Curriculum Vitae

Thomas G. Pittz, Ph.D.

Associate Professor of Entrepreneurship & Management
Lowth Entrepreneurship Center | Sykes College of Business | University of Tampa

ACADEMIC AWARDS

- Teacher of the Year: College of Business, University of Tampa 2023
- International Professor of the Year Award: University of Tampa 2021
- Researcher of the Year: College of Business, University of Tampa 2020 & 2018
- Best Paper Award, Journal of the International Council of Small Business 2020
- Teaching Innovation Award: University of Tampa 2019
- Graduate Faculty Teacher of the Year: University of Tampa 2018
- Emerald/EFMD Publishers Outstanding Doctoral Research Award for Dissertation, Management and Governance Category 2015
- Winner of the "Best Doctoral Paper in Track" Award in Strategy at the Southern Management Association (SMA) Annual Conference 2015
- Recognized with the "Research in the Spotlight" designation as the most downloaded business article on researchgate.net 2015
- Winner of the Fulton Research Award for Outstanding Research 2015
- Recipient of the Glen Yoquelet Research Scholarship at NMSU 2013-2014
- Winner of NMSU's "Outstanding Research" Award 2013-2014

SCHOLARLY PUBLICATIONS

Peer-Reviewed Journal Articles

Pittz, T.G., & Adler, T. (2023). "Catalyzing Collective Social Innovation: Toward a Theoretical Refinement and Validation of the Open Strategy Construct." *Journal of Business Research*.

Pittz, T.G. (2022). "Insights from Transnational Entrepreneurs in Emerging Economies: Leveraging Differences, Formal Education, and Effectual Logic in the Internationalization Process." *Thunderbird International Business Review.*

Pittz, T.G. (2022). "The Research-Practice Gap in Entrepreneurship." *Journal of Small Business and Enterprise Development*.

Winkler, C., Liguori, E., van Gelderan, M., Noyes, E., **Pittz, T.G**., Linan, P., Hytti, Walmsley, Cochran, Hudson, & McGuire. (2021). "Publishing in Entrepreneurship Education and Pedagogy." *Entrepreneurship Education and Pedagogy*.

Pittz, T.G. (2021). "JICSB Translation: Boldly Positioning for Broader and Deeper Impact." *Journal of the International Council for Small Business*.

Diaz-Vidal, D., **Pittz, T.G**., White, R., & Hertz, G. (2021). "Enhancing Entrepreneurial Competencies Through Intentionally Designed Podcasts." *International Journal of Management Education*.

Adler, T., **Pittz, T.G.,** Strevol, H., Denney, D., & Steiner, S. (2020). "Team Over-Empowerment in Market Research: A Virtue-Based Ethics Approach." *Journal of Business Ethics*.

Pittz, T.G., Bendickson, J., Cowden, B., & Davis, P. (2020). "Sports Business Models: A Stakeholder Optimization Approach." *Journal of Small Business and Enterprise Development*.

Liguori, E., & **Pittz, T.G.** (2020). "Strategies for Small Business: Surviving and Thriving in the Era of Covid-19." *Journal of the International Council for Small Business.*

Plachkinova, M., & **Pittz, T.G.** (2020). "Assessing the Awareness of Cybersecurity within Entrepreneurship Students: The Cyberpreneurship Project." *Entrepreneurship Education and Pedagogy.*

Pittz, T.G., White, R., & Zoller, T. (2019). "Entrepreneurial Ecosystems and Social Network Centrality: The Power of Regional Dealmakers." *Small Business Economics*.

Pittz, T.G., Steiner, S., & Pennington, J. (2019). "An Ethical Marketing Approach to Wicked Problems: Macromarketing for the Common Good." *Journal of Business Ethics.*

Intindola, M., **Pittz, T.G**., Weisinger, J., & Rogers, S. (2019). "Partner Selection in Social Entrepreneurship Collectives: How Team Selection Control Can Enhance Satisfaction in Cross-Sector Social Partnerships." *Journal of Social Entrepreneurship*.

Pittz, T.G., Intindola, M., Adler, T.R., & Rogers, S. (2018). "Collaborating Smartly: The Importance of Strategic Openness on Absorptive Capacity in Cross-Sector Social Collaborations" *Journal of Small Business Management.*

Diaz Vidal, D., & **Pittz, T.G**. (2018). "Educating Beyond the Classroom: Alumni Giving and the Value of Campus Culture." *Studies in Higher Education*.

Barnard, A., **Pittz, T.G.,** & Vanevenhoven, J., (2018). "Entrepreneurship Education in U.S. Community Colleges: A Review and Analysis." *Journal of Small Business and Enterprise Development.*

Kalargiros, M., Geng, X., & **Pittz, T.G.** (2018). "A Revival of Osborn's Original Propositions: The Role of Inspirational Facilitation in Divergent Thinking." *Journal of Managerial Issues*.

Pittz, T.G., Madden, L., & Mayo, D. (2018). "Catalyzing Social Innovation: Leveraging Compassion and Open Strategy in Social Entrepreneurship." *New England Journal of Entrepreneurship.*

Adler, T.R., **Pittz, T.G.,** & Meredith, J. (2017). "Risk Sharing in Strategic Contracts: Simultaneous Ownership and Growth." *International Journal of Project Management*.

Pittz, T.G., & Hertz, G. (2017). "A Relational Perspective on Entrepreneurial Ecosystems: The Role and Sustenance of the Entrepreneurship Center." *Journal of Enterprising Communities: People and Places in the Global Economy.*

Intindola, M., Weisinger, J., Benson, P., & **Pittz, T.G.** (2017). "The Evolution of Devolution in Human Resources." *Personnel Review*.

Pittz, T.G., Benson, P., and Kalagiros, M. (2017). "Opportunity or Opportunism? An Examination of International Recruitment and Nation Branding." *Business and Professional Ethics Journal*.

Steiner, S., Brock, D., & **Pittz, T.G.** (2017). "Multi-disciplinary involvement in social entrepreneurship education: A uniquely threaded ecosystem." *Journal of Ethics and Entrepreneurship.*

Pittz, T.G., Boje, D., Cast, M., and Nicholson, S. (2017). "Reintroducing Pragmatism to the Study of Organizations: The COPE Typology and Institutional Theory." *International Journal of Management Concepts and Philosophy*.

Pittz, T.G. (2016). "The Destabilizing Effect of Ethically Equivocal Counter-Narrative: A Qualitative Inquiry in a Nonprofit Setting." *European Journal of Cross-Cultural Competence and Management.*

Pittz, T.G., and Adler, T.R. (2016). "Cross-Sector Social Partnerships as an Exemplar of Open Strategy." *Management Decision*.

Pittz, T.G. & White, R. (2016). "Enduring Entrepreneurship in the Context of Public-Private Partnerships." *Journal of Strategic Innovation and Sustainability*.

Adler, T.R., **Pittz, T.G**., and Gomez, C. (2016). "When a Business Unit Goes Rogue: The Case of Anderson Consulting." *Journal of Managerial Issues*.

Adler, T.R. & **Pittz, T.G.** (2015). "Fuzzy Acquisition Boundaries: A Success Model of Regulatory Stakeholder Interests." *Journal of Business and Economics*.

Pittz, T.G. & Cast, M. (2015). "Exploring Absorptive Capacity in Cross-Sector Social Partnerships." *Management Decision.*

Adler, T.R., and **Pittz, T.G.** (2015). "The Importance of Managing Strategic Project Contracts: A Business Process Approach." *International Journal of Information Technology Project Management*

Pittz, T.G. (2014). "A Model for Experiential Entrepreneurship Education." *Journal of Business and Entrepreneurship.*

Pittz, T.G. & Adler, T. (2014). "Entrepreneurial Piracy Through Strategic Deception: The 'Make, Buy, or Steal' Decision." *International Journal of Entrepreneurship and Small Business*.

Peer-Reviewed Books

Pittz, T.G. and Liguori, E. (2020). *The Entrepreneur's Guide to Risk and Decisions: Building Successful Early-Stage Ventures*. Emerald Publishing Limited. ISBN: 9781838678746.

Pittz, T.G., and Intindola, M. (2021). *Scaling Social Innovation Through Cross-Sector Social Partnerships: Driving Optimal Performance.* Emerald Publishing Limited. ISBN: 978-1-80043-539-1

Fawcett, S., Adler, T., Brewer, B., **Pittz, T.G**., & Pimentel, V. (2023). *Project Management: Enhancing Competitiveness and Customer Value*. MyEducator Publishing. Forthcoming.

Peer-Reviewed Chapters

Pittz, T.G. and Pittz, S.F. (2015). *Ethical Considerations of International Recruitment via Strategies of Employer and Nation Branding*. Teaching Ethics Across the Management Curriculum: A Handbook for Faculty: Volume 2 (Kemi Igunyemi, Ed.); To Be Published by Business Expert Press as part of the ***PRME Collection*** (PRME Collection Editor: Oliver Laasch).

Pittz, T.G. and Cast, M. (2014). *An Ethical Foundation for Strategic Decision-Making*. Teaching Ethics Across the Management Curriculum: A Handbook for Faculty (Kemi Igunyemi, Ed.); Published by Business Expert Press as part of the ***PRME Collection*** (PRME Collection Editor: Oliver Laasch).

Pittz, T.G. (2014). *Sustainability in the Quantum Age.* Quantum Storytelling, Routledge Publishers.

Manuscripts Under Review and In Progress

Claw Nez, C., **Pittz, T.G**, & Adler, T. "Tribal Sovereignty: How Competing Logics Transform an Institution." 2nd R&R at: *Academy of Management Journal*.

Pittz, T.G., & Pittz, S.F., "The Ethics of Entrepreneurship: Nietzsche's New Philosophy of Creative Destruction." R&R at: *Entrepreneurship and Regional Development*.

Pittz, T.G. "Ballasts of the Entrepreneurial Ecosystem." R&R at: *Technovation*.

Pittz, T.G., Adler, T**.,** & Alexiou, K. "The Market Power of Diversification in New Product Development and R&D Contracts: Evidence from the Defense Industry." R&R at: *Journal of Small Business Strategy*.

Pittz, T.G., Intindola, M., "Driving Performance in Cross-Sector Social Partnerships." Under review at: *Stanford Social Innovation Review*.

Faifman, L., & **Pittz, T.G**. "Attractiveness of Private Firms in M&A: Implications for Entrepreneurial Exits." In preparation for: *Journal of Business Venturing*.

Hechevarria, D., **Pittz, T.G.,** Tjereson, S., Acs, Z., & Audretsch, D. "The Evolution of Entrepreneurial Ecosystem Research." In preparation for: *Journal of Management*.

Steiner, S., **Pittz, T.G**., Faifman, L., & Harris, A., "Analyzing the Corporate Imprinting of B-Corp Certification." In preparation for: *Business and Society*.

Coon, M., Alexiou, K., & **Pittz, T.G.,** "Migrant Entrepreneurship: An Exploration of the 2020 US Census Data." In preparation for: *Research Policy*.

Pittz, T.G. "Continuity within Nonprofit Boards of Directors: The Overlooked Impact of Director Self-Efficacy." In preparation for: *Nonprofit Voluntary Sector Quarterly.*

PRESENTATIONS & SPEAKING ENGAGEMENTS

Scholarly Presentations

Pittz, T.G., U'Ren, B., Khan, M.S., & Pena Ramirez, C. (2023). Panel presentation on *Comparative International Trends in Entrepreneurship Education* at the Global Entrepreneurship Conference: Melbourne, AUS.

Faifman, L., & Pittz, T.G. (2023). *Attractiveness of Private Firms in M&A: Implications for Entrepreneurial Exits.* Presented at the Southern Management Association Conference: St. Pete, FL.

Tunstall, R., **Pittz, T.G.**, & Pittaway, L. (2022). *Comparative International Entrepreneurship: US to UK*. Panel presentation at the United States Association of Small Business and Entrepreneurship Conference: Tallahassee, FL.

Pittz, T.G., & Liguori, E. (2021). *Guiding Entrepreneur's through Early-Stage Risk and Decisions.* Presented at the International Council of Small Business (ICSB) meeting in April, 2020.

Denney, D., Adler, T.R., & **Pittz, T.G.** (2020). *A Global Examination of Entrepreneurial Behavior: A Synthesis of the Theory of Planned Behavior and Social Cognitive Theory*. Presented at the United States Association of Small Business and Entrepreneurship (USASBE) conference in New Orleans, LA.

Pittz, T.G., & Adler, T.R (August, 2019). *Catalyzing Collective Social Entrepreneurship: Toward a Theoretical Refinement and Validation of the Open Strategy Construct.* Presented at the Academy of Management (AoM) meeting in Boston, MA.

Pittz, T.G. (June, 2019). *Advancing the Entrepreneurial Ecosystem: Introducing the Dealmakers Project*. Presented at the International Council for Small Business (ICSB) Conference, Cairo, Egypt.

Pittz, T.G., Intindola, M., Toner, K., & Alexiou, K. (January, 2019). *What drives collaboration performance in new social ventures? A meta-review of performance drivers in cross-sector social partnerships*. United States Association of Small Business and Entrepreneurship (USASBE) Conference, St. Pete, FL.

Pittz, T.G., Zoller, T., & White, R. (January, 2019). *Advancing the Entrepreneurial Ecosystem: Introducing the Dealmakers Project.* United States Association of Small Business and Entrepreneurship (USASBE) Conference, St. Pete, FL.

Adler, T., **Pittz, T.G.,** & Meredith, J. (November, 2018). *The Market Power of Diversification in New Product Development and R&D Contracts: Evidence from the Defense Industry.* Presented at the Southern Management Association (SMA) Conference, Lexington, KY.

Pittz, T.G., & Hertz, G. (June, 2018). *A Relational Perspective on Entrepreneurial Ecosystems: The Role and Sustenance of the Entrepreneurship Center*. Presented at the International Council for Small Business (ICSB) Conference, Taipei, Taiwan.

Pittz, T.G., Madden, L., & Mayo, D. (January, 2017). *A Process Model for Social Entrepreneurship: Case Study Evidence of Compassion and Strategic Openness.* Presented at the United States Small Business and Entrepreneurship (USASBE) Conference, Philadelphia, PA.

Intindola, M., **Pittz, T.G**., & Weisinger, J. (November, 2016). *Where is the Value? A meta-analysis of performance of multi-sector partnerships.* Presented as a discussion paper in a symposium on cross-sector social partnerships at the Annual ARNOVA Conference, Washington, DC.

Intindola, M. & **Pittz, T.G.** (October, 2016). *The "I" in Team: Member Selection Control in Cross-Sector Social Partnerships.* Presented at the Southern Management Association Conference (SMA), in Charlotte, NC.

Pittz, T.G., Rogers, S., Adler, T., & Intindola, M. (April, 2016). *An Exploration of Absorptive Capacity in Cross-Sector Social Partnerships: The Roles of Strategic Openness and Organizational Capabilities.* Presented at the Cross-Sector Social Interactions Conference (CSSI), in Toronto, Canada.

Pittz, T.G., Adler, T.R, Rogers, S.E., and Flinchbaugh, C. (October, 2015). *Measuring Open Strategy in Cross-Sector Social Partnerships: Towards a Theoretical Refinement and Validation of the Construct.* Presented at the Southern Management Association Conference (SMA), St. Petersburg, FL. ***Award Winner for the Best Doctoral Paper in the Strategy Track.***

Pittz, T.G., and Adler, T.R. (August, 2015). *The Façade of Transience: How Projects Become Strategic.* Presented at the 2015 Academy of Management Meeting (AoM), in Vancouver, BC.

Pittz, T.G., and Adler, T.R. (August, 2015). *Exploring Open Strategy in Cross-Sector Social Partnerships.* Presented at the 2015 Academy of Management Meeting (AoM), in Vancouver, BC.

Pittz, T.G. (January, 2015). *Cross-Sector Partnerships as Exemplars of Enduring Entrepreneurship: The Role of Dynamic Capabilities and Open Innovation.* Presented at the 2015 USASBE Conference in Tampa, FL.

Pittz, T.G. (November, 2014). *Fuzzy Acquisition Boundaries: A Success Model of Regulatory Stakeholder Interests*. Presented at the 2014 Southern Management Association Conference (SMA), in Savannah GA.

Pittz, T. G. (March, 2014). *A Model for Experiential Entrepreneurship Education*. Presented at the Entrepreneurship Education Project Conference (EEP), in Tampa FL, 2014.

Pittz, T.G. and Vendette, S. (March, 2013). *Choosing Wisely: Using Emergent Strategy and Appreciative Inquiry to Re-Story School Lunch Programs.* Presented at the Sc'Moi Conference, Alexandria VA, 2013.

Rosile, G.A., Cast, M., and **Pittz, T.G.** (March, 2013). *Restorying as a First Step Towards "Smarter Lunchrooms" and Healthier Food Choices.* Presented at the Standing Conference for Management and Organizational Inquiry (Sc'Moi) Conference, Alexandria VA, 2013.

Pittz, T.G. (November, 2012). *Sustainability in the Quantum Age.* Presented at the 3rd Annual Storytelling Conference, Las Cruces NM, 2012.

Professional Presentations

White, R., **Pittz, T.G**., & Marghetis, S. (2017, 2018, 2019, & 2022). *State of the Tampa Bay Entrepreneurial Ecosystem*. Presented by the University of Tampa.

Pittz, T.G. (January 2018 & 2019). *The University's Role in the Entrepreneurial Ecosystem*. Presented at the Synapse Innovation Summit, Amalie Arena, Tampa, FL.

Pittz, T.G., (Fall 2018 & Spring 2020). International Recruitment Presentations at Yuan Ze University (Taipei, Taiwan), Gengdan University (Beijing, China), HEC Abidjan University (Abidjan, Cote d'Iviore), and the University of Embu (Nairobi, Kenya).

Pittz, T.G., (May-June 2018 & May-June, 2019). Presentations to International Admissions Counselors and Agents from Asia and Africa to showcase the University of Tampa Graduate Programs.

Pittz, T.G. (Fall 2020). *Perfecting your Pitch*. A virtual training presentation at the Collegiate Entrepreneurs Organization (CEO) annual conference.

Pittz, T.G., (August, 2019). *Cultural Supports in the Tampa Bay Entrepreneurial Ecosystem*. Presented at the Tampa Bay Times INNO kick-off event.

Pittz, T.G. (2018). *Entrepreneurial Ecosystems: The Role and Sustenance of the Entrepreneurship Center*. Presented at the Dean's Advisory Council Meeting, University of Tampa.

Pittz, T.G. (2017). *Social Entrepreneurship: Current State and Future Directions*. Presented at the SeedSpot Launch Event, Tampa, FL.

FUNDRAISING & GRANTS

- Led the fundraising efforts for the United States Association of Small Business and Entrepreneurship (USASBE), successfully raising over $2mm (~$400,000 annually) from corporate and university sponsors. Additionally, worked to generate an additional $300,000 annually in earned revenue during the USASBE conference. These development efforts have helped to support USASBE's mission of advancing entrepreneurship education through bold teaching, scholarship, and practice.

- Awarded over $50,000 in international travel grants from the US Department of State, the Global Entrepreneurship Network, and World Learning.

- Awarded the Schulze Family Foundation Entrepreneurship Innovation Exchange (EIX) Grant from 2016-2022 totaling $12,000 to support undergraduate entrepreneurship student business development at the University of Tampa. Additionally, a $2,500 prize was awarded to a UT undergraduate team that finished as a finalist in at 2019 E-Fest event.

- Awarded a $10,000 grant from the Institute for Humane Studies (IHS) in 2022 to support research on immigrant entrepreneurs and a $5,000 grant from IHS in 2020 to support research on entrepreneurial ecosystems.

- Awarded competitive grants from the University of Tampa to support ongoing research including, $22,000 from RISE grants, $5,000 from Dana & Delo grants, and $4,000 in professional development grants.

- Awarded the McCarter Family Endowed Research Grant from New Mexico State University in 2015.

- Spearheaded a $15mm capital campaign to fund the construction and development of a wellness center for Touchstone Mental Health in 2012.

- Helped to raise over $800,000 for small businesses in Colorado Springs, Colorado as the Assistant Director of the Small Business Development Center, 1996-2000.

SCHOLARLY SERVICE

Editorial Review Boards

Co-Editor: *Journal of Small Business and Enterprise Development*	2021-present
Contributing Editor: *Entrepreneurship Education & Pedagogy*	2018-2022
Editorial Review Board: *Management Decision*	2018-present
Editorial Review Board: *Journal of Small Business Strategy*	2021-present
Editorial Review Board*: USASBE Annals, Volume 4*	2019

Service to the Profession

United States Association of Small Business and Entrepreneurship (USASBE)
Board Service (Current President and Chair of the Board) 2017-present

Board Committee Member for the International Council of Small Business 2021

Peer Reviewer for scholarly journals such as: *Academy of Management Perspectives, Human Relations, Journal of Business Ethics, Organization Studies, Journal of Small Business Management, Journal of Business Research, Industry and Organization*, *Management Decision, International Journal of Entrepreneurial Behavior and Research*, *Entrepreneurship Theory & Practice, Research Policy*, etc. 2013-present

Peer Reviewer for academic conferences such as: Academy of Management, Southern Management Association, Global Entrepreneurship Conference, International Council of Small Business, United States Association of Small Business and Entrepreneurship, Western Academy of Management, etc. 2013-present

Dissertation Committees

- 2020-2022: *Stephane Kouassi*, Ph.D. Candidate, University of Frankfurt. "Transnational Entrepreneurship: Cognitive fit, misfit, and (re-)adaption in mixed embedded economic processes. Insights from African entrepreneurs in Germany.
- 2018-2020: *Dina Denney*, Ph.D. Candidate, New Mexico State University. "Leveraging the Theory of Planned Behavior in Entrepreneurial Intent."
- 2017-2019: *Mark Giddarie*, DBA Candidate, University of South Florida. "Assessing the Development of Entrepreneurial Competencies within I-Corps Programming."

University Service

- *Vice President of the Faculty Senate* for the University of Tampa 2022-present
- *Chairperson* for the International Programs Committee 2020
- *Representative* to the International Programs Committee 2017-present
- *Faculty Advisor* for UT Student Clubs: Skydiving, Soccer, Brazilian Student Club, and the Performance Auto Club 2018-present
- *Faculty Ambassador* for Graduate Studies and Admissions
  - Taiwan & China 2018
  - Cote d'Ivioire and Kenya 2020
- *Committee Member:* AACSB Assurance of Learning 2017-2018
- *Academic Advisor*: (~60 students annually) 2015-present
- *Curriculum Coordinator:* International Business Major Redesign 2020
- *Student & Staff Mentor*: Lowth Entrepreneurship Center 2017-present
- *Committee Member*: Tenure Track Faculty Hiring 2016-present

TEACHING EXPERIENCE

Graduate Studies

- DBA 910, Doctoral Seminar in Qualitative Methods

- DBA 930, Doctoral Seminar in Innovation and Entrepreneurship
- EMBA 805, Managing Innovation (EMBA)
- ENT 680, Communicating with Investors & Partners (MSE)
- ENT 630, Business Model Generation (MSE)
- ENT 620, Creativity & Ideation (MSE)
- MGT 615, Strategic Management Graduate Capstone Course (MBA)

Undergraduate Studies

- MGT 431, Strategic Management Undergraduate Capstone Course
- MGT 350, International Management
- MGT 450, Global Strategy and Entrepreneurship
- ENT 320, Introduction to Entrepreneurship
- ENT 410, Social Entrepreneurship
- MGT 309, Organizational Behavior
- MGT 470, Project Management
- MGT 445, Work Teams in Organizations

International Instruction

- Visiting Scholar at American University of Riyadh (Spring of 2023)
- Pathways Program with Yuan Ze University (2020)
- Brazil Student Partnership Program, University of Tampa (2019-present)
- ISSK Summer Program, Sungkyunkwan University, Seoul, South Korea (2020)
- MGT 330, Study Abroad Course in Madrid (Undergraduate)
- MGT 692, Study Abroad Course in Strategy to Vietnam (EMBA)
- ENT 492, Study Abroad Course in Entrepreneurship to Israel (Undergraduate)
- MKT 692, Study Abroad Course in Marketing to South Africa (MBA)
- MGT 692, Study Abroad Course in Strategy to Peru & Chile (MBA)

EDUCATION

Ph.D., New Mexico State University, Las Cruces, NM.
Management: Specialization areas in Strategy & Entrepreneurship

M.B.A., University of Colorado, Colorado Springs, CO
Concentration: Finance

B.A., St. Olaf College, Northfield, MN
Majors: History and Ancient Studies

PROFESSIONAL EXPERIENCE

United States Association of Small Business and Entrepreneurship (USASBE)
President & Board Chair + Interim Chief Executive Officer 2016-Present

- Managed a multi-million-dollar annual budget, over a dozen programs, and a major annual conference event focused on entrepreneurship education.
- Cultivated relationships with diverse corporate, foundation, and university sponsors to further USASBE's reach and broaden the organization's programming toward the mission of advancing

entrepreneurship education through bold teaching, scholarship, and practice.
- Raised over $2mm to support USASBE's mission and annual conference and generated over $500k in earned revenue per annum.
- Catalyzed ongoing collaborations among entrepreneurial ecosystem constituents in the private and public sectors, in higher education, and K-12 educators to share best practices in entrepreneurship education.

Touchstone Mental Health, *Chief Financial Officer (Interim)* 2011-2012
- Spearheaded a $15mm capital campaign to build a new health & wellness center, managed the annual audit, and established Touchstone as a regional ACO (accountable care organization).

FtF Health and Counseling, *CEO/Executive Director* 2007-2011
- Shifted the organization to an earned revenue model, managed a $10mm budget and 65 staff, established an EHR system, and achieved a financial turnaround for the organization.

The Storefront Group, *CFO & Director of Operations* 2002-2006
- CFO for a $20mm organization and led the operations of a Rule29 clinic with 40 healthcare staff and a $5mm budget. Expanded revenues and reduced administrative expenses while nearly doubling the organization's size in 5 years.

Wells Fargo Home Mortgage, *Senior Financial Consultant* 2000-2002
- Responsible for budgets of $35mm in revenue and $50mm in expense for the operational areas of tax, escrow, and customer relations. Developed cost accounting models, built project plans, and conducted reserve analyses.

Small Business Development Center, *Assistant Director* 1996-2000
- Consulted with and helped to raise over $800k for more than 150 local small businesses. Developed partnerships regional development organizations, the minority business foundation, Better Business Bureau, and the Chamber of Commerce on behalf of entrepreneurs.

Professional Boards
- Chairman of the Board: Mindful Nutrition & Health 2017-present
- Advisory Board Member: LL Pathways 2018-present
- Advisory Board Member: Etre 2019-2020
- Advisory Board Member: SeedSpot of Tampa Bay 2017
- Director: Investment Readiness Board of the Tampa Bay WAVE 2017

ENTREPRENEURIAL EXPERIENCE

Sunshine Nutrition Group, *Founder & CFO* 2021-present
- Co-founded a nutrition and dietetics business serving customers through a virtual platform and a physical location in Tampa, FL

Ounces, LLC, *Founder & President* 2005-2008

- Founded a retail loose-leaf tea business that expanded to 5 brick-and-mortar locations and an e-commerce platform.

TP Enterprises, *Founder & Consultant* 2016-Present

- Consulting in strategic planning, project management, go-to-market strategies, and venture funding for corporate clients including: Immertec, Inc., Homee, Peerfit, Gravie, and NovuHealth.