

*American Council on Education Fellow, University of North Carolina at Charlotte
Special Assistant to the Provost and Professor of Marketing, Texas State University*

LEADERSHIP PROFILE

- Proven faculty, administrative, and fiscal leader with experience at universities in Florida, Texas, Mississippi, and North Carolina
 - Uniquely positioned for immediate impact as Provost, with significant experience and effective collaborative outcomes across all academic colleges and university divisions
 - Driven by a commitment to dynamic partnerships, intentional planning, shared governance, and a values-based and data-informed culture of decision making
 - Recognized by supervisors, colleagues, and direct reports for trust-based leadership, strategic mindset, talent development, performance accountability, and financial acumen
 - Passionate about enhancing the role, recognition, and contributions of higher education to economic, social, and cultural prosperity
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ADMINISTRATIVE LEADERSHIP EXPERIENCE

American Council on Education (ACE) Fellow, University of North Carolina at Charlotte. (August 2024 – May 2025).

Through the American Council on Education's fellowship program, in residence at the University of North Carolina at Charlotte for the FY25 academic year, serving under the mentorship of Chancellor Sharon L. Gaber and as a member of the Chancellor's Cabinet. UNC Charlotte has 31,000 students, 1,200 faculty, 170 academic programs at the undergraduate, master's and doctoral levels, and \$94M in R&D expenditures. *Note:*

Concurrently appointed special assistant to the provost and tenured professor of marketing at Texas State University.

Senior Vice Provost, Texas State University. (January 2017 – July 2024).

Served as the senior member of the provost's team at Texas State University, a Hispanic-Serving Institution with 40,000 students, 2,000 faculty, \$140M in R&D expenditures, 200 academic programs at the undergraduate, master's and doctoral levels, and multiple campuses in the Austin-San Antonio innovation corridor. Provided leadership on strategic resource allocation of a \$215M centralized budget, faculty affairs, faculty recruitment and retention, faculty development, tenure, promotion, and performance management, 8 SACSCOC standards, and an engaged and inclusive shared governance climate.

Recent successes include completion of faculty salary market equity study and \$1.75M salary increases, transition of 500+ full-time teaching faculty positions into promotion-eligible titles and \$1M in additional compensation, development of resource models for 12 new Ph.D. programs, innovative research incentives and faculty success systems, selection of the university's new learning management and faculty profiles system, and

strategic integration of special collections and University Libraries, an Association of Research Libraries member, into the division of Academic Affairs.

Ensured effective and strategic stewardship of the division of Academic Affairs' complex budget and resources to accomplish university goals.

- Implemented a transparent process and leading indicators to manage \$215M centralized academic budget and ensure prioritized and strategic allocations for faculty/staff personnel, new and current academic programs, operating funds, discretionary funds, and academic facilities.
- Collaborated daily with college deans, department chairs, and school directors to prioritize resources via the review of faculty and staff workload, strategic goals and outcomes, forecasts, and other factors.
- Chaired the Faculty Workload Work Group, collaborated with deans, chairs/directors, and Faculty Senate on significant policy changes, and launched self-service tools for academic decision-makers to optimize faculty workload, a key driver of the university's strategic goals and \$150M faculty salary budget.
- Designed academic metrics to implement a business intelligence perspective on resource allocation for academic budget, space, and personnel.
- Initiated best practices review of reporting units to assess service quality, training needs, technology solutions, and other enhancements for academic services.

Built and sustained faculty and academic staff excellence by catalyzing opportunities and optimizing resources

- Led the development of the promotion-eligible instructional faculty title series to bolster recognition and expand career opportunities for teaching faculty; secured university commitment for \$1M in salary adjustments for certain faculty; successfully transitioned 516 faculty members effective fall 2024.
- Led the comprehensive market study of faculty salaries, which resulted in faculty market salary adjustments totaling \$1.75M effective fall 2023.
- Reviewed and provided formative and summative feedback on annual reappointment evaluations, third-year reviews, and tenure and promotion decisions for 500+ tenure-track faculty members.
- Approved all tenure-line faculty hiring packages, including salary, rank, and research start-up packages.
- Created guidelines and processes for salary adjustments and programs to recruit and retain high performing faculty (i.e., counter-offers, preemptive offers, spousal/partner hires).
- Led development and authorization of new faculty research start-up funds, including process improvements, capacity building initiatives, and strategic alignment with university research goals.
- Collaborated with division of Research on incentives, programs, and training for faculty engaged in externally funded programs.
- Developed policy and support processes for prestigious faculty fellowship and award applicants to ensure financial support, scholarly productivity, and upward trajectory in future awards.
- Created the Faculty Development Advisory Committee and developed university infrastructure to collaboratively develop and implement strategic investment in faculty development and success efforts, including workshops and cohort programs, including Scholarship and Teaching Excellence Program (STEP) for first-year tenure track faculty, New Department Chair/School Director Leadership Orientation, and What's NEXT for mid-career faculty revitalization.
- Formalized processes to provide subvention fees for faculty publishing in open access journals and/or publishers that require underwriting (i.e., art).
- Led the university's faculty nominations process for Texas State University System Chancellor Fellows, Texas Academic Leadership Academy, and Carnegie Foundation Fellowships.

Successfully engaged the university's shared governance system to promote trust and transparency.

- Created transparent, values-based, and data-informed decision-making processes to support a culture of candor for decisions, resource allocations, and priorities.
- Engaged in review of best practices, discussions, and listening sessions to lead the development and improvement of 50+ institutional policies on a recurring basis.
- Served as liaison and collaborated with Faculty Senate to review points of concern and establish new processes for senate engagement in policy development and revisions.

- Served as liaison with Faculty Ombudspersons, including development of innovative ombuds model to serve large and distinct faculty populations.
- Consulted regularly with the Academic Affairs Council, Council of Chairs/Directors, Faculty Senate, and other divisions to gain feedback on new initiatives, policy and procedures, concerns and opportunities, and operations in the division of Academic Affairs.

Engaged collaboratively on strategic imperatives and state goals for higher education

- Served as a respected and impactful university citizen to lead or assist in shaping conversations, meeting opportunities, and resolving strategic questions, including Academic Athletics Committee.
- Utilized EAB, Hanover, and other best practices, data, and performance solutions for ensuring innovative practices.
- Chaired university committees with broad objectives and strategic impact, including the President's Council for Women in Higher Education, Faculty Qualifications Advisory Committee, and the Learning Management System Advisory Committee to select university's new learning management system.
- Entrusted to chair or serve on search committees for senior leadership, including the chief diversity officer, vice president for information technology, special assistant to the president, special assistant to the provost for inclusion and diversity, and provost and executive vice president for academic affairs.

Fostered a collegial and engaged environment for a diverse population of faculty, staff, and students.

- Supervised the special assistant to the provost for inclusion and diversity and achieved goals associated with outreach to campus groups, guidance to search committees, engagement in student success initiatives, and presentations and workshops.
- Directly supported the hiring and retention of diverse faculty via resources and initiatives.
- Launched the *Toolkit and Best Practices for Inclusive Excellence in Faculty Hiring and Retention* to enhance faculty search, hiring, and retention practices.
- Initiated a standardized approach to exit interviews for departing faculty members.

Associate Vice President for Academic Affairs, Texas State University. (September 2006 – December 2016).

Provided leadership for the university's strategic plans and successful outcomes in curriculum, academic program portfolio development and strategy, distance and online learning, international affairs, study abroad, 15 SACSCOC standards, NCAA recertification, commencement academic ceremonies, and other strategic projects.

Implemented a strategic approach for curricular innovation, new academic programs, and program portfolio optimization.

- Among others, finalized new doctoral programs in applied anthropology, computer science, criminal justice, developmental education, materials science, engineering and commercialization, and mathematics education; new master's programs in communication design (online), dementia and aging studies (online), engineering, health information management (online), respiratory care (online), sustainability studies, and theatre; and bachelor's programs in concrete industry management, digital media innovation and mass communication, electrical engineering, and technology management.
- Developed processes to substantiate market need for academic programs, design and deliver compelling program proposals, and determine faculty and staff expenditures to implement new academic programs.
- Collaborated on a team-based approach to academic program development, including role clarification, capacity building, and training on writing successful curriculum proposals.
- Consulted with deans, chairs/directors, and faculty to assess existing academic programs and identify opportunities for curricular change, delivery options, and new programmatic directions.
- Participated in college and program accreditation external reviews and academic program external reviews from 2006 to 2024 and oversaw accreditation of colleges and programs from 2008 to 2011.

Led the effective and strategic stewardship of budget and resources to accomplish university goals.

- Bolstered financial health of all self-supporting units and invested proceeds in student scholarships, faculty seed grants, high-impact training programs, additional staff support, and other initiatives.
- Created revenue-sharing model for electronic course fees to provide incentives for academic units to consider distance learning models and to support university-wide efforts for training and services.
- Shifted vision of continuing education away from low-margin and non-academic clients toward programs and initiatives aligned with the university's mission and aspirations.
- Implemented consistent budget model, contract and agreement terms, negotiation strategy, and cost/benefit analysis for self-supporting opportunities in continuing education, correspondence education, extension education, education abroad, and intensive English.
- Based on cultural similarities, historical ties, and saturation in other markets, initiated the Latin America emphasis for international affairs.

Enhanced programs to support student success and engagement in co-curricular activities.

- From FY13 to FY16, increased funding for education abroad scholarships by 85 percent (\$189,000 to \$350,000) and increased the number of annual scholarships by 80 percent (143 to 256).
- Initiated and reached the university's commitment to Generation Study Abroad three years early, with over 800 students studying abroad in FY16 (goal was FY19).
- Created and funded a faculty grant program for new education abroad and study in America programs designed to attract diverse students via new locations, new subject areas, new faculty leaders, innovative delivery, and/or cost-sensitive models.
- Implemented new education abroad programs in Australia, Brazil, China, Ecuador, Costa Rica, Dominican Republic, Greece, Jordan, The Netherlands, and Panama.
- Implemented new study in America programs via the Oregon Shakespeare Festival, archaeological field school in Texas, New York City, national parks, and southwestern United States.
- Increased the number and variety of events to celebrate international minds and global citizenship.
- Designed strategies to improve course design and student success in self-paced correspondence studies.

Advanced the university's distance education offerings, quality standards, and outcomes.

- Facilitated a shared governance perspective that supported academic units in determining where technology enhances student learning concurrent with a plan for training, support, incentives and rewards, and assessment.
- From FY11 to FY16, increased online student credit hours by 246 percent.
- Initiated an assessment of distance education against the Online Learning Consortium's Quality Scorecard using a faculty-driven self-study and subsequent alignment of results with SACSCOC accreditation standards and national best practices. Results of the self-study informed the priorities of the Office of Distance and Extended Learning and the agenda of the Distance and Extended Learning Steering Committee.
- Ensured course quality and faculty and student readiness for distance learning through the development of the Best Practices Checklist, Faculty Development Requirements for Online Teaching, and Student Online Readiness Self-Assessment.
- Launched the Award for Excellence in Online Teaching in 2013 to recognize superior online teaching, provide models of excellence for fellow faculty, and encourage all faculty to improve and advance their online teaching pedagogy.
- For strategic efforts, Texas State was recognized with two *Effective Practice Awards* from the Online Learning Consortium.

Improved administrative services via process review, innovative strategies, and technology solutions.

- Implemented CourseLeaf catalog management system and launched the university's first fully functional online catalog. Began implementation of CourseLeaf curriculum system.
- Led the university's first pilots of remote proctoring services and online textbooks to reduce costs and enhance student access to course materials.
- Initiated and finalized contract with outside legal counsel to manage faculty immigration needs.

- Launched StudioAbroad system for streamlining study abroad program review and applications.
- Led the university's decision process and first contracts with international student recruiting firms and agencies to grow international student enrollment.
- Initiated best practices review of education abroad based on the Forum on Education Abroad standards.
- Supported successful national accreditation efforts of Texas State Intensive English.
- Coordinated the university's efforts for meeting state-level regulations on distance education.

Presidential Fellow, Texas State University. (September 2005 – August 2006).

Selected by President Denise M. Trauth to work with the President's Cabinet to increase the university's emphasis on ethics, risk management, and institutional compliance. Additional projects included development of the university marketing plan and crisis management plan.

Chair, Department of Marketing, Texas State University. (September 2001 – August 2006).

Successfully led department with 1,200 undergraduate majors, while sustaining a collective vision to become a national model for excellence in marketing education and applied research. Responsible for leadership in human resource management and development, strategic planning and implementation, resource allocation and oversight, and processes for excellence in all department interactions, services, and outcomes. Key duties and accomplishments:

Provided leadership and sustained dialogue and action on a shared vision for the Department of Marketing.

- Facilitated the department's mission, vision and strategic plan, AACSB accreditation efforts, and academic program review processes.
- Collaborated with faculty to develop new tenure and promotion criteria and new annual evaluation standards, enhance expectations for research, and clarify mechanisms for merit increases.
- Led faculty discussions about effective learning environments, including new guidelines for peer evaluation of teaching, integration of team-based pedagogy into coursework, and strategies to promote academic integrity.
- Implemented annual faculty evaluation process with a focus on creating a pathway toward academic excellence for each faculty member (i.e., class scheduling, workload, student assistance, mentoring, travel, and other support).
- Advised faculty on invigorating or redirecting a research agenda, including journal article placement, library resources, and research support.
- Initiated an analysis of marketing curricula at leading universities and partnered with faculty to make changes to the undergraduate program.
- Improved staffing, office procedures, and training protocol for service quality and responsiveness to all stakeholders.

Stimulated a student-centric environment and grew opportunities for student success.

- Created innovative group advising sessions to meet the needs of 1000+ marketing majors.
- Implemented and advised the first Texas State chapter of Alpha Mu Alpha marketing honor society.
- Initiated Texas State's involvement in the National Collegiate Sales Competition, the premier sales competition for university students.
- Student organizations advised by marketing faculty received numerous accolades, including championships and awards from the American Advertising Federation, American Marketing Association, National Collegiate Sales Competition, and Students in Free Enterprise/Enactus.
- Co-sponsored a college-wide program for the leadership development and retention of sophomore business students.
- To reinforce a professional learning environment, developed Students' Responsibilities on Advising and Learning guidelines for the college.

Built intentional relationships and engagement with industry professionals and alumni.

- Partnered with the Department of Management to develop the Management and Marketing Advisory Council (MMAC), which was comprised of industry professionals including Texas State alumni. Formalized goals, member financial commitments, by-laws, and governance structure of the board.
- Collaborated with faculty and staff to develop strategic funding requests of the MMAC to support faculty research and curricular and co-curricular experiences for students.
- Collaborated with employers and Career Services to ensure the marketing curriculum, student organizations, co-curricular options, and the department were responsive to industry needs.
- Partnered with the Small Business Development Center to create strategic marketing plans for area businesses in the marketing capstone course for undergraduates and MBA core course in marketing.

Director, Center for Ethics, The University of Tampa. (September 1995 – August 1999).

Provided leadership for establishing the scholarly foundations of the center's strategy, integrating ethics in faculty research and curriculum, delivering ethics training programs for the business community, generating all revenue, and leading an external advisory board and strategic planning efforts. Key accomplishments:

Developed research and scholarly foundations for center's strategy and impact.

- Co-authored *Integrity Management: A Guide to Managing Legal and Ethical Issues in the Workplace* in conjunction with The University of Tampa Press as the foundational work for the center's strategy.
- Established the center's affiliates program to support ethics projects of university faculty and staff, including curricular innovation, research, and student engagement activities.

Built and mobilized strategic partnerships with community and business leaders.

- Expanded and strengthened the Center for Ethics Advisory Board by personally recruiting new members, nurturing member interests and networks to identify opportunities and challenges facing the business community, and jointly formulating a strategic plan for the center to address these needs.
- Collaborated with board leadership to formalize member philanthropic commitments, strategic planning, by-laws, and governance structure.
- Successfully diversified advisory board membership to include major industries and companies in the Tampa Bay area (e.g., legal services, energy, defense, financial services).
- Led processes for the Tampa Bay Ethics Award and implemented annual Ethics Award Breakfast series.

Ensured financial and philanthropic health of the center.

- Cultivated and received \$1 million endowment for the Center for Ethics from John and Susan Sykes.
- Partnered with The University of Tampa Press to return all profits from each copy sold of *Integrity Management* to the center; the book expanded the press's portfolio into new markets.
- Developed self-supporting revenue streams from consulting and speaking engagements, advisory board memberships, workshops, and events.

Improved reputation and influence of the center.

- Gained brand and quality recognition through media coverage and sales of *Integrity Management* books
- Reached over 4,000 professionals through the center's workshops, consulting programs, and speaking engagements.

EDUCATION

Doctor of Philosophy in Business Administration
The University of Memphis, Memphis, TN

Master of Science in Marketing
Texas A&M University, College Station, TX

Bachelor of Business Administration
Abilene Christian University, Abilene, TX

FACULTY POSITIONS

Texas State University

Professor (2006 – present)
Associate Professor of Marketing (2001 – 2006); tenured 2001

Mississippi State University

Associate Professor of Marketing (2000 – 2001)
Assistant Professor of Marketing (1999 – 2000); tenured 2000

University of Tampa

Assistant Professor of Marketing (1993 – 1999); tenured 1999

Invited Lectureships

Colorado State University, Executive MBA Program, College of Business, Fort Collins, CO, 1999.
Graduate School of Business Administration, Global Executive MBA, Zurich, Switzerland, 1999.
Houston Baptist University, Prince-Chavanne Business Ethics Lecturer, Houston, TX, 2003.
Monterey Tech (Instituto de Tecnológico y de Estudios Superiores), Monterey, Mexico, 1997.
Queen's University, School of Business, Kingston, Ontario, Canada, 1998.
Thammasat University, Masters in Marketing program, Bangkok, Thailand, 2001.
Vienna School of Economics and Business Administration, Vienna, Austria, 1999, 2000, 2008, 2009.

AWARDS AND HONORS

Research

- Jerome L. Neuner Award for Excellence in Professional-Scholarly Publication, American Association of University Administrators. (2016).
- Gary V. Woods Research Award, Texas State University, McCoy College of Business. (2004).
- Outstanding Paper Award, "Extended Price Consideration Process: Identifying New Internet-Based Consumer Purchase Decision Variables," Society for Marketing Advances, Consumer Behavior Track. (2000).
- Excellence in Scholarship Award, The University of Tampa, College of Business. (1997).
- Best Paper Award, "Legal Pressure for Ethical Compliance in Marketing," American Marketing Association, Special Interest Group Track. (1995).

- Best Paper Award, “Environmental Issues, Social Responsibility, and Ethical Climate in the Foodservice Industry,” American Marketing Association, Public Policy Track. (1994).
- Doctoral Consortium Fellow, Society for Marketing Advances. (1992).

Teaching

- Master Marketing Teacher Award, Marketing Management Association. (2006).
- Best Article Award, “Using an Intensive Living Case in Graduate Marketing Courses: Experiences from an International Project,” *Marketing Education Review*. (2004).
- Houghton-Mifflin Pride/Ferrell Innovative Teaching in Marketing Award, Society for Marketing Advances. (1999).
- Teaching Excellence Award, The University of Tampa, College of Business. (1995).
- Teaching Fellow Award, The University of Memphis, Department of Marketing. (1993).

Honor Societies

- Phi Kappa Phi, Texas State University. (2013).
- Golden Key International Honour Society, Honorary Member, Texas State University. (2003).
- Sigma Beta Delta, National Business Honor Society. (1995).
- Beta Gamma Sigma, National Business Honor Society. (1992 and 2017).
- Alpha Mu Alpha, National Marketing Honor Society. (1988 and 1990).

Professional

- Contributions to Texas Women in Higher Education, Texas Women in Higher Education (2021).
- Effective Practice Award, Online Learning Consortium. (2014).
- Quality Scorecard Effective Practice Award, Online Learning Consortium. (2013).

RESEARCH AND SCHOLARLY CONTRIBUTIONS

Books (Non-Refereed)

Ferrell, O. C., Thorne, D. M., and Ferrell, L. K. (2023). *Business and Society: A Strategic Approach to Social Responsibility & Ethics* (8th ed.). Thousand Oaks, CA: Sage Publishing.

Ferrell, O. C., Thorne, D. M., and Ferrell, L. K. (2021). *Business and Society: A Strategic Approach to Social Responsibility & Ethics* (7th ed.). Chicago, IL: Chicago Business Press.

Ferrell, O. C., Thorne, D. M., and Ferrell, L. K. (2017). *Business and Society: A Strategic Approach to Social Responsibility & Ethics* (6th ed.). Chicago, IL: Chicago Business Press.

Ferrell, O. C., Thorne, D. M., and Ferrell, L. (2016). *Business and Society: A Strategic Approach to Social Responsibility and Ethics* (5th ed.). Chicago, IL: Chicago Business Press.

Thorne, D. M., Ferrell, O. C., and Ferrell, L. (2011). *Business and Society: A Strategic Approach to Social Responsibility and Ethics* (4th ed.). Mason, OH: Cengage/South-western.

Thorne, D. M., Ferrell, O. C., and Ferrell, L. (2008). *Business and Society: A Strategic Approach to Social Responsibility* (3rd ed.). Boston, MA: Houghton Mifflin.

Thorne, D. M., Ferrell, O. C., and Ferrell, L. (2005). *Business and Society: A Strategic Approach to Social Responsibility* (2nd ed.). Boston, MA: Houghton Mifflin.

Thorne, D. M., Ferrell, O. C., and Ferrell, L. (2003). *Business and Society: A Strategic Approach to Corporate Citizenship* (1st ed.). Boston, MA: Houghton Mifflin.

Thorne, D. M., Ferrell, O. C., and Fraedrich, J. P. (1998). *Integrity Management: A Guide to Managing Legal and Ethical Issues in the Workplace*. Tampa, FL: The University of Tampa Press. Reprinted by Thammasat University Press, Thailand in 1998 and 1999.

Book Chapters (Peer-Reviewed)

Quinn, F., & Thorne, D. M. (2014). Effective Communication with Stakeholders. In R. P. Hill & R. Langan (Eds.), *Handbook of Research on Marketing and Corporate Social Responsibility* (pp. 108–134). Northampton, MA: Edward Elgar Publishing.

Thorne, D. M., & Smart, D. T. (2005). Branding the Business School: Considerations and Concerns. In O. Ferrell, M. D. Hartline, & G. H. Lucas (Eds.), *Fulfilling Our Obligation: Teaching Business Ethics* (pp. 215–228). Kennesaw, GA.

Thorne, D. M., & Ferrell, O. C. (2004). Corporate Governance and Ethical Leadership. In R. A. Peterson & O. C. Ferrell (Eds.), *Business Ethics: New Challenges for Business Schools and Corporate Leaders* (pp. 56–81). Armonk, NY: Sharpe, Inc.

Thorne, D. M. (2003). Enron and Beyond: Corporate Citizenship as a Business Imperative. In *The Houghton Mifflin Guide to The Enron Crisis* (pp. 27–30). Boston, MA: Houghton Mifflin.

Leparc, G., & Thorne, D. M. (2000). Competition Issues in Blood Banking. In C. Macpherson, R. Domen, & T. Perlin (Eds.), *Ethical Issues in Transfusion Medicine* (pp. 127–135). Bethesda, MD: AABB Press.

Journal Articles (Peer-Reviewed)

Hastings, C. K., Boden, C. J., Thorne, D. M., Roundtree, A. K., May, M., & Pomeroy, K. (2023). Looking Back, Looking Forward: How the Pandemic Influenced Faculty Values. *International Journal of Adult Education and Technology*, 14(1), 1–19.

Thorne, D. M., & Quinn, F. F. (2017). Supplier Resources in the Sharing Economy: Three Regulatory Concerns. *Journal of Marketing Channels*, 24(1-2), 73–83.

Thorne, D. M., & Quinn, F. F. (2016). Private Governance in the Supply Chain. *Journal of Marketing Channels*, 23(1-2), 11–21.

Quinn, F., Miller, B. K., & Thorne, D. M. (2015). Diversity Management and Public Orientation as Predictors of Service Orientation in Higher Education. *Journal of Higher Education Management*, 30(1), 131–146.

Quinn, F., & Thorne, D. M. (2014). The Influence of Organizational Effectiveness and Other Correlates on the Job Satisfaction of Staff Employees at Four-Year Institutions of Higher Education. *Business Studies Journal*, 6(2), 67–84.

Thorne, D. M. (2006). The Project Management Plan: Improving Team Process and Performance. *Marketing Education Review*, 16, 97–103.

Thorne, D. M., & Darling, J. R. (2005). Upward Influence in Academic Organizations: A Behavioral Style Perspective. *Leadership and Organization Development Journal*, 26(7), 558–573.

Thorne, D. M. (2004). Building Ethical Capacity in Business Schools. *Marketing Education Review*, 14, 55–62.

Thorne, D. M. & Erffmeyer, R. (2003). A Content Analysis of Outcomes and Responsibilities for Consumer Complaints to Third Party Organizations. *Journal of Business Research*, 56, 341–351.

Maignan, I., & Thorne, D. M. (2003). Socially Responsible Organizational Buying: How Can Stakeholders Dictate Purchasing Policies? *Journal of Macromarketing*, 23, 78–89.

- Maignan, I., Hillebrand, B., & D. Thorne McAlister. (2002). Managing Socially Responsible Buying: How to Integrate Non-economic Criteria into the Purchasing Process. *European Management Journal*, 20, 641–648.
- Thorne McAlister, D. M., & Ferrell, L. (2002). The Role of Strategic Philanthropy in Marketing Strategy. *European Journal of Marketing*, 36(5/6), 689–705.
- Thorne, D. M., Berns Wright, L., & Jones, S. A. (2001). The Impact of Sports Marketing Relationships on Antitrust Issues in the United States. *Journal of Public Policy and Marketing*, 20, 73–83.
- Kennedy, M. S., Ferrell, L., & Thorne, D. M. (2001). "Consumers' Trust of Salesperson and Manufacturer: An Empirical Study. *Journal of Business Research*, 51, 73–86.
- Fransson, M., & Thorne, D.M. (2001). Mariners Accident and Indemnity Insurance Company: Balancing Strategy and Business Ethics. *Case Research Journal*, 21(3), 47–64.
- Thorne, Debbie (2000), "Marketing Planning and the Policy Environment in the European Union," *International Marketing Review*, 17 (3), 189-211.
- Simendinger, E., Thorne LeClair, D. M., & Jasperson, M. (2000). Community Memorial Hospital: Managing Conflicting Interests. *Case Research Journal*, 20, 43–58.
- Thorne LeClair, D.M. & Ferrell, L. (2000). Innovation in Experiential Business Ethics Training. *Journal of Business Ethics*, 23, 313–322.
- Erffmeyer, R., Keillor, B., & Thorne LeClair, D. M. (1999). An Empirical Investigation of Japanese Consumer Ethics. *Journal of Business Ethics*, 18, 35–50.
- Thorne LeClair, D. M., Clark, R., Ferrell, L., Joseph, G., & LeClair, D. (1999). Ethics in International Business Education: Perspectives from Five Business Disciplines. *Journal of Teaching in International Business*, 11(1).
- Thorne LeClair, D.M., Ferrell, L. & Ferrell, O. C. (1999). Managing Ethics and Compliance in International Marketing Communications. *Journal of Marketing Management*, 9, 88–99.
- Herndon, N. C., Ferrell, O. C., Thorne LeClair, D.M. & Ferrell, L. (1999). Relationship of Individual Moral Values and Perceived Ethical Climate to Satisfaction, Commitment, and Turnover in a Sales Organization. *Research in Marketing*, 15, 25–48.
- Thorne LeClair, D.M, Ferrell, L., Montuori, L., & Willems, C. (1999). The Use of a Behavioral Simulation to Teach Business Ethics. *Teaching Business Ethics*, 3(3), 283–296.
- Thorne LeClair, D.M & Stoettinger, B. (1999). Using an Intensive Living Case in Graduate Marketing Courses: Experiences from an International Project. *Marketing Education Review*, 31–40.
- Simendinger, E. & Thorne LeClair, D.M (1998). Navigating a Collision Course: Clinical Ethics vs. Business Ethics. *Teaching Business Ethics*, 2(4), 329–345.
- Ferrell, O. C., Thorne LeClair, D. M., & Thorne, D. (1998). The Federal Sentencing Guidelines: A Framework for Ethical Compliance. *Journal of Business Ethics*, 17, 353–363.
- Ferrell, O. C., Thorne LeClair, D.M & Ferrell, L. (1997). Environmental Activities Related to Social Responsibility and Ethical Climate. *Journal of Marketing Management*, 7, 1–13.

Thorne LeClair, D.M, Ferrell, O. C., & Ferrell, L. (1997). Federal Sentencing Guidelines for Organizations: Legal, Ethical, and Public Policy Issues for International Marketing. *Journal of Public Policy and Marketing*, 16, 26–37.

Everett, L., Thorne, D. M., & Danehower, C. (1996). Cognitive Moral Development and Women Executives. *Journal of Business Ethics*, 15, 1227–1235.

Fraedrich, J., Thorne, D. M., & Ferrell, O. C. (1994). Assessing the Application of Cognitive Moral Development Theory to Business Ethics. *Journal of Business Ethics*, 13, 829–838.

Thorne, D. M. (1993). Environmental Ethics in International Business Education: Descriptive and Prescriptive Dimensions. *Journal of Teaching in International Business*, 5(1/2), 109–122.

Presentations (Peer-Reviewed; 2015 - present)

Thorne, D.M., Sriraman, V., and Fleming, V., “Using Data-Driven Processes for Success in Academic Program Development,” Southern Association of Colleges and Schools Commission on Colleges, Atlanta, GA (2022).

Brewer, LA, Rodriguez, B., Thorne, D. M., "Co-piloting to Help Women Take Flight at Texas State University," Texas Women in Higher Education, San Antonio, TX (2019).

Thorne, D. M., Sriraman, V., "Effective and Efficient: Analytics for Successful Academic Program Development," Southern Association of Colleges and Schools Commission on Colleges, New Orleans, LA (2018).

Thorne, D. M., Golato, A., Supancic, M., "Linking Curriculum Proposal Development and Marketable Skills: Texas State's Team-Based Approach." Texas Higher Education Coordinating Board Marketable Skills Conference, Austin, TX (2016).

Book, J., Eichler, M., Thorne, D. M., "Using the OLC Quality Scorecard to Drive Innovation and Change in Distance Education Programs,” Online Learning Consortium (2016).

Book, J., Eichler, M., Thorne, D. M., "Implementing Training Options for Online Faculty At Texas State University: A Collaborative, Competency-Based Process." Online Learning Consortium (2015).

Book, J., Eichler, M., Thorne, D. M., "Orchestrating a New Process for Online Course Certification by Faculty,” Texas Distance Learning Association, Dallas, TX (2015).

Presentations (Invited; 2015 - present)

Thorne, D. M., “Change Management: Reengineering Accounting and Finance for Data-informed Decision Making,” Texas Association of College and University Business Officers, Galveston, TX (2022).

Thorne, D. M. & Sriraman, V., "Analytical Approaches for Academic Program Planning," Texas Consortium of Chief Academic Officers, Austin, TX (2019).

Thorne, D. M., Daniels Fund Ethics Initiative Teaching Business Ethics Workshop, "Questions from the Audience: What Would You Like to Know?," Santa Fe, NM. (May 2015).

Thorne, D. M., Texas Women in Higher Education annual conference, "Marketing Yourself: The Brand Called You." (March 2015).

SERVICE AND LEADERSHIP

University Service

Search Committees – Texas State University

Chair, Search Committee, Director of Faculty and Academic Resources (2019 - 2020).
Chair, Search Committee, Director of Faculty Development. (2018 - 2019).
Chair, Search Committee, Special Assistant to the Provost for Inclusion and Diversity. (2018).
Chair, Search Committee, Chief Diversity Officer. (2017 - 2018).
Chair, Search Committee, Assistant Vice President for Enrollment Management and Director of Undergraduate Admissions. (2008 - 2009).
Chair, Search Committee, Associate Vice President of Enrollment Management and Marketing. (2004 - 2005).
Chair, Search Committee, Chair, Department of Finance and Economics. (2002 - 2003).
Member, Search Committee, Provost and Executive Vice President of Academic Affairs (2023).
Member, Search Committee, Assistant Vice President for International Affairs. (2018 – 2019).
Member, Search Committee, Assistant Vice President for Budget, Financial Planning, Financial Analysis. (2017 - 2018).
Member, Search Committee, Special Assistant to the President. (2017 - 2018).
Member, Search Committee, Vice President for Information Technology. (2015).
Member, Search Committee, Director of University Marketing. (2014).
Member, Search Committee, Dean, University College and Director, PACE Center (2010 - 2011).
Member, Search Committee, Director of Alumni Relations. (2010)
Member, Search Committee, Mitte Chair in Criminal Justice. (2007).
Member, Search Committee, University Treasurer. (2007).
Member, Search Committee, Provost and Vice President of Academic Affairs. (2003 - 2004).

University Councils and Committees – Texas State University

Co-Chair, President's Council for Women in Higher Education. (2014 - 2023).
Co-Chair, Mariel M. Muir Awards Selection Committee. (2014 - 2023).
Chair, Learning Management System Steering Committee. (2019 - 2021).
Chair, Faculty Qualifications Advisory Committee. (2017 - 2022).
Chair, Faculty Workload Work Group. (2018 - 2019).
Co-Chair, Learning Management System Advisory Committee. (2017 - 2019).
Chair, Active Learning Classrooms Committee (2017 - 2018).
Chair, Victory Star Committee. (2017 - 2018).
Chair, NCAA Athletics Certification Steering Committee. (2007 - 2009).
Chair, Task Force on MBA Program. (2006 - 2007).
Ex-Officio Member, Athletic Advisory Council. (2004 - present).
Member, Committee on Public Art (2023 – 2024).
Member, Campus Facilities Planning Committee. (2017 - 2023).
Member, Council on Inclusive Excellence. (2019 - 2021).
Member, Honorary Doctoral Committee (2019).
Member, Title IX Collaborative. (2018 - 2020).
Member, SACSCOC Compliance Certification Team. (2007 - present).
Member, Academic Affairs Council. (2006 - present).
Member, ADA Task Force. (2017 - 2019).
Member, Equity and Access Committee. (2017 - 2019).
Member, Staff Employee Recognition Committee. (2017 - 2019).
Member, Campus Carry Task Force. (2017 - 2018).
Member, Administrative and Educational Support Outcomes Assessment Committee (2008 - 2009).

Member, Distance and Extended Learning Steering Committee. (2007 - 2016).
Member, University Marketing Executive Committee. (2006 - 2010).
Member, Priority Classroom Policy and Procedures Committee. (2003 - 2004).
Member, Task Force on Spirit and Tradition. (2002 - 2003).
Member, Special Committee on First Year Student Engagement. (2002).

College Councils and Committees – Texas State University

Founding Member and Treasurer, Emmett and Miriam McCoy College of Business Administration Foundation, Board of Directors. (2004 - 2006).
Member, Small Business Development Center Advisory Council. (2005 - 2006).
Chapter Advisor, Alpha Mu Alpha marketing honor society. (2003 - 2006).
Member, McCoy College of Business Council and College Review Group. (2001 - 2006).
External Member, College Review Group Tenure and Promotion, College of Liberal Arts. (2003).

Professional Service

Academic Program Review Committees

Chair, Abilene Christian University, College of Business Administration. (2005).
Member, Abilene Christian University, College of Business Administration. (2004 - 2007).
Chair, Southern Connecticut State University, Department of Marketing. (1999).

American Marketing Association

Vice President, Teaching and Information Dissemination, Academic Council. (1998 - 2000).
Member, Code of Ethics Committee. (2005-2006).

Direct Selling Education Foundation

Doris and Jay Christopher Board Seat in Ethics, Board of Directors (2005 - 2007).
Judy and Stan Fredrick Academic Board Seat, Board of Directors (2000 - 2005).
Member, Consumer Programs Committee (2005 - 2007).
Member, Strategic Planning Committee (2002 - 2007).
Member, Academic Programs Committee (2001 - 2007).

Society for Marketing Advances

President (2003).
President-Elect and Program Chair (2001 - 2002).
Vice President for Research and Publications (2000 - 2001).
Secretary (1999 - 2000).
Co-Chair, Doctoral Consortium (2005).
Chair, Doctoral Consortium (2004).
Member, Selection Committee – Society for Marketing Advances Fellow (2005).
Chair, Selection Committee – Society for Marketing Advances Fellow (2004).
Chair, Selection Committee – Marketing Education Review Editor (2003).

Texas Women in Higher Education (American Council on Education state organization)

Past-President and Ex-Officio Board Member (2015 – present).
Past-President and State Co-Coordinator (2014 - 2015).
President and State Co-Coordinator (2013 - 2014).

Editorial Review and Peer Review Service

Editorial Review Board Membership

Journal of Marketing Education

Journal of Relationship Marketing

Journal of Business Ethics

Journal for the Advancement of Marketing Education

Section Editor

Marketing Education Review, Electronic Teaching Resources (1999 – 2001)

Full curriculum vita available upon request