

STEPHANIE L. TORRICO

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EDUCATION

PhD	University of Georgia (UGA), USA , Terry College of Business (TCOB), <i>Expected 2030</i> Major: Management (Strategy & Entrepreneurship)
MBA	Florida Gulf Coast University (FGCU), USA , Lutgert College of Business (LCOB) Concentrations: International Business and Management/Leadership
Certificate	Universidad Privada Boliviana, Bolivia Program: International Executive
BBA	Saint Leo University, USA Concentrations: Accounting and Computer Information Systems 3.86 GPA, Magna Cum Laude

RESEARCH INTERESTS

My research examines how cognitive and social processes shape strategic decision making and firm-level outcomes. I am interested in three areas:

- Social evaluations and their effects on strategic decisions,
- Executive cognition and how it shapes firm strategic actions, and
- Digital technology's impact on firm innovation.

SELECT WORKS IN PROGRESS

Cao, S.S., Jeong, S.H., Kim, Y.M., **Torrigo, S.L.**, (all authors contributing equally) *AI Adoption*. Target: Academy of Management Journal. (data analysis phase: quantitative).

Lovelace, J.B., Graffin, S.D., Bundy, J., **Torrigo, S.L.**, *Many Things to Many People: (Mis)Alignment of Local Versus Global Firm Reputations*. Target: Academy of Management Review. (theory development phase: typology and propositions).

Torrigo, S.L. *When Hyperbole Works (and When It Backfires): Strategic Hyperbole as Verbal Impression Management*. Target: Academy of Management Journal. (data collection phase).

Torrigo, S.L. *Leapfrog, Leverage, or Linger: A Process Model for Transforming Firm Celebrity*. Target: Academy of Management Review. (theory development phase: process model).

OTHER REFEREED PUBLICATIONS (pre-doctoral projects)

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).

Torrice, S.L., Mandeville, A., Liu, J.T., Manegold, J.G. (2025) 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)

CONFERENCE PARTICIPATION (* denotes presenter; † denotes organizer)

Lovelace, J.B., Graffin, S.D., Bundy, J., ***Torrice, S.L.**, *Many Things to Many People: (Mis)Alignment of Local Versus Global Firm Reputations*. Strategic Management Society Conference October 2026 [accepted and scheduled], Berlin, Germany.

†Cohen, S.L., †**Torrice, S.L.**, *Schilling, M., *Benner, M.J., *Hawk, A.L., *Bikard, M.A., *Jung, O.S. (2026, August). *Accelerating Innovation* [PDW Workshop accepted and scheduled]. Academy of Management Conference August 2026, Philadelphia, PA, United States.

†**Torrice, S. L. (Moderator)**, *Budde-Sung, A., *Morales Marenco, M. J., *Doria, E.F. (2024, October 24-26). *The Role of AI in Enhancing Knowledge Networks for International Business* [Panel discussion]. Academy of International Business-Southeast Conference October 2024, Saint Louis, MO, United States.

Dent, E.B., ***Torrice, S.L.**, Randall, C., *Japanese Postwar Success: The Impact of Moral Re-Armament and the Quality Movement*. Post-MBA paper presented at the Academy of Management Conference August 2024, Chicago, IL, United States.

***Torrice, S.L.**, Rottig, D., Gamboa, A.L., Gaetjens, *Global Sustainability in Agribusiness: Strategies for Honduras*. MBA class paper presented at the Academy of International Business-Southeast Conference October 2023, Atlanta, GA, United States.

***Torrice, S.L.**, Mandeville, A.M., Manegold, J., *Leadership Readiness in Student Teams: The Development of an Experiential Learning Activity Series*. MBA class/GA paper presented at the Southern Management Association Conference October 2022, Little Rock, AR, United States.

***Torrice, S.L.**, & Mandeville, A. (2022, April 21). *Leadership readiness: Experiential learning techniques within student teams* [Research Presentation]. FGCU Research Day 2022, Fort Myers, FL, United States.

CONSORTIA PARTICIPATION

- 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 (*by invitation*), University of Alabama Spring 2023
- Pre-Doctoral Program, University of Alabama Fall 2022
- Pre-Doctoral Consortium, SMA Annual Conference October 2022

INVITED PRESENTATIONS

Torrice, S.L. (2022, April 19). Preventative negotiation. In J. Manegold, A. Mandeville, K. Musselman, C. Ruehle, & S.L. Torrice, *Negotiating for success* [Training Workshop]. SFLI and ACE Women's Network Workshop, Fort Myers, FL, United States.

PROFESSIONAL INVOLVEMENT AND SERVICE

Conference Service

Conference Reviewer, AOM	2024-present
Conference Reviewer, AIB World	2024-2025
Conference Reviewer, SMA	2024
Conference Reviewer, AIB-SE	2023-2024

Affiliations

Academy of Management (AOM)	since 2022
Strategic Management Society (SMS)	since 2024
Academy of International Business (AIB)	2023-2025
Southern Management Association (SMA)	2022-2025
Beta Gamma Sigma International Business Honor Society (BGS), FGCU Chapter	since 2023
Golden Key International Honor Society	since 2022
The Honor Society of Phi Kappa Phi, FGCU Chapter	since 2022

TEACHING AND UNIVERSITY SERVICE

Graduate Teaching Assistant <i>University of Georgia</i>	2025-2026
Course: Principles of Management (MGMT 3000), 4 sections	
Instructor: Lynn Guhde	

Graduate Assistant <i>Florida Gulf Coast University</i>	2021 - 2023
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- Analyzed / performed statistical analysis of longitudinal, repeated measure 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

FELLOWSHIPS, SCHOLARSHIPS, & AWARDS

Awards

AIB-SE Best Undergraduate/Masters Paper Annual Conference	2023
FGCU LCOB Graduate Business Student of the Year	2023
FGCU LCOB, Best Graduate Presentation 1st Place Research Day at EagleX	2023
FGCU LCOB, Best Graduate Presentation 2nd Place , Research Day at EagleX	2023
SMA Best Doctoral Paper Innovative Teaching / Mgmt Ed Track	2022
FGCU Best Graduate Management Presentation , Research Day, Eagle X	2022

Funding

University of Georgia Graduate School Assistantship	2025 - present
Dolph & Sharon von Arx Fellowship , FGCU	2022 - 2023
LCOB Excellence Funds , FGCU (2024) AOM Conf & AIB-SE Conf prez travel exp	2024
AIB-SE Best Graduate Paper Award , AIB-SE	2023
FGCU Graduate School Assistantship	2021 - 2023
Foundation Department Scholarship for EagleX Research Day award , FGCU	2023
SMA Pre-Doctoral Program Stipend , SMA	2022

LCOB **Excellence Funds** for SMA Conference Student Research Support, FGCU 2022
Foundation Department Scholarship for **EagleX Research Day award**, FGCU 2022

NON-ACADEMIC WORK EXPERIENCE

Design Forward Consulting

Managing Director (Fort Myers, FL)

Southwest Florida Leadership Institute / FGCU

Manager, Community Leadership Programs (Fort Myers, FL)

R+L Global Logistics (International NVOCC, OTI, Supply Chain Distribution) / Paramount Logistics (4PL, 3PL, Purchase Transportation, Freight Audit) / R+L Truckload Services (North America 3PL) / ABCO Transportation (Refrigerated Truckload Carrier) / AFC International (U.S. Customs House Brokerage) / Penna Leasing (Leasing Company)

Corporate Finance Director / Executive Team (Fort Myers, FL); Controller / Shared Services (Fort Myers, FL)

K Hovnanian First Homes, Fort Myers, FL / Cape Coral, FL

Assistant Controller - Homebuilding and Construction Divisions

Enterprise Holdings

Accounting Manager - Fleet Services Division (Norfolk, VA); Accounting Manager - Car Rental, Commercial Truck Rental, and Car Sales Divisions (Newport News, VA); Accounting Supervisor - Car Rental, Commercial Truck Rental, and Car Sales Divisions (Newport News, VA); Internal Auditor - Car Rental, Fleet Services, and Car Sales Divisions (Jacksonville, FL); Accounting Intern - Car Rental Division (Newport News, VA)