STEPHANIE L. TORRICO

Terry College of Business | Department of Management
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EDUCATION

PhD **University of Georgia (UGA), USA,** Terry College of Business (TCOB), 2025-2030
Major: Management (Strategy & Entrepreneurship); Advisor: Scott D. Graffin

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, Magna Cum Laude

RESEARCH INTERESTS

My research examines how cognitive and social processes shape strategic decision-making, behaviors, and firm-level outcomes. Specifically, my interests include:

- The influence of social evaluations on strategic decisions
- How executive cognition shapes firm strategic actions
- Technology's influence on firm innovation.

SELECT WORKS IN PROGRESS

Cao, S.S., Jeong, S.H., Kim, Y.M., **Torrico, S.L.**, (all authors contributing equally) *How AI Adoption Shifts the Value of Strategic Human Capital: A Socio-Emotional Perspective of the Firm*. Target: Academy of Management Journal. (data analysis phase: quantitative).

Lovelace, J.B., Graffin, S.D., Bundy, J., **Torrico, 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).

Torrico, S.L. *When CEO Emotional Language Works (and When It Backfires): Threshold Effects on Analyst Information Processing During Earnings Calls.* Target: Academy of Management Journal. (data collection phase).

OTHER REFEREED PUBLICATIONS (pre-doctoral projects)

Dent, E.B., **Torrico, 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).

Torrico, 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/facilitator)

Lovelace, J.B., Graffin, S.D., Bundy, J., ***Torrico, 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., **†Torrico, S.L.**, *Schilling, M., *Benner, M.J., *Hawk, A.L., *Bikard, M.A., *Jung, O.S. (2026, August). *Accelerating Innovation* [PDW Workshop]. Academy of Management Conference August 2026, Philadelphia, PA, United States.

†Torrico, 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., ***Torrico, 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.

***Torrico, 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.

***Torrico, 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.

***Torrico, 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

•	New Doctoral Student Consortium, AOM Annual Conference	July 2026
•	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

Torrico, S.L. (2022, April 19). Preventative negotiation. In J. Manegold, A. Mandeville, K. Musselman, C. Ruehle, & S.L. Torrico, *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 *University of Georgia* 2025-2026
Course: Principles of Management (MGMT 3000)

Graduate Assistant *Florida Gulf Coast University* 2021-2023

- Statistically analyzed longitudinal and 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
SMA **Best Doctoral Paper** Innovative Teaching / Mgmt Ed Track	2022
FGCU **Best Graduate Management Presentation (MBA)**, EagleX Research Day	2022

Funding

University of Georgia Graduate School **Assistantship (PhD)**	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 (MBA)**	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

R+L Global Logistics
Corporate Finance Director - Executive Team
Controller - Shared Services

K Hovnanian First Homes, NYSE: HOV
Assistant Controller - Homebuilding and Construction Divisions

Enterprise Rent-A-Car and Leasing
Group Accounting Manager - Fleet Services, Car and Truck Rental, and Car Sales Divisions