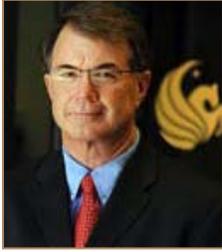


Keynote Speaker, Swarmfest 2013



Dr. Tom O'Neal

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Tom currently serves as the Associate Vice President of Research and Commercialization at The University of Central Florida (UCF) and Executive Director of the UCF Business Incubation Program (UCFBIP) and also the Florida Economic Gardening Institute (FEGI). O'Neal has been part of UCF's Office of Research and Commercialization team working to help UCF become a leading metropolitan research university since year 2000. O'Neal areas of responsibility include the sponsored programs office, technology transfer, compliance, the UCF Business Incubation Program (UCFBIP), the UCF Venture Lab, and the newest initiative under his direction is the Florida's Economic Gardening Institute.

Tom has assisted in the formation of numerous spin-off companies for technologies developed at UCF, and in 1999, established in 2000 the UCF Technology Incubator of which he serves as the Founding Director. The UCF Business Incubation Program has expanded to 9 locations under O'Neal's leadership. The Incubator was named the Incubator of the Year in 2004 by the National Business Incubation Association (NBIA) where he is currently serving as secretary in NBIA's executive board.

O'Neal has published papers on the subjects of business incubation, entrepreneurship, and economic development and has received funding from the Kauffman Foundation, the NSF, the NCIIA, and others to support entrepreneurship and innovation initiatives. His PhD dissertation was on effective incubation practices. He is the current president of the Florida Business Incubation Association (FBIA) O'Neal is also faculty at UCF's Management department and the Industrial Engineering and Management Systems department and has taught several classes, such as currently teaching: Technology Commercialization.

O'Neal established partnerships for the original Incubator with both the University and the community to provide tools and resources that enhance the success of developing companies. He has also assembled a distinguished Advisory Board for the UCFBIP consisting of Central Florida business professionals that provide valuable assistance to the Incubation Program and more importantly, to all the more than 125 clients it serves.

GrowFL is another program Tom helped establish, as the executive director, and this program is assisting second stage companies grow and develop as part of the Florida Economic Gardening Institute.

Tom joined the UCF staff as the Associate Director for the Center for Research and Education in Optics and Lasers (CREOL) in 1991. In this capacity, he was responsible for the business and administrative functions of the Center. The Center evolved into one of the top centers for education and research in optical sciences and engineering.

Since 1975, Tom has been an active member of the business community in Florida. He founded his first start-up company at age 18, which he successfully operated until pursuing a full-time college career. Tom then entered the high-tech business arena as a project engineer for a computer manufacturing company. Prior to joining UCF, Tom served as a Technology Specialist and Financial Director for a \$40 million project with the Defense Advanced Research Project Agency for Florida's state university system.

O'Neal received his PhD in Industrial Engineering, a Master of Science in Engineering Management and his Master of Business Administration from the University of Central Florida and his Bachelor of Science in Electrical Engineering from the University of South Florida.