



David Thomas, Ph.D.

David Thomas is the H. Naylor Fitzhugh Professor of Business Administration at the Harvard Graduate School of Business Administration. He joined the HBS faculty in 1990 and became a tenured full professor in 1998. He is currently the chair of the Organizational Behavior Unit and previously served as Senior Associate Dean and Director of Faculty Recruitment.

Professor Thomas is a recognized thought leader in the areas of leadership and strategic human resource management. His research and writing focus on leadership, executive development, organizational change and the impact of cultural diversity on organizational processes. Professor Thomas has conducted major projects in all sectors of the economy, business, government and not-for-profit.

He is author of two books and over 50 articles and case studies on these topics. He is co-author (with Robin Ely) of the bestselling *Harvard Business Review* article "Making Differences Matter: A New Paradigm for Managing Diversity." His book, *Breaking Through: The Making of Minority Executives in Corporate America* is the recipient of the Academy of Management's George R. Terry Book Award for outstanding contribution to the advancement of management knowledge. Other honors bestowed on his work include the Executive Development Round Table's Marion Gislason Award, the Human Resource Management Journal's Ulrich and Lake Award, the Robert Toigo Foundation Thought Leadership Award, the Academy of Management's Mentoring Legacy Award and the Administrative Science Quarterly Award for Scholarly Contribution.

Professor Thomas is a frequent presenter in executive education programs as well as a consultant to private sector corporations, government agencies and not-for-profit organizations. His commentary has appeared in leading print and electronic news outlets including the Wall Street Journal, Financial Times, News Week, Business Week, New York Times, CNN and NPR. He also serves as a director on the boards of the Cambridge Trust Company, Partners Healthcare, Brigham and Women's Hospital, The Posse Foundation and the Center for Creative Leadership.

Professor Thomas received his Bachelor of Arts (1978), Master of Philosophy (1984) and Doctor of Philosophy (1986) degrees from Yale University. He also holds a Master of Arts in Organizational Psychology from Columbia University (1981). Prior to joining Harvard Business School, he was on the faculty of the Wharton School of Finance.

He is married to his childhood sweetheart, Ms. Willetta Lewis. They have three children, Sommer, David Jr., and Nelson.