Stephanie J. Thomason, Ph.D.

CURRICULUM VITAE

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EDUCATION

Ph.D. Business Administration, International Business and Human Resource Management, Florida Atlantic University, 2007
MBA Florida Atlantic University, 1999
B.S. Business Management, Florida State University, 1989
Golden Key National Honor Society
Outstanding College Students of America
Sigma Iota Epsilon, Honors Fraternity
Dean's List

2019 Beta Gamma Sigma

COURSES TAUGHT

Undergraduate courses at the University of Tampa: Principles of Management; Human Resource Management; Essentials of Corporate Responsibility; Survey of International Business; Baccalaureate 101

Graduate MBA courses at the University of Tampa: Foundations of Management; Human Resource Management Strategy: Effective Utilization of People; International Management; Professional Development Topics: Leadership Track; Professional Development Topics: Career Development Track; *and* Professional Development Topics: Communication Track.

Graduate EMBA courses at the University of Tampa: Personal Branding: Developing Interpersonal and Communication Skills *and* Developing Cross-Cultural Competencies and Career Management Strategies.

Graduate DBA course at the University of Tampa: Contemporary Business Research Issues

Undergraduate course at Florida Atlantic University: International Business; Cross-Cultural Human Relations and Negotiations; Contemporary Issues in Human Resource Management (Compensation); Personnel Administration; *and* Global Business Strategy and Policy

ACADEMIC EXPERIENCE AT THE UNIVERSITY OF TAMPA

Leadership Positions
Full Professor of Management (2019 – present)

Associate Director, TECO Center for Leadership (2008 – 2011; 2016 - present)
Oversees the MBA Coaching Program, which involves the coordination of graduate MBA students with professional and community coaches.
Oversees and instructs a course in the Modern Advances in Leadership for the TECO Energy Center for Leadership Certificate Program
Oversees and presents a workshop within the Modern Day Advances Certificate Program to Tampa General Hospital (2019, 2020, 2021, 2022).
Chair, Faculty Search Committee, Management tenure-track position (Fall, 2018)
Chair, Ad Hoc Senate Tenure and Promotion Committee (2016-2017)

- Evaluated and updated tenure and promotion process for consistency across colleges, consistency with AAUP standards, and trend capturing inclusions.

"Master of Ceremonies" for the Brazilian executive education GAP program.

- Oversaw the delivery of all of the faculty-led and community-participant workshops during August, 2017, 2018, 2019, 2022, 2023.

Panel Member, New Faculty Orientation, August 2018, 2019.

- Shared best practices and insights with new UT faculty in an hour-long panel for the office of the Associate Dean of Teaching and Learning.

Associate Dean, College of Business (June 2011 through May 2016)

- As the Associate Dean, I oversaw 6 department chairs, 80 full-time faculty and 50 adjunct faculty members in the COB.
- The primary tasks of the Associate Dean role included working with the Dean to establish and implement COB strategies, scheduling courses, handling student, staff, and faculty concerns, promoting the COB externally, maintaining AACSB accreditation, and cultivating relationships with advisory board and external stakeholders.
- Other tasks of the Associate Dean role included evaluating the service and student involvement of all faculty members in the COB annually, creating committee composition and charges to meet AACSB standards, publishing COB accomplishments in the Sykes COB Annual Report for internal and external stakeholders, and maintaining an environment of collegiality.

Tenured Associate Professor of Management (2013 to 2018)
Editor, Sykes College of Business Annual Report (2011 to 2015), which is a 25+ page brochure for the internal and external UT community, AACSB Deans and Associate Deans.
Chair of the BUS courses (Undergraduate Introduction to Business; Undergraduate and Graduate Business Law; Professional Development Practicum for Graduate Students), June 2011-May 2016.
Chair, COB Undergraduate Curriculum Committee, Summer 2011 – May 2014.
Chair, UT Experiential Education Steering Committee, Summer 2010 – Summer 2013.
Lead Author and Presenter (with Eric Freundt) on Quality Enhancement Plan Proposal for SACS Accreditation, which was accepted in April, 2013.
Lead Co-Author (with Eric Freundt) on Carnegie Application for Community Engagement 2014.
MBA Professional Development Practicum Coordinator, January 2010 – June 2011
Chair, Faculty Search Committee, Business Law term position, Spring 2014
Faculty Advisor to the UT chapter of Delta Sigma Pi, Spring 2010 – Summer 2011
Faculty Co-Advisor to UT GOLD Spring 2010 – Summer 2010

Committee Service
Current Positions
UT QEP Committee member, 2023: Assisted committee by providing coaching expertise.
COB Faculty Search Committee member, Management, 2023
COB Faculty Search Committee member, Marketing, 2021, 2022, 2023.

COB Faculty Search Committee member, Cybersecurity, 2019, 2020, 2021, 2022, 2023
Member, COB Tenure and Promotion Committee (elected), 2016- Present
COB Graduate Curriculum Committee member, 2018 - 2021
UT Faculty Search Committee member, QEP Director, 2016
Member, Resource Team for Faith, Values, and Spirituality, Fall 2015 – Spring 2016

Previous Positions
COB Accreditation Committee, August 2011 – May 2016

- Successfully achieved reaffirmation of AACSB accreditation, 2013
- Co-author (with Dean and committee chair), Sykes College of Business Maintenance of Accreditation Report for the AACSB.

COB Strategic Planning and Mission Committee, Fall 2011 – May 2016

- Other members include Dean, six department chairs, graduate programs director, accreditation committee chair, and Associate Dean of International Programs.
- Primary tasks include developing and implementing COB strategies.

Ex officio, COB Graduate Curriculum Committee, Fall 2011 – May 2016
Ex officio, COB Media ad hoc Committee, Fall 2011 – May 2016
UT Internship Council, Spring 2010 – 2014
UT Development Committee, Fall 2013 – 2014
UT Disability Accommodation Committee, 2013
Ex officio, COB Dynamic Programs ad hoc Committee, Fall 2011- Spring 2012
UT Faculty Development Committee (by election), Fall 2010 – Spring 2011
COB Undergraduate Curriculum Committee Summer Task Force, Summer 2009
UT Leadership Resource Team member, Spring 2009 – Summer 2011
COB Undergraduate Curriculum Committee, Fall 2008 – Summer 2010
COB Assurance of Learning ad hoc Summer Curriculum Committee member, Summer, 2008

ACADEMIC EXPERIENCES OUTSIDE OF THE UNIVERSITY OF TAMPA

Society for Experiential Education (formerly National Society for Experiential Education)
Member, Research and Scholarship Committee (2021 – present)
Instructor, Experiential Education Academy (2012 – present)
Past President; Board of Directors (2018 – 2020)
President; Board of Directors (2016 – 2018)
President Elect; Board of Directors (2014 - 2016)
Board of Directors (2012 - 2014)
Chair, Annual Conference of the National Society for Experiential Education (2013)
Committee Member, Experiential Education Academy Committee (2010 - 2012)

Corporate Governance and Organizational Behavior Review (Academic journal)
Editorial Review Board Member (February, 2023 – present)

Journal of Managerial Psychology (Academic journal)
Editorial Review Board Member (July, 2022 – present)

Experiential Learning and Teaching in Higher Education (Academic journal)
Editorial Board Member and Reviewer (2021 – present)

University of Guelph (July, 2023): External Examiner for Dissertation of Diogo Borba.

Emory University Unspoken Leadership (2021): 4-part webinar series

Indiana University Southeast (2020)
External Reviewer, Tenure and Promotion of Aycan Kara (Assistant Professor of Management)

University of Brasilia (2018-2020)
Graduate Program Evaluator, Dissertation (2018) for Andre Athayde, Ph.D. Candidate
Dissertation: "The Influence of Personality Characteristics in the Use of Guidance Sources at Work: A Study in a Danish Multinational Company and its Brazilian Subsidiary.

Southern Utah University – Experiential Learning Leadership Institute (2018)
Consultant; Experiential Education Initiatives for 9 Academic Institutions
Leadership Retreat, Moab, Utah

Augusta University and SACS
SACS Lead Quality Enhancement Plan (QEP) Evaluator (2016)
QEP entitled "Learning by Doing."

Council for Advancement for Standards in Higher Education (2015)
Subject Matter Expert for the Internship Standards Review Committee

University of West Indies in Barbados
Subject Matter Expert (2014).
Developed a Master's of Science program in Human Resource Management for the UWI Open Campus.

Florida Atlantic University
Ph.D. Candidate; Funded Research and Teaching Assistant (2002 - 2007)

Lynn University
Adjunct Professor, Principles of Marketing course (2002)

PROFESSIONAL EXPERIENCE

New Mexico Oil and Gas Association (NMOGA) (April 2022 – October 2022)
Consulting project with Hemant Rustogi

Casual Patio, Inc. Delray Beach, FL. (1989 - 2002)
VP/Manager of a family business. Broad functional responsibilities including marketing, management, accounting, payroll, insurance benefits coordination, taxes, recruiting, purchasing, budgeting, forecasting, and selling. Three locations upon departure, generating over $5 million annually. Sold company in 2006.

Boca News, Boca Raton, FL (2001 - 2002)
Writer. Published weekly articles on real estate, construction, and home improvement.

Atlas Paging, Inc. Pompano Beach, FL (1994 - 2001)

President/Owner. Active in all areas of a small family business. Purchased five competing paging/cell phone businesses in South Florida area. Sold company in 2001 with over 3,000 active accounts.

J.T. Walsh Realty, Boca Raton, FL (1992 - 2002)
Real Estate Salesperson. Promoted and sold commercial and residential properties.

SIRS, Inc. Boca Raton, FL (1990 - 1993)
Customer Relations Supervisor and Marketing Associate. Supervised employees in generating nationwide customer correspondence and order entry for this multi-million-dollar company. Worked with several departments to produce custom hardware/software proposals for schools and libraries and assisted in designing merchandising catalogs. Voted "Employee of the Month," October 1992.

JOURNAL ARTICLES

25. Athayde, A., Torres, C. and Thomason, S.J. (June 2023) The influence of personal values and dark personality traits on the use of guidance sources at work. *Revista Reuna.*

24. Thomason, S.J. and Koutroumanis, D. (January 2023) What should Columbine Health Systems do in the wake of a discrimination settlement? *Journal of Critical Incidents, 15*(1). Cabells acceptance rate: 25%.

23. Thomason, S.J. and Galperin, B. (January 2023) Big brother is watching at Amazon: Employee responses during the pandemic. *Journal of Critical Incidents, 15*(1). Cabells acceptance rate: 25%

22. Athayde, A., Torres, C., and Thomason, S.J. (2022). Psychological profile and sources of guidance at work. *Contemporary Thought in Management Magazine (Revista Pensamento Contemporaneo em Administracao), 16*(2), https://periodicos.uff.br/pca/article/view/55133. Brazilian Qualis CAPES ranking B2.

21. Athayde, A., Torres, C., and Thomason, S.J. (2022). Personal values and the use of sources of guidance at work: A comparison between the United States and Brazil. *Journal of Administration, Accounting, and Economics of Fundace (Revista de Administração, Contabilidade e Economia da Fundace).* Brazilian Qualis CAPES ranking A4 (on scale of A1, A2, A3, A4, B1, B2, B3, B4, C)

20. Thomason, S.J., Weeks, M., and Galperin, B. (2022). An exploratory analysis of generational differences in the World Values Surveys and their Applications to Business Leaders. *Ethics & Behavior.* DOI: 10.1080/10508422.2022.2086872 Cabells acceptance rate: 19%.

19. Athayde, A.A., Torres, C.V. and Thomason, S.J. (2022). Dark personality traits and the use of sources of guidance at work: A comparison of the United States and Brazil *Brazilian Journal of Management of UFSM (Revista de Administração da UFSM)* (accepted March 2022). Brazilian Qualis CAPES ranking A4 (on scale of A1, A2, A3, A4, B1, B2, B3, B4, C)

18. Thomason, S.J. and Andersen, K. (2021) Coaching and Experiential Learning in an MBA Leadership Certificate Program. *Experiential Learning and Teaching in Higher Education*. *(New journal)*

17. Thomason, S.J., Andersen, K., Gupta, P. and Rustogi, H. (May, 2021) Enhancing experiential education in an MBA coaching program. *Journal of Education for Business. DOI: 10.1080/08832323.2021.1901253, Cabells Acceptance Rate: 25% (2021). Eastern Kentucky University Management Journal Ranking: B. Academy of Management Learning and Education A-.*

16. Gupta, P., Rustogi, H., and Thomason, S.J. (2018). QPF Imports: first steps towards the digital marketing world. (Accepted July, 2018) at the *International Journal of Case Method Research & Application. Cabells Acceptance Rate: 27%*

15. Thomason, S.J. and Brownlee, A. (2018) Ethical decision making and psychological entitlement. *Business and Society Review, 123*(4), 631-659. (Published December 7, 2018). *Cabells Acceptance Rate: 28%. Australian Business Deans' Council Rating: C*

14. Thomason, S.J., Brownlee, A., Beekman, A., and Rustogi, H. (2018) Forced distribution systems and attracting top talent. (Published September 10, 2018). *International Journal of Productivity and Performance Management, 67*(7), 1171-1191. *Australian Business Deans' Council Rating: B.*

13. Ghannadian, F. and Thomason, S.J. (2017). Coaching Tomorrow's Leaders. *BizEd.* Fall.

12. Simendinger, E., M., El-Kassar, A., Gonzalez-Perez, M., Crawford, J., Thomason, S.J., Reynet, P., Kjellander, B., and Edwards, J. (2017). Attributes that might increase perceived teaching effectiveness in business schools: An international comparative study. *International Journal of Educational Management. Australian Business Deans' Council Rating: B.*

11. Bernardin, J. H., Thomason, S. J., Buckley, R. M., and Kane, J. S. (2016). Rater Rating-Level Bias and Accuracy in Performance Appraisals: The Impact OF Rater Personality, Performance Management Competence, and Rater Accountability. *Human Resource Management,* 55(2): 321-340. Cabells acceptance rate 6 – 10%; *Australian Business Deans' Council Journal Ranking: A**; Top 45 *Financial Times* journals.

10. Thomason, S. J., Etling, C., Brownlee, A., and Charles, T. (2015). Psychological Entitlement and Conscientiousness as Predictors of Socially Responsible Workplace Decisions. *Small Business Institute Journal,* 11(2): 1-15. *Cabells acceptance rate: 21-30%.*

9. Thomason, S. J., Taranto, N., Taranto, S., and Margetis, S. (2015). Authentic Research Projects and Community Engagement in the Classroom: Do the Professor's Tenure Status, Discipline, and Classroom Size Make a Difference? *Journal of Higher Education Theory and Practice,* 15(4): 85-96. *Cabells acceptance rate: 20%.*

8. Vega, G., Simendinger, E., and Thomason, S. J. (2015). How to Transform Research Cases into Teaching Cases. *The CASE Journal,* 11(1): 133-143. *Cabells Acceptance Rate: 20%; Academy of Management Learning and Education (2013) journal ranking: B.*

7. Thomason, S. J., Brownlee, A., and Steiner, S. (2013). Personality as a Moderator of the Relationship between Organization Size and Organizational Attraction Perceptions. *Small Business Institute Journal,* 9(1): 1-17. *Cabells Acceptance Rate: 21-30%.*

6. Thomason, S. J, Simendinger, E. and Kiernan, D. (2013). Several Determinants of Successful Coopetition in Small Business. *Journal of Small Business & Entrepreneurship,* 26(1): 15-28. *Cabells Acceptance Rate: 21-30%.; Australian Business Deans' Council Journal Rating: C.*

5. Thomason, S. J., Weeks, M., Bernardin, H. J., and Kane, J. (2011). The Differential Focus of Supervisors and Peers in Evaluations of Managerial Potential. *International Journal of Selection and Assessment, 19(1): 82-97. Australian Business Deans' Council Journal Rating: A; Cited in High Beam 4-26-2011, http://www.highbeam.com/doc/1G1-255425965.html*

4. Weeks, M. R. and Thomason, S. J. (2011). An Exploratory Assessment Of The Linkages Between HRM Practices, Absorptive Capacity, And Innovation In Outsourcing Relationships. *International Journal of Innovation Management,* 15(2): 303-334. *Australian Business Deans' Council Journal Rating: B.*

3. Smith, P. B., Torres, C. V., Hecker, J., Chua, C. H., Chudzikova, A., Degirmencioglu, S., Donoso-Maluf, F., Feng, N. C. Y., Harb, C., Jackson, B., Malvezzi, S., Mogaji, A., Pastor, J. C., Perez-Floriano, L., Srivastava, B. N., Stahl, G., Thomason, S. J., and Yanchuk, Y. (2011). Individualism-collectivism and business context as predictors of behaviors in cross-national work settings: Incidence and outcomes. *International Journal of Intercultural Relations,* 35(4): 440-451. *Australian Business Deans' Council Journal Rating: A.*

2. Smith, P. B., Peterson, M. F., Thomason, S. J., and The Event Meaning Management Research Group (2011). National Culture as a Moderator of the Relationship Between Managers' Use of Guidance Sources and How Well Work Events Are Handled. *Journal of Cross-Cultural Psychology,* 42(6): 1101-1121. *Australian Business Deans' Council Journal Rating: A.*

1. Peterson, M. F., Thomason, S. J., Althouse, N., Athanassiou, N., Curri, G., Konopaske, R., Lenartowicz, T., Meckler, M., Mogaji, A. A., and Rowney, J. I. A. (2010). Social Structures and Personal Values That Predict E-mail Use: An International Comparative Study. *Journal of Global Information Management, 18(2):* 57-84*. Australian Business Deans' Council Rating: B.*

TEXTBOOK, DISSERTATION, BOOK CHAPTERS, AND CASES

Thomason, S.J. (2023, 2022). *Human Capital Leadership.* Kindle Direct Publishing. In 2022, I began providing students with a free PDF copy of this textbook to ensure that "no one is left behind."

Thomason, S.J. (2019). *Human Resource Management*. Kendall Hunt.

Beekman, R., Hall, J., Kench, B., Shirley, B., Thomason, S.J. and Washburn, J. (2020; 2017). *Introduction to Business: A Global Perspective*. 2015, Pro-Copy, 2016- present, McGraw-Hill Higher Education.

- Thomason, S.J. *Human Capital*. Textbook chapter for an Introduction to Business: A Global Perspective.
- Kench, B. and Thomason,. S.J. *The Big Ideas for Business*. Textbook chapter for an Introduction to Business: A Global Perspective.

- Thomason, S.J. *Leadership, Strategy, and Culture*. Textbook chapter for an Introduction to Business: A Global Perspective.
- Beekman, R. and Thomason, S.J. *Ethics.* Textbook chapter for an Introduction to Business: A Global Perspective.

Thomason, S.J. (2016) Experiential Applications in Human Resource Management: A Supplementary Study Guide for Students. XanEdu.

Thomason, S.J. (with Chris Hagan). International Human Resource Management. Book chapter published in the fifth edition (2010) and sixth edition (2013) of *Human Resource Management: An Experiential Approach.* Bernardin, H.J., ed., New York, NY: McGraw-Hill Irwin. (peer reviewed)

Thomason, S.J. (with John Bernardin). Human Resource Planning and Recruitment for Multinational Organizations. Section of book chapter published in the fifth edition (2010) of *Human Resource Management: An Experiential Approach.* Bernardin, H.J., ed. New York, NY: McGraw-Hill Irwin. (peer reviewed)

Thomason, S.J. (with John Bernardin). Personnel Selection for Expatriates. Section of book chapter published in the fifth edition (2010) of *Human Resource Management: An Experiential Approach.* Bernardin, H.J., ed. New York, NY: McGraw-Hill Irwin. (peer reviewed)

Thomason, S.J. International Assignment Problems at XYZ Corporation. Case study published in the fifth edition (2010) and sixth edition (2013) of *Human Resource Management: An Experiential Approach.* Bernardin, H.J., ed. New York, NY: McGraw-Hill Irwin. (editor reviewed)

Thomason, S.J., Peterson, M.F., Bernardin, H.J., Lenartowicz, T., and Williams, E. How perceptions of justice, children's lifestyle satisfaction and several turnover outcomes relate to repatriate and spouse/partner compensation and lifestyle change satisfaction. *Dissertation.* Successfully defended July 25, 2007.

CONFERENCE PAPERS, PANELS, AND PROCEEDINGS

34. Thomason, S.J., Weeks, M.R., and Rustogi, H. (2023). Delegitimizing Competitors as a Strategy: Delegitimizing Competitors as a Strategy: Planned Parenthood V. Care Net. *Presented at the People, Planet, and Prosperity for a Sustainable Future Conference in June 2023 at Chaminade University at Honolulu* (June 11-13, 2023).

33. Thomason, S.J. (2022). Achieving goals and dreams in an MBA coaching program. *NSEE Conference Proceedings at Experiential Learning and Teaching in Higher Education.*

32. Thomason, S.J. (2022). Openness to Change, Machiavellianism, Self-Transcendence, and Psychopathy. *Presented at the first annual FAU Business Ph.D. Alumni Research Conference*, March 25, 2022.

31. Thomason, S.J., Weeks, M., and Galperin, B. Generational Differences in Beliefs and Justifications of Ethical Issues. (2021). *Presented at the Vincentian Business Ethics Conference,* Oct. 21-23, 2021.

30. Thomason, S.J. Using NSEE's 8 Principles to Enhance an MBA Coaching Program. (2021) *NSEE Annual Conference,* Sept. 27-29, 2021.

29. Thomason, S.J. Machiavellianism, Psychopathy, Narcissism, and the Schwartz Portrait Values. Presented at the Eastern Academy of Management Conference, May 19-22, 2021.

28. Thomason, S.J. and Koutroumanis, D. What should Columbine Health Systems do in the wake of a discrimination settlement? Presented at the *MBAA International Conference* March 25, 2021.

27. Thomason, S.J. Best practices in student leadership development through an MBA practicum and professional coaching. Presented at the *Experiential Learning Leadership Institute*, Flagstaff, AZ, June, 2018.

26. Simendinger, E., M., El-Kassar, A., Gonzalez-Perez, M., Crawford, J., Thomason, S.J., Reynet, P., Kjellander, B., and Edwards, J. Attributes that might increase perceived teaching effectiveness in business schools: An international comparative study. *Presented at the Academy of International Business Annual Conference,* New Orleans, LA, June, 2016.

25. Thomason, S.J., Etling, C., Brownlee, A., and Charles, T..Psychological entitlement, conscientiousness, and gender as predictors of ethical decision making. *Presented at the Southern Management Annual Conference,* St. Pete, FL. November, 2015.

24. Simendinger, E., M., El-Kassar, A., Gonzalez-Perez, M., Crawford, J., Thomason, S.J., Reynet, P., Kjellander, B., and Edwards, J. Attributes that might increase perceived teaching effectiveness in business schools: An international comparative study. *Presented at the International Conference on Organization and Management (ICOM),* Abu Dhabi, U.A.E., November, 2015. *Best Paper Award.*

23. Thomason, S.J. and Brownlee, A. Ethical decision making and the impact of psychological entitlement. *Presented at the Eastern Academy of Management Annual Conference,* Philadelphia, PA, May, 2015.

22. Thomason, S.J. Taranto, N., Taranto, S., and Margetis, S. Authentic research projects and community engagement in the classroom: Do the professor's tenure status, discipline, and classroom size make a difference? *Presented at the National Society of Experiential Education Annual Conference,* Baltimore, MD, October, 2015

21. Thomason, S.J., Taranto, N., Taranto, S. and Margetis, S. Authentic research projects and community engagement in the classroom: Do the professor's tenure status, discipline, and classroom size make a difference? *Proceedings of the Annual USASBE Conference* in Tampa, FL: January, 2015.

20. Peterson, M.F., Thomason, S.J., Lenartowicz, T., Ralston, D., Mullen, M., and Parente, R.C. (2015). New faculty consortium panel at the *Academy of International Business - Southeast Annual Conference,* Miami, FL, October 2015.

19. Thomason, S.J., Etling, C. and Brownlee, A. Psychological entitlement and deservingness as predictors of socially responsible workplace decisions. *Proceedings of the Annual Conference of the Small Business Institute* in Las Vegas, NV: February, 2014. *Recipient of the "Runner up to Best Empirical Paper at the SBI Conference."*

18. Bernardin, H.J., Thomason, S.J. and Collins, J. Effects of a forced distribution rating system on employee trust, fairness, organization citizenship behavior, and intentions to stay. *Proceedings of the Annual Conference of the Southern Management Association* in New Orleans, LA: November, 2013.

17. Thomason, S.J., Brownlee, A., and Steiner, S. Personality as a moderator of the relationship between organizational size and organizational attractiveness perceptions. *Proceedings of the Annual Conference of the Small Business Institute* in St. Pete Beach, FL: January, 2013.

16. Thomason, S.J., Brownlee, A., and Koutroumanis, D. Experiential Learning: Integrating the Best Practices of the NSEE in the Classroom. *Presented at the Annual Conference of the Small Business Institute* in St. Pete Beach, FL: February 2013.

15. Bernardin, H.J., Thomason, S.J., Buckley, M.R., and Kane, J.S. Leniency in performance appraisals: The impact of rater personality, performance management competence, and accountability. *Presented at the Academy of Management Annual Conference* in Boston, MA, August 2012.

14. Thomason, S.J., Simendinger, E., and Kiernan, D. Constructive Collusion: Determinants of successful coopetition in small business. *Proceedings of the USASBE Conference in New Orleans, LA: January 2012.*

13. Bernardin, H.J., Thomason, S.J., Buckley, M.R., and Kane, J. The relationship of managers' personality to mean rating level and rating accuracy across five rating conditions. *Proceedings of the Southern Management Association Annual Conference in November 2010.*

12. Thomason, S.J., Bernardin, H.J., and Kane, J. "The Five Factor Model of Personality and supervisor, peer, and assessor competency ratings," *Presented in a Divisional Roundtable Session at the Academy of Management Annual Conference in Montreal, Canada: August 2010.*

11. Peterson, M.F. and Thomason, S.J. Cultural issues in the use of email to communicate about different work-related issues: Implications for managing multinational teams. *Presented at the Labor and Employer Relations Association Conference in Atlanta, GA: January 2010.*

10. Thomason, S.J., Weeks, M., Bernardin, H.J., and Kane, J. The differential focus of supervisors and peers in evaluations of managerial potential. *Presented at the Academy of Management Annual Conference in Chicago, IL: August 2009*

9. Konopaske, R., Mendenhall, M., andThomason, S.J. Toward a typology of the expatriate construct. *Presented at the Academy of Management Annual Conference in Chicago, IL: August 2009.*

8. Thomason, S.J. The role of benefit and family time changes in repatriate adjustment. Presented at the *Academy of Management Annual Conference in Anaheim, CA: August 2008.*

7. Weeks, M. and Thomason, S.J. HRM practices, absorptive capacity, and innovation in outsourcing relationships. *Presented at the Academy of Management Annual Conference in Anaheim, CA: August 2008.*

6. Peterson, M.F., Thomason, S.J., Althouse, N.,Curri, G., Rowney, J. Nation, gender, event type, sources used, and values predicting e-mail use. Proceedings from the *Academy of International Business Annual Conference in Quebec City, Quebec Canada July 2005*.

5. Thomason, S.J. and Koufteros, X. Do cultural values affect consumer preferences? An empirical analysis. Presented at the *Decision Sciences Institute Annual Conference in Boston, MA: 2004.*

4. Peterson, M.F., Lenartowicz, T., Thomason, S.J., Curri, G., Meckler, M., Punnett, B.J., and Rowney, J. Regional variability within English-speaking North America in cultural values, typical sources of guidance, and electronic communication use. Proceedings from the *17th International Congress of the International Association for Cross-Cultural Psychology, Xi'an Symposium in Xi'an, China, 2004.*

3. Thomason, S.J. Legitimacy and social capital. Presented at the *Academy of Management Annual Conference in New Orleans, LA: 2004*.

2. Thomason, S.J. The impact of interpersonal trust and power distance on the flow of foreign direct investment. Proceedings from the *Academy of International Business, Southeast Chapter Annual Conference in Clearwater, FL: 2003*.

1. Ryan, W.T., Thomason, S.J., and Hamlin, L. Global applications of supply chain management. Proceedings from the *Global Conference on Business and Economics*. Journal of International Business and Economics, Annual meeting. London, England. July 6-8, 2003

EXPERIENTIAL EDUCATION ACADEMY SEE (formerly NSEE) WORKSHOPS

Thomason, S.J. (2023). Strengthening Experiential Education in your institution. SEE Annual Conference, Orlando, FL (September).

Thomason, S.J. (2021). Principles of Ethical and Best Practices in Experiential Education. NSEE Annual Conference, Orlando, FL (September).

Thomason, S.J. (2020). Reflections. NSEE Virtual EEA Workshop (October)

Thomason, S.J. (2019). Reflections. NSEE Annual Conference, St. Pete Beach, FL (September).

Thomason, S.J. (2019). Fundamentals of Experiential Education. University of Nebraska, Lincoln, NE (August).

Thomason, S.J. (2018). Reflections. SUNY Polytechnic, New York (May).

Thomason, S.J. (2017). Principles of Ethical and Best Practices in Experiential Education. Experiential Learning Leadership Institute of Southern Utah University (June).

Thomason, S.J. (2017). Reflections. Nova Southeastern University (May).

Thomason, S.J. (2017). Teaching and Learning Experientially. Nova Southeastern University (May).

Thomason, S.J. (2017). Principles of Ethical and Best Practices in Experiential Education. Experiential Learning Leadership Institute of Southern Utah University (June).

Thomason, S.J. (2016). Teaching and Learning Experientially. Annual Conference of the National Society for Experiential Education (September).

Thomason, S.J. (2015). Principles of Ethical and Best Practices in Experiential Education. Annual Conference of the National Society for Experiential Education (September).

INVITED WORKSHOPS, BUSINESS COMPETITIONS, AND SPECIAL PRESENTATIONS

Thomason, S.J. (2023). Presented a speech for the Management Club at the University of Tampa (February 8).

Thomason, S.J. (2022). Panelist at the Tampa Women's Leadership Summit on December 5, 2022. Panel questions related to remote and hybrid teams at work and developing one's value and worth.

Thomason, S.J. (2021) Presented a TECO Energy Center for Leadership workshop on Power and Influence to top management executives at "Protect My Car" on March 30, 2021 and on Legal Issues in Human Resource Management and Change Management in September and October, 2021.

Thomason, S.J. (2020, 2021, 2022). Presented a TECO Energy Center for Leadership workshop on Legal Issues in Human Resource Management virtually to Employees of Tampa General Hospital.

Thomason, S.J. (2021). Presented two TECO Energy Center for Leadership workshops on Effective Business Communication and Attracting Top Talent virtually for greater business community.

Galperin, B. and Thomason, S.J. (2020). Presented a TECO Energy Center for Leadership workshop on Leading from a Distance virtually for greater business community.

Thomason, S.J. (2018, 2019). Emcee for the Executive and Entrepreneurship Cru group at the University of Tampa. (November 2018 and October 2019)

Harris, A., Robinson, M.N. and Thomason, S.J. (2019). Tampa Bay Business Journal interviewees for the following article on UT's revised EMBA program: https://www.bizjournals.com/tampabay/news/2019/07/12/executive-mba-program-emphasizes-international.html.

Thomason, S.J. (2018). Leadership at the University of Tampa (with George "Jody" Tompson) for the Tampa Post. http://thetampapost.com/stephanie-thomason/

Thomason, S.J. (2018). Presented workshop to the Dimmitt Automotive Group in Clearwater, FL, entitled "Getting to know yourself: the key to success. April.

Thomason, S.J. (2017). Invited subject matter expert in experiential learning at Northwestern State University in Louisiana.
Instructed four workshops for faculty, staff, and students on experiential learning for NSU's new QEP with SACS (2017)
Gave "Key Note" Speech to around 400 faculty on experiential learning for NSU's QEP (2017).

Thomason, S.J. (2016) Guest expert for the #ChatMtgs Successful Meetings by Digital through the NSEE's Experiential Education. Appeared on magazine cover for an article on experiential education in Successful Meetings magazine (November 2016).

Thomason, S.J. (2016). Panelist for the TBTLA Developing Leaders through Effective Mentoring (November)

Thomason, S.J. (2016). Panelist for the International Coaches Federation (September)

Thomason, S.J. (2015). Judge at the 2015 Access to Capital Summit sponsored by the Hillsborough County Economic Development Office and funded by New World Angels and other corporate sponsors.

Thomason, S.J. (2014) Co-hosted a webinar for Alan Gassman and Associates on "Gauging and Handling Entitlement Tendencies of Beneficiaries, Employees, and Others."

Thomason, S.J. and Freundt, E. (2013). Experiential education as the next QEP: Presented in a special session to the UT Board of Trustees.

Thomason, S.J. (2013) Finding and retaining the right employees for your organization. Presented to a delegation of African business managers at Florida Southern College.

Thomason, S.J. (2012, 2013, 2015, 2016, 2017). Managing effectively in a cross-cultural environment: Understanding the role of culture in the workplace. Presented to Brazilian business people as part of the Global Access Partnership at UT.

Thomason, S.J. (2012) Experiential Learning for ACS High School Science Teachers: created and delivered to area high school teachers at the University of Tampa.

Thomason, S.J. (2012) Experiential Learning in the Classroom: created workshop and delivered to UT full-time and part-time faculty at the University of Tampa.

Thomason, S.J. (2012 and 2014) Co-hosted a Bloomberg BNA webinar on "Hiring and Terminating Employees" for participants from 21 U.S. companies with original work I authored on: "Crafting a legally defensible performance appraisal."

EXTERNAL FACILITATIONS OR REVIEWS FOR CONFERENCES

Reviewer (3 abstract submissions). *Southern Management Association Annual Conference, 2023.*
Discussant (2 manuscripts). *Society for Case Research/Global Jesuit Case Series Conference,* 2021.
Reviewer (2 manuscripts), *Eastern Academy of Management Annual Conference,* 2021.
Reviewer (~ 10 proposals per conference), *National Society for Experiential Education Annual Conference*, 2016 - 2021
Reviewer, (2 manuscripts) Human Resource Management track, *Southern Management Association Annual Conference, 2015.*
Session Facilitator, Current Issues in AACSB Accreditation, *Eastern Academy of Management Annual Conference,* 2015
Reviewer, Human Resource Management track, *Eastern Academy of Management Annual Conference,* 2015
Session Facilitator, The Makings of an Entrepreneur: Personality, Spirituality, Culture, and Motivation, *USASBE Annual Conference,* 2015
Session Facilitator, Assessing the Entrepreneurial Mindset, *USASBE Annual Conference,* 2015
Reviewer, *USASBE Annual Conference,* 2015
Reviewer, *Small Business Institute Annual Conference,* 2013
Reviewer (3 manuscripts) for the *Academy of Management Annual Conference,* 2012.
Reviewer (2 cases) for the *USASBE Annual Conference*, 2012
Session Facilitator, *Southern Management Association Conference*, 2010
Reviewer (3 manuscripts) for the Human Resource Management track of the *Southern Management Association Conference,* 2010
Reviewer (3 manuscripts) for the Cross-Cultural Management and International HRM track of the *Academy of International Business Annual Conference,* June 2010.
Reviewer, International Human Resource Management, Cross-Cultural Management, and Qualitative Research Methods track of the *Academy of International Business Annual Conference,* 2009
Reviewer, International Management track, *Academy of Management Annual Conference,* 2009
Reviewer, Human Resource Management track, *Academy of Management Annual Conference,* 2009
Reviewer, Human Resource Management track, *Academy of Management Annual Conference,* 2008
Reviewer, International Management track, *Academy of International Business,* 2003.
Reviewer, International Management track, *Decision Science Institute*, 2004
Reviewer, Organizational Theory track, *Decision Science Institute*, 2004
Reviewer, Managing People across Cultures track, *Academy of International Business,* 2007.

INVITED REVIEWS FOR ACADEMIC JOURNALS OR ACCREDITATIONS

Invited External Reviewer for *Evaluation Review.*(April 2023).
Invited External Reviewer for the *Journal of Critical Incidents* (2 manuscripts in June, 2023; 2 manuscripts in June 2022; 3 manuscripts in June, 2021 and 3 manuscripts in August, 2021)
Invited External Reviewer for *Corporate Governance and Organization Behavior Review* (June 2023; February 2023)
Invited External Reviewer for the *Journal of Managerial Psychology* (June, 2023; January 2023; August 2022; February 2022; December, 2021; July, 2021).
Invited External Reviewer for the *Experiential Learning & Teaching in Higher Education* (June, 2023; April, 2023; July 2022; December 2021; April, 2021)
Invited External Reviewer for the *Evidence-based HRM* (February, 2023; June, 2022; January,

2021; August, 2020; April 2019)
Invited External Reviewer for *Ethics & Behavior* (June, 2022)
Invited External Reviewer for the *International Journal of Productivity and Performance Management* (January, 2022; August, 2021).
Invited External Reviewer for the *International Journal of Educational Management* (May, 2021).
Invited External Reviewer for the *International Journal of Educational Management* (February, 2021)
Invited External Reviewer for the *Journal of Happiness Studies* (August, 2018).
Invited External Reviewer for the *International Journal of Productivity and Performance Management* (January 2019; June, 2018).
Invited External Reviewer for the *Journal of Managerial Psychology* (June, 2018).
Invited External Reviewer for the *International Journal of Intercultural Relations* (September, 2016)
Invited External Reviewer for the *Journal of Management Inquiry* (April, 2016)
Invited External Reviewer for the *Journal of Managerial Psychology* (July 2014, December 2014, May 2015)
Invited External Reviewer for *The Journal of Small Business and Entrepreneurship* (October 2013; August, 2012)
Invited External Reviewer for *Cross-Cultural Management: An International Journal* (July 2012; April 2009)
Invited External Reviewer for the *Journal of Organizational Behavior* (June 2010)
Invited External Reviewer for the *International Journal of Intercultural Relations* (May 2010)
Invited External Reviewer for *Human Resource Management Journal* (September 2009)
Invited External Reviewer for *Journal of Cross-Cultural Psychology* (November 2009)

PROFESSIONAL AFFILIATIONS AND MEMBERSHIPS

Society for Experiential Education (SEE; formerly the National Society for Experiential Education)
Society for Case Research
Experiential Education Academy, SEE
Heterodox Academy
St. Stephen's Catholic Church, Lithia, FL
Women in Apologetics

CERTIFICATES AWARDED

NTI Online Teaching Certificate, University of Tampa (2023)
Post-Crisis Leadership Certificate, University of South Florida (2020)
Graduate Certificate, Experiential Education Academy of the National Society of Experiential Education (2012)
Leadership Certificate, Hogan Assessment Certification Workshop for Leadership (February 11-12, 2008)

AWARDS, GRANTS, AND SABBATICALS AWARDED

University of Tampa Louise Loy Hunter Award for Outstanding Faculty Member (highest award a faculty can receive at UT), 2022-2023

University of Tampa Advising Committee Outstanding Faculty Advisor, 2022-2023

Sabbatical, January 2021 – May 2021
Sabbatical, August 2014 – December 2014

University of Tampa Sykes College of Business Award for Outstanding Service as Associate Dean, 2016

Dana grant recipient, University of Tampa, 2016
Dana grant recipient, University of Tampa, 2014
Dana grant recipient, University of Tampa, 2012
Dana grant recipient, University of Tampa, 2009

COMMUNITY SERVICE

Sunday School Teacher, 4th and 5th grades, Discipleland, Fishhawk Fellowship Church, Fall 2014 – Spring 2016
Listener, Awana Children's Group, Fishhawk Fellowship Church, Fall 2014 – Spring 2015
Teaching Assistant, 2nd grade, Discipleland, Fishhawk Fellowship Church, Summer, 2014
Leader, Awana Children's Group, Fishhawk Fellowship Church, 2013 – 2014
Presenter at the Great American Teach-in at Bevis Elementary School, 2011, 2012, 2014
Guest Reader at Bevis Elementary School 2010 - 2014