations of Interdisciplinary Studies, IDS 402 Senior Seminar: Creativity & Innovation. Additionally, developed several global studies courses as part of my work with the Global Education Office developing and leading study abroad programs.
- ◆ Curriculum development efforts centers on skills associated with personal and professional success in an increasingly interdisciplinary society; organizational leadership, social psychology, interdisciplinary team skills, organizational psychology, behavioral dynamics, sociocultural research, and other skills critical for success in the contemporary workplace.
- ◆ Achieved High Merit (the highest score possible) in every Faculty Annual Review period during my 25 year career at ASU. Consistently a top ranked faculty member with respect to student evaluations, peer reviews, and external reviews.
- ◆ Led high-impact educational initiatives, including the development of OGL 375 Corporate Leadership Starbucks, developed in partnership with Starbucks executive leadership team, earning me the ASU President's Innovation Award (2016).
- ◆ Developed flagship faculty-led international internship and study abroad programs in Ireland, Italy, the Czech Republic, Lithuania, Latvia, Estonia, and New Zealand, incorporating experiential learning and cultural integration. Recognized with the *ASU Study Abroad Programming Diversity Award* for promoting diversity and inclusion in study abroad programming. Program development efforts include budgeting, working with 3rd party providers, marketing, and the development of an integrated curriculum focusing on issues associated with globalization, sociocultural research, and transfer of learning.
- ◆ Selected by Co-Curricular Programs to serve as a Faculty Fellow. Developed and participated in programs designed to foster the development of faculty / student interaction outside of the traditional classroom.
- ◆ Served as Associate Director, active participant 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.

DAVID ANTHONY THOMAS (continued)

Teaching Professor, School of Applied Professional Studies, Emeritus. August 1999 to May 2025
ARIZONA STATE UNIVERSITY, Tempe Campus, Tempe, Arizona

- ◆ Launched and managed strategic partnerships with prominent corporations (Intel, Motorola, Starbucks) and public institutions (City of Tempe, City of Mesa, US Navy Community College Program), creating customized leadership development curricula.
- ◆ Developed the first ASU Universal Learner Course (ULC) in Behavioral Dynamics, integrating MOOC frameworks to serve large student populations.
- ◆ Mentored faculty in implementing best teaching practices, particularly in high-enrollment and online formats. Provided ongoing support and guidance for faculty adopting innovative course designs.
- ◆ Actively engaged in university leadership through chairing and participating in many university-level, school-level, and faculty-level committees, including academic program development, value proposition, curriculum, academic standards, and international education / study abroad initiatives, academic program review, hiring, faculty annual review, and personnel development.
- ◆ Provided workshops and consulting for several ASU departments, including ASU Online, EdPlus, Counseling and Advising, Student Success, in the psychology of leadership, enhancing academic performance, motivation and learning, and social-psychological considerations in effective leadership.

AWARDS & RECOGNITION:

- ◆ ASU President's Award for Innovation (2016) for the Starbucks Corporate Leadership course.
- ◆ CISA Diversity Award (2019) for achieving 100% diversity in the Digital Culture, Innovation, and Technology in the Baltics Study Abroad program.
- ◆ Outstanding Faculty Award (2014) as well as many Professor of Impact awards and Sun Awards for service to the university.
- ◆ Outstanding Student Evaluations: For over 25 years, consistently maintained a mean rating of 1.08 (with 1.0 being the highest possible score), reflecting instructional excellence across diverse learning environments.

ADDITIONAL ACADEMIC EXPERIENCE:

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

- ◆ Taught undergraduate and graduate level courses in communication, 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.

DAVID ANTHONY THOMAS (continued)

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.

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 at 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 2011
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 plans and policy for company, advertising / marketing, sales, recruiting staff members, training, leading and managing teams, facilitating training programs, budgeting and forecasting.

DAVID ANTHONY THOMAS (continued)

Management Consultant. September 1996 - December 1997

RICHARD CHANG ASSOCIATES, Irvine, California

- ◆ 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 / Project 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.

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 Project 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.

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.

RESEARCH INTERESTS / PUBLICATIONS:

- ◆ Presented workshop, *The Psychology of Human Performance*, at the 26th 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 30th Annual International Society for Exploring Teaching Alternatives (ISETA) Conference.
- ◆ Presented workshop, *Communication Styles and Effective Goal Setting Strategies*, at the 9th Arizona Chapter Wakonse Fellowship Retreat. Workshop was selected for first night's Community Forum.
- ◆ Presented workshop, *Experiential Learning in the College Classroom*, at the 10th Arizona Chapter Wakonse Fellowship Retreat.
- ◆ Presented workshop, *Integrated Learning in the College Classroom*, at the 11th 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 21st Century Workplace*, for *The Learning Portfolio: Reflective Practice for Improving Student Learning*, Anker Publishing Company, 2004.

DAVID ANTHONY THOMAS (continued)

- ◆ Presented opening forum / plenary session, *Building Bridges: Strengthening Faculty-Student Relationship*, at the 15th 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, *Creating a Big Story That Makes Sense of the Human Condition*, with colleagues David Berliner and Michael Chorost at the 2013 Emerge Conference.
- ◆ Presented workshop, *Mining for gold: Brilliant activities to help students understand the value of diverse perspectives and teamwork*, at the 2018 ISETL (International Society of Exploration of Teaching and Learning) conference.
- ◆ Co-authored Academic Journal Article, DeLuse, S. and Thomas, D. "Designing Faculty-Led Study Abroad Programs with Internships to Enhance Interdisciplinary Curricula." *Issues in Interdisciplinary Studies*, Volume 40, Number 2, 2022, pages 39-67
- ◆ Invited Speaker – Presented workshop, *An Integrated Perspective on Interpersonal Influence in Innovative Work Environments*, for Arizona State University EdPlus / ASU Online, June 2025
- ◆ Invited Speaker – Presented workshop, *An Integrated Perspective on Interpersonal Influence in enhancing Student Performance*, Arizona State University EdPlus Human Resources & Student Success Coaches, July 2025
- ◆ Dissertation: Performed leading edge research in the area of achievement motivation, exploring goal orientation constructs and their theoretical correlates in organizational and university 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
- ◆ Co-Curricular Programs, Arizona State University - Faculty Fellow