

The background image is a photograph of the John H. Sykes College of Business building. It is a two-story brick building with a classical portico supported by white columns. The entrance has three sets of double doors with decorative transoms. In the foreground on the left is a large, abstract, copper-colored sculpture with flowing, curved forms. The sky is blue with some light clouds, and there are trees and landscaping around the building.

ANNUAL REPORT 2024/2025

**Innovation. Engagement. Impact.**

THE UNIVERSITY  
OF **TAMPA**  
SYKES COLLEGE OF BUSINESS



# A MESSAGE FROM THE DEAN



## Dear Friends and Supporters,

For 18 years, I have been privileged to lead the Sykes College of Business at the University of Tampa. As I enter my 19th year as dean, I remember when I first started. We had just over 1,500 students and about 55 faculty at the college. I was excited to see a business school with enormous potential — outstanding faculty, curriculum and facilities in the heart of downtown Tampa.

Over the past 18 years, many changes have happened in business and academia. I am happy to report that the college has improved significantly over these years, and I am proud to be part of this amazing growth in numbers, quality and achievements. During these years, we have maintained our AACSB, ABET and SACSCOC accreditations and continue to seek more recognition and other relevant accreditations.

It is with great pleasure that I present this year's annual report highlighting the remarkable achievements and events at the Sykes College of Business. These include:

- College enrollment grew to more than 5,000 students and 140 faculty — evidence of higher quality and societal impact, which makes us a true force for good for the community and the country.
- We again ranked among the 100 best MBA programs in the country by Bloomberg Businessweek.
- Our listing among The Princeton Review's best business schools 20 years in a row indicates a business school that is growing and is on the watch list of schools to achieve greatness.
- We continuously strive to improve and enhance academic programs to provide students with the best and latest programs at the graduate and undergraduate levels. We have a new MBA curriculum, a Doctorate in Business program and new master's programs — these are among the wide range of curriculum additions on the horizon as we grow.
- As in years past, we have continued our collaboration with the business community, particularly in three specific areas: innovation, engagement and impact.
- The faculty has influenced the business and academic world with practical research published in pedagogical and non-pedagogical peer-reviewed outlets. Students consistently praise the faculty for their teaching expertise and genuine care for student success. Educating and student involvement are hallmarks of being part of the University of Tampa.
- UTampa students are doing award-winning work and have been honored throughout the community.

We are truly grateful for an outstanding community in Tampa that supports outreach

programs and activities within the college. The five centers and institutes we have in the college — the TECO Energy Center for Leadership, the John P. Lowth Entrepreneurship Center, the Center for Ethics, the Naimoli Institute for Business Strategy and the Southard Institute for Sales Excellence — all provide a variety of dynamic programs and services to our community. Our involved College Advisory Council, along with other supporters, alumni and friends, make us the strong college we are today.

These accomplishments are the culmination of the effort of faculty and staff who work tirelessly to improve what we do for students, the community and the educational environment every day. I am proud to be among these great colleagues.

The community's support, outstanding faculty, and high-achieving students make the Sykes College of Business truly unique.

We invite you to visit us on campus for a tour and host you for lunch if you like. Alternatively, you can contact us directly to become more involved or have any questions.

F. Frank Ghannadian, Ph.D.  
Dean



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## DRIVEN BY OUR VISION

### Vision

*To be a preeminent business school for preparing global business leaders.*

### Mission

*Preparing students to succeed globally through multifaceted, experiential and academic learning opportunities.*

### Values and Goals

**People First:** *We attract, develop, and support talented students, faculty and staff.*

**Teaching Excellence:** *We focus on teaching excellence and high-quality student-centered education by preparing learners for success in technologically changing, complex business environments.*

**Dynamic Programs:** *We offer academically challenging and innovative graduate and undergraduate programs that prepare lifelong learners for the dynamic local, regional, and global workplace.*

**Scholarship:** *We enhance faculty teaching effectiveness and advance business knowledge through impactful, high-quality intellectual contributions and scholarship.*

**Partnerships:** *We form strong alliances with universities, communities, and businesses through our centers, institutes, and other programs which impact our local and global communities by enhancing learning and engagement.*



Computing  
Accreditation  
Commission





UNIVERSITY OF TAMPA **Highlights**



ONE OF THE BEST  
**390**  
**INSTITUTIONS**  
FOR UNDERGRADUATE EDUCATION



We salute the University of Tampa for its outstanding academics, and its many other impressive offerings. We recommend it as an ideal choice for students searching for their 'best-fit' college

— Rob Franek,  
The Princeton Review  
Editor-in-chief and lead author  
of *The Best 390 Colleges*.

**21**

UTAMPA AVERAGE CLASS SIZE

**1:17**

FULL-TIME FACULTY TO STUDENT RATIO

SINCE 2010, UTAMPA HAS BEEN INCLUDED  
ON FORBES' ANNUAL RANKING OF

**AMERICA'S  
TOP  
COLLEGES**  
**Forbes**  
**.com**



UNIVERSITY OF TAMPA  
**PHI KAPPA PHI**  
CHAPTER RECOGNIZED AS A  
**CIRCLE  
OF EXCELLENCE  
PLATINUM**  
**CHAPTER**



UTAMPA NAMED A 2024-2025  
**FULBRIGHT  
SCHOLAR**  
**TOP PRODUCING**



**TOP TIER**  
OF THE CATEGORY REGIONAL UNIVERSITIES (SOUTH)



IN 2022, UTAMPA WAS INCLUDED AS A  
**MOST  
INNOVATIVE  
COLLEGE**

# SYKES COLLEGE OF BUSINESS **Highlights**



Bloomberg Businessweek ranked Sykes College of Business as **#29 in diversity**, **#40 in entrepreneurship**, **#42 in learning** and **#67 in networking**.



The Princeton Review named Sykes College of Business **outstanding business school** for the 20th year in a row.

# 112%

ENROLLMENT GROWTH IN THE LAST DECADE  
Over the past decade, the Sykes College of Business **undergraduate enrollment** has more than doubled from 2,182 students in 2014 to 4,624 in 2024.



Sykes College of Business is on Bloomberg Businessweek's list of **Best Graduate Business Schools of 2025**.



Sykes College of Business **on-campus MBA program** was recognized as **one of the best** in the U.S. in 2024 by The Princeton Review.

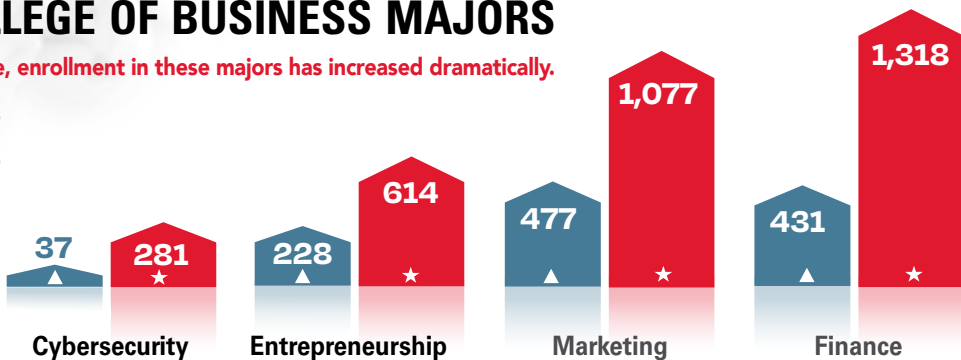


Sykes College of Business is among the **top 6 percent** of business schools worldwide with AACSB accreditation.

## SYKES COLLEGE OF BUSINESS MAJORS

Over the past decade, enrollment in these majors has increased dramatically.

▲ 2014 ENROLLMENT  
★ 2024 ENROLLMENT





**Welcoming UTampa’s 11th President, Teresa Abi-Nader Dahlberg**

In June 2024, Teresa Abi-Nader Dahlberg became the 11th president of the University of Tampa. She succeeds Ronald Vaughn, who served as UTampa’s president from 1995 to 2024.

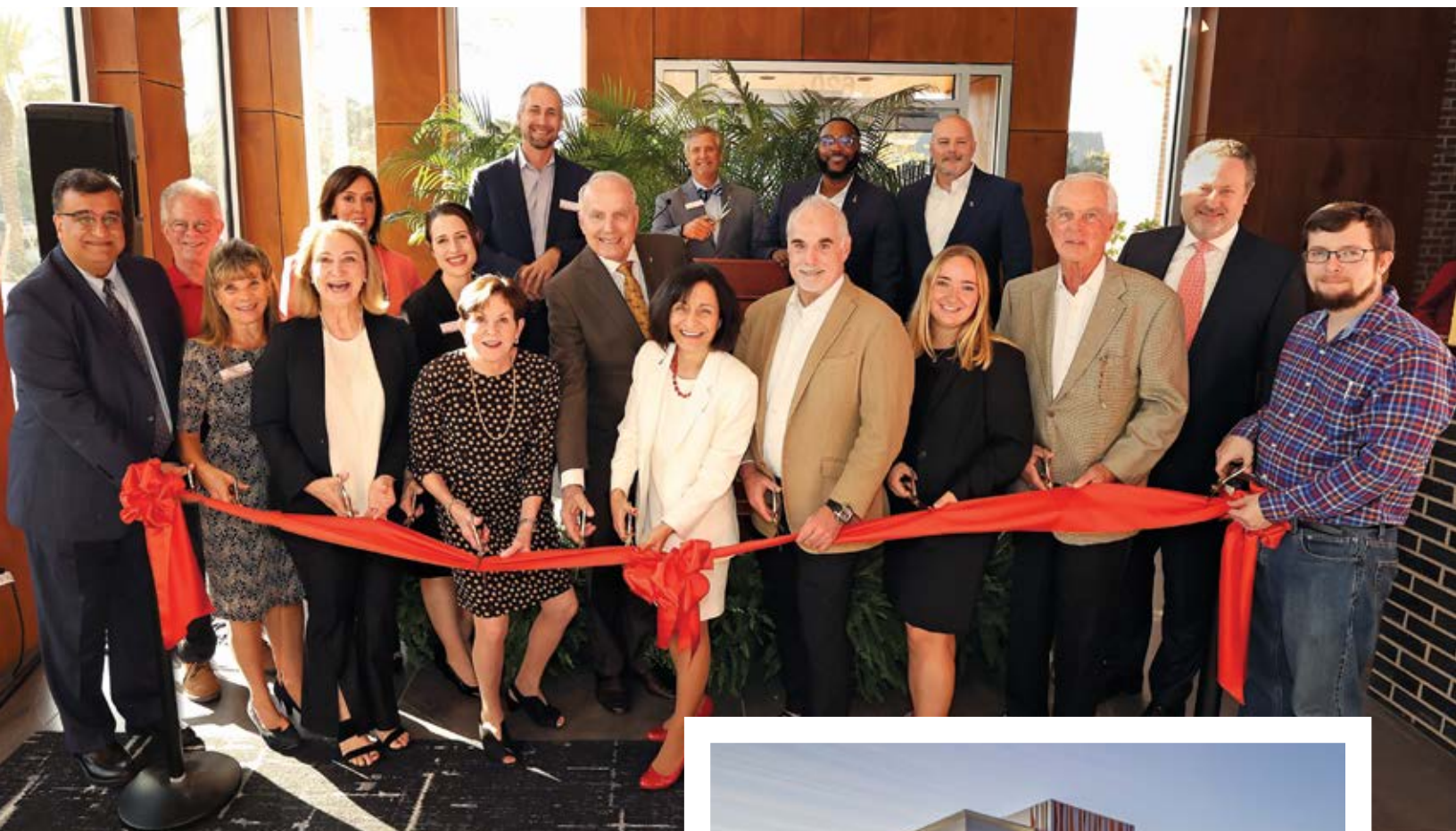
Dahlberg came to UTampa from Texas Christian University, where she served as provost and vice chancellor for academic affairs. Dahlberg is known for leading initiatives that enhance students’ experiences,

increase graduation and retention rates, boost involvement within communities, and support forward-looking research.

Prior to her 30-year higher education experience as a professor and administrator, Dahlberg worked with IBM as a project engineer. Dahlberg has a B.S. in electrical engineering and a master’s and doctorate in computer engineering.







*Ribbon cutting at the Grand Center*

## University Community Celebrates Grand Center Opening

Fall 2024 saw the opening of the multi-story Grand Center, which is a dynamic hub for academic, cultural and social engagement. The building features the Southard Institute for Sales Excellence, the International Programs Office, the Office of Access and Community Programs, a Student Veterans Lounge, a Starbucks café and multiple faculty offices, classrooms, 450 parking spaces and housing for nearly 700 students.



## PEOPLE FIRST **Welcome New Scholars and Staff**



**Daniel Adam**

Visiting Lecturer, Accounting  
B.A. University of South Florida  
MAcc University of South Florida



**Jonathan Canger**

Assistant Teaching Professor, Management and Entrepreneurship  
B.A., Rutgers University  
M.A., University of South Florida  
Ph.D., University of South Florida



**Jeffrey Anderson**

Associate Professor, Marketing  
AA, Fullerton College  
B.S., University of Central Missouri  
MBA, Pepperdine University  
Ph.D., Florida State University



**Becky Gann**

Visiting Lecturer, Management  
B.B.A., Belmont University  
MBA, Belmont University  
D.B.A., Rollins College



**Joe Aschenbrenner**

Visiting Lecturer, Information Technology Management  
B.A., Texas Lutheran University  
M.S., Missouri State University



**Luna Lin**

Assistant Professor, Finance  
B.S., Guangdong University of Foreign Studies  
M.S., UMass Boston  
Ph.D., University of Mississippi



**Ellen Campos Sousa**

Assistant Professor, Marketing  
B.A., Universidade Estadual do Ceará  
M.S., Universidade Estadual do Ceará  
Ph.D., Florida International University



**Jerry Liu**

Assistant Professor, Management  
B.B.A., National Central University  
MBA, National Taiwan Normal University  
M.S., University of Oregon





**Bre Mertz**

Assistant Professor, Marketing  
B.S., Louisiana Tech University  
MBA, Louisiana Tech University  
Ph.D., Louisiana Tech University



**Teresa Preston**

Visiting Assistant Professor, Marketing  
MUPD, University of Arkansas  
B.S., B.A., University of Texas  
MBA, Southern Illinois University  
Ph.D., Southern Illinois University



**George Tian**

Assistant Professor, Finance  
B.S., Shandong University  
M.S., Case Western Reserve University  
M.S., Oregon State University  
Ph.D., University of Houston



**Tyson Van Alfen**

Assistant Professor, Finance  
B.S., Utah State University  
M.S., Utah State University  
Ph.D., University of Kentucky



**Kara Cusson**

Staff Assistant II



**Polina Leu**

Staff Assistant I



**Callie Storter**

Student Success Coordinator



**Shannon Waryncia**

Staff Assistant I,  
Information and Technology Management

## TEACHING EXCELLENCE **Sykes Innovates, Engages and Impacts**

### **Strategic Planning and Consulting in Iceland and Ireland**

This year's cohort of Executive Master of Business (EMBA) students traveled with several Sykes College of Business faculty in March 2025 to Iceland and Ireland. As part of Global Strategic Management, the final course in the EMBA program, students learned about the impact of culture on business practices and participated in consulting projects with local companies seeking innovative solutions to strategic problems. The projects were an opportunity for the students to apply what they learned throughout the EMBA program to solve real problems for real clients. Students had to think independently to accurately diagnose the relevant issues/problems and provide innovative solutions. The clients received an outside perspective from highly qualified executive-level students.

The students were divided into teams to work on two consulting projects. The goal of both

projects was to develop cutting edge concepts into viable business operations. One of the companies, CCP, is a large global online gaming company. Always looking for global expansion opportunities, the company asked students to help them figure out ways to successfully enter the growing Middle Eastern market, specifically the Saudi Arabian market.

The second project was for Icelandic Glacial, an international water company selling bottled water sourced from a spring in Iceland. The company has been quite successful in many parts of the world, including the U.S., but asked the UTampa team to help them formulate a plan to expand in the European Union (EU) market. The EU market represents a significant opportunity, but the market is crowded. A clear logistics plan and marketing message are critical.

The students started working with their clients in January and spent several days in each

country gaining an in-depth understanding of the company. After the trip, they worked an additional two months to develop a strategic plan designed for immediate implementation and impact.

In addition to working closely with the project companies to develop strategic plans, the students interacted with local businesses to better understand the cultural and business environment in both countries. For example, the students visited the largest geothermal energy company in Iceland, Orkuveitan, as well as Iceland's Ocean Cluster, a hub of over 70 companies maximizing the value of marine resources. In Ireland, the students visited the Irish Industrial Development Agency, Kerrygold (Ireland's iconic dairy brand) and Teeling Whiskey Co. Senior leaders from all companies discussed strategic planning and the benefits and challenges of operating in Iceland and Ireland.

*EMBA Students and Faculty at IDA in Dublin, Ireland*







*Sales Students at Casino Night*

## Networking and Executing the Full-Cycle Sales Process

The Southard Institute for Sales Excellence hosts multiple signature networking events each semester — including a Topgolf Networking Event in the fall and a Casino Night in the spring — designed not only to connect students with employers but also to serve as immersive, real-world sales projects for students in the advanced sales course.

As part of their coursework, advanced sales students are tasked with executing a full-cycle sales process to promote and sell these events to prospective company participants. Students work warm leads from previous events, identify and pursue cold leads through prospecting, and conduct outreach using a multi-channel communication strategy that mirrors professional sales environments. This process includes crafting and sending emails, making cold calls and voicemails, engaging via LinkedIn and scheduling virtual and in-person meetings.

All sales activities are tracked and reported using Salesforce Customer Relationship Management (CRM), a platform widely used across industries, giving students hands-on experience with a tool they'll likely use in their careers. Students are responsible for

managing their pipelines, building rapport with decision-makers and presenting the value of attending the networking event from a recruitment standpoint —highlighting student talent, branding opportunities and access to future sales leaders.

To simulate professional accountability, students are given sales quotas aligned with sponsorship or registration goals. Meeting these quotas helps the institute offset the costs of hosting the event while providing students with practical experience in goal attainment, forecasting and performance reporting.

These events are open to all UTampa students and are powerful recruiting tools for companies. Casual networking settings like Topgolf and Casino Night allow employers to engage with students in a more authentic, less formal environment. According to post-event surveys, 82% of student attendees received at least one interview, and 65% secured interviews with multiple companies, reinforcing the mutual value these events provide.

By participating in these projects, students gain confidence, develop professional selling skills and graduate better prepared for a career in sales. For more information on the sales program and the Southard Institute for Sales Excellence, contact Stacey Schetzlsle at [sschetzlsle@ut.edu](mailto:sschetzlsle@ut.edu).



## Showcasing Students at Sykes Student Research Day

Each year during UTampa's Undergraduate Research Celebration Week in April, the Sykes Student Research Day attracts more and more students, faculty and staff. This forum offers students the opportunity to present their current or recently completed research projects to various judges, mentors and peers in poster presentation exhibits. Elena Klevsky, student committee chair and assistant professor of accounting, noted, "It's about inspiring and empowering students to take ownership of their work." This past year, well over 130 students and dozens of faculty members attended, underscoring the event's popularity. Klevsky added, "This kind of dedication really reflects on what we stand for at the Sykes College of Business: helping students succeed and grow, both in and out of the classroom."

## TEACHING EXCELLENCE **Sykes Innovates, Engages and Impacts**

### *Business of the Bays and Beaches*



### **Preserving and Sustaining the Bays and Beaches**

UTampa Professors John Ross (Management) and Louis Zmich (Marketing) decided to capitalize on the Tampa Bay area's outdoor assets by taking a group of business students to Port Tampa Bay and Pinellas County beaches. In April 2025, they toured Tampa Bay aboard the Pirate Water Taxi, where they learned from port representative Lynn Reece about the tens of billions of dollars in economic impact generated by the 7th largest port in the U.S.

After the boat tour, the group was joined by coastal engineer Zachary Westfall at Fort DeSoto Park. There, they learned how the Pinellas County Parks and Recreation Department manages one of its most valuable resources: the Pinellas beaches. This department invests significant financial resources each year to preserve and sustain the beaches, which are renowned among tourists and locals alike as some of the most beautiful beaches in the world.



*Sunset at Fort Desoto Beach*





## Finance Students Experience Bloomberg at Central Park

In March 2025, Speros Margetis, professor of finance, escorted 20 students to visit the Mitsubishi UFG (MUFG) Bank and Bloomberg in New York City. Several students scheduled interviews with New York firms during the trip and met with UTampa alumni to help them with the job search process. The highlight of the trip was the visit to Bloomberg headquarters in New York City. The photos show the students on the top floor of Bloomberg overlooking Central Park.



*The first cohort of Sykes' new executive Doctor of Business (EDBA) program celebrated its graduation at the May commencement hooding ceremony. Dean Frank Ghannadian (pictured on the left) and EDBA faculty Amy Harris, Stephanie Thomason, Thom Pittz, and Lonnie Bryant joined Kalisha Wiggins, Frank Lento and Bill Goede to celebrate.*



## DYNAMIC PROGRAMS **Sykes Innovates, Engages and Impacts**

### Developing Innovative Solutions in Accounting Competitions

The challenge: develop innovative solutions for the Iowa Society of CPAs to address the shortage of accountants in Iowa by attracting more high school and college students to pursue a CPA (certified public accountant) designation. Accounting students competed in a case competition co-hosted with FBLA (Future Business Leaders of America) at Alpha Kappa Psi's (AKPsi) National Elevate Conference in Chicago. Two teams of students conducted in-depth research, formulated strategic recommendations and presented their findings to a panel of judges at the competition. Their hard work and dedication paid off.



*Alpha Kappa Psi 1st place winners Jessica Jones '25 and Sara Braunstein '26 (center) with AKPsi leaders*

First place winners Sara Braunstein '26 (information technology), Jessica Jones '25 (entrepreneurship) and Victoria Logan '26 (international business and marketing) received \$2,000, while second place winners Olivia Kelly '26 (finance), Joseph Petriello '27 (finance) and Alyssa Rannekleiv '25 (international business and marketing) received \$1,500.



*Alpha Kappa Psi students at the national competition*



## Increasing Opportunities at the Southard Institute for Sales Excellence

Thanks to a generous donation from Mike and Amy Southard, UTampa's Institute for Sales Excellence has been renamed the Southard Institute for Sales Excellence.

The renaming came as the institute moved into the new Grand Center building and its new offices, learning spaces, conference room and classroom. The Southards' gift will support center and institute operations, along with funding of an endowment for student scholarships and student support services.

Mike Southard said he has always thought sales skills are a critical part of any student's education, even for those not planning to enter the sales field. "Think about it — all your interactions as a child and adult are convincing someone to see your way and get something you want," Southard said. "This center will give all students the opportunity to learn more about professional selling skills that will benefit them throughout their entire lives."

In addition to this gift, the Southards previously committed to funding multiple four-year scholarships that are awarded to students who wouldn't be able to join the UTampa community without financial assistance.

President Dahlberg said she appreciates the Southards' commitment to both student success and student support. "The Southard Institute for Sales Excellence is another example of the kind of education that



*Southard Institute for Sales Excellence faculty and students*

UTampa is known for — providing innovative, collaborative spaces where we prepare students for success and graduate the skilled professionals that businesses need to prosper."

The goal of the Southard Institute for Sales Excellence, which was established in 2017 as part of the Sykes College of Business, is to prepare students for careers in professional business-to-business sales; encourage networking between students and businesses; serve as a staffing resource for regional, national and global firms; and provide learning resources for local and regional businesses.

**"This center will give all students the opportunity to learn more about professional selling skills that will benefit them throughout their entire lives."**

**— Mike Southard**



## DYNAMIC PROGRAMS **Sykes Innovates, Engages and Impacts**



*Bert Seither and Branden Weber at the Global Consortium*

### **Maximizing Efficiency with Technology at the Lowth Entrepreneurship Center**

In November 2024, Operations Manager Bert Seither '19 and Staff Assistant Branden Weber '21, M.S. '22, represented the John P. Lowth Entrepreneurship Center (LEC), a part of the Sykes College of Business, at the Global Consortium of Entrepreneurship Centers conference held at Babson College in Boston. They presented on "Maximizing Efficiency: Using Airtable to Run an Entrepreneurship Center," sharing how the LEC leverages Airtable to streamline operations, enhance data management and drive program efficiency. Their insights were well-received by entrepreneurship educators and administrators, showcasing the center's leadership in adopting innovative tools to optimize entrepreneurship education.

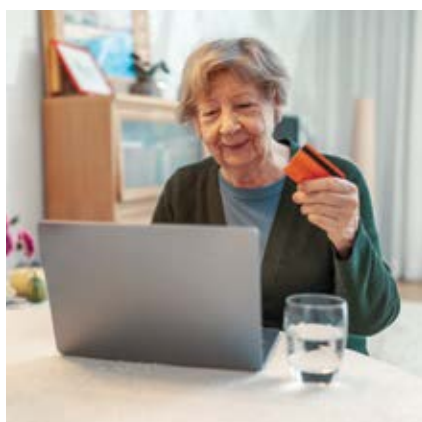




## Protecting Older Adults from Cyber Attacks: Senior Cyber Hygiene Project

This year, a group of cybersecurity students launched the Senior Cyber Hygiene Project, an initiative to help protect older adults — a population particularly vulnerable to phishing and social engineering attacks. This awareness program aims to educate seniors on how to stay safe online and avoid falling victim to cyber threats. Participating students completed volunteer training through the Center for Cyber Safety and Education, the charitable arm of ISC2, the International Information System Security Certification Consortium, Inc.

After completing the program's onboarding process, students engaged with local senior living facilities, tailored their presentations to the specific needs of each audience and



delivered in-person training sessions under the guidance of supporting cybersecurity faculty. This year, students conducted three client visits and are planning to expand the program to offer additional cybersecurity services to local non-profit organizations.



*Cybersecurity students presenting to residents at a senior living facility*

## Competing at Florida Early Stage Venture Conference

In June 2025, Speros Margetis, professor of finance, accompanied Sophia Chemlali, B.S., '25 at the Statewide Collegiate Start-up Competition at the Florida Early Stage Venture Conference in Orlando. Chemlali presented her company — Jenatti — at the conference, which was attended by venture capitalists, angel investors, founders, service providers and faculty from across the nation. Jenatti is a modesty-focused fashion marketplace app, aiming to simplify how women shop for faith-aligned apparel.



*Sophia Chemlali, B.S., '25 with Speros Margetis*

## SCHOLARSHIP **Selected Faculty Publications**

### **ACCOUNTING**

**Alfonso, E., Keener, M. H.** (2024). Mandatory Modern Slavery Statements and Earnings Manipulation. *Journal of Forensic and Investigative Accounting*, 16 (2), 269-288.

**Baaske, B. N.**, Carrillo, H. E., Gaynor, L. M., Schmidt, J. (in press). A Multi-Disciplinary Theory Repository and Assurance Ecosystem Framework to Facilitate Research. *Auditing: A Journal of Practice & Theory*, 1-22.

**Baaske, R., Platau, S. M., Keener, M. H.** (in press). Should it Stay or Should it Go? Practitioner Opinions on the 150-Hour Requirement. *The CPA Journal*.

Cainas, J. M., Hasson, B. K., **Kralik, J.** (2024). Accounting Faculty Perspectives on Data Analytics: Course Design, Competency Assessment, and Employer Needs and Response. *Issues in Accounting Education*, 1-22.

**Marley, R. N., Platau, S. M., Goodwin, R. C.** (in press). The Importance of Continuing Professional Education - Notes From the Field. *Florida CPA Today*.

### **ECONOMICS**

**Agirdas, C., Milovanska-Farrington, S. V.** (in press). Effects of the 2001 Draft Suspension in Spain on Educational Attainment. *Research in Economics*, 78 (3), 100980.

**Blake, G. O.**, Gibbison, G. (2025). Proxy Means Test for Targeting Welfare Benefits in Jamaica. *Development Policy Review*, 43(2), e12828.

**Blanco, A. R.** (2025). In Search of Stable Peace. *Markets and Society*, 1(2), 5-20.

**Blanco, A. R.**, Sandoval, M. R., Segovia, K., Goodman, N. P. (2025). U.S. Intervention and Coercion-Enabling Capital: Evidence from El Salvador. *Eastern Economic Journal*, 1-25

Coyne, C. J., **Blanco, A. R.** (2025). The Nuclear Ratchet: Crisis, Leviathan, and Atomic Weapons. *Independent Review*, 29(4).

Fitch, C., **Blanco, A. R.**, Paez, G. R. (2025). An Examination of the Intersectional Experience of Incarcerated Parents. *Corrections*, 10(1), 22-40.

Alshamy, Y., Coyne, C. J., **Blanco, A. R.**, Owens, M. (in press). Surveillance Capitalism & the Surveillance State: A Comparative Institutional Analysis. *Constitutional Political Economy*, 1-23.

**Borja, K., Rodriguez, S., Roby, C.** (2024). Streaming Movies, Series and Shows: Attitudes and Beliefs Among Gen Zers. *Young Consumers*, 26(1), 96-115.

**Diaz Vidal, D., Salaiz, A., Beekman, R. L.** (2024). Harmonizing Economic History: Exploring Pedagogical Strategies Through the Integration of Country Music in Economic Education. *International Journal of Pluralism and Economics Education*, 15(2).

Ambrosia, M., **Dorrell, J., Stockwell, T.** (2024). Is Active Bitcoin Supply Decreasing? An empirical analysis. *Journal of Economics and Finance*, 1-21.

**Milovanska-Farrington, S. V., Luce, P.**, Bess, J. (in press). True Applications of Economics from the Business World. *Journal of the Academy of Business Education*. Available at SSRN 4817925.

**Milovanska-Farrington, S. V.**, Mateer, G. Dirk (in press). Does learning economics make you less susceptible to the sunk cost fallacy? *Journal of Economics and Finance Education*.

**Milovanska-Farrington, S. V.** (in press). "Choice: Economics Materials for Success" on Substack. *The Journal of Economic Education*, 56(2).

**Milovanska-Farrington, S. V.**, Mateer, G.D. (in press). Using Engaging Activities to Enhance Student Mental Wellness in Introductory Economics Classes. *International Journal of Pluralism and Economics Education*.

**Milovanska-Farrington, S. V.**, Mateer, G.D. (in press). Three Business World Lessons for Introductory Economics. *Journal of Economics Teaching*.

**Milovanska-Farrington, S. V.**, Neves, M. (in press). Utilizing Video Game Clips to Teach Principles of Economics. *The Social Studies*, 1-14.



**Milovanska-Farrington, S. V.,** Lynch, B. (in press). Utilizing Bob's Burgers to Illustrate Economic Concepts in Introductory Economics classes. *Journal of Economics Teaching*.

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**Stockwell, T.,** Piger, J. (2025). Are the Effects of Monetary Policy Larger in Recessions? A Reconciliation of the Evidence. *The Journal of Economic Asymmetries*, 31, e00394.

## FINANCE

**Ghannadian, F. Frank,** Le, U. T. (in press). Students' perception of ChatGPT and Other Applications in Finance Education: A Preliminary Study. *Journal of Financial Education*, 50(1), 1-20.

**Gogineni, S.** (2024). Global REIT Regulations and Valuation. *International Review of Economics and Finance*, 93, 152-166.

**Gogineni, S.** (in press). The Pervasiveness of Matching Rights in Merger Agreements: Impact on Shareholder Wealth. *Journal of Financial Research*.

Byun, S., **Han, S.,** Oh, J.-M., Xu, J. (2024). ESG Complementarity in Emerging Market: Evidence from China. *Finance Research Letters*, 73, 106618.

**Lin, Z.,** Wu, W., Zheng, S. (2024). Do Innovator CEOs Matter in IPOs? *Accounting & Finance*, 64(3), 2345-2374.

**Margetis, S. L., Donaldson, J. R.** (in press). A Student Exercise: Employing Event Studies to Gauge the Effect of Amazon on Rival Firms. *Journal of Instructional Techniques in Finance*.

**Shelton, A. C.** (2024). Bitcoin Return Prediction: Is It Possible via Stock-to-Flow, Metcalfe's Law, Technical Analysis or Market Sentiment? *The Journal of Risk and Financial Management*, 17(10), 443.

Favreau, C., Jones, S., **Shelton, A. C.** (2025). Debt and Stock Market Participation: Evidence and Implications of Impulsivity. *Journal of Behavioral Finance*, 1-16.

Yae, J., **Tian, G. Z.** (2024). Volatile Safe-Haven Assets: Evidence from Bitcoin. *Journal of Financial Stability*, 73, 101285, (August 2024, Special Issue on FinTech and Central Bank Digital Currencies), 17.

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**Bai, Z., Wang, P.,** Jia, M. (2024). Cryptocurrencies as a new trigger for credit card misuse during economic downturns. *International Journal of Bank Marketing*, 43(4), 827-848.

**Bai, Z.** (2024). The Double-Edged Sword: How Cryptocurrency Investments Could Undermine the Anxiety-Reducing Benefits of Rainy-Day Savings in Times of Economic Turbulence. *Review of Behavioral Finance*, 17(1), 198-216.

**Bai, Z.** (2024). Leveraging Machine Learning for Predictive Insights in Robo-Advisory Adoption: A Marketing Analytics Approach. *Journal of Marketing Analytics*, 1-14.

**Bai, Z.,** Shang, X., Zhang, H. Unraveling the Causal Impact of Adverse Childhood Experiences on Social Well-Being during the COVID-19 Pandemic, Evidence from an Instrumental Variable Design. *Journal of Public Mental Health*, 23(4), 303-315.

**Bai, Z., Wang, P.** (2024). When Uncertainties That Matter: Exploring the Causal Effect of Cryptocurrency Investment on Retirement Worry Using An Instrumental Variable Design. *Financial Research Letter*, 67, 105952.

**Bartelt, V. L.,** Dennis, A. R. (2024). Managing Attention: More Mindful Team Decision-Making. *European Journal of Information Systems*, 33(2), 161-180.

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## SCHOLARSHIP **Selected Faculty Publications**

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## FACULTY RESEARCH **Spotlight on Faculty**



### **Providing Expertise in Defense Economics**

Since she began her research on the economics of defense, Professor Abby Hall Blanco has grown accustomed to explaining that economics isn't just about stock markets and the money supply — economics is everywhere. It touches everything from healthcare to education to defense. Recognizing that defense is big business — employing more than 1.1 million workers in the U.S. across some 60,000 companies — she was excited to apply an economic lens to its study.

Hall Blanco's work has explored topics such as the impact of troop deployments on emergency services, policing, as well as the integration of military technologies into state and local law enforcement. Along with her coauthors, she helped create a database tracking equipment transfers from the military to police departments, enabling more detailed and accurate analyses. She has also examined the development and integration of military technologies — including unmanned aerial vehicles (drones) and nuclear weapons — into U.S. defense structures.

One of her most recent books, *The Economics of Terrorism, Counterterrorism, and the War on Terror*, published by Cambridge University Press, adopts an economic approach to understanding terrorist organizations and policymakers' responses to terrorism. Hall Blanco and her coauthors use economic frameworks to analyze how different policies influence the decisions of terrorist organizations, and they discuss the implications of those changes for policymakers and the effectiveness of counterterrorism strategies.

She has also published two books with Stanford University Press: *Tyranny Comes Home: The Domestic Fate of U.S. Militarism* and *Manufacturing Militarism: U.S. Government Propaganda in the War on Terror*. In addition to her books, Hall Blanco has authored more than 40 academic journal articles across multiple disciplines, including economics, law, peace studies, and policing.

Hall Blanco's expertise makes her a frequent resource for journalists, scholars, and even the military. She has twice presented to the U.S. Army's Strategic Broadening Seminar and has addressed the Armed Forces of Guatemala on U.S.–Latin America dynamics. Her work has

earned her invitations to serve as a member of the Network for the Initiative for the Study of Sustainable Peace, and she is a Non-Resident Fellow at Defense Priorities, a think tank focused on sound defense policy. Her insights have been featured in outlets such as *USA Today*, *Newsweek*, *Responsible Statecraft*, *The Hill*, and *The Washington Times*, among many others.

Her most recent book, *How to Run a War: A Confidential Playbook for the National Security Elite*, published in 2024 by the Independent Institute, offers a satirical look at U.S. foreign policy.

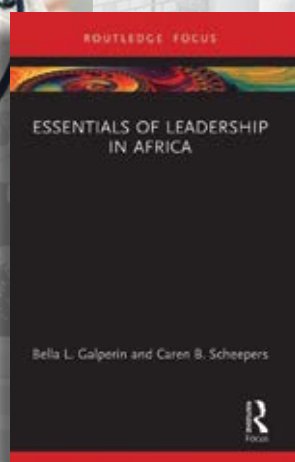


**Abby Hall Blanco**  
Personal website: [www.abigailrhall.com](http://www.abigailrhall.com)



## Leading in Africa with Bella Galperin

In January 2025, Bella Galperin, Dana Professor at the Sykes College of Business, and Caren Scheepers, professor at the Gordon Institute of Business Science, published a book entitled *Essentials of Leadership in Africa*. The book examines leadership's crucial role in shaping organizations and societies; however, it moves away from Western perspectives on leadership and fills a gap by looking at leadership through an African lens. The book provides a framework tailored to Africa and aims to equip students, managers and practitioners with relevant insights to enhance leadership effectiveness on the African continent.





## PARTNERSHIPS **Sykes Innovates, Engages and Impacts**



*UTampa's GAP trip participants*

### **UTampa's Global Access Partnership Travels to Chile**

The Sykes College of Business proudly hosted the Global Access Partnership (GAP) in the vibrant city of Santiago, Chile. Our enthusiastic delegation, led by Dean Ghannadian, included President Dahlberg, UTampa trustees, and Sykes COB faculty members. The delegation was eager to immerse themselves in this exciting experience.

Throughout the trip, the delegation engaged in enlightening presentations from the Central Bank of Chile and senior executives from the mining industry. They also delved into the fascinating world of the wine trade, exploring and learning about the wine trade at both boutique and global wineries.

One of the standout moments was an unforgettable trip to Valparaíso, adding a touch of magic to this dynamic program. What an inspiring journey it has been!

Morgan Stanley and CeriFi to offer a new SIE Certification Prep Course. Representatives from these organizations and other industry leaders met in class regularly throughout the semester to prepare students for the SIE exam and a career in wealth management. Discussions included different career paths, interview tips, certifications requirements, exam prep strategies and resume workshops. Morgan Stanley conducted the resume workshop, which included sending three of its hiring managers to discuss resume tactics and to review the students' resumes during one of the class sessions. The students received one-on-one sessions with the Morgan Stanley managers following the in-class workshop. The individual sessions extended beyond the class time with the managers continuing meetings with the students in the career room. Students completing this course are well prepared to enter the wealth management industry. In the 2024-2025 academic year, finance was one of the most popular undergraduate majors at Sykes, with over 1,300 declared majors.



*Morgan Stanley managers working with finance students*

### **Achieving Security Industry Essentials (SIE) Certification with Morgan Stanley**

Industry partnerships have offered numerous opportunities for students, including those interested in achieving important certifications. In Spring 2025, Speros Link Margetis, professor of finance, partnered with

### **Fostering Community Engagement at the Accounting Bootcamp**

In the fall, the accounting department hosted a new event called "Accounting Bootcamp: Road to the Real World," built on previous initiatives like classroom visits and the "More than Debits and Credits" panel event. The event, led by professors Juliana Kralik and Becca Baaske, was designed to foster





*More than Debits and Credits panel event*



*Accounting Bootcamp*

community among accounting majors and strengthen relationships with industry professionals. The bootcamp attracted over 80 attendees including students, faculty members and accounting professionals from the advisory board. Participants engaged in networking, tabling sessions and insightful breakout presentations, including a UTampa alumni-led panel and a PwC ‘real-world’ Alteryx demonstration. This highly successful event was a true team effort and part of a new annual tradition.

The accounting department is committed to actively engaging current and prospective accounting majors through diverse events and initiatives that bridge classroom learning with professional practice.

Alongside the bootcamp, the accounting department continued its established programs designed to inspire interest among introductory business students. Early each semester, “An Exploration of Career Paths in Accounting” allows professionals to share their diverse experiences directly with students in the classroom. The semester is then capped off with “More than Debits and Credits,” a dynamic networking event where panelists and roundtable discussions provide real-world insights and practical advice. These events are fueled by positive student feedback and the enthusiastic engagement from participating professionals.

## Highlighting Courage, Creativity and Grit at the New Venture Expo

New businesses and ideas flourished at the Lowth Entrepreneurship Center’s 2025 New Venture Expo with 53 businesses and over 400 attendees, including students, alumni, prospective students, investors, volunteers and community members.

**“This year’s New Venture Expo showcased more than just student businesses — it highlighted the courage, creativity and grit it takes to pursue an entrepreneurial path.”**

**— Rebecca White, director  
Lowth Entrepreneurship Center**

“Watching students from all backgrounds and disciplines take the stage with confidence and clarity proves that entrepreneurship at UTampa is not only thriving — it’s transforming lives,” said Rebecca White, director of the Lowth Entrepreneurship Center.

This expo showcased a dynamic mix of graduate and undergraduate students from various academic disciplines, as well as participants from the Spartan Incubator and Accelerator entrepreneurship programs. Students presented business concepts they had developed throughout the academic year, which were evaluated on criteria such

as business viability, team capability and presentation quality.

The student ventures were categorized into four stages, reflecting the entrepreneurial journey: idea, prototyping, launch and growth. This structure allowed each business to be evaluated relative to its development stage, providing a fair and tailored judging experience. Whether students were sharing their initial concept, testing a prototype, entering the market or scaling an existing venture, they received stage-specific feedback from judges with relevant expertise. This approach not only helped level the playing field but also gave students actionable insights aligned with where they are in their journey.

“At the Sykes College of Business, we prepare students to lead from day one,” said Frank Ghannadian, dean of the Sykes College of Business. “The New Venture Expo brings those lessons to life, giving students a hands-on opportunity to present their ideas, test their thinking, and engage directly with professionals who’ve built businesses of their own. It’s more than a competition — it’s a learning experience that accelerates their growth as future entrepreneurs and business leaders.”



### **Partnering Strategically with the International Coaching Federation**

One of the ways the Sykes College of Business has distinguished itself from its peers is through its graduate business coaching program, which began in 2001. Each year, leadership faculty pair students in MBA, EMBA, EDBA and executive education programs with life coaches who are community leaders, alumni and/or members of the International Coaching Federation (ICF). In May 2025, the ICF at Central Florida recognized the Sykes coaching program with its inaugural Strategic Partnership Award. Program organizers offer interactive training each year for new and seasoned coaches, along with a coach appreciation and recognition dinner. Over 120 coaches actively and voluntarily contribute to this Sykes program, which has significantly impacted hundreds of students and the community over the past couple of decades.

### **Launching a New International Dual Business Degree Program with EDHEC**

Sykes College of Business and Ecole des Hautes Etudes Commerciales du Nord Business School (EDHEC) in France have launched a prestigious dual degree program that allows graduate students from both institutions to earn two Master of Science (M.S.) degrees



*TECO Energy Center Coaching Program - training*

simultaneously. Students will have the opportunity to pursue specialized M.S. programs such as business analytics, cybersecurity, marketing and information and technology management.

According to Thom Pittz, associate dean for International Programs at UTampa, the program “prepares students not only to succeed across two continents but also to lead with insight, adaptability and cross-cultural competence. Students will benefit from a curriculum enriched by cross-cultural perspectives and access to faculty, resources and networks from two top-tier institutions. This makes it an exceptional opportunity for graduate business students aiming for international careers.”

Richard Perrin, associate dean for International

Relations at EDHEC, said they are proud to team up with top international schools like UTampa to give students world-class business education and exciting study abroad options. “A double degree with a respected U.S. partner like UTampa gives our students a real edge and a head start on global careers,” Perrin said.

**“We are happy to invite students from across the Atlantic to come to the Sykes College of Business, and for Sykes students to have the opportunity to earn a dual degree from a great business school partner like EDHEC.”**

**— Frank Ghannadian, dean  
Sykes College of Business**



## High-Performing Marketing Students Receive Multiple Honors in New Orleans

The University of Tampa Chapter of the American Marketing Association (AMA) participated in the 2025 AMA International Collegiate Conference held in New Orleans. This year marked the chapter's most significant representation, with 18 student leaders attending. UTampa's AMA chapter co-advisor, Lisa Monahan, was selected to serve as a judge for the Marketing Strategy Competition, sponsored by Deloitte. Students participated in professional development activities including workshops, competitions, career-development sessions, social and networking events and seminars focused on effective chapter management and leadership. The conference brought together over 350 nationally recognized AMA student chapters and the UTampa AMA chapter received multiple national awards/honors: Chapter President Tori Logan was named a finalist in the Perfect Pitch competition; UTampa was selected to present a best practices session on member recruitment, a distinction awarded to a small group of high-performing chapters; the chapter was recognized for Outstanding Chapter Management and Leadership and earned second place in the National Website Design Competition.

AMA UTampa is a community of aspiring marketers dedicated to innovation, creativity and excellence. AMA UTampa strives to empower members with the knowledge, skills



*AMA students*

and networking opportunities for success in the marketing world. These achievements underscore AMA UTampa's continued excellence and innovation in developing student mastery of marketing, personal and professional development and national visibility for UTampa within the AMA collegiate network.

## Battling Against Human Traffickers Earns Well-Deserved Ethics Award

In April 2025, Dotti Groover-Skipper, founder of the HeartDance Foundation, was recognized with the Center for Ethics' most prestigious Ethics Award for her lifelong battle against human traffickers. Groover-Skipper has influenced positive policy change for issues such as substance abuse, addiction and sex trafficking. She founded the HeartDance Foundation to aid survivors recovering from these experiences. Her recent achievements include being selected as one of "100 Women to Know in America" by the national KNOW Women organization, a lifetime achievement

award from the Hillsborough County Sheriff's Office, and delivering a TEDx Talk about human trafficking.

The Center's Tampa Bay Ethics Award celebrates integrity, virtue and character by recognizing outstanding individuals in business, professional services or government who exemplify moral qualities and the highest standards in their daily activities. Past award winners include: former Florida Gov. Bob Martinez '57; Freddie Solomon '75, former NFL player; former Tampa Mayor; former Tampa Mayor Pam Iorio; Columbia Restaurant owner Richard Gonzmart; and businessmen John Sykes and James Ferman Jr.



*Dottie Groover-Skipper*

## PARTNERSHIPS **Sykes' Centers Innovate, Engage and Impact**



*Tampa General Hospital Executive Education*

### **Collaborating with Tampa General Hospital in its 6th Year of Leadership Executive Education**

**"We heal. We teach. We innovate. Care for everyone. Every day."** These simple words define workers at Tampa General Hospital, which is well-known in the Tampa Bay region for living by its words.

Furthermore, TGH is ranked as the #1 hospital in Tampa Bay by *U.S. News and World Report* for 2024-2025 and is nationally ranked among the top 50 hospitals nationwide in eight specialties. Since 2019, Tampa General Hospital (TGH) has been sending 25-person cohorts each fall and spring to Sykes' TECO Energy Center for Leadership for a customized Modern Advances in Leadership Certificate program. This course is team-taught by

faculty who specialize in leadership, teams, negotiations, strategy, innovation, creativity, entrepreneurship, multigenerational issues and legal issues in human resource management. Each student is also paired with a life coach, who helps them set and achieve personal and

professional goals. The course culminates with student presentations to the center's board members. In Spring 2025, TGH CEO John Couris and members of the TGH top executive team watched final student presentations and offered insights into integration of student plans with TGH's mission, vision and goals.

### **Forging New Partnerships for Alpha Kappa Psi's New Phi Upsilon Chapter**

Since beginning the expansion process in October 2023, Alpha Kappa Psi has made steady progress in establishing its presence on campus. This milestone was celebrated on November 10, 2024, with the official chartering of the Phi Upsilon chapter.



*Alpha Kappa Psi Students with President Dahlberg, Dean Ghannadian and UTampa faculty*





2025 Leadership Summit featuring keynote speaker Kris Kelso

Phi Upsilon focuses on providing a well-rounded experience by balancing professional development, community service and relationship-building. In Fall 2024, the chapter partnered with local companies such as Raymond James, Brick Media Marketing Agency and NAMA KOR Holdings to offer members opportunities for networking and skill development. The chapter also demonstrated its commitment to service by partnering with JL Blessings to collect 124 backpacks filled with essential supplies for Tampa's communities and raising \$2,000 to support relief efforts for Hurricanes Milton and Helene. Phi Upsilon is dedicated to continued growth and making a positive impact to the Sykes College of Business through initiatives that reflect its values of service, integrity and unity.

## 2025 Leadership Summit: Overcoming the Imposter with Kris Kelso

Have you ever felt you didn't really measure up to the assumptions that others have made about you? In February 2025, Kris Kelso, entrepreneur and the author of *Overcoming the Imposter: Silence Your Inner Critic and Lead with Confidence* was the keynote speaker for the TECO Energy Center for Leadership's 2025 Leadership Summit.

According to Kelso, research shows that up to 70% of the population experiences imposter syndrome, the feeling that their success may be accidental, coincidental or even fraudulent — at some point in life. Moreover, Kelso noted that imposter syndrome tends to be more

prevalent among high achievers. During the Leadership Summit, reasons that experiencing imposter syndrome might be a good sign were discussed. For example, Kelso said, "You won't feel like a fraud when you're staying in your comfort zone but stepping out and taking a risk can make you vulnerable. When you're trying something new, or among people who intimidate you, doubts will begin to creep in."

After Kelso's keynote speech, a community panel of leaders, including Chris Letsos, CEO of Big Brothers Big Sisters of Tampa Bay; Liza A. Mizel, SVP, Director of Treasury Management Sales — Florida, Republic Bank; and Barbara Tripp, Fire Chief, Tampa Fire Rescue, further discussed overcoming the imposter and related leadership topics.

# AWARD AND ACCOLADES **A Year of Remarkable Achievements**

## **OUTSTANDING STUDENT AWARDS FOR 2024/2025**

**OUTSTANDING GRADUATE IN FINANCE:**

**Tal Zinn**

**OUTSTANDING GRADUATE IN MANAGEMENT:**

**Michelle Loefstrand**

**KEN JENSEN MEMORIAL AWARD FOR OUTSTANDING GRADUATE IN MARKETING:**

**Naomi Vogel**

**OUTSTANDING GRADUATE IN ACCOUNTING:**

**Allison Tatum**

**OUTSTANDING GRADUATE IN MANAGEMENT INFORMATION SYSTEMS:**

**Kassandra Mueller**

**OUTSTANDING GRADUATE IN CYBERSECURITY:**

**Richard Jarrell**

**ADAM SMITH SOCIETY AWARD FOR OUTSTANDING STUDENT IN ECONOMICS:**

**Josalyn Delson**

**OUTSTANDING GRADUATE IN BUSINESS INFORMATION TECHNOLOGY:**

**Shane Ahlers**

**OUTSTANDING GRADUATE IN FINANCIAL ENTERPRISE SYSTEMS:**

**Kade Bickel**

**ALAN WEIMER OUTSTANDING ENTREPRENEURSHIP AWARD:**

**Alexis Alegre-Castro**

**Congratulations Graduates!**

## **DEAN'S AWARDS**



**TEACHING EXCELLENCE**

**Daniel Diaz Vidal, Ph.D.**

Associate Professor of Economics



**RESEARCHER OF THE YEAR**

**Chris Crawford, Ph.D.**

Assistant Professor of Entrepreneurship



**OUTSTANDING SERVICE AND STUDENT INVOLVEMENT**

**Bella Galperin, Ph.D.**

Dana Professor of Management



**OUTSTANDING PART-TIME FACULTY**

**Andrey Niantchev**

Economics Instructor

## **TEACHING EFFECTIVENESS COMMITTEE AWARD**

**TEACHING INNOVATION**

**Andrea Tunarosa, Ph.D.**

Assistant Professor of Management





# Sykes College of Business Dean's Advisory Council

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Adjunct CEO

**John “Jack” M. Barrett**

Florida Market President  
and Chief Commercial  
Services Officer  
DFCU Financial

**Eileen Canady**

Global Marketing Director  
BST Global

**David Christian**

Senior Vice President and Regional  
Manager for Community Affairs  
Regions Bank

**Bob Clark**

President  
Tampa Steel Erecting Co.

**Joyce Cotton**

Director of Marketing and  
Community Partnerships  
WEDU

**Curtis Glovier**

Senior Advisor  
Star Mountain Capital

**Christopher Lykes**

Private Investor

**Joel Manings**

Managing Director  
Merrill Lynch

**Thomas Meachum**

Vice President  
Wealth Management Advisor, CFP  
Merrill Lynch

**Liza Mizel**

Director of Treasury  
Management Sales  
Republic Bank

**Robert Muir**

(Retired) Executive Vice President  
Willis of Florida  
Willis Insurances Services  
of California Inc.

**William Mullin**

President  
Wealth Enhancement Group

**Dana Nafe**

Vice President  
Brown & Brown Inc.

**Jarett Rieger**

Senior Director  
Office of Innovation and Industry Alliances  
Moffitt Cancer Center  
& Research Institute

**Colleen Quinn-Adams**

Owner  
The Legal Investigation and  
Mitigation Offices of Colleen Quinn  
Investigations

**Kevin R. Shukur**

West Florida Market President  
First American Bank

**Brian Smith**

Managing Partner  
Lender's Consulting Group, Inc.

**Teresa Stinson**

Senior Vice President  
C&I Banking  
Cadence Bank

**Bill Sweeney**

President  
EIGER Leadership

**Holly Tomlin**

President/Principal/Owner  
Tomlin St Cyr Real Estate Services

**Joe Troy**

Chairman and CEO  
Boasso Global

**Osman “Os” Haque**

Vice President  
ConnectWise

**Ren Scott**

Creative Director/Co-Founder  
BrandMinded

**William Mehserle**

Partner  
PFS Signature Wealth

**Tim Willard**

Managing Principal  
Sabal Trust

**THE UNIVERSITY OF TAMPA**

**Teresa Abi-Nader Dahlberg, Ph.D.**  
President

**Schezy Barbas**

Assistant Vice President  
Development and University Relations

**F. Frank Ghannadian, Ph.D.**

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Sykes College of Business

**Michael T. Stephenson, Ph.D.**

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of Academic Affairs

**Stephanie Thomason, Ph.D.**

Associate Dean  
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