

STEPHANIE L. TORRICO, MBA

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Education

University of Georgia, USA, Terry College of Business
PhD in Management: Strategy & Entrepreneurship track
2025-2030

Florida Gulf Coast University, USA, Lutgert College of Business
MBA, International Business and Management/Leadership dual concentration,
4.0 GPA, 2023 Graduate Business Student of the Year

Universidad Privada Boliviana, Bolivia
Certificate of Approval, International Executive Program, 94 academic hours

Saint Leo University, USA
BBA, Accounting and Computer Information Systems dual concentration
3.86 GPA, Magna Cum Laude

Research Interests

- The impact of organizational reputation on strategic decision making in dynamic environments
- Digital technologies as enablers and accelerants in executive decision making processes and organizational innovation processes

My research interests are to explore how organizations leverage technology to enable and accelerate strategic decision-making and adaptation in rapidly changing environments. I want to investigate how the interaction between boundary spanning mechanisms, dynamic capabilities, and knowledge networks shapes strategic outcomes. Of particular interest is how organizations navigate uncertainty and disruption through knowledge sharing and strategic adaptation, with emphasis on the role of advanced technologies in reshaping decision-making processes and organizational learning.

Publications

Dent, E.B., **Torrigo, S.L.**, Randall, C. (2025) Japanese postwar success: The impact of Moral re-armament. *Enterprise & Society*, 1-29.
<https://doi.org/10.1017/eso.2025.10080> (ABDC: A).

Torrigo, S.L., Mandeville, A., Liu, J.T., Manegold, J.G. Increasing leadership self-efficacy through experiential learning in student teams. *Journal of Management Education*, 49(4), 608-634. <https://doi.org/10.1177/10525629251334108> (ABDC: B)

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| Conference Presentations | <p>Dent, E.B., Torrigo, S.L., Randall, C., <i>Japanese Postwar Success: The Impact of Moral Re-Armament and the Quality Movement</i>. Post-MBA paper presented at the Academy of Management Conference August 2024, Chicago, IL, United States.</p> <p>Torrigo, S.L., Rottig, D., Gamboa, A.L., Gaetjens, <i>Global Sustainability in Agribusiness: Strategies for Honduras</i>. MBA class paper presented at the Academy of International Business-Southeast Conference October 2023, Atlanta, GA, United States.</p> <p>Torrigo, S.L., Mandeville, A.M., Manegold, J., <i>Leadership Readiness in Student Teams: The Development of an Experiential Learning Activity Series</i>. MBA class/GA paper presented at the Southern Management Association Conference October 2022, Little Rock, AR, United States.</p> |
| Consortia Participation | <ul style="list-style-type: none"> • Doctoral Consortium, AIB-SE Annual Conference, October 2024 • Pre-Doctoral Consortium, AOM Annual Conference, August 2024 • Doctoral Consortium, AIB-SE Annual Conference, October 2023 • Pre-Doctoral Consortium, AOM Annual Conference, August 2023 • PhD Strategy Seminar (invited), University of Alabama, Spring 2023 • Pre-Doctoral Program, University of Alabama, Fall 2022 • Pre-Doctoral Consortium (accepted), SMA Annual Conference, October 2022 |
| Academic Experience | <p>Graduate Assistant, University of Georgia, Terry College of Business, Management Department: Strategy & Entrepreneurship (2025 – 2030)</p> <ul style="list-style-type: none"> • Graduate Teaching Assistant <ul style="list-style-type: none"> ○ Grader – Principles of Management • Graduate Research Assistant <p>Graduate Assistant, Florida Gulf Coast University, Lutgert College of Business, Management Department (2021 - 2023)</p> <ul style="list-style-type: none"> • Analyzed and performed statistical analysis of research data using SPSS • Crafted 8-week experiential learning activity series for undergraduate leadership capstone course • Feature interview for the Benefits of Earning Your MBA Campaign, USA Today • Contributed to the proposed 2022-2027 LCOB Strategic Plan • Taught resume writing as fill-in instructor in Human Resource Management |
| Working Papers | <p>Torrigo, S.L., & Rottig, D. <i>Strategic Decision Making for Digital Innovation: Value Creation in Complex Adaptive Systems using a Honduran Agribusiness Context</i>. Target: International Journal of Emerging Markets.</p> <p>Torrigo, S.L., Pena, W., Yazici, H.J. <i>Technological Innovation: Stealing Jobs and Reducing Income, or Not?</i> Target: Aquila.</p> |

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| Publications Under Review | None at this time |
| Conference Proceedings | Dent, E.B., Torrico, S.L. , Randall, C., <i>Japanese Postwar Success: The Impact of Moral Re-Armament and the Quality Movement</i> . Academy of Management Proceedings (August 2024). |
| Other Presentations | <p>Torrico, S. L. (Moderator), Budde-Sung, A., Morales Marengo, M. J., Torrico, S.L. (2024, October 24-26). <i>The Role of AI in Enhancing Knowledge Networks for International Business</i> [Panel discussion]. Academy of International Business-Southeast Conference October 2024 [scheduled], Saint Louis, MO, United States.</p> <p>Torrico, S.L., & Mandeville, A. (2022, April 21). <i>Leadership readiness: Experiential learning techniques within student teams</i> [Research Presentation]. FGCU Research Day 2022, Fort Myers, FL, United States.</p> <p>Manegold, J., Mandeville, A., Musselman, K., Ruehle, C., & Torrico, S.L. (2022, April 19). <i>Negotiating for success</i> [Training Workshop]. SFLI and ACE Women's Network Workshop, Fort Myers, FL, United States.</p> |
| Academic Awards | <p>AIB-SE 2023 Best Undergraduate/Masters Paper Annual Conference</p> <p>FGCU Lutgert College of Business Graduate Business Student of the Year 2023</p> <p>FGCU Lutgert College of Business, Best Graduate Presentation 1st Place Research Day at EagleX 2023</p> <p>FGCU Lutgert College of Business, Best Graduate Presentation 2nd Place, Research Day at EagleX 2023</p> <p>SMA 2022 Best Doctoral Paper in the Innovative Teaching / Management Education Track Annual Conference</p> <p>FGCU 2022 Best Graduate Management Presentation, Research Day, Eagle X</p> |
| Grants, Fellowships, and Funding Awards | <p>Fellowships</p> <ul style="list-style-type: none"> ▪ Dolph & Sharon von Arx Fellowship (\$1,100), Florida Gulf Coast University (2022-2023) <p>Scholarships</p> <ul style="list-style-type: none"> ▪ Lutgert College of Business Excellence Funds (\$1,000), Florida Gulf Coast University (2024) for AIB-SE Conference presentation travel support ▪ Lutgert College of Business Excellence Funds (\$2971), Florida Gulf Coast University (2024) for AOM Conference presentation travel support |

- Foundation Department Scholarship for EagleX Research Day award (\$1,000), Florida Gulf Coast University (2023)
- Lutgert College of Business Excellence Funds for SMA Conference Student Research Support (\$230), Florida Gulf Coast University (2022)
- Foundation Department Scholarship for EagleX Research Day award (\$200), Florida Gulf Coast University (2022)

Other Funding Awards

- AIB-SE Best Graduate Paper Award (\$500), Academy of International Business-Southeast (2023)
- Lutgert College of Business Graduate Tuition Assistance (\$5,231), Florida Gulf Coast University (2022-2023)
- SMA Pre-Doctoral Program Acceptance Stipend (\$500), Southern Management Association (2022)
- Lutgert College of Business Graduate In-State Tuition Waiver (\$2,615), Florida Gulf Coast University (2021-2022)
- Lutgert College of Business Graduate Tuition Assistance (\$4,359), Florida Gulf Coast University (2021-2022)

Academic Service

Conference Reviewer, Academy of Management 2025 (4 papers, 1 symposium)
 Conference Reviewer, Academy of International Business World 2025 (3 papers)
 Conference Reviewer, AIB-SE Conference 2024 (1 paper)
 Conference Reviewer, Southern Management Association 2024 (2 papers)
 Conference Reviewer, Academy of Management 2024 (4 papers, 2 symposia)
 Conference Reviewer, Academy of International Business World 2024 (3 papers)
 Conference Reviewer, AIB-SE Conference 2023 (1 paper)

Professional Memberships

Academy of Management member (since 2022)
 Strategic Management Society member (since 2024)
 Academy of International Business member (2023-2025)
 Southern Management Association member (2022-2025)

Honor Societies

Beta Gamma Sigma International Business Honor Society, FGCU Ch. (since 2023)
 Golden Key International Honor Society (since 2022)
 The Honor Society of Phi Kappa Phi, FGCU Chapter (since 2022)

Relevant Coursework:

Graduate level:

- ECP 6705 Managerial Economics, Grade A
- GEB 6895 Global Business Strategy, Grade A
- MAN 6266 Strategic Leadership, Grade A
- MAN 6601 International Management, Grade A
- MAN 6607 Global Organization Issues, Grade A
- MAN 6930 Seminar in Management, Grade A
- QMB 6303 Data Driven Decision Making, Grade A

Undergraduate level:

- ACC 403 Accounting Information Systems, Grade A
- COM 410 Database Concepts, Grade A
- COM 421 Management Information Systems, Grade A
- GBA 4998 Strategic Management, Grade B+
- COM 320 Systems Analysis and Design, Grade A
- GBA 334 Quantitative Methods, Grade A
- COM 207 Programming in C, Grade A
- ECO 202 Principles of Microeconomics, Grade A
- MAT 201 Intro Statistics, Grade A
- ECO 001 Advanced Placement Macroeconomics, Grade: Pass

Community Service

Future Forestry Corporation
Strategic Planning Fractional Executive (2023-2024)

Collaboratory
Scholarship Reviewer 2025 (16 scholarship applications)
Scholarship Reviewer 2024 (15 scholarship applications)

Industry Experience

Design Forward Consulting
Managing Director, FL

Florida Gulf Coast University, Southwest Florida Leadership Institute
Manager, Community Leadership Programs (part-time), FL

R+L Global Logistics
Corporate Finance Director / Executive Team, FL
Controller – Shared Services, FL

K Hovnanian First Homes
Assistant Controller – Homebuilding and Construction Divisions, FL

Enterprise Holdings
Accounting Manager – Fleet Services Division, VA
Accounting Manager – Car Rental, Commercial Truck Rental, and Car Sales Divisions, VA
Accounting Supervisor – Car Rental, Commercial Truck Rental, and Car Sales Divisions, VA
Internal Auditor – Car Rental, Commercial Truck Rental, and Car Sales Divisions, FL
Accounting Intern – Car Rental Division, VA