



Degree Candidates

Tuesday, May 5, 2026
University Campus,
St. Leo, FL
2:00 – 4:00 PM

Tapia College of Business: Doctor of Business Administration

Mary-Jo Lendering

"BECOMING THE EMPLOYER OF CHOICE: THE IMPACT OF LIMITED JOB MOBILITY ON BUSINESSES' ABILITY TO ATTRACT AND RETAIN TALENT ON THE ISLAND OF BONAIRE"

Committee Chair: Gold, Andrew

Tyrese Milner

"EXPLORING EMPLOYEE ENGAGEMENT IN THE CUSTOMER SERVICE INDUSTRY"

Committee Chair: Gold, Andrew

Trisanya Clarke

"Regulatory Challenges and Compliance in Community Banks: Perspectives From Compliance Professionals in West-Central Florida"

Committee Chair: Glaspie-Ellis, Faith

Hector Baez

"A PHENOMENOLOGICAL STUDY OF MERGERS AND ACQUISITIONS: FINDING AN EFFECTIVE ROLE FOR HUMAN RESOURCES IN STRATEGIC PLANNING FOR HIGH TECH COMPANIES"

Committee Chair: Kemp, Thomas

Ayodele Gilpin

"A QUALITATIVE PHENOMENOLOGICAL STUDY ON THE INFLUENCES ON THE ELITE SOCCER ATHLETE TURNOVER RATE AT YOUTH SOCCER ORGANIZATIONS FROM THE PARENTS' EXPERIENCE"

Committee Chair: English, Michael

Anthony Mark Young

"A CORRELATIONAL ANALYSIS OF WORKPLACE PRODUCTIVITY, MORALE, AND TURNOVER: AN EXAMINATION OF THE IMPACT OF DIVERSITY, EQUITY, AND INCLUSION IN BUSINESS"

Committee Chair: Kemp, Thomas

Rhonda Allen

"THE INFLUENCE OF ORGANIZATIONAL CULTURE ON JOB SATISFACTION AND TURNOVER INTENTION AMONG MILLENNIALS IN THE U.S. TELECOMMUNICATIONS SECTOR "

Committee Chair: Mancini, Dale

Matthew Dubowski

"HUMAN RESOURCE MANAGEMENT PRACTICES AND EMPLOYEE TURNOVER INTENTIONS IN THE PENNSYLVANIA NATURAL GAS INDUSTRY"

Committee Chair: Mancini, Dale

Maricris Gregorios

"CYBERCRIME IN HEALTHCARE: A QUANTITATIVE ANALYSIS OF DATA BREACHES IN FLORIDA'S HEALTHCARE SECTOR"

Committee Chair: Mancini, Dale

Zachary Janvier

“THE ROLE OF SOCIAL CAPITAL IN HAITIAN-AMERICAN ENTREPRENEURSHIP: A PHENOMENOLOGICAL STUDY OF LIVED EXPERIENCES IN SOUTH FLORIDA”

Committee Chair: Wahlstrom, Tomi

James Larkin

“The Educational Tools of Black Business Owners: A Quantitative Study”

Committee Chair: MacLeod, Andrew

Nicholas Lazerus

“THE INFLUENCE OF IN-OFFICE, REMOTE, AND HYBRID WORK MODELS ON QUIET QUITTING AMONG IT PROFESSIONALS”

Committee Chair: Kemp, Thomas

Vanessa Loutensock

“LONG-TERM IMPACT OF THE COVID-19 PANDEMIC ON NURSE BURNOUT: A RETROSPECTIVE COMPARISON OF PRE-AND POST-PANDEMIC LEVELS”

Committee Chair: Mancini, Dale

Andrew Mulroy

“QUIET QUITTING AMONG MILLENNIALS AND GEN Z: QUANTITATIVE ANALYSIS OF LEADERSHIP STYLES IN THE US HOSPITALITY INDUSTRY”

Committee Chair: Mancini, Dale

Jerry Roberts

“THE INFLUENCE OF DEMOGRAPHIC FACTORS ON GENERATIVE AI ADOPTION IN MARKETING PROFESSIONALS”

Committee Chair: MacLennan, Helen

Benjamin Thornton

“WITNESSING OR BEING TARGETED: A STUDY IN PREDICTING TURNOVER INTENTION AMONGST FAST-FOOD WORKERS IN NORTH CENTRAL FLORIDA”

Committee Chair: Mancini, Dale

Asha Wilson

“THE PERCEIVED IMPACT OF DIGITAL TRANSFORMATION ADOPTION ON MARKETING EFFICACY, OPERATIONAL EFFICIENCY, AND BUSINESS GROWTH IN LARGE US RETAIL COMPANIES”

Committee Chair: Mancini, Dale

Teran John

“The Effect of Cultural Intelligence on Leadership Effectiveness and Employee Retention Within the Big-Box Retail Stores in the Detroit Metropolitan Area”

Committee Chair: Jonathan, Shoemaker

Kiara Kirksey

“FROM REMOTE TO REQUIRED: A QUANTITATIVE STUDY ON THE EFFECTS OF RETURN TO OFFICE MANDATES ON EMPLOYEE ENGAGEMENT, JOB SATISFACTION AND TURNOVER INTENTION ”

Committee Chair: Shoemaker, Jonathan

Jimiesha Longerbeam

“LEADERSHIP AND THE DUAL DIMENSIONS OF SEXISM: EXPLORING HOSTILE AND BENEVOLENT BEHAVIORS AND THEIR IMPACT ON WOMEN IN THE MILITARY”

Committee Chair: Shoemaker, Jonathan

Dominic Gabriel

“THE FACULTY: A QUALITATIVE STUDY ON EVIDENCE-BASED VIOLENCE PREVENTION AND TEACHER RETENTION IN THE EDUCATION FIELD”

Committee Chair: Sullivan, Robert

Leona Davis-Daniels

“Combining Phenomenology and Ethnography in Select Business Processes: How Culture, Ethics and Spirituality Influence and Characterize Business Decision-Making”

Committee Chair: Kemp, Thomas

Chinedozi Eronini

“MODERATING EFFECT OF LEADERSHIP ON THE RELATIONSHIP BETWEEN JOB SATISFACTION AND TURNOVER INTENTIONS OF ACCOUNTANTS”

Committee Chair: Wisler, Jacqueline

Sherneatha Youngblood

“BREAKING THROUGH THE TRIPLE GLASS CEILING: AN INTERPRETATIVE PHENOMENOLOGICAL ANALYSIS OF WOMEN IN SENIOR IT LEADERSHIP ROLES IN THE U.S. FINTECH INDUSTRY”

Committee Chair: Wisler, Jacqueline

College of Arts, Sciences, and Allied Services: School of Criminal Justice – Doctor of Criminal Justice

Dena Davis

“The Impact of Political Polarization on the Rise of Domestic Violent Extremism”

Committee Chair: Dr. Joseph Cillo

Mohamad Tarabah

“Strengthening Strategies for Counter-Terrorism Preparedness”

Committee Chair: Dr. Joseph Cillo

Danielle Jones

“Social Media’s Impact on Law Enforcement Perception”

Committee Chair: Dr. Megan Diaz

Jessica Joseph

“Lines of Exploitation: The Implications of Human Trafficking on Texas and Homeland Security ”

Committee Chair: Dr. Karin May

Crystal Michel

“Understanding Probational Success: Probation Officers’ Perceptions, Challenges, and Their Influence of Recidivism”

Committee Chair: Dr. Karin May

Roselyn Alarcon

“A Black Woman IPV Survivor’s Help-Seeking Experiences with the Police: An Autoethnographic Study”

Committee Chair: Dr. Daphne Halkias

Salvador Bolanos

“Holistic Approaches in 21st-Century Policing: A Case Study of the Counter Criminal Continuum (C3) Policing Model in Springfield and Chicopee, Massachusetts”

Committee Chair: Dr. Forrest Beach

Debra Bolden

“Social Media + Drill Music = Murder”

Committee Chair: Dr. Jorey Krawczyn

Maria Hand

“Adverse Childhood Experiences (Aces) and the Impact on Critical Thinking”

Committee Chair: Dr. Jorey Krawczyn

Shumilka Parker

“Developing Safe Reporting Pathways and Comprehensive Treatment Services for Domestic Abuse in Military Families”

Committee Chair: Dr. Ray Muhammad

Stuart Robinson

"Behind the Badge: Uniforms, Accessories, and Officer Self-Perception"

Committee Chair: Dr. Charlotte Brazier

Robyn Schroeder

"Exposure to Alcohol-Related Content on Social Media Effects and Fear of Missing out Among College Students"

Committee Chair: Dr. Ray Muhammad

Ursula Metz

"Examining How Self-Stigma and Organizational Values Impact a Police Officer's Decision to Engage in Mental Health Help-Seeking Behavior"

Committee Chair: Dr. Robert Sullivan

College of Arts, Sciences, and Allied Services: School of Education

Lauren Spatola

"Chatbots as Virtual Assistants for Struggling High School Students"

Committee Chair: Dr. Holly Atkins

Elizabeth Franklin

"A Causal-Comparative Study of Perceptions of School, Family, and Community Partnerships"

Committee Chair: Dr. Lin Carver

Kester Peters

"A Comparative Study of Science Teachers' Perception of Two Instructional Strategies"

Committee Chair: Dr. Lin Carver

Joseph Papeika

"The Lived Experiences of Undergraduates Who Chose Majors Other Than Education Within the Helping Professions"

Committee Chair: Dr. Thomas Gauthier

Melina Dinamidis Brissey

"Examining Strategies and Policies to Enhance Safety on School Campuses in the United States"

Committee Chair: Dr. Jodi Lamb

Enrique Garza Benavides

"Entrepreneurial Mindset in Education Developing Students' College and Career Readiness: The Lived Experiences of Educators in an International Baccalaureate Secondary School"

Committee Chair: Dr. Edward Escobar

Julius Gonzales

"Strategies to Minimize Teacher Absenteeism"

Committee Chair: Dr. Jodi Lamb

Kristen Hardy

"Traditionally Certified Versus Alternatively Certified Teacher Self-Perceptions of Classroom Management Abilities"

Committee Chair: Dr. Jodi Lamb

Andrew Smith

"The Impact of a Gifted Resource Class on the Academic Achievement of Gifted Learners in a Southern United States High School"

Committee Chair: Dr. Jodi Lamb

Cheriese Edwards

"Belonging and Mission in Catholic Secondary Education: A Phenomenological Study of Black Students' Experiences"

Committee Chair: Dr. Mark Majeski

Edelson Michelin

“Understanding Math Anxiety: Perceptions of Middle and High School Teachers and Administrators on Students’ Fear of Mathematics ”

Committee Chair: Dr. Mark Majeski

Kayla Rivera

“Are Growth Mindset Interventions Effective in Fostering Student Success?”

Committee Chair: Dr. Edward Escobar

Niki Czwornog

“Exploring a Relationship Between Administering Vocabulary-Specific Geometry Intervention and Students’ Geometry Success in 5th Grade Mathematics”

Committee Chair: Dr. LaMar Brown

Michael Fronius

“Teacher Perceptions of the Implementation of Tier I Behavior Interventions”

Committee Chair: Dr. LaMar Brown

Kenya Douglas Jones

“Special Education Eligibility and Programs and Its Relation to Minority Students”

Committee Chair: Dr. Nancy Wood

Maydine Alcid-Digsby

“Early Childhood Teachers’ Perceptions of Their Role in Promoting Kindergarten Readiness”

Committee Chair: Dr. Renee Sedlack

Richard Inmon Jr.

“The Impact of Grade Span Configuration on Student Outcomes During the Transition from Fifth to Sixth Grade”

Committee Chair: Dr. Renee Sedlack

Maria Moore

“The Effects of Disruptive Classroom Behaviors on Teacher Retention”

Committee Chair: Dr. Renee Sedlack

Daniel Molyneaux Hargrave

“Understanding Teacher and Recruiter Perspectives to Strengthen STEM Teacher Recruitment”

Committee Chair: Dr. Chrystal Graham

Christopher Kent

“The Impact of School-Based Attendance Interventions for Students Exhibiting Chronic Absenteeism”

Committee Chair: Dr. Fern Aefsky

Robbin Patrice Vincent

“A Study of Strategies in Technology for Teachers for Students with Dyslexia”

Committee Chair: Dr. Fern Aefsky

Yadira Quinones

“Perceptions of New General Education Teachers: Are They Prepared to Provide Instruction to New Entrant English Learners Students?”

Committee Chair: Dr. Toni Zetzsche

Natalia Topham

“Alternative Education for Students with Specific Learning Disabilities: Understanding the Students’ Educational Experiences from the Parents’ Perspectives ”

Committee Chair: Dr. Toni Zetsche