

Tapia College of Business Annual Impact Report

2022-2023

A Message from the Dean



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

I am delighted to present the College of Business Annual Impact Report, reflecting on the programs, achievements, and events that have shaped the Tapia College of Business during the past year.

In this report, you will read about how the 11 undergraduate and graduate degree programs in the college are not just providing students with practical experience that prepares them to have successful careers, but also shaping their character with an education rooted in the university's core values. Graduates from the College of Business are more than good leaders and thinkers — they are great contributors to our communities and world.

With each program and extracurricular activity, we provide a holistic educational experience, bridging theory with practical application. Our faculty work with businesses and organizations to shape our curriculum and identify learning opportunities in the field so students are prepared to face today's workforce challenges.

Students also are encouraged to engage in our student organizations, internships, and networking opportunities to build invaluable connections that will serve them well in their future careers. Each year our college provides a number of opportunities to make these experiences possible, which you can read about in this report.

As we navigate the evolving challenges of the business landscape, we remain steadfast in our commitment to providing a world-class education that prepares our students to thrive. Together, we are building the future of business, innovation, and leadership. I look forward to witnessing the outstanding contributions that our students and faculty will make to the business world.

Thank you for being a part of the Tapia College of Business community.

Sincerely,

Passard Dean, DBA
Dean



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Tapia College of Business 2023 By the Numbers

Undergraduate Programs

8

Undergraduate Minors

6

Graduate Programs

2

Graduate Specializations

9

Undergraduate Students

1,717

Graduate Students

848 (including 149 DBAs)

Undergraduate Degrees Awarded

414

Graduate Degrees Awarded

345 (including 25 to DBAs)



Mission, Values, and Rankings

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 mission of the university through a broad liberal arts education and specialized business courses. To ensure a complete education, every business program is structured from a broad liberal arts education to career-specific business courses. Thus, the Saint Leo business graduate is prepared by focusing on critical thinking, on creative problem solving, and on improved interpersonal communication skills.

Vision

The Tapia College of Business at Saint Leo University will have an international reputation as an institution with students who are highly sought by employers and graduate schools. 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 has 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.

Rankings

U.S. News & World Report
2024 Best University – National
2024 Top Performers on Social Mobility – National (No. 61)
2023 Best Online Bachelor's Programs (No. 124)
2023 Best Online Bachelor's Programs for Veterans (No. 75)
2023 Best Online Bachelor's Programs in Business (No. 127)

Forbes
2023 Best Online DBA Programs

Diverse: Issues in Higher Education
No. 32 for awarding master's degrees to African American students (all disciplines combined)

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

Department & Program Reports



Doctor of Business Administration

The Doctor of Business Administration (DBA) continues to experience strong enrollments with 149 students at various levels. Students in the DBA program develop critical-thinking skills to analyze academic and applied research. They also learn to synthesize the global implications of research conducted while critically thinking about the interrelated activities that are in various areas of business.

DBA students participate in many activities as they pursue their degrees. These include monthly, live sessions open to all DBA students, and the DBA Annual Colloquium, a two-day event that offers numerous workshops designed for DBA student success.

Bringing Together Best-in-Class Business Leaders

Saint Leo University's doctoral degree program represent a wide variety of organizations, providing a cohort of learners that challenge one another to pursue excellence.

Chase Bank
BayCare Health System
U.S. Air Force
U.S. Army
U.S. Department of Defense
United Parcel Service (UPS)
HSBC Bank
Democracy Works New York/Washington, D.C.
Trane Technologies
Anchorage (AK) Public Schools

“I achieved my terminal degree in a little over three years, while working full time and made some really great friends along the way.”

— Dr. Audrey Hirst, vice president of Lake Michigan Credit Union and adjunct professor at Baker College



Master of Business Administration

The Master of Business Administration (MBA) program is the most extensive graduate program at Saint Leo University, offering general MBA courses and nine concentrations in accounting, cybersecurity management, data analytics (STEM), health care management, human resource administration, marketing, project management, social media marketing, and sport business.

More than two dozen MBA students participated in internships with organizations around the world last year. The flexibility of the MBA allowed them to contribute to several industries, such as electronics, technology, health care, sport business, consulting, law, accounting, and finance.



Master of Science in Accounting

The Master of Science in Accounting (MAcc) prepares students to excel in the complex world of financial management and reporting. It equips students with advanced knowledge of accounting principles, tax regulations, and auditing. Graduates are well-prepared for public accounting, corporate finance, or financial analyst careers, ensuring financial accuracy and compliance. Starting in Fall 2023, it will be converted to a Master of Science in Accounting with a STEM designation that will help support international students looking to gain experience in the United States.

MBA Internships Opportunities

Adqura, Inc
AQUAFin Swim School
Belle Haven Club
Evolution Tennis Academy
Florida Smokes Wholesales

HAWM Law
Intercontinental Pharma Inc.
KB Countertops
KForce
Otegrity
Killswitch
My Place HomeCare
Nic Infotek Inc.
Northwood Manor ALF

QuadraDot Solutions
Smash Tennis
Soulsight
SVB Tennis & Wellness Center
Techie Brains
The Shore and Country Club Inc.
WorkFind Consulting

Department & Program Reports



Undergraduate Programs

Updating the curriculum in a business program is vital to ensure students are equipped with the skills and knowledge necessary to succeed in today's dynamic business environment. The business world constantly evolves due to technological advancements, shifting market trends, and changing consumer behaviors.

By regularly updating the curriculum, educational institutions can integrate the latest business concepts, tools, and strategies that reflect the current realities of the corporate world. This allows students to deeply understand modern business practices, adapt to emerging challenges, and effectively contribute to their future workplaces.

This past year, the Bachelor of Arts degree in accounting changed to a Bachelor of Science in accounting and received a STEM designation. Additionally, the Bachelor of Science in economics also received a STEM designation.

The STEM designation is crucial for the success of international students because it offers three years of optional practical training instead of one. With this training, international students can work in the United States without a work visa, gaining valuable in-field experience.

A new minor in finance was introduced last year. This new offering will help to compliment other majors within the College of Business while also preparing students for advanced studies at the graduate level in economics or finance. The minor will help students broaden their analytical thinking and problem-solving skills.

We work hand-in-hand with businesses to develop curriculum that prepares graduates for success in the workplace.

Industry Advisory Councils

Industry Advisory Councils are pivotal in bridging the gap between academia and the rapidly evolving corporate landscape. Comprised of a diverse group of accomplished professionals and industry experts, these councils provide invaluable insights and guidance to our programs. They offer strategic recommendations for curriculum development, ensuring that educational programs align with current industry trends and employer needs.

Additionally, the councils facilitate networking opportunities, internships, and potential job placements for students, fostering real-world connections that enhance their career prospects.

Sport Business

- Vice President, First Citrus Bank
- Chief Business Office, AJ Tickets
- 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 LLP
- President / CEO, Pasco Economic Development Council
- CEO, Sunrise of Pasco County Inc.

Internships and Job Placement

Internships provide our students with invaluable opportunities to gain firsthand experience in real-world work environments. Internships offer a platform for applying classroom concepts to actual tasks, honing skills, and acquiring industry-specific knowledge. They also foster professional growth, enhance interpersonal skills, and facilitate networking, which can be instrumental in securing future employment. Additionally, job placement programs connect our students with suitable career opportunities, helping them transition smoothly from education to employment.

Accounting

- MSL CPAs
- Wells Fargo
- CliftonLarsonAllen
- Macquarie Financial
- Deloitte & Touche
- Ernst & Young
- BDO Seidman
- PricewaterhouseCoopers

Economics

- Ernst & Young
- Baldwin Risk Partners

Sport Business

- Batavia New York Muckdogs
- K's Training Academy
- YMCA
- Saint Leo University Athletics
- Hurricane Junior Golf Tour
- Connected Performance
- Florida Golf Association
- Sarah Vande Berg Tennis & Wellness Center
- UPMC Park
- The Shore and Country Club
- Speedline Athletic Wear
- Orlando City Soccer Club

Communications

- Entangle Media
- Forecast Sunny
- Her Sorority Journey
- Origins Construction
- Paper Jacket Marketing
- Saint Leo University Radio
- Saint Leo University Athletics Communications
- Saint Leo University Advancement

Management

- American Tire Distributor
- B&B Insurance and Taxes
- D.R. Horton
- Elison Senior Living of Pinecrest
- GizePLC
- O'Neill
- McCann Systems
- QSR Magazine at WTWH Media
- Rivera Marketing and Media Group
- SouthEast Personnel Leasing
- The Lakes Country Club

Marketing

- Beyond Boards & Tasting
- Kiefer Jewelers
- Nest Hockey Academy
- Saint Leo University Wellness Center



Faculty Involvement

Faculty involvement, within and outside the college, is paramount to the success and effectiveness of a business school like the Tapia College of Business. Their engagement provides a high-quality education, fostering innovation, and making a positive impact on students, the business community, and society as a whole. It is a multifaceted role encompassing teaching, research, networking, and community engagement, and it contributes to the overall success and reputation of our college and our university.

Accounting, Economics, Finance, and Sport Business

Dr. Passard Dean

- Organized the second annual Accounting and Economics Alumni Event with participation from alumni representing 25 companies

Dr. Michele Flint

- Served as advisor to the Institute of Management Accountants Student Chapter Accounting Club
- Secured speakers for networking opportunities

Dr. C'Lamt Ho

- Served as Florida Institute of Certified Public Accountants (FICPA) Not-for-Profit Conference committee member
- Serves as a FICPA Education/Career Committee member

Dr. Ryan Murphy

- Served as National Economics Teaching Association (NETA) Board Member
- Reviewed the *Journal of Economics Teaching* manuscript

Dr. Daniel Tschopp

- Reviewed the *New Accountant*
- Edited 32 student resumes and set up 28 interviews with CPA firms

Dr. Dene Williamson

- Provided student with an opportunity to gain experience at 96 participant pickleball tournament benefiting Tampa Bay Parks and Recreation

Kurt Yann

- Served as a Volunteer Income Tax Assistance coordinator, providing an opportunity for nine students to gain experience in preparing tax returns for low income taxpayers in the local community
- Served as chair of the Accounting Scholarship Committee, granting five scholarships to accounting majors totaling \$9,100.

Communication, Human Resources Management, Management, and Marketing

Dr. Kelly Atkins

- Served as vice president and acting president of Saint Leo University Senate

Dr. Drew Gold

- Served as vice chair of the Pasco County Schools Career Advisory Council
- Served as Saint Leo Assessment & Research Committee member
- Served as Saint Leo Technology Committee member
- Served as Saint Leo Retirement Committee member

Dr. Keith Jones

- Served as advisor to the Saint Leo American Marketing Association Chapter
- Served as Saint Leo Collaborative Community Committee member

Dr. Leat Kodua

- Served as Graduate Program and Curriculum Committee member
- Served as MBA Faculty Committee member
- Served as MBA APR Committee member
- Served as Savannah Academic Standards Committee member

Dr. Tonya Mazur

- Organized Saint Leo University's annual Business Day event, with participation from hundreds of students and local businesses

Dr. Adam Shoemaker

- Chaired two doctoral dissertations for Saint Leo DBA students
- Served as parliamentarian for Saint Leo University Senate
- Served as Graduate Program and Curriculum Committee member
- Served as chair of the Saint Leo University Senate By-Laws Committee

Events & Community Engagement



Alumni Networking Event October 2022

The second annual alumni networking event for the Tapia College of Business created a powerful synergy between students past and present. With a turnout of more than 50 alumni and friends, the event demonstrated that Saint Leo alumni and students are committed to building a community that supports one another's professional success.

Alumni attendees engaged in meaningful conversations throughout the evening, sharing experiences, insights, and wisdom with our eager students. Their advice and guidance helped provide students with practical insights into their chosen fields.

Beyond the exchange of wisdom, the event opened doors to tangible opportunities. Students were able to learn about internship and job prospects available at the businesses and organizations alumni represented. Companies in attendance included Baldwin Risk Partners, CliftonLarsenAllen, PricewaterhouseCoopers (PwC), Marcum, Ernst & Young (EY), USAA, Florida Founders, and CBIZ, among others.

Students left the event feeling inspired, motivated, and supported by the alumni network. This sense of connection and mentorship will undoubtedly benefit them as they progress through their academic and professional journeys.



Business Day March 1, 2023

The Tapia College of Business hosted its inaugural Business Day event, offering 500 attendees the opportunity to participate in speaking sessions, a networking lunch, and career fair. Along with our Career Services and Community Engagement partners, the college hosted speakers from Jacobs Critical Mission Solutions, Enterprise Holdings, PwC, Chick-fil-A, Maney Gordon and Zeller, and the Tampa Bay Buccaneers.

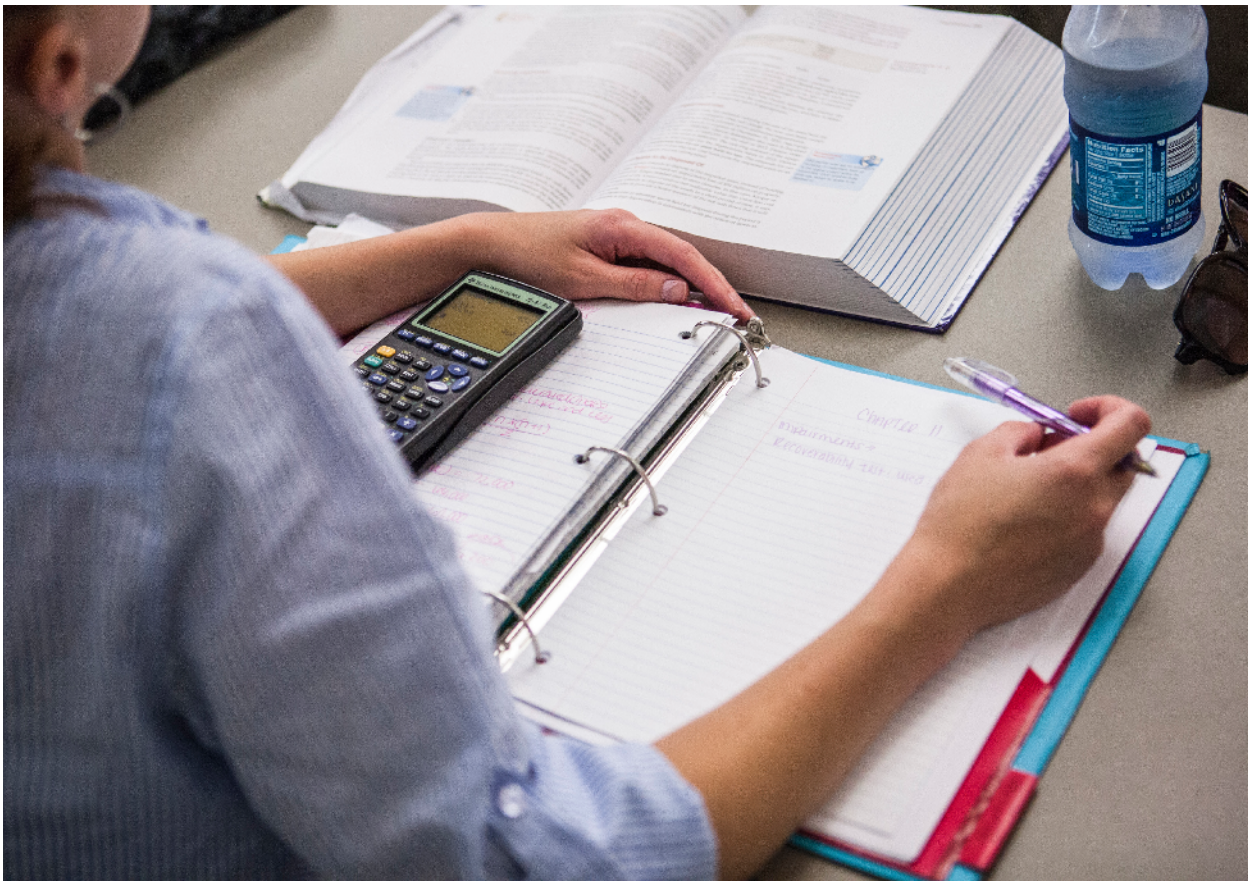
The event was organized by Dr. Tonya Mazur, Kim Payne, Peter Marian, Dr. Rita Ray, Yoceline Rincon, and Dr. Michael Bailey.

"We received excellent student feedback and have

already started planning for next year," said Mazur.

Enterprise Holdings is one of the strongest supporters for the Tapia College of Business, represented by Justin Henderson, talent acquisition manager overseeing the Tampa Bay area. Henderson was also the guest speaker for the university's *Mission-Driven Leaders: Conversations on Purpose* series.

Henderson has more than 14 years of experience in professional leadership and holds memberships in multiple business, management, and customer service organizations. His strength in leadership development has been exhibited in the career advancement of hundreds of employees within Enterprise.



Volunteer Income Tax Assistance Program Spring 2023

This past year, the Saint Leo University Volunteer Income Tax Assistance (VITA) program assisted low income and elderly taxpayers with completion of their returns, processing 219 returns that year.

Organized by Tapia College of Business faculty members Kurt Yann and Dr. Michelle Flint, the VITA program allows the university to assist in providing free tax preparation and filing services to low- and moderate-income individuals and families, aiming to alleviate the financial burden of tax compliance and promote financial stability.

The program supports economic equity by ensuring underserved and eligible taxpayers claim the full range of tax credits and deductions, access information about financial management, and receive their tax refunds promptly.

For Saint Leo University student volunteers, the program fosters a sense of community engagement and social responsibility. Volunteers receive valuable training and experience, and many are inspired to continue volunteering in other capacities, further strengthening the community.

Selected Faculty Publications & Presentations

Bias, S., Shoemaker, J., and Bias J. (2022). COVID-19 Return to Work Protocols: A Research Study. Presentation at HR Virginia Annual Conference (Richmond, VA).

Stanton, John, **Stephen L. Baglione**, and Ekaterina Salnikova (2023), "The Effect of Positive and Negative Nutrition/Health Advertising Label Claims on Intention to Buy," *Holistic Marketing Management Journal*, 13(2).

Baglione, Stephen L. and **Zachary Smith** (2022), "Grade Inflation: Undergraduate Students' Perspective," *Quality Assurance in Education*, 30(2).

Baglione, Stephen L. and Louis A. Tucci (2022), "Students' Appraisal of Zoom Classes During a Pandemic," *Journal of Business, Economics and Technology*, 25(1), 85-94.

Dean, P. (July 2023). "Action Required – Navigating Ethical Dilemmas " – Institute of Management Accountants (IMA) *Ethics Series* webinar – Hampton Roads IMA Chapter, VA.

Dean, P. (Fall 2022). "Ethical Workplaces Attract the Best and Brightest" – *Strategic Finance*

Barron, D., **Gold, A., Hale, C.** (2023). "Professional Quality of Life and Fear of COVID-19 Moderated by Perceived Job Market Outlook: Predicting Registered Nurse Turnover Intentions in South Florida during the COVID-19 Pandemic." *The Open Nursing Journal*.

MacLennan, H., Sullivan, R., **Mazur, T., & Atkins, K.** (2023, January). A Phenomenological Study of Conflict-Escalation: Experiences of Law Enforcement Officers. Presentation at the International Academy of Public Administration Disciplines Conference, Orlando, FL.

Jones, K. & Embry, K. "San Antonio Citizens Federal Credit Union: A Marketing And Communication Conundrum" at the 2023 Annual Meeting of the Southeast Case Research Association (SECRA) conference, February 23-25, 2023, Myrtle Beach, SC.

Lee, P. (2023). Experiential Learning for the MBA: Career Preparation for Nontraditional Students. In L. Poonamalle, A. Howard & S. Joy, (Eds.), *Managing for Social Justice: Harnessing Management Theory and Practice for Collective Well-Being*. London: Palgrave Macmillan.

Perkins L., Thomas, L., & Kochanski, E. (2023, February6-17) Using Simulated Experiences: How Do you Train? *Transforming the Teaching & Learning Environment* (Conference & Publication).

Barney, D. and **Tschopp, D.** (2023, April). Why it is important to take the CPA exam. *New Accountant*.

Williamson, D. (2022, September 14). Fan engagement and the future of sporting events. [Online Conference Presentation] Sports Pro APAC, Marina Bay, Singapore

Williamson, D. (2023, May 9). Leveraging AI, data & analytics in women's sports. Conference Presentation] Sportel Miami, Miami, FL

2023 Outstanding Students

Seanette Culmer

Dean's Award for Excellence

Seanette Culmer, graduated *summa cum laude* with a bachelor's degree in accounting and economics, and accepted a full-time position at Ernst & Young (EY) in Tennessee. At the time of graduation, she had already passed one part of the CPA Exam and was working toward completing the remaining sections.



Tayhana Taylor

*Excellence in Scholarship &
Excellence in Experiential Learning*

Tayhana Taylor, an Honors Program student and dynamic student-leader, volunteered as a certified tax preparer for the Volunteer Income Tax Assistance program, is a member of the Collegiate Leadership Tampa Bay Chamber Class of 2023, and completed three internships with accounting firms in Miami and New York.

Nina Michelangelo

Excellence in Academic Leadership

Nina Michelangelo, an Honors Program student, graduated *cum laude* with a bachelor's in accounting, will be interning then working for an accounting firm in Tampa, FL. She was a federal tax strategies intern at CliftonLarsonAllen (CLA). She is enrolled in the Master of Accounting program at Saint Leo.







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