

STEPHANIE J. THOMASON

CURRICULUM VITAE

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**EDUCATION**

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

**COURSES TAUGHT**

*Undergraduate at the University of Tampa:* Principles of Management; Human Resource Management; Essentials of Corporate Responsibility; Survey of International Business; Baccalaureate 101; Baccalaureate 102

*Graduate at the University of Tampa:* Foundations of Management; Human Resource Management Strategy: Effective Utilization of People; International Management; Professional Development Topics: Leadership Track; Professional Development Topics: Career Development Track; Personal Branding: Developing Interpersonal and Communication Skills (EMBA)

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

**ACADEMIC EXPERIENCE AT THE UNIVERSITY OF TAMPA**

*Leadership Positions*

Associate Director, TECO Center for Leadership (2008 – 2011; 2016 - present)

Oversees the MBA Coaching Program, which involves the coordination of graduate MBA students with professional and community coaches.

Oversees and instructs a course in the Modern Advances in Leadership for the TECO Energy Center for Leadership Certificate Program

Chair, Ad Hoc Senate Tenure and Promotion Committee (2016-2017)

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

“Master of Ceremonies” for the Brazilian executive education GAP program.

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

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

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

Tenured Associate Professor of Management (2013 to present)

Editor, Sykes College of Business Annual Report (2011 to 2015), which is a 25+ page brochure for the internal and external UT community, AACSB Deans and Associate Deans.

Chair of the BUS courses (Undergraduate Introduction to Business; Undergraduate and Graduate Business Law; Professional Development Practicum for Graduate Students), June 2011-May 2016.

Chair, COB Undergraduate Curriculum Committee, Summer 2011 – May 2014.

Chair, UT Experiential Education Steering Committee, Summer 2010 – Summer 2013.

Lead Author and Presenter (with Eric Freundt) on Quality Enhancement Plan Proposal for SACS Accreditation, which was accepted in April, 2013.

Lead Co-Author (with Eric Freundt) on Carnegie Application for Community Engagement 2014.

MBA Professional Development Practicum Coordinator, January 2010 – June 2011

Chair, Faculty Search Committee, Business Law term position, Spring 2014

Faculty Advisor to the UT chapter of Delta Sigma Pi, Spring 2010 – Summer 2011

Faculty Co-Advisor to UT GOLD Spring 2010 – Summer 2010

#### *Committee Service*

##### *Current Positions*

Member, COB Tenure and Promotion Committee (elected), 2016- Present

##### *Previous Positions*

COB Faculty Search Committee member, MGT, 2008, 2011, 2012, 2013, 2014, 2015, 2016, 2017

COB Faculty Search Committee member, MKT, 2016

UT Faculty Search Committee member, QEP Director, 2016

Member, Resource Team for Faith, Values, and Spirituality, Fall 2015 – Spring 2016

COB Accreditation Committee, August 2011 – May 2016

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

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

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

Ex officio, COB Graduate Curriculum Committee, Fall 2011 – May 2016

Ex officio, COB Media ad hoc Committee, Fall 2011 – May 2016

UT Internship Council, Spring 2010 – 2014

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

## **ACADEMIC EXPERIENCES OUTSIDE OF THE UNIVERSITY OF TAMPA**

### **University of Brasilia, Graduate Program**

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

### **National Society for Experiential Education (NSEE)**

President; Board of Directors (2016 – 2018)  
President Elect; Board of Directors (2014 - 2016)  
Board of Directors (2012 - 2014)  
Chair, Annual Conference of the National Society for Experiential Education (2013)  
Committee Member, Experiential Education Academy Committee (2010 - 2012)

### **Augusta University and SACS**

SACS Lead Quality Enhancement Plan (QEP) Evaluator (2016)  
QEP entitled “Learning by Doing.”

### **Council for Advancement for Standards in Higher Education (2015)**

Subject Matter Expert for the Internship Standards Review Committee

### **University of West Indies in Barbados**

Subject Matter Expert (2014).  
Developed a Master’s of Science program in Human Resource Management for the UWI Open Campus.

### **Lynn University**

Adjunct Professor, Principles of Marketing course (2002)

### **Florida Atlantic University**

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

## **PROFESSIONAL EXPERIENCE**

### **Casual Patio, Inc.** Delray Beach, FL. (1989 - 2002)

VP/Manager of a family business. Broad functional responsibilities including marketing, management, accounting, payroll, insurance benefits coordination, taxes, recruiting, purchasing, budgeting, forecasting, and selling. Three locations upon departure, generating over \$5 million annually. Sold company in 2006.

**Boca News, Boca Raton, FL (2001 - 2002)**

Writer. Published weekly articles on real estate, construction, and home improvement.

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

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

**J.T. Walsh Realty, Boca Raton, FL (1992 - 2002)**

Real Estate Salesperson. Promoted and sold commercial and residential properties.

**SIRS, Inc. Boca Raton, FL (1990 - 1993)**

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

**JOURNAL ARTICLES**

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

Thomason, S.J. & Brownlee, A. (2018) Ethical decision making and psychological entitlement. *Business and Society Review (Accepted May 2018). Cabells Acceptance Rate: 28%. Australian Business Deans' Council Rating: C*

Thomason, S.J., Brownlee, A., Beekman, A., & Rustogi, H. (2017) Forced distribution systems and attracting top talent. (2018) *International Journal of Productivity and Performance Management. (Accepted December, 2017). Australian Business Deans' Council Rating: B.*

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

Simendinger, E., M., El-Kassar, A., Gonzalez-Perez, M., Crawford, J., Thomason, S.J., Reynet, P., Kjellander, B., & Edwards, J. (2016). Attributes that might increase perceived teaching effectiveness in business schools: An international comparative study. *Journal of Educational Management. Australian Business Deans' Council Rating: B.*

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

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

- Vega, G., Simendinger, E., & Thomason, S. J. (2015). How to Transform Research Cases into Teaching Cases. *The CASE Journal*, 11(1): 133-143. *Cabells Acceptance Rate: 20%*; *Academy of Management Learning and Education (2013) journal ranking: B*.
- Bernardin, J. H., Thomason, S. J., Buckley, R. M., and Kane, J. S. (2016). Rater Rating-Level Bias and Accuracy in Performance Appraisals: The Impact OF Rater Personality, Performance Management Competence, and Rater Accountability. *Human Resource Management*, 55(2): 321-340. *Cabells acceptance rate 6 – 10%*; *Australian Business Deans' Council Journal Ranking: A\**; *Top 45 Financial Times journals*.
- Thomason, S. J., Brownlee, A., & Steiner, S. (2013). Personality as a Moderator of the Relationship between Organization Size and Organizational Attraction Perceptions. *Small Business Institute Journal*, 9(1): 1-17. *Cabells Acceptance Rate: 21-30%*.
- Thomason, S. J., Simendinger, E. and Kiernan, D. (2013). Several Determinants of Successful Coopetition in Small Business. *Journal of Small Business & Entrepreneurship*, 26(1): 15-28. *Cabells Acceptance Rate: 21-30%*; *Australian Business Deans' Council Journal Rating: C*.
- Thomason, S. J., Weeks, M., Bernardin, H. J., and Kane, J. (2011). The Differential Focus of Supervisors and Peers in Evaluations of Managerial Potential. *International Journal of Selection and Assessment*, 19(1): 82-97. *Australian Business Deans' Council Journal Rating: A*; *Cited in High Beam 4-26-2011, <http://www.highbeam.com/doc/1G1-255425965.html>*
- Weeks, M. R. and Thomason, S. J. (2011). An Exploratory Assessment Of The Linkages Between HRM Practices, Absorptive Capacity, And Innovation In Outsourcing Relationships. *International Journal of Innovation Management*, 15(2): 303-334. *Australian Business Deans' Council Journal Rating: B*.
- Smith, P. B., Torres, C. V., Hecker, J., Chua, C. H., Chudzikova, A., Degirmencioglu, S., Donoso-Maluf, F., Feng, N. C. Y., Harb, C., Jackson, B., Malvezzi, S., Mogaji, A., Pastor, J. C., Perez-Floriano, L., Srivastava, B. N., Stahl, G., Thomason, S. J., & Yanchuk, Y. (2011). Individualism-collectivism and business context as predictors of behaviors in cross-national work settings: Incidence and outcomes. *International Journal of Intercultural Relations*, 35(4): 440-451. *Australian Business Deans' Council Journal Rating: A*.
- Smith, P. B., Peterson, M. F., Thomason, S. J., and The Event Meaning Management Research Group (2011). National Culture as a Moderator of the Relationship Between Managers' Use of Guidance Sources and How Well Work Events Are Handled. *Journal of Cross-Cultural Psychology*, 42(6): 1101-1121. *Australian Business Deans' Council Journal Rating: A*.
- Peterson, M. F., Thomason, S. J., Althouse, N., Athanassiou, N., Curri, G., Konopaske, R., Lenartowicz, T., Meckler, M., Mogaji, A. A., and Rowney, J. I. A. (2010). Social Structures and Personal Values That Predict E-mail Use: An International Comparative Study. *Journal of Global Information Management*, 18(2): 57-84. *Australian Business Deans' Council Rating: B*.

## **TEXTBOOK, DISSERTATION, BOOK CHAPTERS, AND CASES**

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

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

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

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

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

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

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

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

## **CONFERENCE PAPERS, PANELS, AND PROCEEDINGS**

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

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

- Thomason, S.J., Etling, C., Brownlee, A., & Charles, T. Psychological entitlement, conscientiousness, and gender as predictors of ethical decision making. *Presented at the Southern Management Annual Conference*, St. Pete, FL. November, 2015.
- Simendinger, E., M., El-Kassar, A., Gonzalez-Perez, M., Crawford, J., Thomason, S.J., Reynet, P., Kjellander, B., & Edwards, J. Attributes that might increase perceived teaching effectiveness in business schools: An international comparative study. *Presented at the International Conference on Organization and Management (ICOM)*, Abu Dhabi, U.A.E., November, 2015. *Best Paper Award*.
- Thomason, S.J. & Brownlee, A. Ethical decision making and the impact of psychological entitlement. *Presented at the Eastern Academy of Management Annual Conference*, Philadelphia, PA, May, 2015.
- Thomason, S.J. Taranto, N., Taranto, S., & Margetis, S. Authentic research projects and community engagement in the classroom: Do the professor's tenure status, discipline, and classroom size make a difference? *Presented at the National Society of Experiential Education Annual Conference*, Baltimore, MD, October, 2015
- Thomason, S.J., Taranto, N., Taranto, S. & Margetis, S. Authentic research projects and community engagement in the classroom: Do the professor's tenure status, discipline, and classroom size make a difference? *Proceedings of the Annual USASBE Conference* in Tampa, FL: January, 2015.
- Peterson, M.F., Thomason, S.J., Lenartowicz, T., Ralston, D., Mullen, M., & Parente, R.C. (2015). New faculty consortium panel at the *Academy of International Business - Southeast Annual Conference*, Miami, FL, October 2015.
- Thomason, S.J., Etling, C. & Brownlee, A. Psychological entitlement and deservingness as predictors of socially responsible workplace decisions. *Proceedings of the Annual Conference of the Small Business Institute* in Las Vegas, NV: February, 2014. *Recipient of the "Runner up to Best Empirical Paper at the SBI Conference."*
- Bernardin, H.J., Thomason, S.J. & Collins, J. Effects of a forced distribution rating system on employee trust, fairness, organization citizenship behavior, and intentions to stay. *Proceedings of the Annual Conference of the Southern Management Association* in New Orleans, LA: November, 2013.
- Thomason, S.J., Brownlee, A., & Steiner, S. Personality as a moderator of the relationship between organizational size and organizational attractiveness perceptions. *Proceedings of the Annual Conference of the Small Business Institute* in St. Pete Beach, FL: January, 2013.
- Thomason, S.J., Brownlee, A., & Koutroumanis, D. Experiential Learning: Integrating the Best Practices of the NSEE in the Classroom. *Presented at the Annual Conference of the Small Business Institute* in St. Pete Beach, FL: February 2013.
- Bernardin, H.J., Thomason, S.J., Buckley, M.R., & Kane, J.S. Leniency in performance appraisals: The impact of rater personality, performance management competence, and accountability. *Presented at the Academy of Management Annual Conference* in Boston, MA, August 2012.

- Thomason, S.J., Simendinger, E., & Kiernan, D. Constructive Collusion: Determinants of successful cooperation in small business. *Proceedings of the USASBE Conference in New Orleans, LA: January 2012.*
- Bernardin, H.J., Thomason, S.J., Buckley, M.R., & Kane, J. The relationship of managers' personality to mean rating level and rating accuracy across five rating conditions. *Proceedings of the Southern Management Association Annual Conference in November 2010.*
- Thomason, S.J., Bernardin, H.J., & Kane, J. "The Five Factor Model of Personality and supervisor, peer, and assessor competency ratings," *Presented in a Divisional Roundtable Session at the Academy of Management Annual Conference in Montreal, Canada: August 2010.*
- Peterson, M.F. & Thomason, S.J. Cultural issues in the use of email to communicate about different work-related issues: Implications for managing multinational teams. *Presented at the Labor and Employer Relations Association Conference in Atlanta, GA: January 2010.*
- Thomason, S.J., Weeks, M., Bernardin, H.J., & Kane, J. The differential focus of supervisors and peers in evaluations of managerial potential. *Presented at the Academy of Management Annual Conference in Chicago, IL: August 2009*
- Konopaske, R., Mendenhall, M., & Thomason, S.J. Toward a typology of the expatriate construct. *Presented at the Academy of Management Annual Conference in Chicago, IL: August 2009.*
- Thomason, S.J. The role of benefit and family time changes in repatriate adjustment. Presented at the *Academy of Management Annual Conference in Anaheim, CA: August 2008.*
- Weeks, M. & Thomason, S.J. HRM practices, absorptive capacity, and innovation in outsourcing relationships. *Presented at the Academy of Management Annual Conference in Anaheim, CA: August 2008.*
- Peterson, M.F., Thomason, S.J., Althouse, N., Curri, G., Rowney, J. Nation, gender, event type, sources used, and values predicting e-mail use. Proceedings from the *Academy of International Business Annual Conference in Quebec City, Quebec Canada July 2005.*
- Thomason, S.J. & Koufteros, X. Do cultural values affect consumer preferences? An empirical analysis. Presented at the *Decision Sciences Institute Annual Conference in Boston, MA: 2004.*
- Peterson, M.F., Lenartowicz, T., Thomason, S.J., Curri, G., Meckler, M., Punnett, B.J., & Rowney, J. Regional variability within English-speaking North America in cultural values, typical sources of guidance, and electronic communication use. Proceedings from the *17th International Congress of the International Association for Cross-Cultural Psychology, Xi'an Symposium in Xi'an, China, 2004.*
- Thomason, S.J. Legitimacy and social capital. Presented at the *Academy of Management Annual Conference in New Orleans, LA: 2004.*



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

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

### **EXPERIENTIAL EDUCATION ACADEMY NSEE WORKSHOPS**

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

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

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

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

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

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

### **TEXTBOOK IN PROGRESS**

Thomason, S.J. *Human Resource Management: Applications in Practice*. Contracted with Kendall Hunt 2018.

### **MANUSCRIPTS IN PROGRESS**

Gupta, P., Horn, M., Thomason, S.J. & Rustogi, H. Alessi Food brand case study. *Final stages of preparation*.

Thomason, S.J. Gender variations in the correlates of happiness and overall life satisfaction. *Middle stages of preparation*.

Bryant, L., Beekman, A, and Thomason, S.J. Work-life balance, culture, and company performance: variation across industries. *Initial stages of preparation*.

Chipere, N. & Thomason, S.J. The development of an on-line graduate degree HRM programme. *Revising to re-submit at the Journal of Management Education. (Since Nov., 2015). Australian Business Deans' Council Rating: B. Cabells' Acceptance Rate: 15%. AMLE Rating: A. ABS Tier 2.*

Beekman, R., Kench, B.T., & Thomason, S.J. (2014) Can you spare some gains? Income redistribution and the Affordable Care Act. *Under review at Global Business and Economics Review (Since May 2014). Australian Business Deans' Council Rating: C.*

## **INVITED WORKSHOPS, BUSINESS COMPETITIONS, AND SPECIAL PRESENTATIONS**

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

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

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

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

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

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

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

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

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

Thomason, S.J. (2012, 2013, 2015, 2016, 2017, 2018). Managing effectively in a cross-cultural environment: Understanding the role of culture in the workplace. Presented to Brazilian business people as part of the Global Access Partnership at UT.

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

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

Thomason, S.J. (2011 - present). Legal Issues in Human Resource Management: created workshop and delivered to graduate practicum students at the University of Tampa

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

## **EXTERNAL REVIEWS FOR CONFERENCES**

- Reviewer, (2 manuscripts) Human Resource Management track, *Southern Management Association Annual Conference, 2015.*
- Session Facilitator, Current Issues in AACSB Accreditation, *Eastern Academy of Management Annual Conference, 2015*
- Reviewer, Human Resource Management track, *Eastern Academy of Management Annual Conference, 2015*
- Session Facilitator, The Makings of an Entrepreneur: Personality, Spirituality, Culture, and Motivation, *USASBE Annual Conference, 2015*
- Session Facilitator, Assessing the Entrepreneurial Mindset, *USASBE Annual Conference, 2015*
- Reviewer, *USASBE Annual Conference, 2015*
- Reviewer, *Small Business Institute Annual Conference, 2013*
- Reviewer (3 manuscripts) for the *Academy of Management Annual Conference, 2012.*
- Reviewer (2 cases) for the *USASBE Annual Conference, 2012*
- Session Facilitator, *Southern Management Association Conference, 2010*
- Reviewer (3 manuscripts) for the Human Resource Management track of the *Southern Management Association Conference, 2010*
- Reviewer (3 manuscripts) for the Cross Cultural Management and International HRM track of the *Academy of International Business Annual Conference, June 2010.*
- Reviewer, International Human Resource Management, Cross-Cultural Management, and Qualitative Research Methods track of the *Academy of International Business Annual Conference, 2009*
- Reviewer, International Management track, *Academy of Management Annual Conference, 2009*
- Reviewer, Human Resource Management track, *Academy of Management Annual Conference, 2009*
- Reviewer, Human Resource Management track, *Academy of Management Annual Conference, 2008*
- Reviewer, International Management track, *Academy of International Business, 2003.*
- Reviewer, International Management track, *Decision Science Institute, 2004*
- Reviewer, Organizational Theory track, *Decision Science Institute, 2004*
- Reviewer, Managing People across Cultures track, *Academy of International Business, 2007.*

## **INVITED REVIEWS FOR ACADEMIC JOURNALS OR ACCREDITATIONS**

- Invited External Reviewer for the *Journal of Happiness Studies* (August, 2018).
- Invited External Reviewer for the *International Journal of Productivity and Performance Management* (June, 2018).
- Invited External Reviewer for the *Journal of Managerial Psychology* (June, 2018).
- Invited External Reviewer for the *International Journal of Intercultural Relations* (September, 2016)
- Invited External Reviewer for the *Journal of Management Inquiry* (April, 2016)
- Invited External Reviewer for the *Journal of Managerial Psychology* (July 2014, December

2014, May 2015)  
Invited External Reviewer for *The Journal of Small Business and Entrepreneurship* (October 2013)  
Invited External Reviewer for *The Journal of Small Business and Entrepreneurship* (August 2012)  
Invited External Reviewer for *Cross-Cultural Management: An International Journal* (July 2012)  
Invited External Reviewer for *Cross-Cultural Management: An International Journal* (April 2009)  
Invited External Reviewer for the *Journal of Organizational Behavior* (June 2010)  
Invited External Reviewer for the *International Journal of Intercultural Relations* (May 2010)  
Invited External Reviewer for *Human Resource Management Journal* (September 2009)  
Invited External Reviewer for *Journal of Cross Cultural Psychology* (November 2009)

### **PROFESSIONAL AFFILIATIONS AND MEMBERSHIPS**

National Society of Experiential Education  
Academy of Management  
Small Business Institute  
United States Association for Small Business and Entrepreneurship  
Delta Sigma Pi  
Fishhawk Fellowship Church, Lithia, FL

### **PROFESSIONAL CERTIFICATES**

*Graduate Certificate*, Experiential Education Academy of the National Society of Experiential Education (2012)  
*Leadership Certificate*, Hogan Assessment Certification Workshop for Leadership (February 11-12, 2008)

### **GRANTS AND SABBATICALS AWARDED**

Sabbatical , August 2014 – December 2014

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

### **COMMUNITY SERVICE**

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