# David Clinton Thomas

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| Segal Graduate School of Business  Simon Fraser University  500 Granville St  Vancouver BC  Canada  E-mail : dcthomas@sfu.ca |  |

**Education:**

University of South Carolina

PhD Business Administration

(Concentration in Organizational Behaviour and International Business)

University of North Carolina at Charlotte

Master of Business Administration

Appalachian State University

Bachelor of Science

**Academic Experience:**

Simon Fraser University, Beedie School of Business Administration

2014- Present: Beedie Chair and Professor of International Management

2009 - 2012: Director, Centre for Global Workforce Strategy

2007 - 2010: Director, PhD Program

2005 - 2007: Director of Research

2002 - 2012: Professor of International Management

1999 - 2002: Associate Professor, International Business Area

University of New South Wales, Australian Graduate School of Management

2012 - 2014: Professor of International Business

University of Auckland Business School, New Zealand

1996 - 1999: Associate Professor, Department of International Business

1995 - 1997: Director, Master of International Business Program

1995: Senior Lecturer, Department of International Business

1994: Lecturer, Department of Management Studies and Labour Relations

Pennsylvania State University, Behrend College

1992 - 1993: Assistant Professor of Management

###### Visiting Positions:

2010: Visiting Professor, Graduate School of Business,

Koç University, Istanbul, Turkey

2004: Visiting Professor, Department of Management and International Business

Massey University, New Zealand

2002: Visiting Professor, School of Business and Management

ESCEM, Tours, France

1998: Visiting Professor, Pacific Asian Management Institute

University of Hawai'i at Mānoa

1998: Visiting Professor, Department of International Business

Chinese University of Hong Kong

**Other Relevant Work Experience:**

1976 – 1988: Vice President NCNB Corporation (Now Bank of America) **Publications:**

**Books:**

Thomas, David C. 2016. (Forthcoming) The multicultural mind: Unleashing the hidden force for innovation in your organization. San Francisco, CA: Berrett-Koehler.

Thomas, David C. & Peterson, Mark F. 2014. Cross-cultural management: Essential concepts 3rd Ed. Thousand Oaks, CA: Sage.

Thomas, David C. & Lazarova, Mila B. 2014. Essentials of international human resource management: Managing people globally. Thousand Oaks, CA: Sage.

Thomas, David C. & Inkson, Kerr. 2009. Cultural intelligence: Living and working globally. San Francisco, CA: Berrett-Koehler. (Translated into Chinese and Serbian)

Thomas, David C. 2008. Cross-cultural management: Essential concepts. Thousand Oaks, CA: Sage. (Winner of the R. Wayne Pace HRD book of the year, 2008)

Smith, Peter B., Peterson, Mark F., & Thomas, David C. (Eds.) 2008. The handbook of cross-cultural management research. Thousand Oaks, CA: Sage.

Thomas, David C. & Inkson, Kerr. 2004. Cultural intelligence: People skills for global business. San Francisco, CA: Berrett-Koehler. (Translated into Spanish, Portuguese, Indonesian, & Japanese)

Napier, Nancy J. & Thomas, David C. 2004. Managing relationships in transition economies. Westport, CT: Praeger.

Thomas, David C. 2003. Readings and cases in international management: A cross-cultural perspective. Thousand Oaks, CA: Sage.

Thomas, David C. & Lebedeva, Alexandra. 2003. Instructors manual for Readings and cases in International Management: A cross-cultural perspective. Thousand Oaks, CA: Sage.

Thomas, David C. 2002. Essentials of international management: A cross-cultural perspective. Thousand Oaks, CA: Sage.

**Refereed Journal Publications:**

Thomas, David C., Ravlin, Elizabeth C., Liao, Yuan, Morrell, Daniel L., and Au, Kevin Y. 2016. Collectivist values, exchange ideology and psychological contract preference. Management International Review, In Press.

Thomas, David C., Liao, Yuan, Ayçan, Zeynep, Cerdin, Jean-Luc, Pekerti, A. A., Ravlin, Elizabeth, C., Stahl, Günter K., Lazarova, Mila B., Fock, Henry, Arli, Denni, Moeller, Miriam, Okimoto, Tyler B., & van de Vijver, Fons 2015. Cultural intelligence: A theory-based, short form measure. Journal of International Business Studies, 46(9), 1099-1118.

Pekerti, Andre A. & Thomas, David C. 2015. The role of self-concept in cross-cultural communication. International Journal of Cross-Cultural Management, 15(2), 167-193.

Pekerti, Andre A., & Thomas, David C. 2015. N-culturals: Modeling the multicultural identity. Cross-Cultural Management: An International Journal, 15(10), 5-25.

Pekerti, Andre, A., Moeller, M., Thomas, David C., & Napier, Nancy, K. 2014. n-Culturals, the next cross cultural challenge: Introducing a multicultural mentoring model. International Journal of Cross-Cultural Management, 15(1), 5-25.

Cheng, Joseph L. C., Birkinshaw, Julian, Lessard, Don R. & Thomas, David C. 2014. Advancing interdisciplinary research: Insights from the *JIBS* special issue. Journal of International Business Studies, 45, 643-648.

Ravlin, Elizabeth C., Ward, Anna-Katherine, and Thomas, David C. 2014. Exchanging social information across cultural boundaries. Journal of Management*,* 40*,* 1437-1465.

Caligiuri, Paula & Thomas, David C. 2013. How to write a high quality review. Journal of International Business Studies, 44, 547-553.

Ravlin, Elizabeth C., Liao, Yuan, Morrell, Daniel L., Au, Kevin, & Thomas David C. 2012. Collectivist orientation and the psychological contract: Mediating effects of creditor ideology. Journal of International Business Studies*,* 43, 772-782.

Thomas, David C. Brannen, Mary Yoko, & Cuervo-Cazurra, A. 2011. Explaining Theoretical Relationships in International Business Research: Focusing on the Arrows NOT the Boxes. Journal of international Business Studies, 42, 1073-1078.

Thomas, David C., Brannen, Mary Yoko, & Garcia, Dominie 2010. Bicultural individuals and intercultural effectiveness. European Journal of Cross-Cultural Competence and Management, 1(4), 315-333.

Thomas, David C. 2010.Cultural Intelligence and all that jazz: A cognitive revolution in internal management research? Advances in International Management, 23, 169-187.

Brannen, Mary Yoko, & Thomas, David C. 2010. Bicultural individuals in organizations: Implications and opportunity. International Journal of Cross-Cultural Management*,* 10, 5-16.

Thomas, David C., Fitzsimmons, Stacey R., Ravlin, Elizabeth C., Au, Kevin Y., Ekelund Björn Z., & Barzanty, Cordula. 2010. Psychological contracts across cultures. Organization Studies, 31(12), 1-22.

Thomas, D.C., Stahl, G., Ravlin, E.C., Poelmans, S., Pekerti, A., Maznevski, M., Lazarova, M.B., Elron, E., Ekelund, B.Z., Cerdin, J.L., Brislin, R., Aycan, Z., & Au, K. 2008. Cultural intelligence: Domain and assessment. International Journal of Cross-Cultural Management, 8, 123-143.

Peterson, Mark, F., & Thomas, David C. 2007. Organizational behavior in multinational organizations. Journal of Organizational Behavior, 28, 262-279.

Thomas, David C. 2006. Domain and development of cultural intelligence: The importance of mindfulness. Group & Organization Management, 31(1), 78-99.

Ravlin, Elizabeth C., & Thomas, David C. 2005. Status and stratification in organizational life. Journal of Management, 31(6), 966-987.

Thomas, David C., Lazarova, Mila B., & Inkson, Kerr 2005. Global careers; New phenomenon or new perspectives? Journal of World Business­, 40, 340-347.

Thomas, David C., Au, Kevin, & Ravlin, Elizabeth C. 2003. Cultural Variation and the Psychological Contract. Journal of Organizational Behavior, 24, 451-471.

Thomas, David C. & Pekerti, Andre A. 2003. Effect of culture on situational determinants of exchange behaviour in organizations: A comparison on New Zealand and Indonesia. Journal of Cross-Cultural Psychology, 34(3), 269-281.

Pekerti, Andre A. & Thomas, David C. 2003. Communication in intercultural interaction: An empirical investigation of idiocentric and sociocentric communication styles. Journal of Cross-Cultural Psychology, 34(2), 139-154.

Thomas, David C. & Au, Kevin. 2002. The effect of cultural differences on behavioural responses to low job satisfaction. Journal of International Business Studies, 33(2), 309-326.

Brock, David M., Barry, David, & Thomas, David C. 2000. Your forward is our reverse, your right our wrong: Rethinking multinational planning process in light of national culture. International Business Review, 9(6), 687-701.

Thomas, David C., Ravlin, Elizabeth C., & Barry, David 2000. Creating effective multicultural teams. University of Auckland Business Review, 2(1), 10-25.

Thomas, David C. 1999. Cultural diversity and work group effectiveness: An experimental study. Journal of Cross-Cultural Psychology, 30(2), 242-263.

Inkson, Kerr, Thomas, David C., & Barry, Sean. 1999. Overseas experience: Increasing individual and international competitiveness. University of Auckland Business Review, 1, 52-61.

Thomas, David C. 1998. The expatriate experience: A critical review and synthesis. Advances in International Comparative Management, 12, 237-273.

Reprinted in: Redding, G. & Stening, B. W. (Eds.) 2002. Cross-cultural management. Cheltenham, UK: Edward Elgar Publishing.

Brock, David M. & Thomas, David C. 1998. Planning in subsidiaries of international organizations: Organizational structure, local responsiveness, and global integration. Research in International Business and International Relations, 7, 163-181.

Ah Chong, Lee M. & Thomas, David C. 1997. Leadership perceptions in cross-cultural context: Pacific Islanders and Pakeha in New Zealand. Leadership Quarterly, 8(3), 275-294.

Thomas, David C. & Meglino, Bruce M. 1997 Effect of stimulus presentation mode on causal attribution in an inter-cultural interaction. Journal of Cross-Cultural Psychology, 28(5), 554-568.

Thomas, David C., Ravlin, Elizabeth C. & Wallace, Alan W. 1996. Effect of cultural diversity in work groups. Research in the Sociology of Organisations, 14, 1-33.

Ah Chong, Lee M. & Thomas, David C. 1995. Cross-cultural research in New Zealand organisations: What we know and what needs to be addressed. Journal of the Australia and New Zealand Academy of Management, 1(2), 14-32.

Thomas, David C. & Ravlin, Elizabeth C. 1995. Responses of workers to cultural adaptationbya foreign manager. Journal of Applied Psychology, 80(1), 133-146.

Thomas, David C. & Toyne, Brian. 1995. Subordinates' responses to cultural adaptation by Japanese expatriate managers. The Journal of Business Research, 32(1), 1-10.

Thomas, David C. 1994. The boundary spanning role of expatriates in the multinational corporation. Advances in International Comparative Management, 9, 145-170.

Klaas, Brian & Thomas, David C. 1994. The stability of individual grievance behaviour: An examination of assumptions about grievance activity. The Journal of Managerial Issues, 6(4),393-407.

Feldman, Daniel C. & Thomas, David C. 1992. Career management issues facing expatriates. Journal of International Business Studies, 23(2), 271-294.

Feldman, Daniel C. & Thomas, David C. 1991. From desert shield to desert storm: Life as an expatriate in Saudi Arabia during the Persian Gulf Crisis. Organizational Dynamics, Autumn, 37-46.

**Chapters in Books:**

Liao, Yuan, & Thomas, David C. 2016. Cultural Intelligence. In Mark Mendenhall (Ed.) International Leadership a Reference Guide. Mission Bell Media.

Thomas, David C. 2015. Cultural Intelligence. In M. Vodosek and Deanne Den Hartog (Eds.) Wiley Encyclopedia of Management, Vol. 6 – International Management.

Thomas, David C. 2014. Cross-cultural management. In R. W. Griffin (Ed.) Oxford Bibliographies: Management. New York: Oxford University Press. http://www.oxfordbibliographies.com/view/document/obo-9780199846740/obo-9780199846740-0074.xml

Liao, Y. Sun, J.-M., & Thomas, D. C. 2014. Cross-cultural research*.* In K. Sanders, J. Cogin, & H. T. J. Bainbridge (Eds.), Research Methods for Human Resource Management (pp. 115-125). New York: Routledge.

Thomas, David. C., Stahl, G., Ravlin, E.C., Poelmans, S., Pekerti, A., Maznevski, M., Lazarova, M.B., Elron, E., Ekelund, B.Z., Cerdin, J.L., Brislin, R., Aycan, Z., & Au, K. 2012, Development of the cultural intelligence assessment. In W. H. Mobley (Ed.) Advances in Global Leadership, (pp. 155-178) Bingley, UK:Emerald Group,

Thomas, David C. 2012. State of the art: Cross-cultural management research. In Martine Gertsen, Anne-Marie-Søderberg, & Mette Zølmer (Eds.). Global Collaboration: Intercultural Experiences and Learning, (pp. 15-36). Palgrave Macmillan.

Lazarova, Mila B., & Thomas, David C. 2012. Expatriate adjustment and Performance Revisited. In G. Stahl & I. Björkman (Eds.) Handbook of Research in International Human Resource Management, (pp. 271-292). Cheltenham, UK: Edward Elgar, Ltd.

Thomas, David C. & Liao, Yuan 2010. Inter-Cultural Interactions: The Chinese Context In M. H. Bond, (Ed.), The Oxford Handbook of Chinese Psychology*,* 2 ed. (pp. 679-698) New York: Oxford University Press.

Jonsen, K., Aycan, Z., Berdrow, I, Boyacigiller, N., Brannen, M. Y., Davison, S., Dietz, J. Gluesing, J., Jonsen, K., Kwantes, C., Lazarova, M., Madzar, S., Maloney, M., Maznevski, M., McDonough, E., Taylor, S. Thomas, David C., Weber, T. Scientific Mindfulness: A Foundation for Future Themes in International Business. In T. Devinney, T. Pedersen, & L. Tihanyi (Eds.) 2010. Advances in International Management (pp. 43-72) Bingley, UK: Emerald Group.

Thomas, David C., & Fitzsimmons, Stacey R. 2008. Cross Cultural Skills and Abilities:

From Communication Competence to Cultural Intelligence. In Smith, Peter B., Peterson, Mark F., & Thomas, David C. (Eds.) 2008. The Handbook of Cross-Cultural Management Research (pp. 201-218) Thousand Oaks, CA: Sage.

Smith, Peter B., Peterson, Mark F., & Thomas, David C. 2008. Introduction. In Smith, Peter B., Peterson, Mark F., & Thomas, David C. (Eds.) 2008. The Handbook of Cross-Cultural Management Research (pp. 3-14). Thousand Oaks, CA: Sage.

Thomas, David C. & Inkson, Kerr. 2007. Careers across cultures. In H. P. Gunz & M Peiperl (Eds.) Handbook of Career Studies (pp. 451-470) London: Sage Publications.

Thomas, David C. & Lazarova, Mila B. 2006. Expatriate adjustment and performance: A critical review. In G. Stahl & I. Björkman (Eds.) Handbook of Research in International Human Resource Management (pp. 247-264). Cheltenham, UK: Edward Elgar, Ltd.

Tung, Rosalie L. & Thomas, David C. 2003. Human resource management in a global world: The contingency framework extended. In D. Tjosvold & K. Leung (Eds.), Cross-Cultural Foundations: Traditions for Managing in a Global World. (pp. 103-121). UK: Ashgate Press.

Thomas, David C., & Osland, Joyce. 2003. Mindful Communication. In Mendenhall, M., Lane, H., Maznevsksi, M., & McNett (Eds.) Handbook of Global Management (pp. 94-108). Cambridge, MA: Blackwell.

Thomas, David. C. 2001. Expatriate managers. In M. Warner (Ed.) International Encyclopedia of Business and Management (2nd Edition, pp. 1879-1888). London:Thomson Learning.

Napier, N. K. & Thomas, D. C. 2001. Some things you may not have learned in graduate school: A rough guide to collecting primary data overseas. In B. Toyne, Z. Martinez, & R. Menger (Eds.), International Business Scholarship: Mastering Intellectual, Institutional, and Research Design Challenges (pp. 180-197). Westport, CT: Quorum Books.

Thomas, David C. 2001. Leadership across cultures: A New Zealand perspective. In Ken Parry (Ed.), Leadership in the Antipodes: Findings, Implications and a Leader Profile (pp.22-45). Wellington, NZ: Institute for the Study of Leadership.

Ravlin, E. C., Thomas, D. C., & Ilsev, A. 2000. Beliefs about values, status, and legitimacy in multicultural groups: Influences on intragroup conflict. In P. C. Earley & H. Singh (Eds.), Innovations in International and Cross-Cultural Management (pp. 17-51). Thousand Oaks, CA: Sage.

**Proceedings Publications:**

Brannen, Mary Yoko, Garcia, Dominie, & Thomas, David C. 2009. “Biculturals as natural bridges for intercultural communication and collaboration” Proceedings of the International Workshop on Intercultural Collaboration, Stanford University, Palo Alto, CA, USA.

Peel, Simon & Thomas, David C. 2004. “Cultural variation in the psychological contract: Pakeha and Polynesians in New Zealand.” Proceedings of the Australia and New Zealand Academy of Management. Dunedin, New Zealand.

Thomas, David C. & Au, Kevin. 2000. “Cultural variation in the psychological contract.” In S.J. Havlovic (Ed.) Academy of Management Best Paper Proceedings, (pp. IM F1-F6) Toronto, Canada.

Thomas, David C. & Au, Kevin. 1998. “Impact of national culture on the behavioural response to exchange variables.” Proceedings of the Inaugural Conference of the Austrailia-New Zealand International Business Academy, (pp. 442-448) Melbourne, Australia.

Brock, David, Thomas, David C., & Siscovick, I. 1998. “The multinational subsidiaries program: Progress and opportunities. Proceedings of the Inaugural Conference of the Australia-New Zealand International Business Academy, (pp. 36-40) Melbourne, Australia.

Thomas, David C., Brock, David M., & Wallace, Alan W. 1997. “Response of local subsidiary managers to the pressures toward local responsiveness and global integration.” Proceedings of the Academy of International Business Regional Conference, (pp. 332-337) Kamuela, Hawaii.

Ah Chong, Lee M. & Thomas, David C. 1997. June. “The formation of leadership prototypes during organisational socialization: A framework for cross-cultural research.” Proceedings of the Academy of International Business Regional Conference, (pp. 257-263) Kamuela, Hawaii.

Wallace, Alan, O’Brien, Peter, Thomas, David C., & De Los Reyes, Fernand. 1996. Leader characteristics that incline people to willingly follow in eight Asian and Pacific countries: Implications for managing regional networks. Proceedings of the annual meeting of the Academy of International Business Southeast Asia Region, (pp. 52-56) Dunedin & Queenstown, New Zealand.

Wallace, Alan, O’Brien, Peter, De Los Reyes, Fernand, Thomas, David C., & De Silva, Suchitra. 1996. Motivations to put forth effort at work in eight Asian and Pacific countries: Implications for international management. Proceedings of the Pan-Pacific Conference, Chiba, Japan.

Benson-Rea, Maureen, Brock, David M., Cartwright, Wayne, Domney, Mark, Lindsay, Val, Thomas, David C., & Wilson, Heather I. M. 1996. Internationalisation and integration of strategy offerings: Recent developments at the University of Auckland. Proceedings of the New Zealand Strategic Management Educators Conference, (pp. 80-87) Albany, New Zealand.

Thomas, David C. & Meglino, Bruce M. 1993. Behavioral descriptions versus direct observation as experimental methods in international management research. In M. Schnake (Ed.), Southern Management Association Proceedings, (pp. 399-401) Atlanta, GA.

Thomas, David C. & Werner, Jon M. 1993. Local adaptation versus internal consistency of HRM practices in international firms: An analytical framework. In R. D. Weikle & M. L. Menefee (Eds.), Proceedings of The Southern Industrial Relations and Human Resource Management Conference, (pp. 70-72) Myrtle Beach, SC.

Thomas, David C. 1993. Cultural adaptation by Japanese managers: An empirical examination of the effect on American subordinates. In A. Bird (Ed.), Association of Japanese Business Studies Best Paper Proceedings, (pp. 1-8) New York, NY.

Thomas, David C. 1991. Boundary spanning behaviour of expatriates: A model of internal exchange in the multinational corporation. In J. Wall and L. Jauch (Eds.), Academy of Management Best Paper Proceedings, (pp. 110-114) Miami, Florida.

Thomas, David C. 1989. Selection in multi‑cultural environments: A review and comment. In W. Renforth (Ed.), Proceedings of the annual meeting of the Southeast Region of the Academy of International Business (pp. 83‑98) Miami, Florida.

**Book Reviews and Other Publications:**

Thomas, David C. 2008. Biculturalism pays big dividends. Financial Post, Nov. 10.

Thomas, David C. & Inkson, K. 2005. Cultural Intelligence: People Skills for a Global Workplace C2M Consulting to Management, 16(1), 5-10.

Thomas, David C. & Inkson, K. 2004. Cultivating your cultural intelligence. ­Secuirity Management, August, 30-33.

Thomas, David C. 1999. (Speaker). Cultural differences and small business: A more productive understanding [Videotape]. EEO Trust: Auckland New Zealand.

Thomas, David C. 1998. Book Review, International Review of Industrial and Organizational Psychology, Vol. 10, C. L. Cooper and I. T. Robertson (Eds.). Journal of Occupational and Organizational Psychology, 71, 367-369.

Thomas, David C. 1997. Kiwi Samurai: SecureFit Industries in Japan. Cross-Cultural Management, (pp. 143-152). Research Institute for Asia and the Pacific: Sydney.

Reprinted in:

Fatehi, K. 2006 International management: Competing in a culturally diverse world. London: Southwestern/Thomson Learning.

Thomas, D. C. 2003 (Ed.) Readings and cases in international management: A cross-cultural perspective (pp. 246-253). Thousand Oaks, CA: Sage.

Thomas, David C. 1994. Book Review, International Review of Industrial and Organizational Psychology, Vol. 9, C. L. Cooper and I. T. Robertson (Eds.). Journal of Organizational Behaviour, 15, 576-578.

Thomas, David C. 1994. Learning to bridge the cultural chasm. NZ Business, 8(9): 54.

**Presentations at Academic Conferences:**

Thomas, David C. 2015. “The multicultural mind: Implications for management, opportunities for research. Keynote Address, European Institute for Advanced Studies in Management. Venice, Italy.

Ravlin, Elizabeth C., Thomas, David C., Flynn, Patrick James, & Ward, Anna Katherine. 2015. “Status inconsistency and cross-cultural relationships at work.” Paper presented to the Academy of Management Annual Meeting. Vancouver, Canada.

Thomas, David C. 2015. “Cultural intelligence, global mindset and all that jazz.” Symposium presentation to the Academy of Management Annual Meeting. Vancouver, Canada.

Thomas, David C. 2014 August. “Cultural Intelligence: A New Theory Based Measure.” Symposium presentation to the Academy of Management Annual Meeting. Philadelphia, PA.

Thomas, David C., Ravlin, Elizabeth C., Liao, Y., Morrell, Daniel L., & Au, Kevin 2012. September. “The psychological contract in a collectivist context: A three study test of mediation of exchange ideology.” Presentation to the Psychological Contract Meeting 2012. Canberra, Australia.

Thomas, David C. 2012. August. Designing and conducting large international research projects.” Symposium presentation to the Academy of Management Annual Meeting. Boston, MA.

Vodesek, Markus, Boyacigiller, Nakiye, Jonsen, Karsten, & Thomas, David C. 2012. August. Conducting cross-cultural research: A workshop on scientific mindfulness. Symposium presentation to the Academy of Management Annual Meeting. Boston, MA.

Fitzsimmons, Stacey R., Vora, Davina, & Thomas, David C. 2012. August. “Roles that multicultural employees play in organizations: Individual and contextual antecedents.” Presentation to the Academy of Management Annual Meeting. Boston, MA.

Pekerti, Andre, & Thomas, David C. 2012. July. “N-culturals: Modeling the multicultural experience.” Presentation to the Congress of the International Association of Cross-Cultural Psychology, Stellenbosch, South Africa.

Thomas, David C. 2012. July. “Cultural intelligence and all that jazz.” Presentation to the Congress of the International Association of Cross-Cultural Psychology, Stellenbosch, South Africa.

Thomas, David C., Ravlin, Elizabeth C., Liao, Y., Morrell, Daniel L., & Au, Kevin 2011. “Cultural Variation in the Psychological Contract: The Mediating Effect of Exchange Ideology.” Presentation to the Academy of Management Annual Meeting, San Antonio, TX.

Dietz, J., Aycan, Z. Boyacigiller, N., Jonsen, K., Thomas, David C., & Vodosek, M. 2011. August. “Scientific Mindfulness and Cultural Diversity: Learning from Different Disciplines. Presentation to the Academy of Management Annual Meeting, San Antonio, TX.

Thomas, David C. 2011.July “The Adjustment-Performance Paradox Revisited” Presentation to the Academy of International Business Annual Meeting, Nagoya, Japan.

Thomas, David C. 2010. August ‘Leveraging the Potential of a Bicultural Workforce for the MNC. Panellist at the Academy of Management Annual Meeting, Montreal, Canada.

Thomas, David C. 2010 August “The Past, Present and Future of International Business and Management. Panellist at the Academy of International Management Annual Meeting, Montreal, Canada.

Thomas, David C. 2010. August “Cultural Intelligence and Global Mindset – Can We Get Some Light in the International Jungle?” Panel presentation to the Academy of International Management Annual Meeting, Montreal, Canada.

Berdrow, I, Boyacigiller, N., Davison, S., Dietz, J. Gluesing, J., Jonsen, K., Kwantes, C., Lazarova, M., Madzar, S., Maloney, M., McDonough, E., Taylor, S. Thomas, David C., & Weber, T. 2010. August “Scientific Mindfulness: A Foundation for Future Themes in International Business.” Presentation to the Academy of International Management Annual Meeting, Montreal, Canada. (Winner of the Carolyn Dexter Award for Best International Paper)

Thomas, David C. 2010 July “The Past, Present and Future of International Business and Management. Panellist at the Academy of International Business Annual Meeting, Rio de Janero, Brazil.

Liao, Yuan (Echo) & Thomas, David C. 2009. August, “Acculturation as a foundation for multiculturalism research” Symposium presentation to the Academy of Management Annual Meeting, Chicago, IL

Thomas, David C. 2009. July, “Setting the stage for leveraging cultural dynamics” Keynote presentation to the European Group for Organization Studies, Barcelona, Spain.

Thomas, David C. 2009. June, “Cultural intelligence: Is there anything new here? Keynote presentation to the International Association of Cross-Cultural Competence and Management Annual Conference, Vienna, Austria.

Thomas, David C. 2009. June, “Cross-cultural quantitative methods” Presentation to the International Association of Cross-Cultural Competence and Management Annual Conference, Vienna, Austria.

### Thomas, David C. 2008. December, “Cultural metacognition and creativity” Presentation to the Frontier Conference on Fostering Creativity and Innovation in Global Business, City University, Hong Kong.

Thomas, David C. 2008, August, “The immigrant career conundrum” Symposium presentation to the Academy of Management Annual Meeting, Anaheim, CA. (Winner: Best Symposium- Careers Division)

Brannen, Mary Yoko, Garcia, Dominie, Thomas, David, C. 2008, August, “The Impact of biculturalism on cross-cultural cognitive and behavioral skill sets.” Presentation to the Academy of Management Annual Meeting, Anaheim, CA.

Thomas, David C. 2008, July, “Measuring cultural intelligence”. Presentation to the Congress of the International Association of Cross-Cultural Psychology. Bremen, Germany.

Thomas, David, C. 2008, July, “Development of the cultural intelligence assessment”. Presentation to the Annual Meeting of the European Group for Organizational Studies (EGOS), Amsterdam, The Netherlands.

Brannen, Mary Yoko, Garcia, Dominie, & Thomas, David, C. 2008, July, “The Impact of biculturalism on cross-cultural cognitive and behavioral skill sets.” Presentation to the Academy of Management Annual Meeting of the Academy of International Business, Milan, Italy.

Thomas, D.C., Stahl, G., Ravlin, E.C., Poelmans, S., Pekerti, A., Maznevski, M., Lazarova, M.B., Elron, E., Ekelund, B.Z., Cerdin, J.L., Brislin, R., Aycan, Z., & Au, K. 2008, June, “Development of the cultural intelligence assessment”. Presentation to the Annual Meeting of the Academy of International Business, Milan, Italy.

Thomas, David C. 2007. March, Effective cross-cultural interactions: Applying cultural intelligence in military operations”, Presentation to the Conference on Cultural Challenges in Military Operations, Nato Defense College, Rome, Italy.

Thomas, David C. 2007. March, Cultural Intelligence: Is there anything new here? Presentation to the Institute of International Business Stockholm School of Economics, Theorizing Culture Conference, Björkliden, Sweden.

Thomas, David C. 2006. August. “Effect of individual cultural profiles on team processes and performance: Opening the black box.” Presentation to the Academy of Management Annual Meeting, Atlanta, GA

Thomas, David C. 2006. July. “Cultural intelligence: Domain and assessment.” Presentation to the Congress of the International Association of Cross-Cultural Psychology, Spetzes, Greece.

Thomas, David C. 2006. July. “The future of cross-cultural psychology: Its all about cross-cultural interactions in organizations.” Presentation to the Congress of the International Association of Cross-Cultural Psychology, Spetzes, Greece.

Fitzsimmons, Stacey R., Jackson, Duncan J. R., & Thomas, David C. 2006. June. “Development of a Cross-Cultural Self-Monitoring Scale.” Paper presented to the Administrative Sciences Association of Canada Conference, Banff, Canada.

Pekerti, Andre, & Thomas, David C. 2005. November.” Behavioral consistency in intercultural communication: Communication style as extensions of internalized cultural values” Paper presented to the annual meeting of the Australia and New Zealand International Business Academy. Melbourne. (Winner of Best Paper Award)

Thomas, David C. 2005. August “That certain global something is…Cultural Intelligence.” Symposium presentation to the annual meeting of the Academy of Management, Honolulu, HI.

Thomas, David C. Ravlin, Elizabeth C., & Au, Kevin 2005. August “Cultural variation and the psychological contract: The mediating effect of exchange ideology.” Paper presented to the annual meeting of the Academy of Management, Honolulu, HI.

Thomas, David C. 2005. July “Cultural intelligence and effective intercultural interactions.” Symposium presentation to the Annual Meeting of the Academy of International Business, Quebec, Canada.

Thomas, David C. 2004. August “The Chinese organizational context: Behaviour with and within organizations.” Symposium presentation to the International Congress on Psychology, Beijing, China.

Thomas, David C. 2004. July “Cultural intelligence: Opportunities, issues and the concept of mindfulness.” Paper presented to the annual meeting of the Academy of International Business, Stockholm, Sweden. (Finalist for Best Paper Award)

Thomas, David C. 2004. July “Cultural intelligence: Managing the paradox of international assignments.” Symposium presentation to the annual meeting of the Academy of International Business, Stockholm, Sweden.

Thomas, David C. & Inkson, Kerr. 2003. August “International career self management: Theory and empirical evidence.” Symposium presentation to the annual meeting of the Academy of Management, Seattle, Washington.

Thomas, David C. & Tung, Rosalie L. 2003, June, “International human resource management in global perspective.” Paper presented to the 7th Conference on International Human Resource Management, Limerick, Ireland.

Thomas, David C. 2002. April. “The psychological contract in cross-cultural comparison.” Paper presented to the Society for Intercultural Education Training and Research 2002 Congress, Vienna, Austria.

Pekerti, Andre, A. & Thomas, David C. 2002. July. “Initial communication pattern in intercultural communication: Accommodation versus maintenance of culturally normative behaviors.” Paper presented to the International Congress of the International Association of Cross-Cultural Psychology, Yogyakarta, Indonesia.

Thomas, David, C. & Pekerti, Andre A. 2002. July. “The psychological contract in cross-cultural comparison.” Paper presented to the International Congress of the International Association of Cross-Cultural Psychology, Yogyakarta, Indonesia.

Ravlin, E. C., Thomas, David C., & Ilsev, Arzu. 2001. August “Cause and consequences of status incongruence in teams.” Paper presented to the annual meeting of the Academy of Management. Washington, DC.

Korsgaard, M. A., Meglino, B. M., Thomas, D. C., & Au, K. April. 2001. “How deliberative are employee responses to violations of expectations?” Symposium presentation to the Society of Industrial and Organizational Psychology annual meeting. San Diego, CA.

Pekerti, Andre A. & Thomas, David C. 2000. December. “Cross-cultural communication: Asian and New Zealand communication styles in a negotiation situation.” Paper presented to the International Conference on Comparative Management. Kaohsiung, Taiwan.

Brock, David M., Barry, David, & Thomas, David C. 2000. November. “Your forward is our reverse, your right our wrong: Rethinking multinational planning process in light of national culture.” Paper presented to the annual meeting of the Academy of International Business, Phoenix, AZ.

Thomas, David C. & Au, Kevin 2000. August. “Cultural variation in the psychological contract.” Paper presented to the annual meeting of The Academy of Management, Toronto.

Thomas, David C. 2000. July. “Managing multi-cultural teams” Symposium presentation to the International Congress of the International Association of Cross-Cultural Psychology, Pultusk, Poland.

Napier, Nancy, K., Anh, Vu Thi Dei, Ralston, David A., & Thomas, David C. 2000. April. “Adventures in wanderland: Styles of data collection in global research.” Symposium presentation to the annual meeting of the Western Academy of Management, Kamuela, Hawaii.

Thomas, David C. & Au, Kevin 1999. November. “Response to declining job satisfaction: variation across four national cultures.” Paper presented to the annual meeting of The Academy of International Business, Charleston, SC.

Thomas, David C. & Au, Kevin 1999. August. “Effect of cultural variation on the behavioural response to declining job satisfaction.” Paper presented to the annual meeting of The Academy of Management, Chicago, IL.

Thomas, David C. 1998. August. “The expatriate experience and the manager’s career: New research directions” Symposium presentation to the Academy of Management Annual Meeting, San Diego, CA.

Thomas, David C. & Au, Kevin 1998. November. “Impact of national culture on the behavioural response to exchange variables.” Paper presented to annual meeting of the Australia-New Zealand International Business Academy, Melbourne, Australia.

Brock, David M., Thomas, David C. & Siscovick, I. 1998. November. “ The multinational subsidiaries program: Progress and opportunities.” Paper presented to the annual meeting of the Australia-New Zealand International Business Academy, Melbourne, Australia.

Thomas, David C. 1998. June. “Measuring leadership perceptions across cultures.” Paper presented to the Western Academy of Management Meeting, Istanbul, Turkey.

Thomas, David C. 1998. June. “Managerial work in the foreign subsidiary: The influence of organizational context.” Paper presented to the Western Academy of Management Meeting, Istanbul, Turkey.

Thomas, David C. 1997. October. “An experimental study of cultural diversity and work group effectiveness.” Paper presented to the annual meeting of the Academy of International Business, Monterrey, Mexico.

Brock, David M. & Thomas, David C. 1997 August. “Planning in subsidiaries of international organizations: Organization structure, local responsiveness & global integration.” Paper presented to the annual meeting of The Academy of Management, Boston, MA.

Thomas, David C., Brock, David M., & Wallace, Alan W. 1997. June. “Response of local subsidiary managers to the pressures toward local responsiveness and global integration.” Paper presented to the Academy of International Business Regional Conference, Kamuela, Hawaii.

Ah Chong, Lee M. & Thomas, David C. 1997. June. “The formation of leadership prototypes during organisational socialisation: A framework for cross-cultural research.” Paper presented to the Academy of International Business Regional Conference, Kamuela, Hawaii.

Thomas, David C. & Ah Chong, Lee M. 1996. September. “Cultural diversity and work group effectiveness: The effect of socio-cultural norms and relative cultural distance.” Paper presented to the annual meeting of the Academy of International Business, Banff, Canada.

Ah Chong, Lee M. & Thomas, David C. 1996. September. “A test of performance-maintenance leadership theory in cross-cultural context: Pacific Islanders and Pakeha in New Zealand.” Paper presented to the annual meeting of the Academy of International Business, Banff, Canada.

Wallace, Alan, O’Brien, Peter, Thomas, David C., & De Los Reyes, Fernand. 1996. June. “Leader characteristics that incline people to willingly follow in eight Asian and Pacific countries: Implications for managing regional networks.” Paper presented to the annual meeting of the Academy of International Business Southeast Asia Region, Dunedin & Queenstown, New Zealand.

Wallace, Alan, O’Brien, Peter, De Los Reyes, Fernand, Thomas, David C., & De Silva, Suchitra. 1996. May. “Motivations to put forth effort at work in eight Asian and Pacific countries: Implications for international management.” Paper presented to the Pan-Pacific Conference XIII, Chiba, Japan.

Benson-Rea, Maureen, Brock, David M., Cartwright, Wayne, Domney, Mark, Lindsay, Val, Thomas, David C., & Wilson, Heather I. M. 1996. January. “Internationalisation and integration of strategy offerings: Recent developments at the University of Auckland.” Paper presented to the New Zealand Strategic Management Educators Conference, Albany, New Zealand.

Pekerti, Andre A. & Thomas, David C. 1995. December. “Low and high context cross-cultural encounters: Indonesian and New Zealand practitioners’ view.” Paper presented to the annual meeting of the Australia and New Zealand Academy of Management, Townsville, Australia.

Ravlin, Elizabeth C. & Thomas, David C. 1995. November. “Multi-cultural work team process and function.” Paper presented to the annual meeting of the Academy of International Business, Seoul, Korea.

Thomas, David C. 1995. July. “Effect of cultural diversity in work teams.” Paper presented to the inaugural meeting of the Australian Industrial and Organisational Psychology Conference, Sydney, Australia.

Thomas, David C. 1995. June. “Kiwi Samurai: Interlock Industries in Japan.” Paper presented to the APEC-HRD-BMN Cross-Cultural Management Workshop, Manila, Philippines.

Thomas, David C. 1994. December. "Beyond simple composition effects: The influence of cultural differences on group processes and outcomes." Paper presented to the annual meeting of The Australia and New Zealand Academy of Management, Wellington, NZ.

Thomas, David C. & Ravlin, Elizabeth C. 1994, November. "Cultural diversity in international teams: Implications for organisational fit, job attitudes, and performance.” Paper presented to the Carnegie Bosch Institute International Research Conference, Pittsburgh, PA.

Thomas, David C., Ravlin, Elizabeth C. & Wallace, Alan W. 1994. August. "Cultural diversity in management training groups." Paper presented to the annual meeting of The Academy of Management, Dallas, TX.

Thomas, David C. & Meglino, Bruce M. 1993. November. "Behavioral descriptions versus direct observation as experimental methods in international management research." Paper presented to the annual meeting of The Southern Management Association, Atlanta, GA.

Thomas, David C. & Werner, Jon M. 1993. October. "Local adaptation versus internal consistency of HRM practices in international firms: An analytical framework." Paper presented at the Southern Industrial Relations and Human Resource Management Conference, Myrtle Beach, SC.

Thomas, David C. 1993. August. "Subordinates' responses to cultural adaptation by foreign managers: The moderating effect of causal attributions." Paper presented to the annual meeting of The Academy of Management, Atlanta, GA.

Thomas, David C. 1993. January. "Cultural adaptation by Japanese managers: An empirical examination of the effect on American subordinates." Paper presented to the annual meeting of The Association of Japanese Business Studies, New York, NY.

Werner, Jon M. & Thomas, David C. 1992. August. "Job satisfaction and performance revisited: Testing for the mediating effects of two types of organizational commitment." Paper presented at the annual meeting of The Academy of Management, Las Vegas, Nevada.

Thomas, David C. 1991. August. "Boundary spanning behaviour of expatriates: A model of internal exchange in the multinational corporation." Paper presented to the annual meeting of The Academy of Management, Miami, Florida.

Feldman, Daniel C. & Thomas, David C. 1991. October. "Expatriate moves as career transitions: An empirical comparative study." Paper presented to the annual meeting of The Academy of International Business, Miami, Florida.

Thomas, David C. & Bauerschmidt, Alan 1990. August. "Control in multinational corporations: An examination of formal rules." Paper presented to the annual meeting of The Academy of Management, San Francisco.

Klaas, Brian & Thomas David C. 1990. August. "The distribution of grievance activity: An analysis of the psychometric properties of grievance behaviour." Paper presented to the annual meeting of The Academy of Management, San Francisco.

Thomas, David C. 1989. September. "Selection in multi‑cultural environments: A review and comment." Paper presented to the annual meeting of the Southeast Region of The Academy of International Business, Miami, Florida.

**Technical Reports & Working Papers:**

Thomas, D.C., Stahl, G., Ravlin, E.C., Poelmans, S., Pekerti, A., Maznevski, M., Lazarova, M.B., Elron, E., Ekelund, B.Z., Cerdin, J.L., Brislin, R., Aycan, Z., & Au, K. 2010, June, “Development of the cultural intelligence assessment”. Technical Report: Centre for Global Workforce Strategy, Simon Fraser University.

Thomas, David C. & Ravlin, Elizabeth C. 1995. “Effective cross-cultural teams: An examination of three manufacturing firms in Australia and New Zealand,” Working Paper 95-13, Carnegie Bosch Institute for Applied Studies in International Management, Pittsburgh, PA, USA.

Thomas, David C. & Ravlin, Elizabeth C. 1995. “Implementation of multi-cultural work teams at Interlock Industries.” Research report to sponsor, Wellington, New Zealand.

Thomas, David C. & Ravlin, Elizabeth C. 1995. “Implementation of multi-cultural work teams at Vehicle Assemblers of New Zealand.” Research report to sponsor, Auckland, New Zealand.

Thomas, David C. & Ravlin, Elizabeth C. 1995. “Implementation of multi-cultural work teams at Aerospace Technologies of Australia.” Research report to sponsor, Melbourne, Australia.

Thomas, David C. & Haworth, Nigel A. F. 1994. "Cross-cultural management issues in New Zealand." Report to the APEC-HRD-BMN Cross-Cultural Management Project, Sydney, Australia.

Thomas, David C. 1992. "The cultural adaptation of Japanese managers." Research report to Showa Denko Carbon Corporation, Ridgeville, SC.

Thomas, David C. 1992. "The cultural adaptation of Japanese managers." Research report to Fuji Photo Film Corporation, Greenwood, SC.

Thomas, David C. 1992. "The cultural adaptation of Japanese managers." Research report to Matsushita Compressor Corporation, Mooresville, NC.

Thomas, David C. 1989. "The use of the IBM PS/2 in human resource management education." Research report to IBM Corporation, Charlotte, NC.

**Invited Addresses (selected) and Major Media Appearances:**

Thomas, David C. 2015. “Cultural intelligence: Past, present future.” Invited address, The Jerusalem School of Business Administration, Hebrew University of Jerusalem, Israel.

Thomas, David C. 2015. “Cultural intelligence: Past, present future.” Invited address, IESE Business School, University of Navarra, Barcelona Spain.

Thomas, David C. 2013. “Cultural intelligence and the war for talent.” Invited address, The Forum for Expatriate Management, Sydney, Australia.

Thomas, David C. 2012. “Cultural intelligence and all that jazz.” Invited address, Discipline of International Business, University of Sydney, Australia.

Thomas, David C. 2012. “Publishing in top tier business/management journals.” Invited address University of Queensland, Brisbane Australia.

Thomas, David C. 2011. “Cultural intelligence: Living and working globally.” Public lecture to the North Shore Welcoming Action Committee, Vancouver, BC

Thomas, David C. 2011. “Cultural intelligence: what it is and how to measure it.” Invited address Koç University Social Science and Management Seminar Series, Koç University, Istanbul, Turkey.

Thomas, David C. 2011. “Publishing in top tier business/management journals.” Invited address to the Faculty of Business Administration Sabanci University, Istanbul, Turkey.

Thomas, David C. 2011. “Cultural variation in the psychological contract.” Invited address to the Department of Intercultural Communication and Management, Copenhagen Business School, Copenhagen, Denmark.

Thomas, David C. 2011. “Publishing in top tier business/management journals.” Invited address to the Faculty of Social Sciences, Stockholm University, Stockholm, Sweden.

Thomas, David C. 2009. “Cultural intelligence and creativity” Invited address to the Society for Intercultural Education, Training and Research, Vancouver, BC

Thomas, David C. 2009. “Cultural Intelligence” Interview with Wayne Hulbert, BlogTalk Radio.com.

Thomas, David C. 2008. “The solution is in the problem.” Convocation address to the graduating class of 2008, Simon Fraser University, Burnaby, Canada.

Thomas, David C. 2008. “Development of the cultural intelligence assessment instrument.” Presentation to the Shidler College of Business Administration Cross-Cultural Lecture Series, University of Hawai’i at Mānoa. Honolulu, HI.

Thomas, David C. 2008. “Development of the cultural intelligence assessment.” Presentation to the Australian School of Business, School of Organisation & Management, University of New South Wales. Sydney, Australia.

Thomas, David C. 2008. “Developing and applying cultural intelligence.” Keynote address to the Canadian Council of Administrative Tribunals Annual Meeting, Gatineau, Quebec.

Thomas, David C. 2008. “Cultural intelligence: Measuring the un-measurable” Presentation to International Business Faculty, The University of Queensland, Brisbane, Australia.

Thomas, David C. 2008. “Managerial competence in the 21st century: Measuring cultural intelligence”. Keynote address to the CMA Centre for Strategic Change and Performance Measurement Research Dinner, Vancouver, BC.

Thomas David C. 2008. (Radio Interview April 4) “Cultural intelligence” The Christy Clark Show, CKNW Talk Radio, Vancouver BC.

Thomas, David C. 2008. (Television Interview, March 5). “Cultural intelligence” Studio 4 hosted by Fanny Kiefer, Shaw TV, Vancouver, BC.

Thomas, David C. 2008. “Cultural intelligence: measuring the un-measurable” Presentation to the SSOST Seminar Series, Vancouver, BC.

Thomas, David C. 2008. (Radio Interview March 4) Cultural intelligence” On the Coast, CBC Radio, Vancouver, B.C.

Thomas, David C. 2008. (Radio Interview February 28) “Cultural intelligence” The Dave Rutherford Show, CHQR Radio, Calgary, AB.

Thomas, David C. 2008 (Television Interview February 15) “Foreign language education” Breakfast Television with Simi Sara, City TV, Vancouver BC.

Thomas, David C. 2008. (Webcast January 23) “Cultural intelligence: People skills for global business”, Webcast to the Marketing Executives Networking Group.

Thomas, David C. 2007. “Managing multi-cultural workgroups and global teams” Presentation to the MBA Tune-Up Series. Simon Fraser University, Vancouver, BC.

Thomas, David C. 2007. “Beyond valuing diversity: The importance of cultural intelligence” Keynote address to the Annual General Meeting of the Affiliation of Multicultural Societies and Service Agencies of BC, Vancouver, B. C.

Thomas, David C. 2007. “Cultural intelligence: People skills for today’s professional” Presentation to Pacific Region Leaders Conference, Royal Canadian Mounted Police. Chilliwack, B. C.

Thomas, David C. 2007 “Cultural intelligence: People skills for global business”, Presentation to the New Westminister Community Development Society, New Westminister, B.C.

Thomas, David C. 2006 (Panelist) “Diversity in the work place” Canada Now hosted by Ian Hanaomasing. CBC Television & Radio, Surrey, B.C.

Thomas, David C. 2006. (Radio Interview, October 24). “Organizational culture change in the Richmond Fire Department**”** On the Coast with Priya Ramu. CBC Radio. Vancouver, B.C.

Thomas, David C. 2006 “Cultural intelligence: People skills for global business”, Keynote address to Citizenship and Immigration Canada Annual Training Seminar, Montreal,QB.

Thomas, David C. 2006 “Cultural intelligence: People skills for global business”, Presentation to WestLink Innovation Network, Vancouver, B.C.

Thomas, David C. 2006 “Cultural intelligence: People skills for global business” Presentation to Fraser Valley Technology Network, Surrey, B.C.

Thomas, David C. 2006 “Cultural intelligence: People skills for global business” Presentation to the Surrey-Delta Immigrant Services Association, Surrey, B.C.

Thomas, David C. 2005. (Radio Interview, 14 January). “Cultural intelligence” On the Coast with Priya Ramu. CBC Radio. Vancouver, B.C.

Thomas, David C. 2004. “Cultural intelligence: People skills for global business” Public Lecture, Simon Fraser University Executive Forum, Vancouver B.C.

Thomas, David C. 2004. (Television Interview, 24 July). “International business ethics.” Online with Doug Kooy, NowTV: Vancouver, B.C.

Thomas, David C. 2004. “Cultural intelligence: People skills for global business” Public Lecture, Society for Intercultural Training and Research and University of British Columbia. Vancouver, B.C.

Thomas, David C. 2003. November, “Culture and management practice” Public lecture, Queens University, Kingston, ON, Canada.

Thomas, David C. 2003. (Television Interview, 12 November). “International business ethics.” Online with Doug Kooy, NowTV: Vancouver, B.C.

Thomas, David C. 2002. October. “Great careers don’t just happen.” Panel moderator, British Columbia Chapter, American Marketing Association. Vancouver, B.C. Canada.

Thomas, David C. 2002. September. “The psychological contract in cross-cultural comparison.” Invited address to the University of Illinois IHRM-CIBER roundtable. Hamburger University and McDonalds Conference Center, Oak Brook, IL.

Thomas, David C. 2002. March. “Managing the global village.” Invited address. The Management Centre. University of Leicester, Leicester, England.

Thomas, David C. 2001. April. “Managing the global village.” Presentation to the Pace of Change Seminar. SFU-EMBA Alumni Association. Vancouver, B. C., Canada

Thomas, David C. & Ravlin, Elizabeth C. 2000. October. “Multicultural teams: What we have learned in the past five years.” Presentation to the 10th Anniversary Research Reunion, The Carnegie Bosch Institute for Applied Research in International Management, Carnegie Mellon University, Pittsburgh, PA.

Thomas, David C. 1999. December. “Managing multi-cultural teams.” Presentation to the Pacific Region Forum of the David See-Chai Lam Centre for International Communication, Simon Fraser University at Harbour Centre, Vancouver, B.C., Canada.

Thomas, David C. 1998. June. “Cultural diversity in multi-cultural work teams.” Arthur N. Whitehill Pacific Asian Lecture Series, University of Hawaii at Manoa, Honolulu, HI.

Thomas, David C. 1998. April. “Cultural diversity and work group effectiveness.” Staff Seminar Series, Chinese University of Hong Kong, Shatin, Hong Kong, PRC.

Thomas, David C. 1997. October. “Cross-cultural research methods.” Staff Seminar Series, St Mary’s University, San Antonio, TX.

Thomas, David C. 1996. June. “Cross-cultural communication.” Keynote address to the National Speakers Association of New Zealand Annual General Meeting, Auckland, New Zealand.

Thomas, David C. 1996. April. “In search of IB theory.” University of Auckland, International Business Discussion Series, Auckland, New Zealand.

Thomas, David C. 1994. September. “Cultural diversity, groups, and the work environment.” University of Auckland, Tamaki Staff Seminar Series, Auckland, NZ.

Thomas, David C. 1992. October. “Motivating your team members.” Invited address to The SGA Leadership Conference, Pennsylvania State University, Erie, PA.

Thomas, David C. 1986. April. “Current issues in the structure of corporate travel agency relationships.” Invited address to The Corporate Travel World Conference, New York.

Thomas, David C. 1984. May. “Developing the information systems acquisition plan.” Invited address to the North Carolina Governmental Productivity Conference, Raleigh, NC.

**Research Grants Awarded:**

2010-2013 Social Sciences and Humanities Research Council of Canada, grant to conduct research on bicultural individuals in organizations, CD$79,631.00

2009 SSHRC Institutional Grant (small), Bicultural Individuals in Organizations, CD$5760.00

2007 SFU VP Academic Conference Fund, Cultural Intelligence Project Team Meeting, CD$1000.00

2007 SFU Faculty of Business Administration Research Initiatives Grant, Cultural Intelligence Project Team Meeting, CD$10,000.

2007-2010 Social Sciences and Humanities Research Council of Canada, grant to conduct research on cultural intelligence: validity assessment, CD$71,234.00.

2006 SFU Faculty of Business Administration Research Initiatives Grant, Cultural Intelligence Assessment Stimulus Material (Filming), CD$10,000.

2004-2006 Social Sciences and Humanities Research Council of Canada, grant to conduct research on cultural intelligence: construct development, CD$114,000.00.

2004 SFU VP Academic Conference Fund, Cultural Intelligence Project Meeting, CD$1000.00

2003-2005 Social Sciences and Humanities Research Council of Canada, grant to conduct research on cultural intelligence: construct development and application, CD$ 4,330.00.

2000-2003 Social Sciences and Humanities Research Council of Canada, grant to conduct research on cultural variation in the psychological contract, CD$57,000.00.

1999-2001 President’s Research Committee, Simon Fraser University, grant to conduct research into the response of local subsidiary managers to the pressures toward local responsiveness and global integration, CD$7,344.00.

1998-1999 University of Auckland Research Fund, grant to conduct research into cultural variation in the response of employees to declining job satisfaction, NZ$ 5,000.00.

1998-1999 Auckland Business School Research Fund, grant to conduct research into cultural variation in the response of employees to declining job satisfaction, NZ$ 1,000.00.

1998 Auckland Business School Research Fund, travel grant to attend the inaugural International Organizational Behaviour Workshop, NZ$2,500.00

1996-1997 University of Auckland Research Fund, grant to conduct research into the role of expatriates in a changing career paradigm, NZ$ 2,500.00.

1996-1997 University of Auckland Research Fund grant to support PhD research, NZ$ 2100.00, with Andre Pekerti.

1996-1997 Auckland Business School Research Fund, grant to conduct research into the effect of internal consistency versus local adaptation on the role of the international subsidiary manager, NZ$ 6,000.00, with David Brock.

1996-1997 Auckland Business School Research Fund, grant to support PhD research, NZ$ 1,000.00, with Andre Pekerti.

1996-1997 University of Auckland Research Fund, grant to conduct research into the effect of internal consistency versus local adaptation on the role of the international subsidiary manager, NZ$ 4,500.00.

1994-1995 University of Auckland Research Fund, grant to support PhD research, NZ$ 2,000.00, with Andre Pekerti.

1994-1995 University of Auckland Research Fund, grant to conduct research into the local adaptation versus internal consistency of international human resource management policy, NZ$ 8,000.00.

1993-1994 Carnegie Bosch Institute for Applied Studies in International Management, grant to conduct field research on cultural diversity in work teams, US$ 16000.00, with Elizabeth C. Ravlin.

1992-1993 Center for International Business Education and Research, grant to conduct research on cultural diversity in work teams, US$ 4,000.00, with Elizabeth C. Ravlin.

1991-1992 Center for International Business Education and Research, grant to conduct research on career issues affecting expatriate managers, US$ 2,000.00, with Daniel C. Feldman.

**Current Editorial Boards:**

Area Editor: *Journal of International Business Studies*

Board Member, *Journal of Organizational Behavior*

Board Member, *European Journal of Cross-Cultural Competence and Management*

**Previous Editorial Boards**

International Business Area Editor, *Canadian Journal of Administrative Sciences*

Associate Editor, *International Journal of Cross-Cultural Management*

Special Issue Editor, *Journal of World Business* (2005)

Special Issue Editor, *Journal of Organizational Behavior*(2007)

Board Member, Journal of International Business Studies

Board Member, *International Journal of Organizational Analysis*

Board Member, *Advances in International Comparative Management*

Board Member, *Journal of Management*

Board Member, *Journal of World Business*

**Professional Associations:**

Academy of Management (United States)

Academy of International Business

European Group for Organization Studies

International Association of Cross-Cultural Psychology

International Organization Network (ION), President, 2008-2010

**Service Activities:**

Dean of Business Search Committee, Simon Fraser University, 2014-2015

International Business Research Cluster Head, Australian School of Business, 2012-2014

PhD Program Committee Chair, Faculty of Business, Simon Fraser University, 2007-2010

Simon Fraser University - SSHRC Doctoral Fellowship Committee, 2007-2010

Research Committee Chair, Faculty of Business, Simon Fraser University, 2005-2007

Simon Fraser University - SSHRC Institutional Research Grants Committee 2005-2007

Dean of Business Administration Search Committee, 2005-2006

International Business Area Coordinator, Simon Fraser University, 2000-2003; 2008-2010

Appointments Committee, Faculty of Business, Simon Fraser University, 2001-2002, 2002-2003 (Chair), 2004-2005

Faculty Promotion and Tenure Committee, Simon Fraser University, 2000 - 2001

Senate Graduate Studies Committee, Simon Fraser University, 2000 - 2002

Faculty Graduate Studies Committee, Simon Fraser University, 1999 - 2000

Deputy Head, Department of International Business, University of Auckland, 1997-1999

PhD Program Coordinator, I B Department, University of Auckland, 1997 - 1999

Board of Studies, New Zealand Asia Institute, 1997 - 1999

New Zealand-Asia Policy Consultation on Human Rights, Sovereignty and Migration, 1996

Internationalisation Task Force, Auckland Business School, 1996

International Masters Programs Working Group, University of Auckland, 1994

Adviser, Masters Thesis Support Group, University of Auckland, 1994

Task Force on Internationalising the Business School Curriculum, Behrend College, Penn State University, 1993

Diversity Task Force, Behrend College, Penn State University, 1993

Recruiting Subcommittee, Behrend College, Penn State University, 1993

**Other Activities and Honours:**

British Columbia Degree Qualifications Assessment Board, External Reviewer MBA Programs, 2014-2015

Academy of International Business Annual Meeting - Track Chair, 2012

JIBS Paper Development Workshops - Nagoya Japan, 2011, Washington DC, 2012, Xiamen China, 2012, Istanbul, Turkey, 2013.

AIB Doctoral Consortium Panellist, 2010

Research Committee, Academy of Management, International Management Division, 2010-2011, Chair, 2011

International Management Division Paper Development Workshop, AoM Meeting 2010

Committee Member, Social Sciences and Humanities Research Council of Canada (Committee 29), 2011

Referee, Israeli Science Foundation, 2008, 2012

Chairperson, External Relations Committee, International Management Division, Academy of Management, 2004 - 2007

Teaching Honour Role, Faculty of Business, Simon Fraser University, 2000, 2001, 2002, 2003, 2008, 2010, 2011, 2012

Referee, Social Sciences and Humanities Research Council of Canada, 1998 - Present

Pacific Asian Management Institute Fellowship, University of Hawaii, 1998

University of Auckland Representative to PACIBER, 1997-1999

Monitor, International Programs, New Zealand Qualifications Authority, 1995-1999

Advisory Board, UNITEC Communications Department, 1995-1997

Referee, NZ Foundation for Research, Science and Technology, 1997-2000

Representative of New Zealand to the APEC-HRD-BMN Cross-Cultural Management

Project, 1994-1995

Junior Faculty Consortium, International Division, Academy of Management, 1993

Doctoral Consortium, OB Division, Academy of Management, 1991

Doctoral Consortium, Southern Management Association, 1991

Frank B. Lane Fellowship, The University of South Carolina, 1988

President, North Carolina Passenger Traffic Association, 1985-1986

North Carolina Governor's Conference on Productivity, 1981-1984

## Teaching Experience

|  |  |  |
| --- | --- | --- |
| **Courses Taught** | **Instructor Evaluations** | |
| **University of South Carolina**  **College of Business Administration**  1988-1992 | Average Instructor Evaluation  5 Point Scale | Average Evaluation for Department |
| Undergraduate Personnel/HRM  Advanced Undergraduate Personnel  Undergraduate Organisational Behaviour  Principles of Management | 4.37 | 3.78 |
| **University of South Carolina**  **College of Health Administration**  Fall 1990 |  |  |
| Graduate Level Personnel/HRM | 4.46 | 4.02 |
| **Pennsylvania State University**  **Behrend College**  1992-1993 | Average Instructor Evaluation  7 Point Scale | Average Evaluation for Department |
| Principles of Management  Undergraduate Organisational Behaviour  Graduate Organisational Behaviour  Undergrad International Management  Graduate International Management | 6.02 | 5.43 |
| **University of Auckland**  1994 -1999 | Average Instructor Evaluation  7 Point Scale | Average Instructor Evaluation for Business School |
| Advanced Organisational Behaviour and Organisation Theory (Graduate)  Organisational Behaviour (Undergrad)  Management Theory and Practice (Undergrad)  International Management (Undergrad and Graduate)  Research Methods (Graduate) | 6.02 | 4.83 |
| **Chinese University of Hong Kong**  Spring 1998 | Average Instructor Evaluation  6 Point Scale | Average Instructor Evaluation for Business School |
| Cross-Cultural Management (Undergrad)  Cross-Cultural Management (MBA) | 5.25 | 4.52 |
| Simon Fraser University 1999 - Present | Average Instructor Evaluation  4 Point Scale | Average Instructor Evaluation for Business School |
| Cross-Cultural Management (Undergrad & Grad)  International Human Resource Management  International Business (Undergrad & Grad)  PhD Seminar in Theory Development | 3.83 | 3.13 |
| **University of New South Wales**  2012-2014 | Average Instructor Evaluation  5 point scale |  |
| International Business Strategy (EMBA) | 4.3 |  |

**Graduate Students under Supervision:**

Lee Martin – PhD Thesis Supervisor, University of New South Wales

Varina Paisley – PhD Thesis Supervisor, University of New South Wales

**Theses Supervised / Examined:**

Roxana Dawidowski. 2014 “The effect of cultural intelligence development on stereotype awareness and alteration.” MPhil thesis co-supervisor, University of Sydney.

Yuan Liao. 2012 “Performance-related feedback in multicultural organizations: The role of regulatory focus, feedback framing and sign.” PhD Thesis Supervisor, Simon Fraser University.

Stacey Fitzsimmons. 2011 “Multicultural employees: A framework for understanding how they contribute to organizations.” PhD Thesis Supervisor, Simon Fraser University.

Pekerti, Andre. 2001 “Influence of culture on communication: An empirical test and theoretical refinement of the high and low context dimension.” PhD Thesis Supervisor, University of Auckland.

Wu, Liqing. 1999 “Guanxi: A cross-cultural comparative study” MCom (1st Class Honours) thesis supervisor, University of Auckland.

Williams, Lynn. 1999 “Selection of an international strategic alliance partner” MCom thesis supervisor, University of Auckland.

Hawkins, Melanie. 1998 “Understanding Japanese business practice: Implications for New Zealand firms” MCom (2nd Class Honours) thesis supervisor, University of Auckland.

Barry, Sean. 1997. “The effect of overseas experience on individuals’ careers” MCom (1st Class Honours) thesis supervisor, University of Auckland.

Morgan, Samantha. 1997. “HRM Practices in multinational joint ventures” MCom thesis supervisor, University of Auckland.

Bishop, Brendan. 1997. “Goal setting theory: A cross-cultural examination” MCom thesis supervisor, University of Auckland.

Wiles, Donald W. 1994. “The influence of foreign direct investment on employee skill levels” Undergraduate honours thesis chairperson, Behrend College, Penn State University.

Mongil, Louis. 1993. “Estimating the propensity to export of small manufacturing firms in Puerto Rico.” Undergraduate honours thesis committee member, Behrend College, Penn State University.

Brozell, Jennifer. 1993. “Organizational influences on job related stress.” Undergraduate honours thesis committee member, Behrend College, Penn State University.

### MBA Projects/Theses Supervised:

#### Principal Supervisor

Jin, Michael 2003. “Effect of English language fluency on the cultural adjustment of Chinese immigrants to Canada: The mediating effect of communications competence” Simon Fraser University.

Paniccia, Jana 2003. “Case study of CREO-Citex merger” Simon Fraser University.

Cabrera Lara, Beatrix 2003. “The psychological contract in Mexico” Simon Fraser University.

York, Richard 2002. “Does gender affect the ability to adjust cross-culturally?” Simon Fraser University.

Lebedeva, Alexandra. 2002.” An emerging class of new Russian managers: An exploratory study” Simon Fraser University.

Affleck, John 2002. “Perceptions of leadership: A cross-cultural comparison” Simon Fraser University.

Kitchlu, Shalena 2002. “Developing a model of radical managerial transition in formerly communist countries” Simon Fraser University.

Lo, Christine 2001, “Cultural variation in responses to low job satisfaction” Simon Fraser University.

Yu, A. 2001. Violation of the psychological contract: A cross-cultural study among information technology workers” Simon Fraser University.

Ackerberg, C. 2000. Business travellers choice of airline for business travel: A cross-cultural study between Canada and Finland” Simon Fraser University.

Rochette, E. 2000. “The impact of cultural values on self-managed work teams: An experimental study” Simon Fraser University.

Zhou, J. 2000. Building up a successful international strategic alliance while doing business in China” Simon Fraser University.

#### Committee Member (Second Reader)

Smith, Rob 2003, “Use and effectiveness of alternative entry strategies into China: An examination of tactics and methods of Canadian firms.”

Kinik, Melike 2003. Effect of partner domicile on shareholder value creation via international joint ventures.”

Ma, Cathy 2003. “Mode of entry and regional determinants of foreign direct investment in China” Simon Fraser University.

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