



Tapia College of Business Annual Impact Report

2023-2024



DONALD R. TAPIA
COLLEGE OF BUSINESS



A Message from the Dean



Dear students, faculty, staff, alumni, and friends,

I am thrilled to share our college's remarkable strides made during the past year. Our program offerings are evolving to ensure that our students receive a comprehensive and forward-thinking education. This year, we introduced new courses that empower students to thrive in today's dynamic business environment, preparing them for a promising future.

Our students have numerous opportunities to network with industry leaders and business partners. Hosting events such as the Annual Business Day & Career Fair and alumni networking event, as well as inviting guest speakers from various industries, provides invaluable experiences and connections for students. These events bridge the gap between academic learning and real-world application, allowing students to connect with professionals, gain career insights, and secure internships and job placements.

We are immensely proud of our exceptional students who excel inside and outside the classroom. Many have been honored with prestigious scholarships and awards, reflecting their dedication and hard work. These achievements not only showcase their brilliance but also highlight our college's supportive and nurturing environment, inspiring us to continue providing the best education possible.

Our faculty members drive our success, and their notable accomplishments significantly enhance our academic environment.

Together, we are building a vibrant and innovative community at the Tapia College of Business. I am deeply grateful for the dedication and hard work of each of you — our students, faculty, staff, university leadership, Board of Trustees, and others who play a crucial role in our success. Thank you for your continued support and for being an integral part of our journey toward excellence.

Sincerely,

Passard Dean, DBA
Dean, Tapia College of Business

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Degree Programs

8

Undergraduate
Programs

12

Undergraduate
Minors

3

Graduate Programs
(including DBA)

8

Graduate
Specializations

Degrees Awarded

328

Undergraduate
Degrees

245

Graduate
Degrees

Student Body

1,173

Undergraduate
Students

799

Graduate Students
(Including 123 DBA)



Mission, Vision, Accreditations & Core Values



Mission

The mission of the Saint Leo University Tapia College of Business is to provide a values-centered education that develops tomorrow's business leaders with exceptional skills, including critical thinking and the ability to make ethical decisions and take effective action. The college supports the university's mission through a broad liberal arts education and specialized business courses. To ensure a complete education, every business program is structured from a liberal arts education to career-specific business courses. Thus, the Saint Leo business graduate is prepared by focusing on critical thinking, creative problem solving, and improved interpersonal communication skills.

Vision

The Tapia College of Business at Saint Leo University will have an international reputation as an institution with students whom employers and graduate schools highly seek. Our faculty will be recognized as an innovative community of experts who proactively respond to emerging learning and business opportunities. The college will be acknowledged for its values-based, high-quality courses and the positive impact that faculty have on students as it educates and prepares them for the future. We will realize this through student-centered teaching, future-paced research, entrepreneurial leadership, and close relationships with alumni, industry, and community leaders.

Accreditations

- Accreditation Council for Business Schools & Programs (ACBSP)
- Southern Association of Colleges and Schools Commission on Colleges (SACSCOC)

Core Values

Excellence
Community

Personal Development
Responsible Stewardship

Respect
Integrity

Alumna Supports Saint Leo Education with New Scholarship



Inspired by her time at Saint Leo, alumna Jodecia Parkins '14, who earned dual bachelor's degrees in accounting and hospitality, honored her alma mater by funding a scholarship to help business students. She shares her passion for her Saint Leo education and why she supported a scholarship:

My journey at Saint Leo University began on a brisk January day in 2011. I stepped on campus, not entirely convinced I was prepared for the collegiate chapter ahead. However, my tenure at the university proved to be a period of profound transformation. The university's core values resonated with me and became interwoven with my own ethos.

I endeavored to embody them in all facets of university life, from academics to extracurricular activities. These principles have since become the bedrock of my professional life and approach to challenges.

Saint Leo's welcoming community expanded my worldview, fostering invaluable relationships with a tapestry of individuals from diverse backgrounds. Here, I learned that education is more than knowledge — it's a mosaic of experiences that shape one's purpose and direction.

The spirit of cultural unity at Saint Leo undeniably holds the brightest spot among my memories. As president of the Intercultural Student Association, I orchestrated and participated in multicultural events. These celebrations symbolized the university's unwavering commitment to nurturing an inclusive community. Sharing my Caribbean roots and delving into the customs of my peers remains a cornerstone of my Saint Leo story.

I decided to establish this scholarship to give back to the community that shaped my future. Recognizing the unique challenges faced by international students, especially those from the Caribbean, I wanted to create an opportunity to ease their financial burden and empower them to pursue their academic and professional goals. This scholarship is a way to support those who share a similar journey as mine and to enable their success at Saint Leo University.

I decided to establish this scholarship to give back to the community that shaped my future.

Program Updates



Accounting

The American Institute of Certified Public Accountants (AICPA) implemented substantial changes to the CPA Exam, effective January 2024, requiring CPA candidates to demonstrate core skills in accounting, auditing, tax, and technology. With the automation and offshoring of more entry-level accounting and audit work, the role of new CPAs is evolving. To prepare for this shift, the undergraduate and graduate accounting curriculum was revised, incorporating technology and data analytics into courses.

Saint Leo also implemented an update that allows students to earn the IMA Data Analytics and Visualization Fundamentals Certificate® as part of the Accounting Information Systems course.

A new partnership was created with The Baldwin Group, offering students a rotational accounting and finance summer internship. This immersive program provides hands-on experience across various financial departments. The internship aims to bridge academic learning with real-world application, preparing students for successful careers in accounting and finance.



Bachelor of Arts in Business Administration

This past year, the college created a general Bachelor of Arts in business administration program to be offered at University Campus. This flexible program gives campus students a holistic background in business disciplines without having to choose a specialization.

The degree:

- Offers versatile career opportunities across various industries, equipping graduates with essential skills such as leadership, communication, and analytical and critical thinking
- Provides foundational accounting, economics, marketing, finance, and management, and communication knowledge, fostering entrepreneurial abilities
- Creates a strong foundation for advanced studies such as a Master of Business Administration (MBA), ensuring continued personal and professional development.

Entrepreneurship Minor

For those with an entrepreneurial mindset, the Tapia College of Business designed a minor in entrepreneurship that not only provides invaluable benefits for students regardless of their major but has a profound impact on personal growth. It will equip students with practical skills and theoretical knowledge essential for launching and managing successful ventures.

This minor will empower students to turn their innovative ideas into profitable businesses, driving economic growth and personal fulfillment.

International Business Minor

The reactivation and revitalization of the international business minor offers several benefits to Saint Leo students. It enhances global awareness and cultural sensitivity, crucial in today's interconnected world. Students gain valuable insights into global markets, international trade, and cross-cultural communication, making them attractive to multinational employers.

This minor provides a competitive edge in the job market, opening opportunities in diverse fields such as finance, marketing, and consulting. It fosters adaptability and problem-solving skills by exposing students to different business practices and regulatory environments and prepares students for successful careers in a globalized economy.

Supply Chain Management

The college launched the Saint Leo Association of Supply Chain Managers (ASCM) Student Forum with 33 students (undergraduate and graduate). This initiative is coordinated with the Tampa Bay ASCM Forum so that students can attend training on the use of artificial intelligence within the supply chain field.

In addition, faculty coordinated a plant tour of Plasma-Therm in Tampa, FL, for Saint Leo ASCM students and facilitated four online seminars with guest speakers for supply chain management, project management, and logistics students. The group awarded 18 Lean Six Sigma Yellow Belt Certifications to students after they completed a successful project within their workplace.



Doctor of Business Administration (DBA)

Saint Leo announced a strategic partnership with Ave Maria University, providing its employees and alumni the opportunity to pursue a Doctor of Business Administration (DBA) from the college at a preferred rate. Those who enroll in Saint Leo's DBA Program will have the cost of the dissertation courses waived. Since Ave Maria does not offer a DBA, the collaboration is designed to make advanced education more accessible and affordable for its graduates.

The Tapia College of Business looks forward to welcoming these new scholars into the DBA program and supporting their journey toward excellence.

Selected Internships and Job Placements



The Tapia College of Business is pleased to share a partial list of organizations where students find internships and job opportunities. Faculty members continue to seek opportunities for students to gain hands-on experience that supports their growth as professionals.

Thank you to these organizations:

- American Tire Distributors
- ATI Korea
- B&B Insurance and Tax
- Banco Económico
- Bishop, Stein & Associates P.R. Inc.
- CliftonLarsonAllen
- CohnReznick
- D.R. Horton
- Deloitte
- EndemolShine Italy
- Entangle Media
- Enterprise Mobility™
- Equity Communications
- Franklin Street Realty
- Gigante Productions
- Hamic Previte & Sturwold
- Joint Task Force Sports & Outdoors Inc.
- Kibreeze
- Marcum
- Margaritaville Beach Resort
- Marriott International
- Maverick Media Group
- Nest Hockey Academy
- Netresults Tennis Management
- NorthCoast Asset Management
- PwC
- QSR magazine at WTWH Media
- Riah Entertainment
- Rivera Marketing and Media Group
- Rosewood Baha Mar
- Scanlan Electric
- Seitz®.
- SouthEast Personnel Leasing
- SpotOn Digital Media
- Tampa Electric Company
- Telia Agency
- The Baldwin Group
- Walt Disney World® Resorts



Graduate students presented their industry report to executives at Amalie Oil Co.

Amalie Oil

Graduate students in the Global Business Management course prepared a Global Oil Industry Report for AOCUSA/Amalie Oil Co., the largest privately owned oil and lubricant corporation in the United States, in fall 2023.

Headquartered in Tampa, FL, Amalie Oil has more than 140 private labels and serves clients across six continents.

The wars between Russia-Ukraine and Israel-Hamas, respectively, prompted turmoil in the geopolitical landscape with ripple effects felt in the oil industry.

Amalie's Charles Alvarado, vice president of Asia, Europe, and India Markets, and Dr. Andy Rojas, Saint Leo management faculty member, identified a need to launch a research project to uncover a deeper understanding of the oil industry's risks and opportunities in regional markets for Amalie.

Under the direction of Dr. Rojas, a team of six MBA 575 students, acting as researchers and consultants, used Saint Leo academic research tools to uncover the most recent facts, data, and insights about the oil industry, OPEC, and the downstream segment. These complex factors influence this sector and include governmental initiatives, regulatory changes, transportation, economic performance, and consumption trends.

The analysis narrowed the focus to identifying future business development opportunities in nine countries: Oman, United Arab Emirates, India, Ghana, Morocco, South Africa, Czech Republic, Hungary, and Slovak Republic.

“I have never seen a report as thorough and useful as what the Saint Leo MBA students produced.”

— **Charles Alvarado, vice president, Amalie Oil Co.**

College of Business Events



Representatives from CPA firm CliftonLarsonAllen



Students met representatives from PricewaterhouseCoopers.



Representatives from Raymond James

Accounting and Economics Alumni Networking Event

In the fall of 2023, the Tapia College of Business hosted the Third Annual Accounting and Economics Alumni Networking Event, providing an invaluable platform for students to connect with Saint Leo alumni working in the Tampa Bay area. Regional and global representatives from some of the largest CPA firms, including PricewaterhouseCoopers (PWC) and CliftonLarsonAllen (CLA) participated. In addition to these prestigious firms, attendees included professionals from diverse industries such as Raymond James and Baldwin Risk Partners (BRP). Seventeen firms and five other organizations were present, with more than 40 alumni and firm representatives participating.

Current students enjoyed this opportunity to engage with former students, which led to internships and job opportunities.

The alumni event strengthened the bond between students and alumni while highlighting potential career paths in accounting and economics.



Stacy Raske, founder and CEO of the InFLOWential Agency, provided the luncheon keynote address.

Annual Business Day and Career Fair Conference

The TCOB Annual Business Day & Career Fair Conference was a resounding success, showcasing the vibrant interaction between industry leaders and aspiring professionals. This year, 32 prominent companies participated, providing a platform for students to explore diverse career opportunities. About 300 business students from various majors attended the fair, engaging in insightful discussions, gaining valuable industry knowledge, and expanding their professional networks.

One of the event's highlights was the networking lunch. More than 100 students participated in this exclusive session, interacting with representatives from 19 companies. This setting allowed for more personalized conversations, enabling students to gain deeper insights into the companies' cultures, values, and available opportunities. It also provided a unique chance for companies to identify potential talent and mentor the next generation of professionals. The college sincerely appreciates Drs. Diane and Albert Ball for their kindness and generosity in sponsoring the networking lunch.

The TCOB Annual Business Day & Career Fair Conference is a testament to the bridge between academia and industry, fostering a collaborative environment in which students can transition seamlessly from their academic pursuits to professional careers.



More than 100 students participated in the networking lunch.



More than 300 student attended the career fair.

Volunteer Income Tax Assistance (VITA)



Instructor Kurt Yann and VITA program volunteers

For the past seven years, the Saint Leo University accounting program has engaged in community service and participated in the VITA (Volunteer Income Taxpayer Assistance) program, which offers free tax preparation services to low-income taxpayers in the local community through United Way of Pasco County.

Under the leadership of instructor Kurt Yann, who served as the VITA coordinator, and with the assistance of Dr. Michele Flint, the program provides students with valuable real-world experience while embodying Saint Leo's core value of community. In 2024, 10 dedicated students, driven by their passion for service, participated throughout five evenings, completing 90 tax returns. This initiative not only enhances students' practical skills but also significantly assists neighbors in need, reinforcing the university's commitment to service and excellence.

Student Mixers

This past year, the college continued with its beginning-of-semester student mixers, which were held in August 2023 and January 2024. These events were designed to foster connections and build a strong sense of community among students and faculty.

The first mixer of the academic year provided the opportunity to bring new and returning students and faculty members together. This event was not just about socializing but also about learning and growth. It provided an excellent opportunity for first- and second-year students to meet upper-level students and gain insights from their experiences. Students had the opportunity to interact with their professors in a relaxed setting, discussing academic interests and career aspirations. With icebreakers, group activities, and informal discussions, the mixer created a friendly environment for everyone to get acquainted and establish meaningful relationships.



The mixer provided a great opportunity for students to build new connections.

A second mixer kicked off the Spring 2024 Semester, allowing transfer and new students to integrate smoothly into the college.

Both mixers were instrumental in building a cohesive and supportive community, emphasizing the importance of collaboration and networking. Many students reported feeling more confident in their academic pursuits after the mixers, and several new friendships and mentorships were formed.



Tapia College of Business students finished the academic year with an ice cream social, hosted by faculty.



End-of-Year Celebration

One of the college's goals is to connect with its students, letting them know that they are important and creating memories during their time at Saint Leo. What better way to do this than an end-of-year celebration? The Tapia College of Business party on the last day of classes included an ice cream social, a comedy celebration, and an awards ceremony.

Ice Cream Social

Students were invited to an ice cream social hosted by faculty who scooped more than 200 sundaes. The end-of-year celebration was an idea generated by our TCOB students who wanted to have an opportunity to visit with each other before exams and summer break. Students asked to do this again, and the hope is to make it an annual celebration! In addition, the college commemorated the retirement of esteemed finance professor, Dr. Ricky Scott, with some laughter. Scott, who performs stand-up comedy as a hobby, entertained students and faculty at the end-of-the-year event, and talks are underway to invite him back next year.



Dr. Ricky Scott performing his stand-up routine

Student Awards

2024 Outstanding Seniors

The highlight of the End-of Year Celebration was the recognition of TCOB's top students in each academic program. Awards were presented for the accounting, communication, economics, international hospitality, management, marketing, and sport business programs. Faculty took the opportunity to personally acknowledge their program's student-scholar and extend warm congratulations on their achievements. This inaugural awards ceremony was a testament to the hard work and dedication of its students.



Tayhana Taylor

Accounting Outstanding Senior

Tayhana, a standout in the accounting program, excelled as a leader and scholar. She led the Institute of Management Accountants Student Chapter, published articles, secured prestigious internships, and landed a full-time position at Deloitte in 2025 following completion of a Master of Accountancy degree. Dr. Daniel Tschopp presented Tayhana's award.



Emily Luecke

Communication Outstanding Senior

Emily was outstanding academically and as a servant leader, fostering collaboration and achieving excellence in group projects. Her communication skills make her a natural leader and supportive team member. An aspiring social media manager, she is poised for success. Dr. Kenny Embry presented Emily's award.



Alex Heck

Economics Outstanding Senior

Alex excelled as a student-athlete and golfer. He was named Saint Leo University Male Scholar-Athlete of the Year twice and won his first collegiate tournament at The Battle at the Shores. He will pursue a master's in business analytics at the University of Notre Dame. Dr. Ryan Murphy presented Alex's award.



Angelina Maguire
Hospitality Outstanding Senior

Angelina, a guest service expert at Walt Disney World® Swan and Dolphin Resort, plans to advance in luxury hotels. Voted Best International Hospitality & Tourism Student, she balanced studying with work at the Wellness Center and consulting for Johnny C's Italian Eatery. Instructor Peter Marian presented her award.



Leonardo Kelly
Management Outstanding Senior

Leo, a Tampa Bay Chamber of Commerce's Collegiate Leadership Class of 2024 participant, performed extensive community service. As president of the Caribbean Student Association, he fostered inclusivity for 60 Caribbean students, exemplifying leadership. Dr. Tonya Mazur presented Leo's award.



Delaney Gilchrist
Marketing Outstanding Senior

Delaney, an outstanding scholar-athlete, captained the women's lacrosse team, led the American Marketing Association chapter, worked part time, and interned with the Atlanta Track Club. Dr. Stephen Baglione presented Delaney's award.



Abby Fortuna
Sport Business Outstanding Senior

Abby, a student-athlete on the women's lacrosse team, earned Chi Alpha Sigma induction for academic excellence and the Comeback Athlete of the Year. She will pursue her MBA at Saint Leo and enter law school in 2025. Instructor Phil Hatlem presented her award.

2024 University Academic Excellence Awards

Each college annually selects four students who exemplify excellence in one of four categories set forth by the university. This year, three TCOB students were honored:



Delaney's award is presented by Dr. Stephen Baglione.

Delaney Gilchrist earned the *Excellence in Academic Leadership Award* for her roles as women's lacrosse team captain and president of the Saint Leo chapter of the American Marketing Association (AMA). With a 3.989 GPA, she was a five-time President's Club, Dean's List recipient, and SSC Commissioner's Honor Roll winner. Balancing academics, athletics, and part-time work, Delaney exceeded goals by 150% as a physician's relations specialist. She interned with the Atlanta Track Club, managing sponsors for the largest 10K event globally, generating \$154,000 in revenue. She will attend Nottingham Trent University in England.



J. Paul's award is presented by Dr. Tonya Mazur.

James (J. Paul) Schellenberg earned the *Excellence in Scholarship Award* for his exceptional research on Jacksonville's (FL) political, economic, and demographic identity. His senior Honors Program paper provides an in-depth case study of Jacksonville's evolution, comparing its growth to other Sunbelt cities. Using diverse literary sources and U.S. Census data, J. Paul analyzed the city's politics, economics, and demographics, offering valuable insight into its identity and responses to contemporary challenges. His meticulous research and perceptive conclusions made him a deserving candidate for this award.

Tayhana Taylor, from Jamaica, significantly contributed to Saint Leo University, particularly in the accounting program and the Tapia College of Business. An Honors Program and accounting student and leader, she served as president and vice president of the Institute of Management Accountants Student Chapter and chaired the Dean's Student Advisory Council. She also contributed to the university as a journalist and resident assistant. Tayhana published three articles with faculty, including one on COVID-19's impact on the airline industry. With four prestigious internships, including two with Ernst & Young and Deloitte, she accepted a full-time position at Deloitte, which she will start upon completion of a master's program. Tayhana also earned the *Dean's Award for Excellence, Excellence in Experiential Award* and a fully funded fellowship at North Carolina State University for her Master of Accountancy.



From left to Right: Tayhana received awards from Drs. Zachary Smith and Daniel Tschopp.

Graduate Student Highlights



Ana Polo-Horn received her undergraduate degree from Saint Leo in 2018 with a Bachelor of Arts in business-general management and earned her **MBA in project management in 2024.**

Ana is a senior executive assistant at the Walt Disney Co., working with senior leadership at

Disney Consumer Products. Given the level of her role, she has had many stretch assignments that go outside the scope of a typical executive assistant, which prompted her to earn her master's degree. In addition to working and attending school full time, Ana also is raising two young children. She can be found on her Peloton or at a Disney park in her spare time.



Paige Holt earned her Bachelor of Arts in business administration-logistics and is pursuing an **MBA in global supply chain integration management.** Participating in Saint Leo's Accelerated MBA program, Paige is on track to complete her master's degree by Fall 2025. She works as a sales

specialist for Grainger, a global industrial supply company located in Ocala, FL. In this role at Grainger, she is obtaining hands-on experience in the global supply chain. In her job, Paige uses what she learns from her courses each week, and then shares her working experience in discussions with her colleagues and other students. She also enjoys cooking for her family and friends, hunting, fishing, and hiking with her Great Dane, Maverick. Paige also is a member of the Saint Leo Association of Supply Chain Managers (ASCM) Student Forum.



The **Master of Science in Accounting (MSA)** Outstanding Student of the Year was **Karen Sislava Reyes.** Karen came to Saint Leo from Flagler College, where she earned her undergraduate accounting degree. She has worked as an intern for CliftonLarsonAllen. She plans on sitting for the CPA Exam this year and then pursuing a doctoral degree.

“Learning ignites my passion to seek and find information that intrigues my soul, spirit, and mind. Education at Saint Leo University has had an extremely positive influence on my life and my development as a person.”

— Karen Sislava Reyes

Industry Advisory Councils and Board

The Tapia College of Business extends its sincere appreciation to the many business organizations that support its students and programs:

Sport Business

- Vice President, DFCU Financial
- Chief Business Office, AJ Tickets Corp.
- Club Member Relations Manager, Tampa Bay Buccaneers
- Chief Operating Officer, Intuit Dome – LA Clippers
- Director of Men's Golf at Florida State Golf Association
- Group Director, Sales & Partnerships, ZooTampa at Lowry Park
- Director of Florida Operations, Ted Williams Foundation
- Senior Vice President, Global Sports Properties
- Director of Training and Development, Feld Entertainment Inc.
- Founder & Managing Director, On Point Sports Strategies
- Associate Director of Athletics, University of South Florida Athletics
- Vice President, U.S. Amateur Basketball
- Director of Special Events, Tampa Bay Sports Commission
- President, Facility Vendor Network
- Vice President Ticket Sales & Service, Tampa Bay Lightning
- Senior Associate Athletics Director, CFL, University of South Florida Athletics

Accounting & Economics

- President & CEO, First National Bank of Pasco
- Forensic Accountant, Forcon International Corp.
- Principal, CliftonLarsonAllen
- President / CEO, Pasco Economic Development Council (PEDC)
- CEO, Sunrise of Pasco County Inc.

Dean's Executive Advisory Board

- Partner, Pequot Advisors
- Senior Vice President, Citi Corp
- Chief Accounting Officer, Foundation Partners Group
- Faculty, Saint Leo University
- Managing Director, United Community Bank
- Senior Vice President, Bank of America
- Premium Club Member Relations Manager, Tampa Bay Buccaneers
- Restaurateur, 1905 Family of Restaurants
- Vice President, Amalie Oil

Selected Faculty Publications and Presentations

Atkins, Kelly. (2023). "A Phenomenological Study of Conflict De-Escalation: Experiences of Law Enforcement Officers." *The International Academy of Business and Public Administration Disciplines*

Baglione, Stephen, et al. (2023). "The Effect of Positive and Negative Nutrition/Health Advertising Label Claims on Intention to Buy." *Holistic Marketing Management Journal* 13 (2), 9-23

Dean, P., Taylor, T., & Yann, R. (Fall 2023). "The Impact of COVID-19 on the Airline Industry." *Journal of Finance and Accountancy*

Embry, Kenny. (2023). "Teaching Critical Thinking on the Screen: Using the SEE-I Method with Cloud-based Presentation Software." *Journal of Organizational Behavior Education*.

Gold, Andrew. (2023). "Institutional Strategies Reducing Compassion Fatigue and Turnover Intentions in Nursing During COVID-19 and Beyond." *Journal of Value Based Business*

Gold, Andrew. (2024). "Stress and Gut Health: Improve Your Gut Health by Reducing Your Stress." (2024) Second Annual Holistic Health Summit.

Flint, Michele. Best Paper: "CPA Evolution as the Basis for Use of Advanced Analytical Models in Auditing Education" at the Academy of Business Research Conference, New Orleans, LA, March 22, 2024.

Hatlem, Philip. (2024). "The Legacy of the Centennial Olympic Games – Does it Even Exist?" North American Society for Sport History (NASSH) Annual Conference

Hatlem, Philip. (2023). "Teaching Sport Studies to Sport Business Students: A Case Study." North American Society for the Sociology of Sport (NASSS)

Jones, Keith. (2023) "San Antonio Citizens Federal Credit Union: A Marketing and Communication Conundrum." Southeast Case Research 2023 Annual Conference

Ray, R. (2023). "The Curious Case of Child Malnutrition in India." *International Journal of Social Science and Economic Research*, Volume 8, Issue 08

Thornton Perkins, L. & Chenault-Hamby, T. (2024). "Code-Switching through the Collegiate Experience: The Post-Secondary Educator's Role in Supporting Minority Students' Identity." Teaching Professor Conference, New Orleans, LA, June 6-9, 2024

Thornton Perkins, L. Chenault-Hamby, T. & Alford, K. (2024). Panel discussion on AI, DEI, first time faculty and burnout. Teaching Professor Conference, New Orleans, LA. June 8, 2024

Barney, D. and Tschopp, D. (2024). "Why It is Important to Take the CPA Exam." *New Accountant*. June 2024, Pages 6-8



As the Tapia College of Business celebrates another successful academic year, it recognizes the accomplishments of its students and faculty and expresses gratitude to its many supportive colleagues and friends.

Thank you and have an amazing 2024-2025!





Saint Leo University

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