

TEACHING EXCELLENCE

AT THE SYKES COLLEGE OF BUSINESS

THE UNIVERSITY
OF TAMPA
SYKES COLLEGE OF BUSINESS





MESSAGE FROM THE DEAN

At The University of Tampa's Sykes College of Business, students are prepared to become effective and visionary leaders. Our goal is to develop innovative business programs that will create a foundation for future business leaders and innovators. Our outstanding graduate and undergraduate programs, high-tech facilities and interactive classes provide students with the experiences and tools they need to succeed in an ever-changing business world. In the heart of one of Florida's most vibrant business communities, the Sykes College of Business offers a world-class education with an international reputation for success. Join us for an adventure in business learning and technology.

F. Frank Ghannadian, Ph.D.
Dean, Sykes College of Business





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ACCOUNTING DEPARTMENT



Michael N. Robinson

Chair/Associate Professor, Accounting

Education:

Arizona State University, Ph.D., 2009

Arizona State University, M.S., 2001

The Pennsylvania State University, MBA, 1989

University of the West Indies, B.S., 1983

Courses Taught:

Financial and Managerial Accounting (MBA)

Financial and Managerial Accounting (EMBA)

Cost Management (Ph.D. seminar)

Intermediate Financial Accounting (I)

Financial Accounting for Non-Accounting Majors

Introductory Financial Accounting

Introductory Cost & Management Accounting

Career Specialties:

Michael Robinson has approximately 20 years of progressive work experience in operations finance, strategic planning and general management, with expertise in cost and management accounting, financial statement analysis and managerial finance.

Professional and Community Activities:

Robinson is an active member of the American Accounting Association with memberships in Financial Accounting, Management Accounting and Diversity Sections. Robinson served as treasurer and executive committee member for the Diversity Section from 2012 to 2014. Robinson has served the accounting academic community as an ad hoc reviewer for *Auditing: Journal of Practice and Theory*, *Advances in Accounting* and for the American Accounting Association annual meetings. His research interests are in financial reporting quality, auditor judgments and financial statement analysis. Robinson has published in journals such as *The Accounting Review* and *Advances in Accounting*.

Honors and Awards:

Graduate Professor of the Year, Sykes College of Business (2013)

KPMG Foundation Minority Accounting Doctoral Scholarship (2005-2009)

Graduate Academic Scholarship, Arizona State University (2005-2009)

Beta Gamma Sigma Honor Society (1989)

USAID Latin America and Caribbean Scholarship (1987-1989)

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Elio Alfonso**Assistant Professor, Accounting****Education:**

Louisiana State University, Ph.D., 2013
 Nova Southeastern University, M.Acc., 2008
 Florida International University, B.A., 2001

Courses Taught:

Introductory Financial Accounting
 Intermediate Accounting I
 Intermediate Accounting II
 Accounting and Value Creation
 Principles of Financial Accounting

Lisa N. Bostick**Associate Professor, Accounting****Education:**

Louisiana Tech University, DBA, 2001
 Louisiana Tech University, MPA, 1998
 Southeastern Louisiana University, B.S., 1980

Courses Taught:

Financial Accounting
 Intermediate Accounting
 Auditing and Fraud Examinations
 Internal Auditing

Career Specialties:

Lisa Bostick specializes in accounting. She is a certified public accountant. She has served in public accounting (auditing) for more than ten years and as a controller for six years.

Professional and Community Activities:

Bostick is a member of the Association of Certified Fraud Examiners, Junior League of Tampa, American Accounting Association, Louisiana Society of Certified Public Accountants and the Tampa Bay Chapter of Certified Fraud Examiners.

Honors and Awards:

Outstanding Student Involvement Award, The University of Tampa (2006)
 Teaching Excellence Award, The University of Tampa (2005)
 Student Involvement Excellence Award, The University of Tampa (2003)
 Professor of the Year, Louisiana Tech University (2001)
 Student Achievement Award, Federation of Schools of Professional Accountancy (1998)

Maureen Butler

Associate Professor, Accounting
Coordinator, Accounting Internships
Academic Coordinator, M.S. Program/MBA Program

Education:

University of Arkansas-Fayetteville, Ph.D., 2006
 Syracuse University, B.S., 1986

Courses Taught:

Cost Accounting
 Government and Not-for-Profit Accounting
 Managing for Performance and Control (Certificate in Nonprofit Management and Innovation)
 Managerial Accounting
 Accounting Internship
 Managerial Uses of Accounting Information
 Data Analysis and Interpretation

Career Specialties:

Maureen Butler's focus is on management accounting and nonprofit accounting. Her research interests are in the areas of the nonprofit sector, management accounting, government contracting and outsourcing. Her research has been published in the *Journal of Accounting and Public Policy*, the *Journal of Business Research*, and other academic and practitioner journals. Prior to entering academia, Butler served in the U.S. Army Finance Corps. She is a CPA, licensed in Virginia and Florida, and has worked as an accountant with a property management company and a small CPA firm. Butler also has experience consulting small businesses, nonprofit organizations and government contractors.

Professional and Community Activities:

Butler is a member of the American Accounting Association and the American Institute of Certified Public Accountants. She serves on the board of the Nonprofit Leadership Center of Tampa Bay.

Honors and Awards:

AAA/Deloitte/J. Michael Cook Doctoral Student Consortium
 The Honor Society Phi Kappa Phi
 AICPA Minority Doctoral Fellowship
 KPMG Foundation Doctoral Scholarship
 University of Arkansas Doctoral Academy Fellowship
 Benjamin Franklin Lever Tuition Fellowship
 Gregory, Sharer & Stuart, CPAs Faculty Member

Bachman P. Fulmer III

Assistant Professor, Accounting

Education:

Florida State University, Ph.D., 2014
Florida State University, MBA, 2006
University of Georgia, BBA, 2002

Courses Taught:

Financial Accounting Information
Accounting Research and Analytics

Career Specialties:

Bachman Fulmer has professional experience in advisory services at a major international accounting firm and as a leader in the internal audit function at a publically-traded manufacturer. His specialization is in accounting information systems and data analytics.

Professional and Community Activities:

Fulmer is a member of the American Accounting Association and ISACA. He has served as past elected member of the board of the Information Systems Section of the AAA.

Honors and Awards:

AAA/Grant Thornton Doctoral Dissertation Award for Innovation (2014)

Rachel Gambol

Instructor, Accounting

Education:

Kent State University, M.S., 2005
Kent State University, BBA, 2004

Courses Taught:

Financial Accounting
Managerial Accounting
Intermediate Accounting II
Auditing and Assurance

Career Specialties:

Rachel Gambol is a CPA with specialization in financial accounting, auditing and assurance, supplier risk management and Sarbanes Oxley compliance.

In addition to teaching full-time, Gambol also works for The Progressive (Insurance Corporation). She has been with Progressive for more than 10 years where she spent much of her time as an auditor in the internal audit department focusing largely on financial and compliance audits, controls and Sarbanes Oxley management. Gambol currently manages Progressive's third-party supplier risk management program and does

various consulting work on risks, controls and Sarbanes Oxley compliance.

Professional and Community Activities:

Gambol has been teaching since 2007. Prior to teaching at UT, Gambol was an assistant professor at Baldwin Wallace University (OH). In addition, she was an accounting adjunct at Kent State University (OH).

Honors and Awards:

Faculty member of most influence by Dayton C. Miller Honor Society inductee each year she taught at Baldwin Wallace University.

Robert C. Goodwin

Instructor, Accounting

Education:

University of South Florida, M.Acc., 2011
University of South Florida, B.A., 2009

Courses Taught:

Principles of Financial Accounting
Principles of Managerial Accounting

Career Specialties:

Rob Goodwin specializes in financial accounting, audit and computer assisted audit techniques. He is a Florida certified public accountant, a certified fraud examiner and a chartered global management accountant. He has worked as an auditor and consultant in public accounting for several years, and has owned and operated a service company since 2009.

Professional and Community Activities:

Goodwin is a member of the American Institute of Certified Public Accountants. He is a licensed foster parent, and volunteers with the foster agency and local humanist groups.

Yvette M. Green

Instructor, Accounting

Education:

University of South Florida, M.Acc, 2012
University of South Florida, B.S., 2011
Troy University, B.S.,1990

Courses Taught:

Managerial Accounting
Intermediate Accounting

Career Specialties:

Yvette Green is a certified public accountant (active in Florida) with both public and private accounting experience. She has professional experience in individual and corporate tax, business valuation, commercial real estate management accounting and nonprofit accounting.

Professional and Community Activities:

Green has been a member of the American Institute of Certified Public Accountants, the Florida Institute of Certified Public Accountants and the Florida Association of Accounting Educators.

Honors and Awards:

Outstanding Graduate Accounting Student, University of South Florida (2012)
Outstanding Undergraduate Accounting Student, University of South Florida (2011)

Mary Keener**Associate Professor, Accounting****Education:**

Kent State University, Ph.D., 2007
Kent State University, M.S., 2000
University of Toledo, B.E., 1999

Courses Taught:

Financial Accounting Information
Managerial Accounting
Federal Tax Accounting I
Intermediate Accounting II
Contemporary Issues in Accounting (formerly called Financial Accounting Theory)

Career Specialties:

Mary Keener's research interests are in the areas of value relevance, restructuring charges, and analyst forecast accuracy and bias. Keener also plans to conduct pedagogical research on the best methods for teaching intermediate accounting students.

Professional and Community Activities:

Keener is a member of the American Accounting Association, and she has presented papers at several regional and national AAA conferences. Also, Keener is a member of the Cimino Elementary PTA and The Village Family Foundation. She served as a board member for The Village Family Foundation from May 2012 until May 2015.

Honors and Awards:

Beta Alpha Psi Faculty Member of the Year (2014)
Gregory, Sharer & Stuart Faculty Member of the Year for UT (2013-2014)

American Accounting Association New Faculty Consortium Participant (2007)

American Accounting Association Doctoral Consortium Fellow (2003)
Beta Gamma Sigma Honor Society
Beta Alpha Psi Accounting Honor Society

Yuebing (Sarah) Liu**Assistant Professor, Accounting****Education:**

Georgia Institute of Technology, Ph.D., 2014
Central University of Finance and Economics, BBA, 2008

Courses Taught:

Intermediate Financial Accounting I

Career Specialties:

Yuebing Liu specializes in behavioral research in accounting. Her current research focuses on measurement and control issues in managerial accounting. Her research methods include both judgment and decision making approach and experimental economics approach.

Professional and Community Activities:

Liu is a member of the American Accounting Association and Society for the Advancement of Behavioral Economics. She has presented her papers at national conferences of AAA and international conferences of SABE and IAREP. She has also served as a reviewer for conferences and journals in both accounting and economics.

Robert Marley**Associate Professor, Accounting****Director, Center for Ethics****Education:**

University of South Florida, Ph.D., 2011
University of Illinois Urbana-Champaign, C.A., 2003
University of Illinois Urbana-Champaign, B.S., 2001

Courses Taught:

Financial Accounting
Managerial Accounting
Audit-I
Audit-II
Fraud

Career Specialties:

Robert Marley specializes in behavioral research with an accounting information systems emphasis.

Professional and Community Activities:

Marley’s research has been published in a variety of high-quality academic journals. Most recently, his work has been published in the *Journal of Information Systems* (2018), *Journal of Management Accounting Research* (2018) and the *Journal of of Critical Accounting* (2017).

His research has been profiled by Yale University’s Center for International Finance, *Investor Relations* magazine, and by the Institute of Management Accountants. In 2015, two of Marley’s manuscripts were ranked among the Top 10 of SSRN’s Behavioral and Experimental Accounting eJournal. Marley has presented his research at a variety of academic conferences: The National Accounting Conference (2018, 2017, 2016, 2015 & 2014), the Accounting Information Systems Conference, the Diversity Conference (2017, 2016, 2015 & 2014), the Managerial Accounting Conference (2015), and at Lehigh University (2017) and the University of South Florida (2015).

Marley has served as the treasurer of the American Accounting Association’s Diversity Section for the past four years and is an editorial board member of the *Global Journal of Accounting and Finance*. He has served as the department chair of Accounting (2017) and is a past chairman of the Sykes College of Business Teaching Effectiveness Committee (2015).

Honors and Awards:

Researcher of the Year, Sykes College of Business (2017)
 Dean’s Teaching Excellence Award, Sykes College of Business (2016)
 Outstanding Student Advisor, Academic Advising Office at The University of Tampa (2016)
 Outstanding Faculty Involvement, Beta Alpha Psi (2015)

Teresa M. Pergola

Associate Professor, Accounting

Education:

Nova Southeastern University, DBA, 2006
 University of Tampa, MBA, 2002
 Robert Morris College, BSBA, 1983

Courses Taught:

Managerial Accounting
 Cost Accounting
 Business Ethics and Corporate Governance
 Auditing

Career Specialties:

Teresa Pergola graduated *summa cum laude* from Robert Morris College with a degree in accounting, and is a 2002 MBA graduate of UT. She was CFO of Tampa Bay Steel Corporation, corporate controller

for Pierce, Goodwin, Alexander & Linville, and director of financial management at UT.

Professional and Community Activities:

Pergola is the accounting instructor for managerial accounting, cost accounting, graduate managerial accounting, auditing and corporate governance and ethics. Pergola received her MBA from The University of Tampa and earned her doctorate in accounting from Nova Southeastern University.

Pergola is a member of the American Accounting Association and the Institute of Management Accountants. She became a Certified Management Accountant in 2009. Pergola’s research interests are in the fields of corporate governance, earnings quality and ethics. She also conducts and publishes pedagogical research in the managerial accounting and ethics areas. Pergola has received an award for scholarship from the Florida Directors’ Institute, awards for student involvement from Student Government and Sykes College of Business.

Steven M. Platau

Professor, Accounting

Education:

University of Cincinnati, J.D., 1984
 Ohio State University, M.Acc., 1980
 Ohio State University, B.A., 1978

Courses Taught:

Federal Taxes
 Business Law
 Accounting

Career Specialties:

Within the field of law, Steven Platau specializes in professional liability/malpractice of accountants and attorneys, arbitration and mediation ADR for commercial and professional disputes and the formation, organization and taxation of business enterprises.

Professional and Community Activities:

Platau has served on the Board of Governors, Florida Institute of CPAs (1994-2002), State Legislative Policy Committee, Professional Liability Committee, Florida Institute of CPAs, and the Dale Mabry Elementary PTA.

Honors and Awards:

Outstanding Educator, Florida Institute of CPAs (2003)
 Outstanding Discussion Leader, Florida Institute of CPAs
 Teaching Excellence, UT’s Sykes College of Business
 Committee Chair of the Year, Florida Institute of CPAs

Christian Plesner Rossing

Associate Professor, Accounting

Education:

Copenhagen Business School, Ph.D., 2011

Copenhagen Business School, M.S., 2005

Copenhagen Business School, B.S., 2002

Courses Taught:

Advanced Financial Accounting

Principles of Financial Accounting

L. Melissa Walters

Associate Professor, Accounting

Education:

University of Central Florida, Ph.D., 1993

University of Central Florida, MBA, 1987

University of Central Florida, B.S., 1985

Courses Taught:

Accounting Information Systems

Advanced Management Accounting

Business Ethics and Corporate Governance

Information Systems Control and Audit

Career Specialties:

Melissa Walters' research interests include critical/social studies, information systems control/security, instructional technology and professional ethics.

Professional and Community Activities:

Melissa Walters maintains affiliations with the AIS Educator Association (AISEA), American Accounting Association (AAA), Association for Information Systems (AIS), Information Systems Audit & Control Association (ISACA), Institute of Internal Auditors (IIA) and Institute of Management Accountants (IMA). She has also served as the Academic Advocate for the Information Systems Audit and Control Association (ISACA).



ECONOMICS DEPARTMENT



Robert L. Beekman

Chair/Associate Professor, Economics

Education:

University of South Carolina, Ph.D., 1998

University of Florida, B.S., 1987

Courses Taught:

Environmental Economics and Management

Economics of Organizations

Introduction to Global Business

Career Specialties:

Robert Beekman's publications and research have primarily focused on experimental and environmental economics. His research interests have included international trade, and the distributional effects of public policy.

Professional and Community Activities:

Prior to his arrival at the University, Beekman worked as an economist for the U.S. Environmental Protection Agency. During this time, he prepared economic, regulatory and market analyses for many projects, including an assessment of the social benefits and costs of EPA programs. He has also worked as a private consultant and as a commercial loan officer. Beekman serves as a member of the U.S. Global Leadership Council's Florida Advisory Committee (2012-present).

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Cagdas Agirdas

Assistant Professor, Economics

Education:

University of Illinois at Urbana-Champaign, Ph.D., 2011
 Central Michigan University, M.A., 2004
 Bogazici University, B.S., 2002

Courses Taught:

Foundational Economics for Managers
 Principles of Macroeconomics
 Public Economics
 Game Theory
 Econometrics
 Statistics
 Economic Development
 First Year Seminar

Career Specialties:

Cagdas Agirdas specializes in health economics and political economy. He has worked on Medicaid expansions, the effects of competition on health insurance premiums and how the Affordable Care Act affects racial/ethnic disparities in preventive care, media bias and negative campaigning.

Professional and Community Activities:

Agirdas has sole-authored numerous papers. "How did Medicaid expansions affect labor supply and welfare enrollment?" was published in the *Health Economics Review*, 2016, Volume 6. "What drives media bias? New evidence from recent newspaper closures," was published in the *Journal of Media Economics*, 2015, Volume 28. Both are peer journals included on the Australian Business Deans Council's list of academic journals. His editor-reviewed publications have appeared in the *Orlando Sentinel* and the *Tampa Bay Economy*. Agirdas presents his working papers regularly at economics conferences. He is a member of the Southern Economic Association and the American Economic Association.

Prior to teaching at UT, Agirdas taught for two years at Colby College in Waterville (ME), as a visiting assistant professor of economics. He graduated from the University of Illinois at Urbana-Champaign in 2011 with a Ph.D. in Economics.

Honors and Awards:

Graduate Professor of the Year Award, University of Tampa (2015-2016)
 The Robert E. Demarest Memorial Teaching Award, University of Illinois (2006-2007, 2007-2008, 2009-2010, 2010-2011)
 Listed as Teacher of Excellence, University of Illinois (2004-2011)
 Graduate College Fellowship, University of Illinois (2006-2007, 2007-2008)
 Summer Research Award, University of Illinois (2007)

Second Highest GPA in Ph.D. Core Program in Economics, University of Illinois (2006)

Graduate Teaching Certificate, University of Illinois (2005)

Habib A. Zuberi Scholarship, Central Michigan University (2002-2003)

63rd place (out of approximately 1.5 million students) in University Admissions Examination, Turkey (1997)

Garfield O. Blake

Assistant Professor, Economics

Education:

State University of New York, Ph.D., 2010
 University of the West Indies, M.S., 2003
 University of the West Indies, B.S., 2001

Courses Taught:

Principles of Macroeconomics

Career Specialties:

Garfield Blake's research focuses primarily on crime, law and economics, economic development and social welfare, especially in Latin America and the Caribbean.

Professional and Community Activities:

One sole author paper, "America's Deadly Export: Evidence from Cross-Country Panel Data of Deportation and Homicide Rates," was published in 2014 in Volume 37 of the *International Review of Law and Economics* (IRLE), an internationally recognized, peer-reviewed journal spanning the intersection of law and economics. Despite its recent publication, this paper has already been independently cited by a paper that was published in the *University of Chicago Law Review* (UCLR).

One co-first-author paper, "Why do poor households not apply for welfare benefits?: Evidence from Jamaica's PATH program," was published in the Spring 2015 volume of *The Journal of Developing Areas* (JDA), a peer-reviewed journal of international acclaim that specializes in issues related to economic development. Not only was this paper published in the JDA, but the Planning Institute of Jamaica has recommended that the Ministry of Labor and Social Security incorporate the findings of the paper into the structure of the PATH program.

Blake is currently the president of the Southwestern Economic Association (SWEA) and was appointed to the position of program chair for the 96th Annual SSSA conference held in Las Vegas in March 2016. He has also served in the capacity as student paper coordinator for the 2015 conference in San Antonio, TX.

Honors and Awards:

Dissertation Year Fellow, Binghamton University (2010)
 Binghamton University Foundation Travel Award (2009)

Graduate Student Award Recipient, Annual Meeting of the Southern Economic Association (2009)

Abigail R. Blanco

Assistant Professor, Economics

Education:

George Mason University, Ph.D., 2015
George Mason University, M.A., 2013
Bellarmine University, B.A., 2011

Courses Taught:

Intermediate Microeconomic Theory
Principles of Microeconomics

Career Specialties:

Abigail Blanco's work focuses on topics surrounding the U.S. military and national defense. She has worked on a variety of issues including domestic police militarization, arm sales, weapons as foreign aid, imperialism, domestic surveillance, torture, and the impact of foreign intervention on domestic institutions.

Professional and Community Activities:

Blanco is currently working on a book project with a co-author that examines the economics of government propaganda. Her book with co-author Christopher Coyne, *Tyranny Comes Home: The Domestic Fate of U.S. Militarism*, was published by Stanford University Press in 2018.

Her work has been included in a variety of peer-reviewed journals including; *Public Choice*, *Defense and Peace Economics*, *Peace Review: A Journal of Social Justice*, *Advances in Austrian Economics*, *Review of Austrian Economics*, *The Independent Review*, *Atlantic Economic Review*, and *The Journal of Private Enterprise*.

She is an Affiliated Scholar with the Mercatus Center at George Mason University, and Affiliated Scholar with the Foundation for Economic Education, and a Research Fellow with the Independent Institute.

Blanco has authored more than 70 popular press pieces. Her work has been featured in outlets such as CNBC, Forbes, Newsweek, The Hill, The Huffington Post, The Daily Caller, The American Thinker, Quartz, USA Today, and U.S. News and World Report. She has appeared on a number of television news networks and programs including PBS and Fox Business.

Honors and Awards:

Mont Pelerin Society Young Scholar Award (2017)
F.A. Hayek Program for Advanced Study in Philosophy, Politics, and Economics Book Fellowship (2016)
William P. Snavley Award for Outstanding Achievement in Graduate Studies (2015)

Don Lavoie Memorial Essay Competition Award Winner (2014)
Association of Private Enterprise Young Scholar Award (2013, 2014, 2015)

Karla Borja

Associate Professor, Economics

Education:

Claremont Graduate University, Ph.D., 2005
Claremont Graduate University, M.A., 2002
Technological Institute of Mexico, M.A., 1998
Central America University, B.A., 1993

Courses Taught:

Principles of Macroeconomics
Economics of Organizations
Game Theory and Strategy
Economic Development
International Trade

Career Specialties:

Economic growth and development, international trade, experimental economics

Professional and Community Activities:

Karla Borja is currently exploring economic development issues in the region of Latin America. Her most recent empirical research is related to the concepts of migration, remittances and the factors driving international capital flows to Latin America. Her research contributes to the understanding of economic and social channels linking developed and developing nations. She has been published in the *American Economic Review*.

Honors and Awards:

Recipient of a Fulbright Fellowship to study toward a doctorate in economics (2000)

Michael A. Coon

Assistant Professor, Economics

Education:

University of Wisconsin-Milwaukee, Ph.D., 2012
University of Wisconsin-Milwaukee, M.A., 2006
American University, B.A., 2005

Courses Taught:

Principles of Microeconomics
International Economics and Finance

Career Specialties:

Michael Coon specializes in the economics of migration, international economics and economic development.

Professional and Community Activities:

Michael Coon's primary research interests are in empirical microeconomics, particularly in the areas of economic development, the economics of migration and income remittances, and household labor decisions, with a focus on Latin American economies. His recent and current work focuses on income transfers between migrants and their home countries, and how they relate to child labor, crime, financial development and foreign direct investment. He also studies how immigrants fare in the U.S., particularly how immigration laws affect economic outcomes of migrants. His research has been published in the *Eastern Economic Journal*, *IZA Journal of Migration*, *IZA Journal of Labor & Development*, and the *Atlantic Economic Journal*.

Coon has also led several service-learning trips in collaboration with H.O.P.E. (www.hopehaiti.org) to bring students to Borgne, Haiti to participate in a school revitalization project.

Honors and Awards:

Dr. Henry P. and Page Laughlin Faculty Professional Achievement Award (2015)

McCardell Professional Development Grant (2014, 2015)

AHANA-I Award for Promoting Campus Diversity (2013, 2014, 2015)

SAC Above and Beyond Award for Outstanding Teaching of Students with Disabilities (2008)

McNair Scholar

Omicron Delta Epsilon

Phi Theta Kappa

Daniel Diaz Vidal**Assistant Professor, Economics****Education:**

University of California Davis, Ph.D., 2015

San Diego State University, M.A., 2003

University of Michigan, B.A., 2000

Courses Taught:

Introduction to Microeconomics

Foundational Economics for Managers

Career Specialties:

Daniel Diaz Vidal is an economic historian with an interest in social mobility, international trade, migrations, educational economics and labor economics.

Professional and Community Activities:

Diaz Vidal is a member of the American Economic Association, the American Economic History Association and the International Society for the Scholarship of Teaching and Learning.

In the 2015-2016 academic year he presented a paper and a poster at ISSOTL15 and received the Gyorgy Ranki Biennial Award for his co-authorship of *The Son Also Rises* by Gregory Clark with Neil Cummins and Yu Hao Ma. He also had his paper, "Surnames: A new source for the history of social mobility," with Gregory Clark, Neil Cummins and Yu Hao Ma, published in the journal *Explorations in Economic History*.

He was previously a referee for the *European Review of Economic History*, and recently presented a paper at ISSOTL16, submitting three papers for publication in different journals.

Honors and Awards:

Gyorgy Ranki Biennial Award (co-authorship of *The Son Also Rises* by Gregory Clark) for the best book in European Economic History

Suzanne Dieringer**Lecturer I, Economics****Education:**

American Institute of Certified Planners, American Planning Association, 2002

University of South Florida, M.A., 1995

University of South Florida, B.A., 1991

Courses Taught:

Principles of Macroeconomics

Intermediate Macroeconomics

Principles of Microeconomics

Price Theory

Managerial Economics

Labor Economics

Business and GIS

Introduction to Economics

Introduction to Global Business

Leon Hoke**Professor, Economics****Education:**

The University of Pittsburgh, Ph.D., 1979

Duquesne University, M.A., 1970

Grove City College, A.B., 1968

Courses Taught:

Labor Economics
 Microeconomics
 Managerial Economics

Career Specialties:

Lee Hoke holds a Ph.D. in economics from the University of Pittsburgh. During the 34 years Hoke has been at the University of Tampa, he has served as Associate Dean of the College of Business, Chairman of the Division of Economics and Business, Director of the MBA program, Director of the Strategic Analysis Program, Chairman of the Tenure and Promotion Committee and Co-director of the TECO Energy Center for Leadership.

Professional and Community Activities:

In 1990, Hoke was elected to the board of a private country club, and he began applying the concepts he teaches to the marketing and strategic challenges the organization faced. This experience led to more than a decade long research interest, which resulted in over 35 national and regional publications as well as frequent presentations to academics and practitioners, including all three local regions of the CMAA. Hoke has complemented his academic activities with real world experience providing consulting services to a wide range of for-profit and nonprofit organizations. His client list includes: National Public Radio, Club Corporation of America, Palma Ceia Golf and Country Club, The Greater Tampa Association of Realtors and Meals on Wheels. The services provided to these clients include strategic planning, marketing plans, focus groups, workshops, town meetings, retreat facilitation and surveys.

Honors and Awards:

Teaching Fellow of the Year, Academy of Economics and Finance (2009)
 Named UT's "Most Inspiring Professor", students of Delta Sigma Pi (2007)
 Teaching Excellence Award, Sykes College of Business (2004)
 Honors society award for high academic achievement AACSB accredited institutions, Beta Gamma Sigma (2000)
 Excellence in Academic Advising, The University of Tampa (2000)
 Most Dedicated Teacher, Minaret Reader's Poll (1996, 1995, 1994, 1993)
 Order of Omega, outstanding inter-fraternity contributions (1996)
 Louise Loy Hunter Award, Outstanding Faculty Member of the Year (1989-1990)
 Delta Gamma Award for Outstanding Work in Educating the Future Women of America (1990)
 Humanities Division Award for Outstanding Contribution to the Humanities Division (1986-1987)
 Sigma Tau Psi, Man of the Year, Frostburg State College (1981)

Vivekanand Jayakumar

Associate Professor, Economics

Education:

Purdue University, Ph.D., 2004
 Purdue University, M.S., 2000
 Purdue University, B.S. (Honors), 1998

Courses Taught:

Global Macroeconomy (MBA)
 International Economic Development
 Intermediate Macroeconomic Analysis
 Monetary Economics
 Seminar in Economics
 Topics: International Monetary Problems

Career Specialties:

Vivekanand Jayakumar specializes in macroeconomics (open-economy), international finance, monetary economics, development economics and economic growth.

Professional and Community Activities:

Jayakumar conducts research focused on open-economy macroeconomics/international finance (global imbalances, international monetary arrangements, exchange rates, capital controls). He is also interested in issues related to economic growth and development in emerging markets. His research has been published in the *International Review of Finance, Macroeconomics & Finance in Emerging Market Economies, Frontiers of Economics in China, Journal of Financial and Economic Practice, Journal of Economic Education, Tampa Bay Economy* and elsewhere. Prior to joining UT, Jayakumar was a visiting faculty member at Colgate University in New York.

Stefani Milovanska-Farrington

Visiting Instructor, Economics

Education:

University of South Florida, Ph.D., 2018
 University of South Florida, M.A., 2016
 University of South Florida, B.A., 2015

Courses Taught:

Principles of Microeconomics

Olga Petrova

Assistant Professor, Economics

Education:

University of South Florida, Ph.D., 2017

University of South Florida, M.S., 2015
 University of South Florida, M.A., 2013
 St. Petersburg State University, BBA, 2005

Courses Taught:

Principles of Macroeconomics

Christopher Roby

Visiting Assistant Professor, Economics

Education:

University of Texas at Dallas, Ph.D., 2017
 University of Louisiana at Lafayette, B.A., 2011

Courses Taught:

Principles of Microeconomics
 Principles of Macroeconomics

John Stinespring

Associate Professor, Economics

Education:

Claremont Graduate University, Ph.D., 2001
 DePaul University, M.A., 1994
 DePaul University, B.A., 1993

Courses Taught:

Econometrics
 Mathematical Economics
 Principles of Macroeconomics

Career Specialties:

John Stinespring specializes in the impact of tax and fiscal policy on economic growth. His other research interests include tax evasion, financial crises (e.g. the costs and benefits of TARP), the economic history of the Roman Empire, microeconomic theory and the economics of religion (especially, state welfare impacts on religious affiliation).

Professional and Community Activities:

Stinespring's recent publications examine the dynamic scoring of tax cuts on economic growth. Through dynamic scoring, the long-term impact of tax cuts on government revenues is calculated, providing a clear analysis of common government policy proposals. Stinespring's published textbooks include *Mathematica for Microeconomics* (Academic Press, 2002). Stinespring is the editor of the *Tampa Bay Economy* newsletter, a report and analysis of the local economy and related issues.

Honors and Awards:

Professional Development Award, University of Tampa (2015)
 Professional Development Award, University of Tampa (2014)

University of Tampa Dana Grant (2014)
 University of Tampa Learning Enrichment Grant, Revisions of MAT 225 - Calculus for Business (2013)
 Irwin Best Paper Award, MBAA Conference (2013)
 Professional Development Award (2012)
 Dana Grant (2011)
 International Faculty Development Grant for China Seminar (2010)
 Distinguished Research Award from Academy of Economics and Economic Education (2010)
 Best Paper Award, AABRI Las Vegas Conference (2010)
 Project Edge Grant (2009)
 Dana Grant (2009)
 Project Edge Grant (2008)
 Best Paper Award, ABEAI Conference, Maui (2007)
 Order of Omega: Colorado College Outstanding Professor of the Year (2007)
 Best Paper Award, ABEAI Conference, Kona (2006)
 Chapman Fellowship (2003, 2004, 2005, 2006, 2007)
 Order of Omega: Georgia Tech Faculty Member of the Year (2000)
 Haynes Dissertation Grant (1998-1999)
 Bradley Fellowship (1996-1997, 1997-1998)
 Rauch Family Fellowship (1995-1996)
 Omicron Delta Epsilon; Phi Alpha Theta (International Honor Society in History)
 Golden Key National Honor Society

Aaron D. Wood

Assistant Professor, Economics

Education:

University of Wyoming, Ph.D., 2014
 Bradley University, B.S./B.M., 2008

Courses Taught:

Game Theory
 Intermediate Microeconomics
 Principles of Microeconomics

Career Specialties:

Aaron Wood specializes in areas of microeconomics that include game theory, environmental and natural resource economics, energy economics, behavioral and experimental economics, computational economics, and industrial organization.

Professional and Community Activities:

Wood's research combines evolutionary game theory and agent-based modeling into a methodological toolkit to advance economics as an evolutionary science and to study a class of behavioral problems difficult to address with orthodox economics techniques. In particular, his

approach studies problems in which economic agents learn, experiment, act on emotion, and rely on heuristics to guide their choices within strategic settings that develop across time. His primary application for this toolkit is behavioral energy economics, with a focus on the evolution of global petroleum markets in the 1960s and 1970s. A paper from this research was published in the *Journal of Economic Behavior and Organization*, and it was co-authored with Charles F. Mason and David Finnoff. In current and future work, Wood is applying his approach to the evolution of natural gas markets and renewables in North America.

Additionally, Wood conducts research in the areas of behavioral economics, experimental economics, and applied microeconomics. He published a paper examining the impact of information on consumer behavior in the context of climate change with Jason F. Shogren and Onur Sapci in *Climatic Change*, and a paper on the teaching of artificially-scarce goods in introductory microeconomics courses in the *International*

Review of Economics Education. Currently, Wood is studying social issues that include gun violence and ridesharing with Kevin C. Berry; he is also working on projects that include the impact of population growth on optimal carbon taxes, and the relationship between educational attainment and labor productivity in professional athletics. He has presented his research at regional and national conferences, and he has experience as an energy economics consultant. Wood is also a jazz pianist, and he is active in the Episcopal Church.

Honors and Awards:

PIE (Promoting Intellectual Engagement in the First Year) Teaching Award Winner at Wyoming (2014)

PIE (Promoting Intellectual Engagement in the First Year) Teaching Award Winner at Wyoming (2013)

Anadarko Fellowship for Excellence in Energy Scholarship (2012-2013)



FINANCE DEPARTMENT



Marcus Allan Ingram Chair/Associate Professor, Finance

Education:

The CFA Institute, CFA, 1996
Georgia State University, Ph.D., 1991
Georgia State University, M.S., 1989
Kennesaw State University, BBA, 1987

Courses Taught:

Financial Management and Strategy Investments

Career Specialties:

Marcus Allan Ingram's published research papers and cases cover a range of topics including investment management, corporate finance, valuation and econometrics. He has been published in the *Journal of Financial Research*, *Journal of Managerial Finance*, the *Journal of Financial Education* and other national and regional journals and proceedings. His current research is focused on portfolio diversification, financial ethics and on developing educational case studies in finance.

Professional and Community Activities:

Ingram is formerly the president and chief investment officer of The Investment Doctors, Inc., a registered investment adviser to high-net-worth individuals and family businesses in Atlanta. He has served on the board of directors of the Atlanta chapter of the Financial Executives Institute and is a member of the CFA Institute, the Eastern Financial Association, the Financial Management Association, and is currently on the Board of Directors of CFA Tampa Bay.

Honors and Awards:

Outstanding Graduate Faculty Member, University of Tampa (2007, 2009)
Distinguished Case Research Award from the Institute for Finance Case Research (2004)
Distinguished Service Award, Clark Atlanta University (2000)
Faculty Member of the Year, Clark Atlanta University (1998-99)
Beta Gamma Sigma, Georgia State University chapter (1990)

THE UNIVERSITY
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SYKES COLLEGE OF BUSINESS

Lonnie L. Bryant

Associate Professor, Finance

Education:

University of South Florida, Ph.D., 2008
 The University of North Carolina at Chapel Hill / The Escuela Superior de Administracion y Direccion de Empresas (ESADE), MBA, 2002
 Florida Agricultural and Mechanical University / Florida State University College of Engineering, B.S., 1998

Courses Taught:

Corporate Finance and Valuation
 Financial Management and Strategy
 Advanced Financial Management Investments

Career Specialties:

Lonnie Bryant's research interests include; investments, mutual funds, corporate finance, financial markets and institutions, and real estate.

Professional and Community Activities:

Bryant has received numerous grants and awards, including: *Florida Trend Magazine* Top 10 MBA Professors, Harrah's Research Center Real Estate Grant, Carter Real Estate Center Research Grant and the Southeast Decision Science Institute Best Paper Award. In addition to teaching master's programs, Bryant maintains an active academic research agenda focusing on asset valuation. Over the past five years, Bryant has made more than 20 professional presentations to such groups as the Financial Management Association, the Southeast Decision Science Institute, the Eastern Finance Association, the Southeastern Finance Association and Florida Education Fund. Bryant has also published in the *Journal of Financial Intermediation*, *Global Finance Journal*, *Journal of Finance and Accountancy*, *Journal of Instructional Pedagogies* and *The Journal of International Finance Studies*.

Honors and Awards:

Graduate Professor of the Year, Sykes College of Business (2012, 2014)
 Researcher of the Year, Sykes College of Business (2012)
 The Harrah's Research Center Real Estate Grant (2009)
 The Ben Carter Real Estate Center Research Grant (2009)
 The Southeast Decision Science Institute Best Paper Award (2009)
 Financial Management Association (FMA) Conference Best Paper Award (2009)

Jeffrey Donaldson

Associate Professor, Finance

Education:

University of South Florida, Ph.D., 1998
 University of South Florida, M.A., 1993

Ohio State University, B.S., 1989

Courses Taught:

Advanced Investments
 Investments
 Advanced Corporate Finance
 Intermediate Corporate Finance
 Principals of Corporate Finance
 Personal Financial Planning

Career Specialties:

Jeffrey Donaldson specializes in investments, portfolio management and trust investments.

Professional and Community Activities:

Donaldson's recent work has been published in the *Financial Analysts Journal*, *Multinational Finance Journal* and the *Journal of Financial Research*. Donaldson is a member of the Financial Management Association, Southern Finance Association and Eastern Finance Association.

Honors and Awards:

Outstanding Paper Award, Financial Education Association Conference (2010)
 Excellence in Teaching Award UT (2010)
 Graduate Faculty Member of the Year Award for Excellence in Teaching UT (2007)
 Outstanding Scholarship (2000-2001)
 University of Tampa Research Fellowship (1999)
 Outstanding Doctoral Student Paper (1996)
 Financial Management Association Doctoral Consortium (Top 50 Doctoral Dissertations) (1996)

Cheri Etling-Paulsen

Associate Professor, Finance

Associate Dean, Teaching and Learning

Education:

University of Missouri - Columbia, Ph.D., 1995
 University of Missouri - Columbia, B.S., 1988

Courses Taught:

Financial Management
 Intermediate Financial Management
 Financial Policies and Strategies
 Risk Management with Derivatives
 Introduction to Global Business

Career Specialties:

Cheri Etling-Paulsen's areas of expertise include derivative securities, corporate finance, new venture financing, investments and insurance.

Professional and Community Activities:

Etling-Paulsen is a member of the Financial Management Association, Southern Finance Association and Eastern Finance Association. She has published articles in the *Journal of Futures Markets*, the *Journal of Financial Education*, and *Small Business Institute Journal*.

Honors and Awards:

Outstanding Service Award Honorable Mention, Sykes College of Business (2008)
 Outstanding Service Award, Sykes College of Business (2007)
 Business Scholarship Award, Sykes College of Business (2000-2001)
 W. Frank Barton School of Business Instructor of the Year Award (1996)
 Beta Gamma Sigma

Donald C. Flagg**Associate Professor, Finance****Education:**

University of South Florida, Ph.D., 2007
 University of Central Florida, MBA, 1999
 University of Central Florida, B.A., 1998

Courses Taught:

Financial Institutions and Markets
 Applied Investments (Student Managed Investment Fund)
 Financial Modeling
 Derivatives
 Financial Management

Career Specialties:

Donald Flagg specializes in options, equity markets, venture capital, security offerings and the underpricing of initial public offerings (IPOs).

Professional and Community Activities:

Flagg has publications in journals including *Financial Management*, *Journal of Financial Education*, *Journal of Financial and Economic Practice*, *Managerial Finance* and the *Journal of Financial Case Research*. Flagg is a member of the Financial Management Association, Eastern Finance Association and Financial Education Association.

Sarah M. Fulmer**Assistant Professor, Finance****Education:**

Florida State University, Ph.D., 2014
 The University of Florida, LLM, 2009
 Florida State University, J.D., MBA, 2008
 The University of Florida, BSBA, 2005

Courses Taught:

Financial Management
 Foundations in Finance

Career Specialties:

Corporate Finance

Professional and Community Activities:

Sarah Fulmer's research focuses on the intersection of law and finance. She examines how financial regulations impact business decision making.

F. Frank Ghannadian**Dean, College of Business****Director, TECO Energy Center for Leadership****Professor, Finance****Education:**

Harvard University (Management and Leadership in Education Certificate), 2010
 Georgia State University, Ph.D., 1987
 Queens College, MBA, 1981
 University of Tennessee, BSBA, 1980

Courses Taught:

International Finance
 Investments and Portfolio Management
 Corporate Finance
 Money and Banking
 MBA Capstone
 Financial Institutions

Career Specialties:

Frank Ghannadian specializes in international business and finance, financial institutions and investing.

Professional and Community Activities:

Ghannadian joined the UT community in July 2007 as dean of the Sykes College of Business. During his tenure he has achieved two reaffirmations; one in 2008 and one in 2013 for AACSB, ABET Accreditation for the MIS Program in 2011 and 2016. At the Sykes College of Business he led the creation of the Professional MBA program, M.S. in Global Business, M.S. in Entrepreneurship Program, and the new undergraduate major in Cybersecurity.

Ghannadian is also the director of the TECO Energy Center for Leadership, and under his guidance has created numerous leadership training seminars and leadership projects with the business community. During his tenure as dean, Ghannadian initiated the development of the Sykes Hall of Fame Business Speaker Series with many award winning speakers presenting as keynote speakers for the event. Ghannadian also initiated the Global Access Partnership (GAP) program, which takes local

business leaders to a variety of locations around the globe as a conduit of Tampa Bay business leaders' connection to the global community.

Ghannadian previously served as interim dean, associate dean, chief operating officer and professor of finance at the Stetson School of Business and Economics at Mercer University. While at Mercer, Ghannadian founded and developed the executive MBA program and initiated two new Master of Science programs. During his tenure at Mercer, he developed various offsite MBA programs for Bellsouth and Dekalb Medical, an MBA program in Savannah, Georgia and initiated the School of Business speaker series. Ghannadian has consulted with major Fortune 500 companies.

He has served on numerous editorial boards for major business journals and his publications have appeared in more than 50 outlets, including the *International Journal of Social Economics*, *European Business Review* and *Journal of Economic Development*. Ghannadian is also the author of a book on Leadership, *Leaders and Ideas that Have Shaped the Modern Economic World, from Aristotle to Steve Jobs* (2014). Ghannadian previously served on the Board of Directors of Southern Business Deans and was previously president of SBAA in 2017. He currently serves on the external Advisory Board of Moffitt Cancer Center and is a member of the International Trade Committee for the State of Florida and the Economic Development Council of Tampa Bay. He also serves on the *BizEd* magazine Advisory Board, and is a member of Omicron Delta Epsilon, Phi Kappa Phi and the International Business Honor Society. Ghannadian has also served on the AACSB Initial Accreditation Committee (IAC) 2013-16. He has chaired and served as a member of the AACSB peer review team for over a dozen business schools for AACSB accreditation. Ghannadian mentors several schools internationally and has co-taught several accreditation seminars.

Honors and Awards:

- Leadership Tampa Graduate (2009)
- Best Paper Award, Association for Global Business and Economics (2003)
- SSBE Outstanding Research Award (1997, 1998)

Sridhar Gogineni

Assistant Professor, Finance

Education:

- The University of Oklahoma, Ph.D., 2011
- Ohio University, M.A., 2005
- Birla Institute of Technology and Science, Pilani, M.A., 2002

Courses Taught:

- Corporate Finance
- Advanced Corporate Finance

- Empirical Finance
- Financial Markets and Institutions
- Corporate Finance and Governance

Career Specialties:

Sridhar Gogineni's research interests center on corporate governance and corporate control in general and on private firms, private equity and the role of contractual provisions in merger agreements in particular.

Professional and Community Activities:

Gogineni has published in *Financial Management*, *Journal of Financial Research* and *Financial Review*. His research has been presented at more than 30 national and international venues to-date. Prior to joining UT, Gogineni worked as an assistant professor of finance at the University of Wyoming, where he was a recipient of multiple research grants and awards, and has supervised the theses of several graduate students. Gogineni's service to the profession includes being an *ad-hoc* reviewer for peer-reviewed journals and actively participating in finance conferences as a selection committee member and discussant. Gogineni is a member of the American Finance Association, Financial Management Association and the Eastern Finance Association.

Honors and Awards:

- Energy GA Fellowship Program, Office of Academic Affairs, University of Wyoming (2015, 2016)
- Graduate Student Enhancement Grant, University of Wyoming (2014)
- Sustainable Business Practices Grant by College of Business, University of Wyoming (Co PI)
- Crocker Young Research Scholar Award, Department of Economics and Finance, University of Wyoming (2012, 2014)

Soohyung Kim

Assistant Professor, Finance

Education:

- University of Kentucky, Ph.D., 2015
- Michigan State University, MBA, 2008
- Indiana University-Bloomington, BSB, 2005

Courses Taught:

- Financial Management
- Financial Management and Strategy

Kevin Lee

Assistant Professor, Finance

Education:

- University of Arkansas, Ph.D., 2012
- University of Hawaii, MBA, 2005

University of Hawaii, B.A., 2003

Courses Taught:

Corporate Finance
 Finance Theory
 Financial Management
 Financial Statement Analysis
 International Business
 International Finance
 Investments
 Managerial Economics
 Personal Finance
 Risk Management
 Real Estate Finance
 Statistical Analysis

Career Specialties:

Kevin Lee's area of interest is in corporate finance, both domestic and international, and in banking.

Lee's research areas are as follows:

Corporate finance – Internal and External Mechanisms of Governance
 International finance – M and A's, Cultural Determinants,
 Institutional Change
 Banking – Opacity and Capital Structure

Honors and Awards:

R.E.C.K.E.D. Award for Excellence, Creativity, Application of Knowledge,
 and Engagement in Diversity (2016)
 Graduate Student Excellence in Teaching Award (2010)
 Richard and Tamara Greene Doctoral Fellowship (2006-2011)

Speros L. Margetis

Professor, Finance

Education:

University of South Florida, Ph.D., 2004
 University of South Florida, MBA, 1997
 University of Florida, B.S., 1993

Courses Taught:

International Finance
 Venture Capital and Alternative Investments
 Applied Finance and Accounting using ERP Systems
 Applied Finance using ERP Systems
 Learning, Innovation, and Entrepreneurship
 Financial Markets, Institutions, and Money
 Financial Strategy for Technology Intensive Companies
 Money and Capital Markets
 Principles of Finance

Career Specialties:

Speros Margetis, Ph.D., SAP Certified Business Associate, is a professor of finance at UT. His research interests include private equity, international corporate finance, ERP systems, instructional design, and experiential education. He has published in a variety of journals including the *Journal of Private Equity*, *Journal of Financial Education*, *Journal of Instructional Techniques in Finance*, *Multinational Financial Management Journal*, *Journal of Finance Case Research*, *Review of Management Innovation and Creativity*, and *Managerial Finance*.

Margetis is a two-time winner of the John H. Sykes Teaching Excellence Award and teaches a variety of courses including New Venture Capital and Alternative Investments, International Finance, Applied Finance and Accounting using ERP Systems, and Applied Corporate Finance. Margetis combines his knowledge of finance with technical expertise in SAP ERP to provide students and businesses the ability to use real time information to maximize the value of the enterprise. His current research focus is on the private equity industry and experiential education.

Margetis has also completed several programs at the Massachusetts Institute of Technology including the Entrepreneurship Development Program, Fundamentals of Finance for the Technical Executive, and Developing and Managing a Successful Technology and Product Strategy. Margetis is actively involved in UT's entrepreneurship program, helping students evaluate business models and strategic choices impact on new venture sustainability. Margetis has developed a strong relationship with the private equity community in Tampa which has led to internships and employment opportunities for UT students.

Professional and Community Activities:

Margetis is a member of the United States Association for Small Business and Entrepreneurship, America's SAP Users Group (ASUG), The Academy of Economics and Finance, and the National Society for Experiential Education. Margetis also serves on the board for The Link Foundation.

Scott A. Miller

Associate Professor, Finance

Education:

University of Arkansas, Ph.D., 2009
 Drake University, MBA, 2005
 Missouri Southern State University, BSBA, 2003

Courses Taught:

International Finance
 Financial Management
 Investments

Career Specialties:

Miller's research interests include financial markets and institutions, corporate finance, behavioral finance and investments.

Professional and Community Activities:

Miller has presented his research at the San Francisco Federal Reserve, as well as the Financial Management Association and Midwest Finance Association conferences. His research has been published in journals such as the *Journal of International Money and Finance*, *Journal of Financial Stability*, *Journal of Economics and Finance* and *Journal of Economics and Business*.

Miller has also been actively involved in the south central Los Angeles community. He currently serves on the board of directors for the Al Wooten Jr. Heritage Center where he has worked with youth and developed a microfinance program for young adult entrepreneurs. He has spoken to several inner city schools and directs the Shawn Patterson Memorial Basketball Camp every summer.

Honors and Awards:

- John and Francis Duggan Professor of Finance (2016)
- Respass Research Fellowship (2013-2015)
- Seaver Fellowship in Finance (2013)
- Howard A. White Award for Teaching Excellence (2012)
- Equipment Leasing and Finance Foundation External Research Grant (2011-2012)
- FMA Semifinalist Best Paper Award (2010)
- Walton College of Business Excellence in Teaching Award (2008)

Jill Misuraca

Lecturer I, Finance

Education:

Rensselaer Polytechnic Institute, M.S., 2000
Bentley College, B.S., 1998

Courses Taught:

Introduction to Global Business
Financial Management

Career Specialties:

Jill Misuraca's career specialty has been primarily accounting (auditing and working capital) and finance (forecasting and budgeting) paired with the use of information systems in manufacturing environments.

Professional and Community Activities:

Misuraca spent 10 years in the aerospace industry prior to UT. Her industry background consists of three major manufacturing companies: General Electric, United Technologies: Pratt & Whitney, and Barnes Group. She had a variety of leadership roles in these manufacturing environments from managing audits to year-end closings to acquisition analysis.

Previous to UT, Misuraca had the role of instructor of finance at Central Connecticut State University. She has also taught at the community college level.

Honors and Awards:

GE Six Sigma Certified (2006)



INFORMATION TECHNOLOGY MANAGEMENT DEPARTMENT



Farouq Alhourani

Chair/Professor, Information and Technology Management

Education:

University of Wisconsin - Milwaukee, Ph.D., 2004
University of Wisconsin - Milwaukee, M.S., 2003
Jordan University of Science and Technology, M.S., 2000
University of Engineering and Technology, B.S., 1997

Courses Taught:

Introduction to Global Business
Operations Management
Information Systems and Operations Management
Strategic Operations and Information Management

Career Specialties:

Farouq Alhourani specializes in operations management, service operations management, supply chain management and total quality management. His research interests lie in group technology for cellular manufacturing, lean production, manufacturing systems, quality control and total quality management. Alhourani has published articles in the *International Journal of Production Research*, *Decision Sciences Journal*, and *Journal of Manufacturing Systems*. He also published articles for teaching innovation in service operations management and lean production in the *Journal of Information Systems and Operations Management Education*. Alhourani is also the author of a textbook in operations management.

Professional and Community Activities:

Alhourani serves as the SAP coordinator at UT. He is a SAP Certified Business Associate with SAP ERP 6.0. Alhourani is also certified to administer the HEC Montreal ERP Simulation Game using SAP enterprise software. He is a member of the Decision Sciences Institute (DSI); Manufacturing and Service Operations Management (MSOM) Society; and the Institute for Operations Research and the Management Sciences (INFORMS). He also serves as an ad hoc reviewer in the *Decision Sciences Journal*.

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Stephane Bucaille

Assistant Professor, Information and Technology Management

Education:

Johns Hopkins University, Ph.D., 2004
 Johns Hopkins University, MSE, 2002
 Ecole Nationale Supérieure des Ingénieurs Electriciens de Grenoble,
 2001
 CPGE (classes préparatoires aux Grandes Ecoles), 1997
 French Baccalaureat, 1994

Courses Taught:

Management Information Systems

Gerard DeLeoz

Assistant Professor, Business Information Technology

Education:

Baylor University, Ph.D., 2017
 Ateneo De Manila University Graduate School of Business, M.S., 2010
 Mapua Institute of Technology, B.S., 1997

Courses Taught:

Intro to Applied Statistics for Information Science and Technology Majors
 Intro to Information Systems: Organizations, Applications and Technology
 Business Data Analysis I

Career Specialties:

Gerard DeLeoz's over 15 years of IT professional experience stimulates his desire to teach students and perform research. DeLeoz is interested in teaching courses in the areas of business information technology, information technology management, project management, systems analysis and design, business statistics, object-oriented software programming, data communications and networks, computer organization and architecture.

Professional and Community Activities:

DeLeoz's primary research stream focuses on exploring team-related issues in information systems project management. He is also performing research in the areas of IS research methodology and large-scale impacts of IT such as e-commerce and social media.

Currently, DeLeoz has published in major IS conference proceedings and has papers under review and development in premier IS journals such as the *European Journal of Information Systems*. DeLeoz is an active member of the Project Management Institute (PMI), the Association of Information Systems (AIS) and the Organizational Communications and Information Systems (OCIS) Division at the Academy of Management (AOM).

Honors and Awards:

Research Grant Award: Graduate Research and Creative Activity (GRACA), University of Nebraska at Omaha (2014)
 Research Grant Award: University Committee on Research and Creative Activity (UCRCA), University of Nebraska at Omaha (2014)
 People's Choice Award –BigBang! Business Plan Competition, University of California, Davis (2010)

Bernie Farkas

Assistant Professor, Information and Technology Management

Education:

Virginia Commonwealth University, Ph.D., 2017
 Polytechnic—now NYU Tandon School of Engineering, M.S., 2002
 Dominican College of Blauvelt, B.S., 1985

Courses Taught:

Business Information Systems
 Computers and Information Processing
 Data Communications
 eBusiness
 Human Factors in Technology
 Intermediate Programming
 Mind and Machine
 Quality Management and Productivity
 Technical Infrastructure
 Transformational Leadership

Career Specialties:

Bernie Farkas prefers to use mixed research methods with an inclination towards interpretivist research. His research focuses on IS processes and ontology, and he is presently investigating the use of systems theory with IT and IS governance.

Professional and Community Activities:

Publications: "A Conceptual Model: Impact of Usage of Social Media Tools to Enhance Project Management Success" *The European Journal of Management Studies*, 2015; Adapting Agile Development Methods: Hybridizing Iterations and Agility, in progress

Dissertation: A Systems View of IS Governance and IT Governance: A Case Study of the Virginia Department of Transportation, 2017

Conferences: A Framework to Select a Software Development Methodology and Practices, 13th Annual Symposium on Research in Systems Analysis & Design, St. Louis, Missouri, 2014
 Information Security and Organizational Innovation: exploring the power stasis, The Annual Security Conference, Las Vegas, Nevada, 2012

Some Information Systems Research Trends over the Past Decade, 15th Southern Association for Information Systems Conference, Atlanta, Georgia, 2012

Community: President, Project Management Institute Central Virginia Chapter, 2016-2017; Board Member, Association for Southern Information Systems, 2012-2014; Board Member, Project Management Institute Central Virginia Chapter, 2011-2015; Member, Association for Information and Image Management; Member, Association for Information Systems; Member, Association for Information Systems, Special Interest Group in Systems Analysis and Design; Member, Association for Information Systems, Special Interest Group in Project Management; Member, Golden Key International Honor Society; Member, Project Management Institute; Member, Southern Association for Information Systems; Member, The Honor Society of Phi Kappa Phi

Honors and Awards:

Top Performer Award, PMI Region 5 (2013)
 Project Management Professional, Project Management Institute (2004)
 Dow Jones Wall Street Journal Student Achievement Award, Polytechnic (2002)
 The Chairman’s Award, Rockland District, Hudson Valley Council, Boy Scouts of America (2000)
 District Award of Merit, Rockland District, Hudson Valley Council, Boy Scouts of America (1998)
 Eagle Scout, Boy Scouts of America (1971)

Joni J. Ghannadian

Lecturer I, Information and Technology Management

Education:

Mercer University, M.S., 2002
 University of Tennessee, B.S., 1980

Courses Taught:

Statistics
 Calculus
 Trigonometry
 Algebra

Career Specialties:

Joni Ghannadian has instructed upper level mathematics courses and has worked with statistical analyses.

Professional and Community Activities:

Ghannadian has been a participant in the Society of International Business Fellows (SIBF), the American Nuclear Society (ANS), Mu Alpha Theta, Multicultural Club and Relay for Life for the American Cancer Society.

Honors and Awards:

Ghannadian has received various recognitions for working with students in groups as well as on an individual basis.

Deanna M. House

**Assistant Professor, Cybersecurity
 Associate Director, Center for Ethics**

Education:

University of Texas at Arlington, Ph.D., 2013
 University of Nebraska at Omaha, M.S., 2006
 Bellevue University, B.S., 2002
 Iowa Western Community College, A.A., 1999

Courses Taught:

Systems Analysis and Design
 BI and Information Management
 Network and Cloud Infrastructure
 Information Security Principles

Career Specialties:

Deanna House specializes in security, social engineering, and systems analysis and design. She explores behavioral aspects related to phishing and social engineering and the mechanisms that help prevent such attacks.

Vikas Jain

Associate Professor, Information and Technology Management

Education:

George Washington University, Ph.D., 2008
 Indian Institute of Technology, Delhi, M.S., 1995
 Netaji Subhas Institute of Technology, B.E., 1990

Courses Taught:

Systems Analysis, Design, and Project Management
 Statistics for Decision Makers
 Managerial Statistics
 Enterprise Systems
 Information Systems
 Enterprise Architecture and Systems Design

Career Specialties:

Teaching interests include:
 Business value of information systems - Managing systems for operational effectiveness, IS strategy and business strategy alignment, IS value issues in organizations

Systems Analysis and Design - Structured and object-oriented analysis, prototyping, software reuse, testing, life-cycle costs, software development environments, and organizational and behavioral aspects of development projects

Database Design - Database concepts and terminology, identification of database requirements, modeling database requirements, implementing relational database

Ali Jenzarli

Professor, Information and Technology Management

Education:

University of Kansas, Ph.D., 1995

University of Louisiana-Lafayette, B.S., 1985

Courses Taught:

Modeling and Analysis for Executive Decision Making

Effective Project Management

Statistics for Decisions Makers

Advanced Business Forecasting

Decision Modeling and Analysis

Career Specialties:

Ali Jenzarli specializes in data-driven analysis and probabilistic modeling for project management, quality diagnosis, and managerial and economic decision making.

Professional and Community Activities:

Jenzarli has conducted more than 45 local, national and international consulting projects in the areas of operational efficiency, software and business valuations, data analysis, forecasting, quality and process improvement, and program accreditation. These projects spanned a variety of industries including software development, retail and financial services, technology start-ups, manufacturing, property insurance and higher education.

Jenzarli has more than 100 intellectual contributions in various areas of basic and applied research. These include published manuscripts in peer-reviewed journals, peer-reviewed presentations, new course and workshop developments and seven grants. Topics include project, operations, quality and risk management, business intelligence, forecasting, uncertain reasoning, artificial intelligence, evidence-based architectural design in health-care and clinical data analysis.

Jenzarli served as chair of the Information and Technology Management department for 6 years. Jenzarli has received 20 honors and awards for outstanding teaching, service and academic achievements. He is a member of six professional societies and institutes. He has held more than 10 leadership and volunteer positions in industry, university and community.

Hwee-Joo Kam

Assistant Professor, Cybersecurity

Education:

Dakota State University, DSc., 2012

University of Nebraska-Lincoln, M.A., 2001

University of Nebraska, B.S., 1999

Courses Taught:

Introduction to Principle of Information Security

Introduction to Information Security Awareness

Secure Coding

Command Line Security

Penetration Testing

Visual Analysis and Social Network Analysis

Database Security

Secure Communication Strategies

Competitive Intelligence and Theories (Cyberterrorism, US-Sino Cyber Competition)

Career Specialties:

Hwee-Joo Kam's areas of interest include secure coding, database security and management, and secure command lines. Her areas of research include organizational security, cultural effects on security and motivational issues related to security practices.

Professional and Community Activities:

Kam has published in various journals and refereed conference proceedings. These include *Computers & Education*, *Journal of Information Privacy & Security*, *Journal of Information Systems Education*, and 2013 International Conference of Information Systems (ICIS). In summer 2015, Kam earned a scholarship to participate in a one-week workshop of Women Institute in Summer Enrichment (WISE) in the cybersecurity discipline at the University of California, Berkeley. In the same year, Kam was awarded another scholarship to attend a three-day for SEED Cybersecurity Workshop at Syracuse University.

Honors and Awards:

A full paper presented at the European Conference of Information Systems (ECIS) was nominated for the best paper award: Kam, H. J., & Katerattanakul, P. (2015). A Tale of Two Cities: Policy Compliance of the Banks in the United States and South Korea. 2015 European Conference on Information Systems (ECIS), Munster, Germany.

Earned professional certification on mobile security

Global Information Assurance Certification (GIAC) - Mobile Device Security Analyst (GMOB)

Obtained: 2014-02-06

J.B. (Joo Baek) Kim

Assistant Professor, Information and Technology Management

Education:

Louisiana State University, Ph.D., 2015
 University of Arkansas, MIS, 2008
 Pennsylvania State University, Master of Manufacturing Management,
 2007
 Seoul National University, MBA, 2005
 Seoul National University, BBA, 2003

Courses Taught:

Business Analytics
 Business Statistics and Analytics

Kenneth J. Knapp

Professor, Information and Technology Management
Director, Cybersecurity Programs

Education:

Auburn University, Ph.D., 2005
 Auburn University, MBA, 1993
 DeSales University, B.S., 1988

Courses Taught:

Ethical Hacking
 Managerial Statistics
 Management Information Systems
 Information Security Principles
 Network and Cloud Infrastructures

Career Specialties:

Kenneth Knapp's specialties include information systems management, cybersecurity, IT governance and strategy, data and network communications, systems analysis and development and design.

Knapp is a Certified Information Systems Security Professional (CISSP) and Certified Ethical Hacker (CEH).

Professional and Community Activities:

Knapp's research focuses on information and cybersecurity effectiveness in organizations. He has published in outlets such as *Computers & Security*, *Government Information Quarterly*, *Information Systems Management*, *Information Systems Security*, *Information Management & Computer Security*, *International Journal of Information Security and Privacy*, *Journal of Digital Forensics, Security, and Law*, and *Communications of the Association for Information Systems*. He served as the editor of a peer-review chapter book titled *Cyber Security and*

Global Information Assurance: Threat Analysis and Response Solutions.

His research has been covered in media outlets such as *Computerworld*, *Network World*, *CIO* and *CSO* magazines and in (ISC)² press releases. He is a member of the Information Systems Security Association (ISSA), the Armed Forces Communications and Electronics Association (AFCEA) and the Tampa Bay Technology Leadership Association (TBTLA).

Honors and Awards:

UT-ACM Professor of the Year (2010-2011)
 #1 Downloaded Article, *Computers & Security*, Academic Year (2009 - 2010)
 U.S. Air Force Academy Outstanding Academy Educator Award (2008)
 General Robert F. McDermott Award for faculty research excellence in the Humanities and Social Sciences, U.S. Air Force Academy (2007)
 Emerald Citation of Excellence for Cyber Warfare Threatens Corporations: Expansion into Commercial Environments, Top Paper Award (2007)

Shaista Nisar

Assistant Professor, Information and Technology Management

Education:

Leeds Metropolitan University, Ph.D., 2012
 Leeds Metropolitan University, MIB, 2005
 BI Norwegian Business School, B.S., 2004

Courses Taught:

Managerial Statistics
 Business Statistics and Analytics
 Statistics for Decision Makers

Career Specialties:

Shaista Nisar specializes in quantitative analysis, foreign investments, motivation and performance of international joint ventures, cross border mergers and acquisitions and foreign wholly owned subsidiaries, small and medium sized enterprises and global business.

Professional and Community Activities:

Nisar is passionate about international business and her research work focuses on motives and performance for various foreign market entry modes into specific industrial sectors. Nisar has presented her research at numerous international conferences including Academy of International Business Conference, British Academy of Management Conference and has published in internationally peer-reviewed journals. Nisar is a member of the Academy of International Business.

Honors and Awards:

Excellent teaching award - Yorkshire College, U.K.

Raymond Papp

Professor, Information and Technology Management

Education:

Stevens Institute of Technology, Ph.D., 1995
Connecticut State University, M.S., 1990
Connecticut State University, B.S., 1988

Courses Taught:

Business Statistics and Analytics
Information Systems
Advanced Application Development
Managing the IT Organization

Career Specialties:

Raymond Papp specializes in the strategic use of information technology. His book, *Strategic Information Technology: Opportunities for Competitive Advantage*, investigates the alignment between business and IT strategy and infrastructure, and the use of information systems for competitive advantage. He has published over two dozen journal articles and presented at numerous regional and national academic conferences in his field.

He conducts pedagogical research on hybrid learning, social media usage trends, the use of IT in the classroom, and using ERP simulations in teaching information systems. He is currently working on a textbook focusing on business analytics and statistics.

Professional and Community Activities:

Papp is senior editor of the *Journal of Instructional Pedagogies* and associate editor of the *International Journal of Enterprise Information Systems* (IJEIS). He also serves as a reviewer for numerous academic and professional conferences, and Program Evaluator (PEV) for the Computing Accreditation Commission (CAC) of ABET.

Honors and Awards:

Researcher of the Year, Sykes College of Business (2008)
Outstanding Student Involvement, Sykes College of Business (2007)

Miloslava Plachkinova

Assistant Professor, Cybersecurity

Education:

Claremont Graduate University, Ph.D., 2015
University of Nevada, Las Vegas, M.S., 2013
Sofia University, M.S., 2009
Sofia University, B.A., 2008

Courses Taught:

Information Security Principles

Network and Cloud Infrastructure

Managerial Statistics

Career Specialties:

Miloslava Plachkinova is interested in cybersecurity, and more specifically how human behavior leads to security breaches. Also, she focuses on healthcare and the Internet of Things (IoT) issues from a security perspective. She often takes a design science approach when building and evaluating artifacts to solve real world problems.

Plachkinova also holds a number of professional certifications such as Certified Information Security Manager (CISM), Project Management Professional (PMP), and ISO 27001 Internal Auditor.

Professional and Community Activities:

Plachkinova is the faculty advisor for the UT Cybersecurity and Tech Clubs. She mentors students who participate in various competitions such as the Emory Global Health Case Competition, the National Diversity Case Competition organized by Indiana University, and the Student Research Day organized by the Sykes College of Business. Plachkinova also works with PEACE, the UT volunteer center, to help students get a better understanding of various social issues and become better citizens.

Some of her recent publications include: Emerging Trends in Smart Home Security, Privacy, and Digital Forensics (AMCIS 2016), Health Records on the Cloud – A Security Framework (HIMS 2015), Improving Information Security Training: An Intercultural Perspective (PACIS 2015), Password-Less Web Authentication Via Emailed One-Time Security Tokens – A Security Solution for Reducing Risk Due to Password Data Breach (ICIS 2014), A Taxonomy of mHealth Apps – Security and Privacy Concerns (HICSS 2015) and EHR Adoption in Healthcare Practices: Lessons from Two Case Studies (AMCIS 2014), among others.

Plachkinova is a reviewer for major conferences and journals in information systems, such as: ICIS, ECIS, AMCIS, PACIS, HICSS, IEEE and DESRIST. She is a mini-track chair for AMCIS and HICSS on topics such as security and privacy for healthcare and the Internet of Things (IoT).

Honors and Awards:

Association for Information Systems – SIG –Health Annual Best
Published Paper Award – Meritorious Mention in the Junior Category
Faculty Collaboration Grant, University of Tampa
Delo Grant, University of Tampa
Dana Grant, University of Tampa
Claremont Graduate University Presidential Award (2015)
Emory Global Healthcare Case Competition Participant (2015)
Claremont Graduate University Travel Award (2014-2015)
Getty Leadership Institute Fellowship (2013-2014)
University of Nevada, Las Vegas Student of the Year (2013)

Yanyan Shang

Assistant Professor, Information and Technology Management

Education:

Dakota State University, DSc., 2017
 Dakota State University, MSc., 2013
 University of Shanghai, MSM, 2010
 University of Shanghai, BBA, 2006

Courses Taught:

Systems Analysis and Design
 Database Management

Career Specialties:

Yanyan Shang's research interests broadly lie in management strategies, social media, and data modeling and analysis. She holds a business analytics graduate certificate.

Professional and Community Activities:

There are two main streams of Shang's research interests. One area is mathematical modeling and analysis for business decision making process and management strategies. The other area is data analytics in social media, especially in the health virtual community.

Shang has published peer-reviewed article in the journal IEEE Transactions on Engineering Management, and had several peer-reviewed conference publications and presentations, including ICIS, AMCIS, HICSS, INFROMS and MAM conferences.

She serves as a peer reviewer for the Journal: *Information Systems Frontiers* (ISF), and IS conferences such as AMCIS, ICIS, HICSS, DSI and MAM. She served on the University Research Committee at DSU, and served as a volunteer mentor of Madison Middle and High school teams in the BEST Robotics Game.

Honors and Awards:

Graduate Student Teaching Assistant Award at DSU (2015-2017)
 PI of Student Research Initiative (SRI) Award at DSU (2014-2017)
 Graduate with honors of Shanghai municipal government (2010)

Britt M. Shirley

Professor, Information and Technology Management

Education:

University of Alabama, Ph.D., 1988
 University of Alabama, M.A., 1982
 University of Alabama, B.S., 1981

Courses Taught:

Operations Management
 Quantitative Methods

Introduction to Global Business
 Study Abroad Courses

Career Specialties:

Britt Shirley specializes in operations management, quantitative methods and international business.

Professional and Community Activities:

Member of the Society for Case Research.

Honors and Awards:

Outstanding Service Award, Sykes College of Business in (2010)
 Louise Loy Hunter Award for Outstanding Faculty Member, Sykes College of Business in (2010)
 Advisor of the Year, The University of Tampa (2001)
 Outstanding Teaching Award, Sykes College of Business (1995)

Tim Smith

Assistant Professor, Information and Technology Management

Education:

Carleton University, Ph.D., 2017
 University of New Brunswick, B.A., 2011
 University of New Brunswick, DUT, 2010
 Athabasca University, MBA, 2009
 Athabasca University, GDBA, 2007

Courses Taught:

Introduction to Information Systems
 Fundamentals of Programming
 Advanced Business Programming
 Database Systems
 Systems Analysis and Design
 Simulation Methods in Business

Career Specialties:

Tim Smith has 20 years of industry experience, including roles as president of a software development company, product manager for network service products, market planner for internet services and ICT consultant.

He is currently conducting research into technology adoption and usage within organizations with a specific focus on health information technology deployment. Research interests also include experiential learning in information systems education and impacts on learning outcomes.

Professional and Community Activities:

2014-current: Board of Directors – AIS SIG-Health (A special interest group of the association of information systems focused on the advancement of Health Information Systems research development)

1995-1997 (2 terms): Board of Directors – New Brunswick Information Technology Alliance (An association representing the provincial information technology sector, focused on regional economic development and employment growth through IT business development)

Riordan, R., Hine, M., Smith, T. (2017, November). An Integrated Learning Approach to Teaching an Undergraduate Information Systems Course. *Journal of Information Systems Education*

Smith, T., Grant, G., & Ramirez, A. (2014, January). Investigating the influence of psychological ownership and resistance on usage intention among physicians. In *System Sciences (HICSS)*, 2014 47th Hawaii International Conference (pp. 2808-2817). IEEE

Honors and Awards:

MITACS Accelerate research grant (2015-2016)

Outstanding TA Award (2012)

Second place award - AAE Student Prize for Economic Policy (submission title: Framing the debate: ICT investment for regional productivity growth) (2009)

Departmental scholarship, Sprott School of Business
University scholarship, Carleton University

Natasha F. Veltri

**Associate Professor, Information and Technology Management
Associate Dean, Sykes College of Business**

Education:

University of Central Florida, Ph.D., 2005

University of Central Florida, MBA, 2000

Udmurt State University, B.A., 1998

Udmurt State University, B.S., 1998

Courses Taught:

Management Information Systems Data

Information Management Statistics for Decision Makers

Career Specialties:

Natasha Veltri's research interests include digitally-enabled social media, digitally-enabled collaboration, Information Technology (IT) sourcing and governance, human-computer interaction and gender issues in science, technology, engineering and math. Veltri has presented at multiple national and international conferences and her research has appeared in *California Management Review*, *Communications of the Association for Information Systems*, *Business & Information Systems Engineering*, *International Journal of Human-Computer Interaction*, *DATABASE for Advances in Information Systems*, *International Journal of Knowledge Management* and *Journal of Information Systems and Education*.

Professional and Community Activities:

Veltri is passionate about IT education and outreach and is a founding board member and Programs Director of GETSMART, which promotes interest in IT among middle- and high-school students in the Tampa Bay area. She also works with the National Center for Women and Information Technology (NCWIT) to increase the number of female students in UT's technology-related classes. Veltri is on the Board of Directors for the Tampa Bay Technology Leadership Association and is a member of Association for Information Systems (AIS) and Association for Computing Machinery (ACM).

Honors and Awards:

College of Business Award for Outstanding Student Involvement (2012)

Phi Kappa Phi National Honor Society



MANAGEMENT AND ENTREPRENEURSHIP DEPARTMENT



Susan Steiner

Chair/Associate Professor, Management

Education:

University of Pennsylvania (The Wharton School), Ph.D., 1984

University of Pennsylvania (The Wharton School), MBA, 1982

Yale University, B.A., 1977

Yale University, M.A., 1977

Courses Taught:

Strategic Management

Global Organizational Strategies

Principles of Management

Career Specialties:

Susan Steiner specializes in strategic management, social entrepreneurship and leadership development.

Professional and Community Activities:

Steiner offers executive coaching and strategic planning guidance for community groups (e.g., economic development councils), nonprofits and business organizations. She serves on the Women of Influence Committee of the Greater Tampa Chamber of Commerce. She also is a member of Leadership Tampa Bay and Leadership Pasco.

Honors and Awards:

AICPA Elijah Watt Sells Gold Medal Award

Phi Beta Kappa

Summa Cum Laude

Departmental Honors

Wharton Doctoral Fellowship

THE UNIVERSITY
OF TAMPA

SYKES COLLEGE OF BUSINESS

Arlene Acord

Assistant Professor, Business Law

Education:

Golden Gate University, J.D., 2000

University of California, Berkeley, B.A., 1994

Courses Taught:

Business Law and Social Responsibility

The Art and Science of Negotiation

Negotiations - Executive MBA program

Honors and Awards:

Recipient Full-Tuition Merit Scholarship, Golden Gate University, School of Law

Recipient, Certificate of Achievement for Outstanding Written and Oral Advocacy in Appellate Advocacy

Recipient, BARBRI prize for highest reported Florida Bar Exam score on multi-state portion of the exam

Outstanding Florida Bar Inductee, invited by the late Judge Patterson to speak on behalf of all incoming inductees as the guest speaker at the Second District Court of Appeal's swearing-in ceremony for newly-admitted lawyers

Member, Law Review and the Moot Court Board

Student-Elected Class Representative, Student Bar Association for Golden Gate University School of Law

Recipient, American Jurisprudence awards in Administrative Law, Business Associations, Criminal Procedure, Professional Responsibility, and Securities Regulations

Recipient, CALI Awards in Administrative Law, Constitutional Law, and Professional Responsibility

Professional Associations:

Florida Bar Association, Member No. 0358540

Florida's Constitutional Judiciary Committee, Appointed by the President of the Florida Bar

Tampa Bay Inns of Court Member

The University of Tampa, Faculty Senate Member

Maryana Arvan

Visiting Instructor, Management

Education:

University of South Florida, Ph.D., expected Dec. 2018

University of South Florida, M.A., 2015

University of Arizona, B.A., 2009

Courses Taught:

Principles of Management

Robert L. Bassford

Instructor, Management

Education:

Wichita State University, MBA, 1996

Wichita State University, B.A., 1991

Courses Taught:

Global Business

International Business

Strategic Management

Career Specialties:

Strategic Planning – Identify corporate and department direction and goals

Needs Assessment – Corporate-wide needs assessments to target initiatives

Design and Development – Build programs that span all corporate functions

Execution - Pilot team to launch new corporate training and development initiatives

Evaluation – Monitor programs to ensure continued effectiveness

Process Improvement Executive Development and Coaching

Marca Bear

Associate Professor, Management

Associate Professor, International Business

Associate Dean, International Programs

Education:

Ohio State University, Ph.D., 1992

Ohio State University, MABA, 1991

Ohio State University, BSBA, 1989

Courses Taught:

International Business

Corporate Responsibility and Business Ethics

Corporate Strategy

Career Specialties:

Marca Marie Bear specializes in international business, strategy and policy, corporate responsibility and business ethics and comprehensive international education.

Professional and Community Activities:

Bear is currently the Associate Dean of International Programs and an Associate Professor of Management and International Business at The University of Tampa. She also served as the chair of the Department of Management and associate director of the Center for Ethics. In recognition of her contributions in these roles, she received the University of Tampa Outstanding Service Award for

the College of Business and is recognized in the Tampa community as the recipient of the *Tampa Bay Business Journal's* Woman of the Year in International Business.

In her role as associate dean for International Programs, Bear led UT's Quality Enhancement Plan, 'Building International Competence.' For these efforts, UT's QEP received commendation from SACS and was awarded the 2016 Senator Paul Simon Award for Comprehensive Internationalization by NAFSA: In both 2013 and 2014 UT was recognized as a top finalist for the award. She is also the founder and editor-in-chief of UT's *World View* magazine.

Bear is a member of the Society of International Business Fellows, U.S. Global Leadership Coalition, Association of International Education Administrators, Education Abroad Forum, NAFSA International Education Leadership Board and the National Society for Experiential Education. She also serves on the advisory board of the Tampa Bay Trade and Protocol Council and the Tampa Hillsborough Economic Development Corporation.

Funded Grants and Sponsored Programs:

- Bear, M. (2015). "The Ireland- IIE Generation Study Abroad Scholarship Program," The Institute of International Education. (Project Director)
- Bear, M. (2015). Sponsored Program. International Academic Partnership Program (IAPP), Cuba. The Institute of International Education. (Project Director)
- Taylor, M., M. Bear and M. Brennan. (2011). EducationUSA Professional Development Program, "Training Institute: Fundamentals of Advising International Students." U.S. Department of State; Consortium with USF and HCC
- Bear, M. (2008). "Building International Competencies." U.S. Department of Education-Office of Legislation and Congressional Affairs; Undergraduate International Studies and Foreign Language Program, Title VI A; (Project Director)
- Bear, M. (2007). "Building International Competencies." U.S. Department of Education-Office of Legislation and Congressional Affairs; Undergraduate International Studies and Foreign Language Program, Title VI A; (Project Director)

Honors and Awards:

- Winner, Sen. Paul Simon Award for Campus Internationalization, The University of Tampa; Association of International Educators (NAFSA) (2016)
- Member, Society of International Business Fellows, Class of 2015
- Member, Florida Committee of the U.S. Global Leadership Coalition's Veterans for Smart Power (VSP), U.S. Global Leadership Coalition, Washington, D.C. (2015)
- Awarded, Institute of International Education's Generation Study Abroad Award for work with the Tampa Bay Trade & Protocol Council, Washington, D.C. (2015)

- Selected to National Board of Senior International Officers, International Education Knowledge Community, (NAFSA)
- Awarded, Generation Study Abroad, The University of Tampa; Institute of International Education (IIE)
- Finalist, Sen. Paul Simon Award for Campus Internationalization, The University of Tampa; Association of International Educators (NAFSA) (2014).
- Finalist, Sen. Paul Simon Award for Campus Internationalization, The University of Tampa; Association of International Educators (NAFSA) (2013)
- Commendation for University of Tampa's Quality Enhancement Plan (QEP), 'Building International Competence,' Southern Association of Colleges and Schools (2006-2011)
- Awarded Certificate of Completion, Experiential Education Academy, National Society for Experiential Education (NSEE).
- Recipient, *Tampa Bay Business Journal's* Woman of the Year in International Business
- Recipient, UT's Outstanding Service Award for the College of Business Beta Gamma Sigma
- Provost Excellence in Teaching Award, RIT

Amy L. Brownlee
Associate Professor, Management

Education:

- University of Florida, Ph.D., 1999
- University of Florida, MBA, 1995
- University of Florida, B.S., 1990

Courses Taught:

- Principles of Management
- Strategic Management
- Introduction to Global Business
- Global Organizational Behavior
- Leading and Organizational Behavior
- Dynamic Leadership
- Introduction to Hospitality Management

Career Specialties:

Amy Brownlee focuses on organizational behavior and human resources. Her research interests include case writing, the impact of entitlement on a variety of outcomes and how human resources vary in smaller businesses.

Professional and Community Activities:

Brownlee has published articles in several peer-reviewed publications. Additionally, she has presented her research at multiple academic conferences. Brownlee previously owned and helped operate multiple locations of a limited-menu restaurant in Gainesville, FL. Through this

experience, she is able to blend her practical knowledge managing employees and formal education in management to bridge the gap between practice and theory in the classroom.

John A. Caslione

Lecturer I, Management and Entrepreneurship

Education:

Chicago-Kent College of Law, J.D., 1984
 State University of New York, MBA, 1978
 State University of New York, BS, 1975

Courses Taught:

Introduction to Global Business

Career Specialties:

John Caslione is a businessman and entrepreneur, global business strategy expert, investment banker, M&A advisor, C-Suite Executive Advisor/Mentor, Investor, professor and author having executed on-the-ground business strategies in over 100 countries on six continents. Caslione is senior advisor to business executives on global business strategy, global marketing/sales/distribution strategies, as well as negotiations strategy.

Caslione is founder, president and CEO of GCS Business Capital, LLC. Founded in 2005 and until 2014 having five offices worldwide (USA, Europe, Asia), GCS is a global business advisory firm that assists firms in cross-border mergers and acquisitions and equity joint ventures and strategic partnerships and alliances. In 1991, Caslione founded Andrew-Ward International, Inc. (AWI), an international management consultancy, assisting firms to develop global business strategies. AWI was merged into GCS (2005).

Caslione is also currently adjunct professor at Georgetown University's McDonough School of Business in Washington, DC (USA). Since joining Georgetown University's faculty in 2010, Caslione lectures on global business strategies and scenario planning in the Executive Master's in Leadership (EML) in its Masters of Science degree program.

Caslione has previously served as visiting, adjunct professor or guest lecturer at:
 Kellogg School of Management at Northwestern University (Evanston, IL)
 Southern Methodist University's Cox School of Business (Dallas, TX)
 Peking University (Beijing, PRC)
 Macquarie Graduate School of Management (Sydney, Australia)
 International Institute of Management Development (IMD) (Lausanne, Switzerland)
 Kuwait University (Kuwait City, Kuwait)
 University of Provence (Aix-en-Provence, France)

Professional and Community Activities:

Caslione has authored scores of articles and five internationally acclaimed books, including: *CHAOTICS: The Business of Managing and Marketing in The Age of Turbulence* (AMACOM Publishing, 2009). Co-authored with marketing thought leader Philip Kotler (S. C. Johnson Distinguished Professor of International Marketing at the Kellogg School of Management at Northwestern University), *CHAOTICS* is currently distributed in 88 countries and published in 46 languages. Caslione's other books include, *Growing Your Business in Emerging Markets: Promise and Perils* (Dearborn Publishing, 2002), and *Global Manifest Destiny: Growing Your Business in a Borderless Economy* (Greenwood Publishing, 2000), *Going Global: How to Globalize Your Business* (Economy & Management Publishing House, 2005), and *Developing Successful Global Sales and Distribution Channel Strategy* (Economy & Management Publishing House, 2005).

Honors and Awards:

Caslione is member (inactive status) of the Illinois Bar, Massachusetts Bar and New Hampshire Bar.

Deirdre Dixon

Assistant Professor, Management Associate Director, TECO Energy Center for Leadership

Education:

Case Western Reserve University, Ph.D., 2014
 Duke University, MBA, 1995
 Central Michigan University, M.S., 1993
 United States Military Academy, B.S., 1984

Courses Taught:

Leadership and Organizational Behavior
 Introduction to Leadership
 Leading for Performance
 Leadership and Management
 Strategic Management
 Global Organizational Behavior

Career Specialties:

Deirdre Dixon's specialty area is leadership and leader development, and her research focuses on *in extremis leadership*, when the leader's life is in danger.

Professional and Community Activities:

Dixon has published several peer-reviewed publications and has presented her work at professional meetings in the U.S., Canada, Cuba and Spain. A true practitioner-scholar in the leadership arena, Dixon spent 20-plus years as a career Army officer and currently serves as a consultant for Police and Fire Departments. Prior to UT,

Dixon also was the course director for the leadership course at the United States Military Academy and she taught Strategic Management at the University of South Florida. She currently serves on the board of the Association of Graduates, United States Military Academy, and several local non-profits. Dixon is involved with the coaching program at UT, helping to pair business leaders with MBA students for mentoring.

Honors and Awards:

Kenneth E. Clark Student Research Award by the Center for Creative Leadership and the International Leadership Association (2015)
 Non-profit Research Fellow at Case Western Reserve University
 Mandel Fellow
 Women of Distinction from American Association of University Women
 Paul D. Adams Award from the Association of U.S. Army
 Women of Distinction from Girl Scouts of America, West Central Florida
 Bob Cutler Volunteer of the Year Award from the Greater Tampa Chamber of Commerce.

Leon Faifman

Instructor, Management and Entrepreneurship

Education:

Florida Atlantic University, Ph.D., expected Dec. 2018
 Texas A&M University, MBA, 2013
 University of Derby, B.A., 2007

Courses Taught:

International Business
 Practical Strategic Assessment/Capstone

Bella L. Galperin

**Professor, Management
 Senior Associate Director, TECO Energy Center for Leadership**

Education:

Concordia University, Ph.D., 2002
 Concordia University, M.S., 1995
 McGill University, B.A., 1990

Courses Taught:

Leadership and Organizational Behavior
 Global Organizational Behavior
 International Management
 Essentials of Corporate Responsibility
 Human Resource Management
 International Business
 Principles of Management

Career Specialties:

Bella Galperin specializes in leadership, cross-cultural organizational behavior, workplace deviance and human resource management

Professional and Community Activities:

Galperin has published more than 60 academic articles and presented her research at more than 40 conferences around the world. She has published in leading journals including, the *Journal of Business Ethics*, *Leadership Quarterly*, *International Journal of Human Resource Management*, *International Journal of Cross-Cultural Management*, *Journal of Applied Social Psychology* and *International Business Review*. Galperin developed a comprehensive framework and measure for understanding how deviant behaviors can be constructive to organizations, which has been applied to organizations. Recently, she co-authored a book which presents an original, research-based model for studying African leadership in Africa and the African diaspora, *LEAD: Leadership Effectiveness in Africa and the African Diaspora* (forthcoming).

Galperin served as an associate editor of *Cross Cultural Management: An International Journal*; President of the International Society for the Study of Work and Organizational Values; division chair and program chair for the International Business Division of the Administrative Sciences Association of Canada. She is an editorial board member for several journals and has been an *ad-hoc* reviewer for journals such as *Human Relations* and *Organizational Behavior and Human Decision Processes*. She has also worked as a consultant in the telecommunications, pharmaceutical and clothing industries.

Honors and Awards:

Excellence in Scholarship Award, Sykes College of Business
 Excellence in Service Award, Sykes College of Business
 Best Paper in the Health Care/Hospitality/Public Administration track, Southern Management Association
 Emerald/ALCS African Management Research Fund Award
 Nominated for Best Paper in the Social Issues in Management division, Academy of Management
 Society for the Advancement of Management Studies Research grant
 Emerald award for editorial service
 Nominated for the prestigious Governor General’s Gold Medal of Canada (recognizing outstanding and original academic contributions)

Amy V. Harris

**Associate Professor, Management
 Director, Graduate Business Programs
 Director, Nonprofit Management Program**

Education:

University of South Carolina, Ph.D., 1997

University of Florida, J.D., 1987
 Florida Atlantic University, MBA, 1984
 University of Florida, B.A., 1980

Courses Taught:

Practical Strategic Assessment
 Strategic Management
 Nonprofit Management: Thinking Strategically
 Global Strategic Management I and II
 Learning by Travel: Managing in International Markets

Career Specialties:

Amy Harris specializes in strategic management, new venture development and social entrepreneurship/innovation.

Professional and Community Activities:

Harris’ professional background includes work as a lawyer, business consultant, bank officer and health research technician. With MBA, J.D. and Ph.D. degrees, as well as an undergraduate degree in sociology, she has insight on many subjects.

Her published articles investigate topics such as entrepreneurial strategies, strategic management and creating value in a new business or nonprofit organization.

Giles T. Hertz

Associate Professor, Business Law and Entrepreneurship

Education:

Salmon P. Chase College of Law, J.D., 1989
 Northern Kentucky University, 1989
 University of Kentucky, B.A., 1983

Courses Taught:

Business Law and Social Responsibility
 Introduction to Entrepreneurship and Feasibility
 Commercial Law for Financial Professionals
 Executive MBA Seminar in Emerging Issues (Legal)

Career Specialties:

Giles Hertz teaches both undergraduate and graduate level classes in business law and entrepreneurship. Outside of the classroom, he serves on the University’s Academic Appeals Committee, the Sykes College of Business Media Committee and the Lowth Entrepreneurship Center’s Advisory Board. In 2016, the Lowth Entrepreneurship Center was named the 2016 Model Undergraduate Entrepreneurship Program in the United States by the United States Association for Small Business and Entrepreneurship (USASBE). Hertz is also the faculty adviser for the UT Student Government Association and the

UT Entrepreneurs’ Club, UT’s chapter of the Collegiate Entrepreneurs’ Organization (CEO). Prior to joining the faculty at UT, Hertz was an assistant professor of Management and Entrepreneurship at Northern Kentucky University (NKU). During his tenure at NKU, Hertz was an integral part of the NKU Entrepreneurship Institute (NKU EI), where he served as a key faculty member and a founding member of the Institute’s advisory board. In 2006, the NKU EI was recognized as one of the top 25 undergraduate entrepreneurship programs in the U.S. by the *Princeton Review* and *Entrepreneur Magazine* and received the 2007 National Consortium of Entrepreneurship Centers (NCEC) award for Excellence in Entrepreneurship Teaching and Pedagogical Innovation. The NKU EI was also recognized as one of the top 50 MBA programs in the U.S. by *Women 3.0 Magazine*, and in 2004, the EI received the AACSB Innovation in Leadership of Business Education Award.

Prior to joining the faculty at NKU, Hertz maintained a general civil practice as a partner in the Florence, KY, law firm of Monohan, Hertz & Blankenship, then later as an associate with the Cincinnati law firm of Finney, Stagnaro, Saba & Klusmeier.

Professional and Community Activities:

In 2016 Hertz was named the Executive Director of the Collegiate Entrepreneurs’ Organization (CEO). CEO is a 501(c)(3) not-for-profit corporation whose mission is to “inform, support and inspire college students to be entrepreneurial and to seek opportunity through enterprise creation.” From its inception in 1984, the organization has grown to approximately 4,500 members, representing nearly 250 college and university based chapters. Hertz is also a member of the Kentucky Bar Association, the United States Association for Small Business and Entrepreneurship (USASBE), an affiliate of the International Council for Small Business, the National Federation of Independent Business (NFIB), the Rotary Club of Tampa, the St. Petersburg Yacht Club and the Tampa Sailing Association.

Honors and Awards:

Dean’s Outstanding Service and Student Involvement Award (2016)
 UT Faculty Advisor of the Year Award (2013)
 UT College of Business’ Outstanding Student Involvement Award (2013)
 Sandy Easton Outstanding Faculty Member in the College of Business award (2009).
 NKU Alumni Association’s Most Influential Award (2008)
 Distinguished Research Award for his co-authored article, “Applying the Stewards of Place Model: Integrating Research Teaching and Service Through

Entrepreneurship Education” which appeared in the *Journal of Entrepreneurship Education* (2004)

Dean’s Citation for Outstanding Teaching at NKU (2003)

Experiential Classroom Best Case Teaching Presentation Award at the Thomas C. Page Center for Entrepreneurship at Miami University (2000)

Kostas Alexiou

Assistant Professor, Entrepreneurship

Education:

Kent State University, Ph.D., 2017

University of Denver, MBA, 2012

Ohio University, B.S., 2007

Courses Taught:

Introduction to Entrepreneurship

Business Model Development & Planning

Dean A. Koutroumanis

Associate Professor, Management

Associate Director, John P. Lowth Entrepreneurship Center

Education:

Nova Southeastern University, DBA, 2005

University of Tampa, MBA, 1991

University of Tampa, B.S., 1989

Courses Taught:

Principles of Management

Global Organizational Behavior

Entrepreneurship

Strategic Management

Career Specialties:

Dean Koutroumanis specializes in entrepreneurship, small business strategy and organizational behavior.

Professional and Community Activities:

Dean Koutroumanis’ research interests include the development of human capital and the impact employees have on organizations. He has published several articles and cases in peer reviewed journals including, the *Journal of Organizational Culture, Communication and Conflict*, *Journal of Applied Business Research*, *Journal of Applied Business and Economics* and the *Small Business Institute Journal*. Additionally, he has authored a chapter in the *Handbook of Hospitality and Tourism: Human Resource Management*. His current research involves the relationship

organizational culture has on employee commitment in the hospitality industry.

Koutroumanis has enjoyed a long career in the hospitality industry, both at the corporate level and as an entrepreneur. He has developed and launched several business enterprises ranging from restaurants to real estate development projects. He has also served as a director for several Tampa Bay organizations including nonprofit companies. Additionally, he is an evaluator for the Bailey Family Foundation, which provides scholarship opportunities for students across the U.S.

Honors and Awards:

Outstanding Service Award, Sykes College of Business (2011)

Teaching Excellence Award, Sykes College of Business (2010)

Ru-Shiun Liou

Assistant Professor, Management

Education:

University of Arkansas, Ph.D., 2013

University of Hawaii at Manoa, MBA, 2004

National Taiwan University, B.S., 1999

Courses Taught:

Practical Strategic Assessment

International Business

International Management

Leadership

Career Specialties:

Ru-Shiun Liou’s research focuses on emerging-market firms’ cross-border mergers and acquisitions as well as cross-cultural management. Armed with several years of industrial experience working in retailing and consulting, she is passionate about applying management theories to understand real-world business scenarios and continues researching and sharing her research findings with her students.

Professional and Community Activities:

Her recent publication outlets include *Journal of World Business*, *International Marketing Review*, *Thunderbird International Business Review* and *Journal of Managerial Issues*. She has presented research at the annual meetings of Academy of Management and Academy of International Business.

Honors and Awards:

Winner of “Academy of International Business 2012 Annual Meeting Travel Stipends” (2012)

Winner of “From Abstract to Contract: Graduate Student Research Symposium and Career Networking”, University of Arkansas (2010)

Kevin C. Moore

Assistant Professor, Management

Education:

University of Tampa, MBA, 2014
 University of Kentucky, Ed.D, 1999
 University of North Carolina at Wilmington, B.A., 1993
 University of Kentucky, M.S., 1993

Courses Taught:

Introduction to Global Business
 Creating the Business Plan, Entrepreneurship
 Capstone Course (undergraduate)
 Investor Relations, Partnerships-Entrepreneurship
 Capstone Course (graduate)

Career Specialties:

Kevin Moore is interested in competency structures used for human performance in teaching, learning and measurement.

Professional and Community Activities:

Founding Partner: Sea Scuba Inc; MPI Inc.; TiER1 Performance Solutions LLC; Jalika Capital, LLC; Perfect Partner, LLC

Moore is focused on learning, strategy, models for curriculum development, application of new research in fields of learning psychology and neuroscience, workload assessment and practical applications. He enjoys helping people in their current role have the tools, technology and knowledge to do their jobs better.

Honors and Awards:

Inc. Fastest Growing Company (10 years in row)
 Small Business Person of the Year, SBA state of KY
 Best Places to Work-Cincinnati, Pittsburgh, Denver (15 different awards)
 Top 50 Best Places to Work in the United States

Thomas G. Pittz

Assistant Professor, Management

Education:

New Mexico State University, Ph.D., 2015
 University of Colorado, MBA, 1998
 St. Olaf College, B.A., 1995

Courses Taught:

Undergraduate Strategy Capstone
 Graduate Strategy Capstone

Career Specialties:

Thomas Pittz conducts research at the nexus of strategy and entrepreneurship and is interested in exploring how firms build and

perpetuate a culture of innovation. He maintains a particular focus on collaboration across market sectors where diverse knowledge structures can coalesce to produce novel solutions and systemic change.

Professional and Community Activities:

After 15 years of work in industry, Pittz received his Ph.D. from New Mexico State University and has focused his teaching and research in the areas of strategy, entrepreneurship and project management. He has presented his work in various academic conferences including the Academy of Management, the Southern Management Association and the United States Association of Small Business and Entrepreneurship. He has published several peer-reviewed journal articles and book chapters in outlets such as the *International Journal of Project Management*, *Management Decision*, and the *International Journal of Entrepreneurship and Small Business*.

Honors and Awards:

Emerald/EMFD Publishers Highly Commended Doctoral Dissertation Award (2015)
 Best Doctoral Paper in Track, Southern Management Association Annual Conference (2015)
 Fulton Outstanding Research Award (2014)
 Outstanding Doctoral Research Award at New Mexico State University (2014)

Sangbum Ro

Assistant Professor, Management

Education:

Florida State University, Ph.D., 2014
 Binghamton University, MBA, 2005
 The University of Georgia, School of Law, LL.M., 1998
 Gachon University (formerly Kyungwon University), School of Law, B.A. (South Korea), 1995

Courses Taught:

Principles of Management
 Practical Strategic Assessment

Career Specialties:

Sangbum Ro's interest and expertise are in strategic management, international management, and mergers and acquisitions.

Professional and Community Activities:

Prior to pursuing an academic career, Ro worked in a professional service industry, managing strategic planning and implementation for an architectural and engineering firm in New York. He also served on the board for a non-profit organization that provides services to the elderly and domestic-abuse victims. Ro's current research extends to the understanding of foreign firms' legitimacy challenge faced in the

hosting countries. His line of published research investigates integration challenges during mergers and acquisitions of companies.

Honors and Awards:

- Outstanding Reviewer Award at Academy of Management Annual Meeting (2015)
- Department Teaching Award at Georgia State University (four semesters, 2014-2016)
- Legacy Fellowship at Florida State University (2011)
- University Fellowship at Florida State University (2010)
- Dean’s Recruiting Fellowship at Florida State University (2009)

Shannon Rodriguez

Instructor, Business Law

Education:

- University of Florida Levin College of Law, J.D., 2006
- University of Florida, B.S., 2003

Courses Taught:

Business Law and Social Responsibility

Ashley Salaiz

Assistant Professor, Management

Education:

- University of Houston, Ph.D. (expected 2018)
- Schiller International University, MBA, 2005
- Southern Methodist University, B.A., 2004

Courses Taught:

- Introduction to Management and Organizational Behavior
- Introduction to Strategy
- Ethics and Corporate Social Responsibility

Jack “Gil” Smith

Instructor, Management

Education:

- University of Tampa, M.S., 2014
- University of Tampa, M.S., 2014
- University of Tampa, MBA, 1999
- Athens State University, B.S., 1980

Courses Taught:

- Principles of Marketing
- Introduction to Global Business

Career Specialties:

Jack Smith’s career specialties include marketing, finance and economics.

Professional and Community Activities:

Smith’s free time is spent at swim meets and team activities with his wife and two sons. Smith is developing a program for the Special Olympics in Tampa to have the swim team kids coach and mentor their swimmers.

Stephanie J. Thomason

Associate Professor, Management

Associate Director, TECO Energy Center for Leadership

Education:

- Florida Atlantic University, Ph.D., 2007
- Florida Atlantic University, MBA, 1999
- Florida State University, B.S., 1989

Courses Taught:

- Human Resource Management
- Human Resource Strategy: Effectively Utilizing People
- Principles of Management
- Essentials of Corporate Responsibility
- International Management
- International Business
- Baccalaureate 101
- Professional Development Practicum (leadership track)

Career Specialties:

Stephanie Thomason specializes in international human resource management, cross-cultural organization behavior and strategic human resource management.

Professional and Community Activities:

Thomason serves as the president elect of the board of the National Society of Experiential Education. She has published or presented more than 40 articles in peer-reviewed journals, textbooks, and national and regional conferences. Her publications can be accessed from journals such as *Human Resource Management*, *International Journal of Selection and Assessment*, the *Journal of Cross-Cultural Psychology*, the *Journal of Global Information Management*, the *International Journal of Innovation Management*, the *Case Journal* and the *Journal of Small Business and Entrepreneurship*. She has presented seven papers at the Academy of Management Annual Conferences, along with a variety of other international and regional conferences. Prior to entering academia, she owned and operated several family-run businesses with multiple storefronts in South Florida. She additionally worked in the real estate, media and educational publishing industries.

George H. (Jody) Tompson

Professor, Management and Entrepreneurship
Director, The Naimoli Institute for Business Strategy

Education:

University of South Carolina, Ph.D., 1995
 Trinity University, B.S., 1987

Courses Taught:

Principles of Management
 Practical Strategic Assessment
 Entrepreneurship
 Applied Strategic Analysis

Career Specialties:

Jody Tompson specializes in strategic management and entrepreneurship.

Professional and Community Activities:

Tompson serves as director of the Naimoli Institute for Business Strategy that manages the strategic analysis program for the Sykes College of Business. He is a member of the vetting committee at the Tampa Bay Innovation Center, the business accelerator in Pinellas County. He is on the case review board of the journal *Entrepreneurship Theory and Practice*. He also serves on the Board of Advisors of College Hunks Hauling Junk, Inc. and the board of directors of Field Forensics, Inc. In 2011 he founded a small business called CitriClean of Florida, LLC (www.CloudyDishes.com)

James Welch

Instructor, Management

Education:

University of South Florida, Ph.D., 2016
 University of Alabama, M.A., 2014
 Florida State University, MBA, 2009
 University of Kentucky, J.D., 1992
 University of South Carolina, B.A., 1986

Courses Taught:

Practical Strategic Assessment
 Global Organizational Behavior
 Introduction to Global Business

Career Specialties:

James Welch's publications and research have primarily focused on corporate social responsibility, transformational leadership, management ethics and business law issues. His research interests have included charismatic leadership in multinational corporations, copyright and patent infringement, and corporate social responsibility as it relates to global strategy.

Professional and Community Activities:

Prior to his move into higher education, Welch worked in nonprofit management and in the military. He has served in the U.S. Army Reserve for 24 years and is presently assigned with the U.S. Army Civil Affairs and Psychological Operations Command. He has also worked as a Presbyterian minister and served on numerous local, regional and national nonprofit boards and committees. He is a member of the Academy of Management, the Academy of Legal Studies in Business, the European Group for Organizational Studies and the International Leadership Association.

Rebecca J. White

Professor, Entrepreneurship
James W. Walter Distinguished Chair of Entrepreneurship
Director, John P. Lowth Entrepreneurship Center

Education:

Virginia Tech University, Ph.D., 1994
 Virginia Tech University, MBA, 1980
 Concord University, B.S., 1978

Courses Taught:

Creativity and Innovation for Entrepreneurship
 Creating and Leading New Ventures
 Managing Innovation Strategically
 Preparing for the Entrepreneurial Journey
 Business Plan Development

Career Specialties:

Developing and building new ventures and academic programs in entrepreneurship education. Primary research and teaching interests are in understanding and measuring entrepreneurship ecosystems, entrepreneurial mindset and entrepreneurship pedagogy.

Professional and Community Activities:

Rebecca J. White is the Walter Chair of Entrepreneurship, Professor of entrepreneurship and Director of the John P. Lowth Entrepreneurship Center. She received an MBA and a doctorate in strategic management from Virginia Tech University and a bachelor's degree from Concord University.

Under White's leadership, the entrepreneurship program at UT was named the 2016 Model Undergraduate program and the 2014 Outstanding Emerging Entrepreneurship program in the country by the United States Association for Small Business and Entrepreneurship (USASBE). In 2015, she was named a Justin G. Longenecker Fellow of USASBE. White was named the *Tampa Bay Business Journal* Business Woman of the Year 2010 in the Education Category, was a 2006 Athena® Award finalist, a 2005 recipient of the Freedoms Foundation Leavey Award for Excellence in Private Enterprise Education and was

named Ernst and Young Entrepreneur Supporter of Entrepreneurship in 2003. Prior to her work at UT she built a top 25 nationally ranked entrepreneurship program at Northern Kentucky University. She was also founder and director of the Women's Entrepreneurship Institute, an educational program for female entrepreneurs offered jointly with the *New York Times*. She grew up in a family business and later started several companies including RiskAware, LLC, (www.riskaware.com) a risk mitigation company for higher education. She is a director at NorthStar Bank and was the 2012 President of United States Association for Small Business and Entrepreneurship and is on the Executive Council of the Global Consortium of Entrepreneurship Centers.

White has more than 25 years of experience in education, training, coaching and mentoring. Through her company, WhiteBoard Advising, she works with founders, business owners and top management teams throughout the life of the business. Her model helps owners and top management teams recognize and take advantage of opportunities at each stage of the business life cycle and to adapt and develop their personal leadership styles and skills and those of the top management team, advisory boards and directors to the business stage and the strategic goals of the company and owner(s).

Honors and Awards:

- Model Undergraduate Entrepreneurship Education Program in the United States, by the United States Association for Small Business and Entrepreneurship (2016)
- Ecosystem Research Study Grant funded by the Ewing Marion Kauffman Foundation (2015)
- Emerging Entrepreneurship Program in the United States, by the United States Association for Small Business and Entrepreneurship, University of Tampa (2014)
- President's Award for Distinguished Service, The United States Association for Small Business and Entrepreneurship (2010)
- Tampa Bay Business Woman of the Year (2010)
- Education Category Excellence in Pedagogical Teaching and Innovation by the Global Consortium of Entrepreneurship Centers (2007)
- Top 50 Universities for Entrepreneurship by Women 3.0 (2007)
- Top 25 Undergraduate Schools for Entrepreneurship by Princeton Review and Entrepreneur Magazine (2006)
- International Athena Awards Finalist, Greater Cincinnati, OH region (2006)
- National Consortium of Entrepreneurship Centers Conference funded by the Ewing Marion Kauffman Foundation and Fifth Third Bank (2006)
- Freedoms Foundation Leavey Award for Excellence in Private Enterprise Education (2005)
- AACSB Innovation in Leadership of Business Education Award (2003)
- Ernst and Young Entrepreneur of the Year – Supporter of Entrepreneurship, Kentucky and Southwest Ohio Region (2003)
- Strongest Influence Faculty Award, Northern Kentucky University Alumni Association, February (2001)

- Dean's Outstanding Service Award, Northern Kentucky University College of Business (2000)
- The Institute for New Economy Technologies funded by the Commonwealth of Kentucky.
- "Creating campus wide entrepreneurship programs grant" funded by the Ewing Marion Kauffman Foundation, Kansas City, MO.
- "Creating the Kentucky Entrepreneurship Research Center at NKU and Designing an Entrepreneurial Assessment Tool," funded by the Kentucky Science and Technology Corp, Lexington, KY.
- "Entrepreneurship Education and Awareness Grant," funded by The Coleman Foundation," Chicago, IL
- "Proposal for the Fifth Third Bank Entrepreneurship at Northern Kentucky University." Funded by The Jacob Schmidlapp Foundation (Fifth Third Bank), Cincinnati, and OH
- Summer Fellowship, Northern Kentucky University – To pursue research on changes in banking strategy and structure in the states of Kentucky and Virginia (1980-1996)
- Summer Grant, Northern Kentucky University – To pursue research on changes in banking strategy and structure in the states of Kentucky and Virginia (1980-1996)

Chuanyin Xie

Associate Professor, Management

Education:

- University of North Carolina – Chapel Hill, Ph.D., 2007
- University of Science & Technology, M.E., 1993
- Northeast University, B.E., 1988

Courses Taught:

- Strategic Management
- International Business
- Principles of Management

Career Specialties:

Chuanyin Xie specializes in strategic management and entrepreneurship.

Professional and Community Activities:

Xie worked in China for more than 10 years. He was a top manager in two companies and also served on two corporate boards. His managerial experience was concentrated on general management, strategic planning and execution, and new venture creation. He was also a senior technology broker, specializing in technology investment and commercialization. His research interests include new business creation and growth, managerial/entrepreneurial behavior, competitive strategy, business in emerging economies and management education.

Awards:

- Teaching Excellence Award (2014)

MARKETING DEPARTMENT



Hemant Rustogi
Chair/Dana Professor, Marketing

Education:

Southern Illinois University at Carbondale, DBA, 1990
Chapman University, MBA, 1987
Delhi University, B.A., 1981

Courses Taught:

International Marketing
Marketing Strategy
Research Methods
Marketing Management
Brand Management
Marketing Consulting
Customer Value

Career Specialties:

Hemant Rustogi specializes in market research, international marketing, service quality, marketing strategy and international business education.

Professional and Community Activities:

Rustogi has written numerous publications on marketing and international business education. His efforts were instrumental in helping UT earn \$2 million in federal grants for international business education. Rustogi is the CEO of Advantage Pointe Internationale, LLC. He has served on numerous boards in the Tampa area including the Glazer Children's Museum. Rustogi is a member of the Society of International Business Fellows (SIBF).

Honors and Awards:

Teaching Award, GSBA, Switzerland (2000, 2001, 2003, 2004)
Case Award, GSBA, Switzerland (2000, 2001, 2003, 2004)
College of Business Award for Teaching Excellence (1999, 2011)
International Service Award (1997)
Fellow of the AMA Doctoral Consortium-Harvard Business School (1989)
Phi Kappa Phi National Honors Society (1989)
Indian National Scholarship (1978)

THE UNIVERSITY
OF TAMPA

SYKES COLLEGE OF BUSINESS

Gary S. Beemer**Lecturer I, Marketing****Education:**

University of Tampa, MBA, 1995
Florida Southern College, B.S., 1990

Courses Taught:

Principles of Marketing
Promotion and Branding Strategies
Marketing Strategy

Career Specialties:

Gary Beemer is acutely interested in entrepreneurship and its critical role in solving problems and developing opportunities. As a marketing practitioner he is interested in integrating marketing and business theory with applied practices and experiential learning to maximize productivity.

Professional and Community Activities:

Beemer is content director for the American Marketing Association Tampa Bay Chapter where he is responsible for leading a team of writers, editors and designers who conceive, write and produce content to promote events featuring keynote speakers, workshops, special interest groups and networking sessions via traditional and digital marketing channels. He is a former community columnist and blogger for the Tampa Tribune and Tampa Bay Online. Beemer is a member of UT's Resource Team for Faith, Values and Spirituality. He is a multi-child sponsor with Compassion International and an active member of FUMC Brandon. He serves as team captain for All Pro Dads at Colson Elementary School in Seffner, FL.

Honors and Awards:

Mars Inc. President's Club Member

Jennifer L. Burton**Assistant Professor, Marketing****Education:**

University of Texas, Ph.D., 2008
Wake Forest University, MBA, 2000
Indiana University, B.A., 1995

Courses Taught:

Promotion and Branding Strategies
Integrated Marketing Communications
Strategic Brand Management

Career Specialties:

Jennifer Burton specializes in the area of consumer behavior and conducts research on the topics of integrated marketing communications, persuasion and social media marketing.

Professional and Community Activities:

Burton has been published in top marketing journals such as the *International Journal of Research in Marketing*, *Journal of Advertising Research* and *Journal of Consumer Behaviour*. She also has a chapter in the book entitled, *Political Communication in Real Time: Theoretical and Applied Research Approaches*. Burton's published work explores a variety of topics in persuasion including: data collection and analysis, consumers' moment-to-moment emotional response to advertisements, and repeated exposure to advertisements and their impacts on attitudes and purchase intentions.

Honors and Awards:

Principal investigator on a \$110,000 grant from Automated Media Services to support three MBA students on a marketing research project in May 2010.

Mahmoud Darratt**Associate Professor, Marketing****Education:**

Louisiana Tech University, Ph.D., 2010
Louisiana Tech University, MBA, 2004

Courses Taught:

International Marketing
Principles of Marketing

Pranjal Gupta**Associate Professor, Marketing****Education:**

Texas A&M University, Ph.D., 2002
Nanyang Technological University-Singapore, MBA, 1996
National University of Singapore, B.S., 1991

Courses Taught:

Electronic Marketing Strategy
Foundations of Marketing
Principles of Marketing
Principles of Marketing – Honors

Career Specialties:

Pranjal Gupta specializes in strategic marketing, consumer behavior and e-commerce.

Professional and Community Activities:

Pranjal Gupta's primary research interests lie in Web-based consumer behavior. Particularly, he focuses on issues such as trust development, search behavior, consumer decision making and the use of electronic word-of-mouth. His work has been presented in national conferences and published in leading academic journals such as *Journal of Retailing* and *Journal of Business Research*.

Mark Lang

Associate Professor, Marketing

Education:

Temple University, Ph.D., 2013
York University, MBA, 1992
York University, B.A., 1988

Courses Taught:

Marketing Strategy
Strategic Market Analysis

James M. Lee

Associate Professor, Marketing

Education:

Oklahoma State University, Ph.D., 2001
New Hampshire College, M.S., 1995
University of New Hampshire, B.A., 1982

Courses Taught:

Principles of Marketing
Marketing Research and Opportunity Analysis
Buyer Behavior
Business Research Methods (Graduate)
Marketing Management and Customer Value (Graduate)
Nonprofit Marketing (Graduate)
Services Marketing and Management (Graduate)
Sport Marketing (Graduate)

Career Specialties:

James Lee specializes in marketing research in the areas of customer focus and services including nonprofits.

Professional and Community Activities:

Lee is involved in many local and national organizations, including having served as a director for a public corporation, and as a volunteer and advisor for several charitable organizations.

In addition to teaching college for more than 20 years, his experiences include being responsible for marketing and IT for an international retailer, serving as corporate officer, including president, for several

corporations, and as a consultant for political campaigns and corporations. He has been recognized for his research including the Walker Award for his article in *People and Strategy* and as the Researcher of the Year for the John H. Sykes College of Business. His research has appeared in *The Journal of Applied Psychology*, *Psychology and Marketing*, the *Journal of Business and Psychology*, and *Services Marketing Quarterly*.

Devin C. Lunt

Assistant Professor, Marketing

Education:

University of Texas-Arlington, Ph.D., 2016
St. Mary's University, MBA, 2011
Texas Tech University, BBA, 2010

Courses Taught:

Principles of Marketing
Marketing Management
Customer Value

Career Specialties:

Devin Lunt specializes in consumer behavior, customer decision making and nonprofit marketing.

Professional and Community Activities:

Lunt's research focuses on customer decision making, specifically those decision making processes that lead to suboptimal or biased decisions. Though most of his research takes place in the nonprofit domain and focuses on appeals for help, he also works in the areas of branding and advertising. His interest in researching nonprofit domains comes from a background working with underprivileged children for over a decade, and is reflected in his work that attempts to understand the mechanisms by which individual donors decide whether to give aid to a cause.

Jill R. Mosteller

Associate Professor, Marketing

Education:

Georgia State University, Ph.D., 2007
Webster University, M.A., 1996
University of Florida, B.S., 1985

Courses Taught:

Retailing and Distribution Management
Marketing Management and Customer Value
Services Marketing and Management

Career Specialties:

Prior to entering academia, Mosteller worked in various field and strategic marketing roles in the telecommunications industry. Her research focuses on examining consumers in high involvement consumption contexts – online and offline. Environments that support or thwart consumer well-being is an overarching theme of her work with related firm relationships being one area of focus. Her research has been published in the *Journal of Business Research*, the *Journal of Consumer Affairs*, the *Journal of Consumer Marketing*, as well as in other interdisciplinary peer-reviewed outlets.

Professional and Community Related Activities:

Mosteller likes to bring community projects into the classroom, so students can grapple with real business scenarios. Entrepreneurial start-ups, nonprofit organizations – particularly those involving consumers in relation to companion animals, new product launches, and sustainable (green) initiatives are of particular interest.

Consulting projects include estimating take rates for broadband initiatives, community engagement concerning waste reduction initiatives, and examining the animal adoption experience at shelters to enhance adoption rates.

Honors and Awards:

Faculty Adviser of the Year Award (2010)
Graduate Teaching Award (2006)

Julia (Julie) Pennington

**Associate Professor, Marketing
Coordinator, International Business
Faculty Advisor for American Marketing Association**

Education:

University of Nebraska - Lincoln, Ph.D., 2009
Iowa State University, M.S., 1991
Thunderbird School of Global Management, MIM International
Management, 1986
Iowa State University, B.S., 1981

Courses Taught:

Global Marketing
Marketing Research
Principles of Marketing
International Business
Introduction to Business
First year seminar

Career Specialties:

Julie Pennington's research interests include marketing systems, agribusiness, international marketing, management, strategy, commodity branding, and macromarketing.

Professional and Community Activities:

Pennington has over 20 years of industry experience in international management, business development, marketing and market research with work in over 80 countries on six continents. She regularly leads a study abroad course to Swaziland and South Africa and teaches marketing systems and cultural marketing in South Korea.

Pennington serves on the Board of Directors for VGIF, an international fund providing grants to locally-generated projects empowering women and children worldwide. She is a faculty expert at the World Food Prize and serves on the reserve corps during the annual international Borlaug Dialogue symposium. She was a delegate to the UN Commission on the Status of Women in April 2016. Pennington was co-chair of the International Food and Agribusiness Association Academic Symposium, held in 2013 in Atlanta and in 2014 in Cape Town, South Africa. Pennington has published articles in peer-reviewed publications and presented at several international conferences.

Honors and Awards:

Charles C. Slater Award (2010)
Journal of Macromarketing and Best Article Award in Volumes 28 and 29 (previous two years).

Stacey Schetzslle

**Associate Professor, Marketing
Director, Institute for Sales Excellence**

Education:

Purdue University, Ph.D., 2008
Purdue University, M.S., 2005
Purdue University, Mini-MBA, 2003
Purdue University, B.S., 2000

Courses Taught:

Sales Management
Sales Technology
Professional Selling
Principles of Marketing
Consumer Behavior
Professional Selling
Sales Strategy
Sales Management
Sales Technology

Career Specialties:

Schetzle specializes as a professional selling and sales management educator with experience in developing sales curriculum and training sessions.

Professional and Community Activities:

Her research stream is focused and well defined in selling and sales management, focusing on improving and enhancing salesperson productivity and efficiency, marketing and sales education, sales force communication, and sales management leadership. She also works with companies in a variety of industries consulting on sales effectiveness and coaching.

Honors and Awards:

Outstanding Faculty Award, Sigma Phi Epsilon, Indiana Chapter at Ball State University (2015)

Outstanding Teaching Award Nominee, Miller College of Business, Ball State University (2013)

Academic Advisor of the Year Nominee, Pi Sigma Epsilon, National Conference (2011)

Outstanding Teaching Award Nominee, Miller College of Business, Ball State University (2010)



MESSAGE FROM THE ASSOCIATE DEAN:

The University of Tampa's Sykes College of Business is a vibrant community of educators, scholars and business professionals focused on helping students grow intellectually and professionally. With a student-to-faculty ratio of 17:1, UT provides students with personalized attention from faculty in an interactive, student-focused learning environment. The business curriculum integrates modern technology and emphasizes business fundamentals, critical thinking, communication and a global mindset to provide students with the tools they need to succeed in a dynamic world. Sykes College of Business faculty advance business knowledge through impactful research and engage with industry and community to meet modern day challenges. At the Sykes College of Business, we are proud of our faculty and programs that distinguish us among the world's top business programs and prepare our students to succeed in the global marketplace.

Natasha Veltri, Ph.D.
Associate Dean, Sykes College of Business

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