

Alexander J. Sannella, Ph.D., CPA

Rutgers Business School-Newark
Department of Accounting and Information Systems
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EDUCATION

Doctor of Philosophy in Accounting and Finance, New York University, Leonard N. Stern School of Business, May, 1984.

Master of Philosophy in Accounting and Finance, New York University, Leonard N. Stern School of Business, February, 1982.

Master of Business Administration in Accounting, Iona College, LaPenta School of Business, June, 1975.

Bachelor of Business Administration in Finance, Iona College, LaPenta School of Business, June, 1973.

ACADEMIC AND PROFESSIONAL POSITIONS

ACADEMIC EXPERIENCE

2018-Present: Rutgers University, Rutgers Business School, Professor of Accounting (1993-2018, Associate Professor of Accounting; 1987-1993, Assistant Professor of Accounting).

1985-1987: Iona College, Associate Professor of Accounting (1980-1985, Assistant Professor of Accounting; 1977-1980, Instructor of Accounting; 1974-1977, Adjunct Instructor of Accounting).

1985-1987: New York University, Adjunct Associate Professor of Accounting (1982-1985, New York University, Instructor of Accounting).

ACADEMIC ADMINISTRATIVE EXPERIENCE

Current Administrative Positions

Director of the MBA in Professional Accounting Program, (2009 – Present; Co-Director 2005 to 2009).

- Candidate recruitment through open house presentations, on-campus visits, and interviews (either in person or virtually).
- Program promotion including website revision, advertising strategy and development of promotional materials and brochures.
- Student interview preparation and job placement.

- Coordination of Meet and Greet Sessions with potential employers.
- Oversee the Alumni Reception and the Graduation Ceremony.
- Curriculum review, analysis, and re-development as appropriate.
- Admissions and enrollment management.
- Schedule courses, secure instructors and organize instructors' meetings each term.
- Student advising and management of day-to-day issues and student inquiries.
- Development and analysis of mid-program and end of program student surveys.
- Development and recording of online orientations.
- Manage staff in the execution of program support functions and prepare annual evaluations.
- Teach multiple courses in the MBA PA program.
- Review and manage budgets and expenditures.

Director of the Master of Accountancy in Professional Accounting Program, (2015-Present).

- Candidate recruitment through open house presentations, on-campus visits, and interviews (either in person or virtually).
- Program promotion including website revision, advertising strategy and development of promotional materials and brochures.
- Student interview preparation and job placement.
- Curriculum review, analysis, and re-development as appropriate.
- Manage admissions and enrollment.
- Schedule courses, secure instructors and organize instructors' meetings each term.
- Student Advisement and management of day-to-day issues and student inquiries.
- Development and recording of online orientations.
- Manage staff in the execution of program support functions and prepare annual evaluations.

Teaching Excellence Center (TEC) Director, (2013-Present).

- Lead large lecture class management efforts.
- Conduct training workshops for large lecture faculty and teaching assistants on both campuses.
- Develop standard course outline templates.
- Establish protocols for managing large lecture attendance and examination procedures.
- Work with our administration to implement the Online MBA and improve the quality of our online courses.
- Assist in preparing new faculty to teach online courses (e.g., Connecting these faculty members with QM training courses) and share templates for previously offered online courses developed using QM guidelines.
- Create a Blackboard Organization for TEC where faculty can share course material and other teaching resources and build a preliminary TEC website.
- Create an advisory board of TEC Fellows which help guide the TEC Director in establishing the vision, mission and goals of the center and recommend the most effective ways to enhance teaching quality across RBS.

- Advance research in pedagogy and business education by co-authoring three papers in education since my appointment as TEC Director (see publications section).
- Work with doctoral students through classroom observations, train with the use of homework management software, and assist in the functioning of the teacher training seminar by scheduling recording of their presentations and posting online via private YouTube links.
- Work closely with the Association of College and University Educators (ACUE) and the Chancellor's Office to research, develop, pilot, and roll out ACUE courses for our campus.
- Serve as ACUE online course instructor in the Spring 2017 semester with one synchronous session per week and a 20-person cohort.
- Work with the Chancellor's office to partner with the P3 Collaboratory in offering programs for faculty professional development and the enhancement of teaching.
- Offer over 20 faculty development workshops and seminars since the TEC inception.

Advisor for the Accounting Concentration in the Part-Time MBA Program, (2010 – Present).

- Candidate recruitment through open house presentations, on-campus visits, and interviews (either in person or virtually).
- Program promotion including website revision, advertising strategy and development of promotional materials and brochures.
- Curriculum review, analysis, and re-development as appropriate.
- Admissions and enrollment management.
- Student interview preparation and job placement.
- Course scheduling.
- Student advisement and day-to-day management of issues and student inquiries.
- Create and manage custom concentrations.

Advisor for the Post-MBA Certificate in Accounting, (2005 – Present).

- Student advisement and management of issues and student inquiries.
- Create and manage custom concentrations.

Previous Administrative Positions

Academic Director of the MBA Program, (2011-2012).

- Implemented curriculum changes with the MBA Policy Committee.
- Handled academic issues on Livingston and Newark campuses.

Vice Chair of the Department of Accounting and Information Systems, (1993-2010).

- Assisted in scheduling Fall and Spring classes, and staffed Summer sessions.
- Advised all accounting majors and approved their schedules.
- Evaluated transfer credits for the Undergraduate Dean of RBS Office.
- Resolved student issues daily.

- Responded to all requests from the Office of the Undergraduate Dean of RBS on issues involving undergraduates.
- Coordinated all recruiting events with our corporate partners.
- Coordinated all case competitions, both on campus and at corporate locations.
- Coordinated the selection of all undergraduate accounting awards and represented the department at both NCAS and RBS Awards Nights, Sunday on Campus events, and corporate scholarship functions.
- Coordinated the NJSCPA and other external scholarships on the Newark campus.
- Represented the department in all external relations and recruiting activities with employers and other organizations (see case competitions and work with student organizations and placement).
- Represented the department at all on-campus and off-campus events including open house events and RBS major fairs.
- Fundraised for the department including awards of \$10,000 from CohnReznick and \$5,000 from PricewaterhouseCoopers to fund research on accounting majors.
- Created a Corporate Accounting Advisory Board.

Undergraduate Associate Dean of the School of Management, (1999 -2000).

- Negotiated with the NCAS Dean to create a separate, four-year business school on the Newark Campus (Rutgers Business School).
- Added a career services function to the School of Management.
- Developed and helped implement curriculum changes.
- Created academic policies for the School of Management and established enforcement guidelines.
- Managed a staff of five, including three academic advisors.
- Assisted in academic advisement.
- Handled day-to-day staff and student issues.
- Attended daily meetings with staff, administrators, and students.
- Assisted in enrollment management.
- Represented the School of Management at all internal and external events.
- Coordinated events with our corporate partners.
- Conducted outreach with community colleges.
- Established transfer credit guidelines and worked with community colleges on articulation agreements.
- Worked on all AACSB accreditation issues related to the undergraduate business program.
- Served ex-officio on all School of Management committees.

TEACHING

- Accounting Principles and Practices (graduate level).
- Advanced Financial Accounting (graduate and undergraduate levels, and online).
- Auditing (undergraduate level).
- Cost and Managerial Accounting (graduate level).
- Intermediate Accounting, I and II (graduate and undergraduate levels).
- Introduction to Financial Accounting (undergraduate level).

- Introduction to Managerial Accounting (undergraduate level).
- Executive Education course delivered at BASF.

PROFESSIONAL EXPERIENCE

2020-present: Member of the AICPA's Financial Reporting Executive Committee (FinREC)

1986: KPMG, LLP, Certified Public Accountants, New York, New York.

Participant in Peat Marwick and Mitchell Foundation Faculty Development Program

- Participated in the audits of financial statements of Fortune 500 and medium sized clients.

1974-1977: PricewaterhouseCoopers, LLP, Certified Public Accountants, White Plains, New York.

Supervising Senior Accountant

- Prepared Federal, State and Local income tax returns.
- Supervised and evaluated field audit teams.
- Prepared and audited financial statements of Fortune 500 and medium sized clients (both foreign and domestic).
- Reviewed and created documentation for client accounting and accounting information systems.

RESEARCH

- Education research with an emphasis on student engagement and learning outcomes.
- Market-based empirical research.

JOURNAL PUBLICATIONS (PEER-REVIEWED)

Referred Journals

“Examining the Relationship between Students’ Perceptions of the First Accounting Course and Majoring in Accounting” Hussein Issa, Alexander Sannella and Michael Cohen. Forthcoming, *Journal of Research in Business Education*, Vol. 62, No. 1, July/August 2022.

“Dynamic Principal Market Determination: Fair Value Measurement of Cryptocurrency” Eyal Beigman, Gerard Brennan, Sheng-Feng Hsieh, and Alexander Sannella. *Journal of Accounting, Auditing and Finance*, April 2021, <https://doi.org/10.1177/0148558X211004134>

“A Model to Integrate Data Analytics in the Undergraduate Accounting Curriculum,” Amer Qasim, Ghaleb El Rafae, Hussein Issa and Alexander Sannella. *Journal of Emerging Technologies in Accounting*. Vol. 17, No. 2. Fall 2020.

“General and Specific Aspects of Student Engagement: Associations with Classroom Practices and Educational Outcomes in a University Gateway Course,” David J. Shernoff, Erik A. Ruzek, Alexander J. Sannella, Roberta Y. Schorr, Lina Sanchez-Wall, Denise M. Bressler. *Frontiers in Psychology (Education Section)*. Volume 8, June 2017, Article 994.

“Separate Worlds: The Influence of Seating Location on Student Engagement, Classroom Experience, and Performance in the Large University Lecture Hall,” David J. Shernoff, Alexander J. Sannella, Roberta Y. Schorr, Lina Sanchez-Wall, Erik A. Ruzek, Suparna Sinha, Denise M. Bressler. *Journal of Environmental Psychology*. Volume 49, April 2017, pp. 55–64.

“Does a Live Instructor Matter?” Victoria Chiu, Tatiana Gershberg, Alexander J. Sannella and Miklos Vasarhelyi. *Journal of Emerging Technologies in Accounting*. Vol. 11, 2014, pp. 1 -25.

"The Information Content of Earnings Announcements in Regulated and Deregulated Markets: The Case of the Airline Industry," Samir El-Gazzar, Alexander J. Sannella and Afaf Shalaby), *Journal of Accounting and Finance Research*. Vol. 11, No. 1, Spring 2003, pp. 55-65.

"The Effects of Airline Deregulation on Shareholder Wealth," Samir El-Gazzar and Alexander J. Sannella, *Atlantic Economic Journal*. Vol. 24, June 1996, No. 2, pp. 144-154.

"The Association Between the Accuracy of Management Earnings Forecasts and Discretionary Accounting Changes," Bikki Jaggi and Alexander J. Sannella, *Journal of Accounting Auditing and Finance*, Vol. 10, No. 1, Winter 1995, pp. 1-21.

"Analytical Capitalization of Research and Development Costs," *The Mid-Atlantic Journal of Business*. Vol. 31, No.1, March 1995, pp. 75-101.

"The Effect of FAS 14 on Segment Reporting," *Accounting Enquiries*. Vol. 1, No. 2, February 1992, pp. 309-344.

"Segment Reporting: The Cost Allocation Issue", *Journal of Accounting, Auditing and Finance*, Vol. 6, No. 1, Winter 1991, pp. 75-102.

"Professional Adaptation: Segment Reporting: The Cost Allocation Issue", *Journal of Accounting, Auditing and Finance*, Vol. 6, No. 1, Winter 1991, pp. 103-107.

"An Application of the Microcomputer in Market Based Accounting Research" *Computers and Education: An International Journal*, Vol. 14, No.1, 1990, pp. 87-95.

"The Capitalization of Operating Leases: The Discounted Cash Flow Approach" *Journal of Commercial Bank Lending*, October 1989, pp. 49-55.

"An Application of Income Strategy to Cost Allocation and Segment Reporting" *Journal of Accounting, Auditing and Finance*, Vol. 1, No. 4, Fall 1986, pp. 288-304.

JOURNAL PUBLICATIONS (NON PEER-REVIEWED)

Journals Not Referred and Unpublished Working Papers

"Revised FASB Definitions Could Impact the Composition of Financial Statements," Alexander J. Sannella, with contributions by Rivka Fried, RBS PhD Candidate, *New Jersey CPA Journal*, February 3, 2022, <https://njcpa.org/article/2022/02/03/revised-fasb-definitions-could-impact-the-composition-of-financial-statements>

"Optimal Financing Decisions: Convertible Debt versus Convertible Preferred Stock," Unpublished Working Paper, 1998.

"The Crippled Cost Principle: A Call to the Abandonment of an Outdated Tradition," *Brown Economic Review*, Vol 2, No. 1, Winter 1993, pp. 21-22.

"Segment Reporting: The Cost Allocation Issue", *Federal Trade Commission LB Research Papers and Reports No. 43*, Federal Trade Commission, Washington, DC., November, 1983.

"Objectives of Financial Statements: Their Development and Analysis" (with Calvin Engler), available in the *National Association of Accountants Manuscript Reference Series*, 1982.

WORK IN PROGRESS

2021: "Fair Value Measurement in Inactive Crypto Asset Markets," Eyal Beigman, Gerard Brennan, Sheng-Feng Hsieh, and Alexander Sannella. (Under review at the *Journal of Accounting, Auditing and Finance*).

2019: "Why Masters in Accounting Students Do Not it for the CPA Exam: Determinants and Perceptions of CPA Value," Hannah Z.E. Rozen, Deidre Collier and Alexander Sannella. Working Paper, April 2019.

2018: *Financial Accounting* (with Elizabeth Gordon and Jana Raedy-Smith). Presently in development at Pearson Education.

BOOKS

Intermediate Accounting, 2nd Edition Gordon, Raedy-Smith, and Sannella. Pearson Education, 2019.

Applied Financial Accounting. Hansen Publishing Group, 2010.

The Impact of GAAP on Financial Analysis: Interpretations and Applications for Commercial and Investment Banking. Quorum Books: An Imprint of The Greenwood Publishing Group, 1991.

CONFERENCES AND PRESENTATIONS

2021: Iona College, Professional Speakers Series: "Integrating Data Analytics into th

Accounting Curriculum, New Rochelle, New York.

2019: Viking Global Investors, Presentation Series: "Valuing Cryptocurrency for Financial and Tax Reporting" (with Gerard Brennan), Greenwich, Connecticut

2019: Iona College, Professional Speakers Series: "Blockchain Technology and Valuing Cryptocurrency for Financial Reporting" (with Gerard Brennan), New Rochelle, New York.

2015: PHASE (Pearson) Conference presentation: "Writing in Intermediate Accounting" New York, New York.

2013: PHASE (Pearson) Conference presentation: "Use of Technology in Intermediate Accounting" Atlantic City, New Jersey.

1998: Panel Facilitator at the Accounting Futures Conference (John Wiley and Sons) New York, November 1998.

1997: Presentation of a paper entitled, "Determinants of the Convertible Debt-Convertible Preferred Stock Financing Decision" (presented by Hannah Wong) at Southern Finance Association Annual Meeting, Baltimore, Maryland, November 1997.

1995: Participant at the AT&T "Strategic Performance Measures Course," Basking Ridge, New Jersey, August 1995.

1995: Participant at the Coopers & Lybrand Current Accounting Developments Conference. New York, January 1995.

1994: Presentation of a paper entitled, "The Effect of Airline Deregulation on Shareholder Wealth" (with Samir El-Gazzar) at the Atlantic Economic Society Conference, Montreal, Canada, October 1994.

1992: Participant at the AAA Annual Meeting, Washington, DC.

1992: Participant at the Prentice-Hall Accounting Seminar for Educators, Cambridge, Massachusetts.

1991: Participant at the Conference on Options and Futures (Rutgers, New Brunswick).

1990: Participant at the New York University and Coopers and Lybrand conference on Tax Policy for the 1990's.

1990: Participant at the Conference on Financial Economics and Accounting (Rutgers, New Brunswick).

1989: AAA Regional Meeting, Wilmington, Delaware: Presentation of a paper entitled "The Association Between the Accuracy of Management Earnings Forecasts and Discretionary Accounting Changes" (with Bikki Jaggi).

1988: Rutgers University Business Conference, Presentation of a paper entitled "The

Association Between the Accuracy of Management Earnings Forecasts and Discretionary Accounting Changes" (with Bikki Jaggi).

1984: City University of New York: Baruch College Accounting Workshop Presentation of a paper entitled "Segment Reporting: The Cost Allocation Issue".

1983: American Accounting Association National Meeting, New Orleans. LA.

1981: American Accounting Association Doctoral Consortium, Chicago, Ill.

1979: Eastern Finance Association Annual Meeting. Discussant of a paper concerning the Depreciation-Investment Tax Credit Trade-off.

CONSULTING

1984-2008: Independent Corporate Training Consultant.

Course Development and Instruction

- Developed and taught seminars dealing with advanced topics in financial accounting to international and US Analysts and Associates at major investment banks. This included participation in training for diversity recruiting programs.
- Developed and recorded Continuing Professional Education (CPE) videos for Kaplan Professional Education.
- Taught accounting seminars in commercial bank credit departments to credit analysts.
- Taught basic tax concepts in minority internship programs.
- Taught CPE courses for New York-based public accounting firms.

1984-1986: Accountant for the Trustee of OPM Leasing Services, Inc., Greenwich, CT.

General Accountant

- Assisted legal counsel in the bankruptcy proceedings and the reorganization of the OPM Leasing Services, Inc.
- Compiled financial statements and prepared tax returns for DAV-NA Associates (an affiliate of OPM Leasing Services, Inc.).

1982-1983: Federal Trade Commission, Washington, DC.

Consultant to the Line-of-Business Program

- Advised FTC Economists in matters regarding Financial and Managerial Accounting research issues.
- Conducted research using the FTC's Line-of-Business Data.

1977-1980: Randolph Computer Corporation (a Subsidiary of Travelers Insurance), Greenwich, CT.

Business Consultant

- Prepared of an accounting and internal control procedures manual for Randolph Computer Corporation.
- Conducted internal audits and reviews of lease contracts and lease receivables.

Other Consulting

2016: Consultant to Mercy College: External review and recommendations for improvement of the college's accounting programs.

2007: Consultant to Iona College: External reviewer to assess the college, faculty, and its resources to obtain New York State approval of a new Master of Accountancy program.

AWARDS AND HONORS

2019: Research grant from the National Association of State Boards of Accountancy (NASBA)

2017: American Educational Research Association, Learning Environments SIG/Springer Award for the Best Paper- "Separate Worlds: The Influence of Seating Location on Student Engagement, Classroom Experience, and Performance in the Large University Lecture Hall."

2012-2013 and 2008-2009: RBS Dean's Award for Meritorious Teaching Service.

2010 and 2009: Ernst and Young Inclusive Excellence Award recognition. This recognition was given for my work in promoting diversity and inclusiveness at the University and within the academic community.

2007: National Association of Black Accountants (NABA) Leadership Award (Newark Chapter).

2005: Malcolm X. Shabazz High School Rutgers Scholars Award.

2004: INROADS of Northern of New Jersey, Educator of the Year Award.

2004: Rutgers Accounting Society Distinguished Service Award.

2003-2004, 1999-2000, 1997-1998, 1996-1997, 1994-1995, 1992-1993, 1991-1992, 1987-1988: Teacher of the Year Award.

2003: Most Influential Professor Award (MBA in Professional Accounting Program).

1983-1984: New York University College of Business and Public Administration "Great Teacher of the Year" Award.

1982-1983: The Richard D. Irwin Foundation Fellowship.

1981: American Accounting Association Doctoral Consortium Fellow.

1980-1981: New York University, University Scholarship.

1975: Iona College, Award for Academic Excellence (Prize MBA for Best Thesis).

1973: Iona College, Graduate Scholarship.

1973: Iona College, Award for Academic Excellence in Finance.

1973: Iona College, Graduated Magna Cum Laude.

PROFESSIONAL DEVELOPMENT

2021: Association of College and University Educators (ACUE) Certification: Advanced Effective Teaching Certificate. This certificate signifies my completion of a 44-module course in effective teaching practices requiring the implementation of evidence-based instructional approaches. The credential is co-issued by the American Council on Education and distinguishes faculty for their commitment to educational excellence and student success.

2020: Association of College and University Educators (ACUE) Certification: Micro-Credential in Promoting Active Online Learning.

2016-2017: Association of College and University Educators (ACUE) Certification: Certificate in Effective Teaching Practices.

2015: PHASE (Pearson) Conference presentation: "Writing in Intermediate Accounting."

2015: Completed the "Designing a Quality Online Course" QM training program.

2013-2017: RBS Teaching Excellence Center Workshops.

2013: PHASE (Pearson) Conference presentation: "Use of Technology in Intermediate Accounting."

2010: PricewaterhouseCoopers Alumni Seminar participant.

2008: KPMG Faculty Symposium participant.

LICENSURES AND CERTIFICATIONS

Certified Public Accountant
Inactive Status
New York State
February 1977

MEDIA CONTRIBUTIONS AND QUOTES

2017: "Rutgers University-Newark Takes a New Approach to Teaching with ACUE P3 Collaboratory," *Newark Times*, (April 7, 2017).

- 2016: “Prudential 20 Stories of Strength,” Corporate Social Responsibility Ad Campaign available on Instagram, (February 9, 2016).
- 2014: “Liberal Arts Leaning: in Rutgers' MBA Program, That's a Good Thing,” *NJBIZ*, (July 28, 2014).
- 2011: “Accounting Insiders Report Stronger Prospects for Recent Graduates,” *NJBIZ*, (May 18, 2011).
- 2008: “Accounting firms get creative in order to retain women,” *Newark Star Ledger*, (April 23, 2008).
- 2007: “Calling All Prospective Accountants,” *NJBIZ*, (February 26, 2007).
- 1996: “Urban Teenagers Get a Brief Look Inside Castles of Corporate America,” *Newark Star Ledger*, (March 14, 1996).

DISSERTATION COMMITTEES AND SUPERVISION OF HONORS COLLEGE THESES

Dissertation Committees Chaired

Young Na – Graduated May 1993. Dissertation Title: “Stock Market Reaction to FASB No. 106: The Disclosure of Postretirement Benefit Costs.”

Jo Ann Pinto – Graduated October 1999. Dissertation Title: “How Comprehensive is Comprehensive Income? The Value Relevance of Foreign Currency Translation Adjustments.”

Dissertation Committee Member

Nina Dorata – Graduated May 2003. Dissertation Title: “The Impact of Post-Acquisition on Bid Premium in the Market for Corporate Acquisitions.”

Miranda Wei – Graduated May 2003. Dissertation Title: “Fair Representation of Purchased Goodwill: An Analysis of the Underlying Nature of Acquisition Processes.”

Steven Petra – Graduated January 2003. Dissertation Title: “The Effects of Governance Structure and Ownership Structure on the Informativeness of Earnings.”

Picheng Lee – Graduated October 2000. Dissertation Title: “Earnings Management at Different Stages of Financial Distress.”

Mindy Callen – Graduated January 1999. Dissertation Title: “Time Series Tests of the Ohlson Model.”

Outside Dissertation Committee Member

Pace University: Doctor of Professional Studies in Business.

Rutgers University Honors College

Thesis advisor for several students in the Honors College.

SERVICE

Service to the Profession

2020-Present, Member of the American Institute of Certified Public Accountants (AICPA) Financial Reporting Executive Committee (FinREC).

2018-Present: Editor, *Journal of Emerging Technologies in Accounting*

Service to the University, College and Students

Committee Service

- Member of the Research Council Grant Committee.
- Teaching Evaluations Council-Newark
- Teaching Evaluations Task Force (University Wide)
- Faculty Curriculum Committee for the Program on Learning and Teaching.
- Chaired the initial School of Management curriculum committee.
- Served on the Sheridan Committee for four years developing new undergraduate core curriculum and making the first significant change in the Newark undergraduate core in decades.
- RBS Representative on Writing Across the Curriculum Committee.
- Member of the Honors College Faculty Council.
- Dean of Student Affairs Search Committee, Search Committee for the Director of the Honors College.
- Campus Undergraduate Assessment Committee (Appointed by the NCAS Dean).
- Newark Faculty Council.
- RBS Undergraduate Policy Committee-Newark.
- Teaching Methods and Innovations Committee.
- Member of the search committee for the new Director of Dana Library.
- Member of the Future of Undergraduate Education Committee.
- Member of the Working Group on Undergraduate Education.
- Member of the Courses of Study Committee.
- Member of the Honor Code Committee.
- Member of the AACSB assessment committee.
- Member and Chair of the Student Affairs Committee.
- Member of the Committee on Campus Life.
- Member of the World Week Teach-in Committee.
- Member of the University Student Retention Committee.
- Member of the Honors Committee Task Force.
- Member of the General Education Committee.

- Member of the Writing Across the Curriculum Task Force.
- Volunteer for multiple ad-hoc departmental committees (e.g., FCP awards, NTT Reappointments and Promotions, Departmental curriculum, and quality improvement committees).

Other Service

- Member of the HIV/AIDS Project Team.
- Information Literacy Project Participant.
- Sunday on Campus Presentations.
- Phonathon Volunteer.
- AAUP Newark Chapter Executive Committee Member (elected 1997).
- Hearing Officer for Student Disciplinary Hearings.
- University Level Disciplinary Hearing Panel Member.
- Coordinated the use of RBS as a Beta test site for the AICPA's Computerized CPA exam. I continued to assist the AICPA to test changes in the exam since 2002.

Curriculum Development

2015: Created and launched the Master of Accountancy in Professional Accounting Program (a program that has experienced rapid growth with almost 70 students enrolled to date).

2014: Revised the MBA in Professional Accounting curriculum to include an option for the Audit Analytics Certificate.

2012: Developed Advanced Accounting online course meeting Quality Matters standards.

2010: Developed and re-instated the Accounting Concentration in the Part-Time MBA Program.

2006-2010: Served on the Sheridan Committee for four years (which reviewed and revised the undergraduate curriculum on the Rutgers-Newark campus).

2005: Created the current curriculum for the Post-MBA Certificate in Accounting.

1995: Formed a task force to create a Corporate Accounting Program (a program which resulted in the development of several new courses by our corporate partners that comprise the undergraduate curriculum today).

1993-1994: Chaired the Undergraduate Curriculum Committee for the School of Management leading to the creation of the business curriculum for then newly formed School of Management.

Student-Related Service

- Faculty mentor for the Honors Living Learning Community (HLLC).
- Classroom observation and development of evaluation reports for Ph.D. students teaching during the summer. This is part of a summer mentoring program for our Ph.D. students.

- PwC x-Tax and PwC x-Act Competitions: Coach and coordinator for over 40 teams and 200 undergraduate students per semester for several years.
- Assist PTLs in running Financial Accounting Case Competition for evening and weekend students (this involved obtaining classrooms, arranging catering, and securing judges for the event).
- Co-coordinate Deloitte Trueblood case competition with NB faculty members.
- Coached teams for the ALPFA-KPMG case competition and was appointed Faculty Advisor for the ALPFA/KPMG Case Competition for several years.
- Faculty Coach for the Deloitte National Case Competition.
- Faculty Coach for the accounting components of the Johnson and Johnson Case Competition for three years.
- Academic Advisor to multiple student organizations (ALPFA, NABA ASCEND and the Rutgers Accounting Society).
- Establish and installed chapters of both ALPFA (Fall 2005) and ASCEND (Fall 2006) on the Newark Campus.
- Created the Professional Speakers' Series each Monday and Wednesday. These events functioned as Lunch and Learn sessions for our students and bolstered our placement efforts.
- Coordinated mock interviews for over 100 undergraduate students (juniors and seniors) each semester with the Big 4 accounting firms.
- Attended all recruiting events including taking students to corporate offices and attending all events including firm scholarship receptions.
- Work closely with the undergraduate Career Development Center to establish internships and full-time employment opportunities for our students (e.g., negotiated a tax internship with Prudential).
- General Academic Advisor for the Office of Student Affairs and at Rutgers Business School for accounting majors.
- Implemented Deloitte Leadership Visit for Ami Kaplan, Deputy Vice-Chairperson in the Fall 2007 semester.
- Rutgers Business School Faculty Advisor for the KPMG Future Diversity Leaders Program (FDL) for many years.

Service to the Newark Community and Commitment to Diversity

- Served as a member of the Faculty Alliance for Education.
- Created the "Shabazz Project" (pre-college program) and obtained funding from the Provost's office to cover the cost of 20 high school students attending Rutgers-Newark and taking a three-credit course. This program has been replaced by our B-Star Program.
- Received a \$120,000 PwC Foundation Grant (\$40,000 per year for a three-year period) to expand our minority outreach in Newark which focused on introducing inner-city high school students to business and the accounting profession while giving them an introduction to college and the college experience.
- Visited the local high schools and recruited high school students for our pre-college program.
- Participated with Deloitte in "Take Your Community to Work Day" bringing high school students on field trips to accounting firms, holding seminars in our Trading Room during the summer, and arranging for accounting professionals to speak to the students at the local high schools.

- Participated in field trips to PwC offices, coordinated PwC visits to Newark High Schools and brought the high school students to PwC offices to celebrate MLK day.
- Awarded the NABA Leadership Award for outstanding service for the fall 2007 semester.
- Served as a member of the NABA ACAP (Accounting Career Awareness Program) Steering Committee coordinating logistics for the annual summer camp on the Rutgers Newark Campus and acting as an RBS liaison.
- Worked closely with directors at INROADS to establish internships for our minority students.