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Rutgers University
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Academic Qualifications

- Ph.D. Accounting with a minor in Public Administration (GPA 3.96/4.0)
Ph.D. in Management Program
Rutgers University Graduate School of Management
Degree granted, May 2004
Inducted into Beta Gamma Sigma, May 2004
- M. B. A. Accounting (GMAT 660, GPA 3.3/4.0)
Professional Accounting Program
Rutgers University Graduate School of Management
Degree granted, August 1996
Passed Uniform CPA Examination, November 1996
- B. Arch. Architecture (GPA 3.4/4.0)
Cum Laude New Jersey Institute of Technology, School of Architecture
Degree granted, December 1984
- B. A. Teaching of Chemistry
Boston University, College of Liberal Arts
Degree granted, June 1971

Professional Experience

- 2013 – present Rutgers University – Assistant Professor of Professional Practice
- Managerial Accounting; Intermediate I and II; Cost Accounting
 - MACCY: Corporate Governance; Advanced Accounting Research; Decoding of Corporate Financial Communications
 - MBA: Accounting for Managers
 - PAMBA: Managerial and Cost Accounting (on-line and hybrid)
- 2009 – 2013 Mercy College – Associate Professor of Accounting
- 2006 – 2009 William Paterson University – Associate Professor of Accounting
- 2006 – 2013 Rutgers University – Part-time Accounting Instructor
- 1998 – 2006 Rutgers University – Full-time Accounting Instructor

- 1996 –1998 Rutgers University – Administrator for MACCY–Governmental
- 1993 – 1995 St. Rose of Lima School – Science Teacher
- 1988 – 1992 Toll Associates, Architects – Associate Architect
- 1989 – 1991 New Jersey Institute of Technology – Science Teacher (NSF Grant) (Summers)
- 1982 – 1984 New Jersey Institute of Technology – Urban Engineering Program (Summers)
- 1971 – 1984 Metuchen Public Schools – Science Teacher

Research

Publications: “Say-on-Pay: Is Anybody Listening?” (2016) with Stephani A. Mason and Dan Palmon. *Multinational Finance Journal*, 20(4): 273-322.

- Among the top 10% of downloads on the Social Science Research Net (SSRN)
- Featured on the Harvard Law School Forum on Corporate Governance and Financial Regulation at:

<https://corpgov.law.harvard.edu/2017/08/04/say-on-pay-is-anybody-listening/>

“Case Study: Developing Continuous Assurance at Siemens” (2015) with Jason A. Gross and Gerard (Rod) Brennan. *Audit Analytics and Continuous Audit: Looking toward the Future* (AICPA): 147-155.

“A Theoretical Model of Cognitive Factors that Affect Auditors’ Performance and Perceived Independence” (2010) with Dan Palmon, Gary Kleinman and Asokan Anandarajan. *International Journal of Behavioral Accounting and Finance*, 1(3): 239-267.

“The Effect of Psychic Distance on Kenya’s Export Destinations” (2009) with Martin Ogutu and Alfred Micheni Mucuchai. *International Journal of Management and Information Systems*, 13(1): 23-34.

Working papers:

“Restructuring the Capital Market to Protect Small Investors and More” with Dan Palmon and Gary Kleinman

- Submitted to the *Journal of Accounting and Public Policy*, December 2017

“A Shareholder Bill of Rights” with Dan Palmon and Gary Kleinman

- Presented at the Group Decision and Negotiation Conference in Stockholm, Sweden, June 2013

“The Impact of XBRL Adoption on Financial Software Development Processes and Software Quality Factors” with Marcelo Gomes de Cerqueira and Paulo Caetano da Silva

Work in Progress: “Decision-Making under Uncertainty in a Multi-Period Budget Model”

Service to Rutgers

Rutgers Outreach:

- Publication of twenty-eight Cost Accounting videos on YouTube through the Rutgers Accounting Web
 - https://www.youtube.com/playlist?list=PLauepKFT6DK_QMbgMhKPmfiZklWjVAJny for nineteen videos on cost behavior topics
 - https://www.youtube.com/playlist?list=PLauepKFT6DK_8P0vzWNPqxlNzXqBiNfWo for nine videos on managerial topics
- Off-campus recruiter for the PAMBA Program and on-campus recruiter for the MACCY and PAMBA Programs

Committees:

- Faculty Compensation Program (FCP) Committee
- Undergraduate Curriculum Committee
- Non-Tenure Track Peer Review Committee
- Minutes and records for various committees and departmental meetings

Academics:

- Named the Rutgers Business School “Teacher of the Year” for 2015
- Faculty advisor to Rutgers Accounting Society (RAS), National Association of Black Accountants (NABA), and Association of Latino Professionals for America (ALPFA)
- Development of Assessment of Learning rubrics, data analyses, and reports for Managerial Accounting, the PAMBA Program, and the MACCY Program
- Development of hybrid in-class/on-line course and a completely on-line Managerial and Cost Accounting course for the PAMBA Program
- Development of an undergraduate Cost Accounting honors course

- Classroom observations and feedback for Ph.D. students teaching introductory accounting courses
- Tutorials for Ph.D. students on research, writing, and teaching skills
- Technical and conceptual editing of Ph.D. papers and dissertations:
 - “Auditor Reputation and the Duration of Customer-Supplier Relationships” by Cheng Yin
 - “XBRL and Investment Efficiency” by Cheng Yin
 - “Stiff Business Headwinds and Uncharted Economic Waters: The Use of Euphemisms in Earnings Conference Calls” by Kate Suslava
 - “Attention: After-Hours Conference Calls” by Ke Xu
 - “What Does ‘But’ Really Mean? Evidence from Managers’ Answers to Analysts’ Questions in Conference Calls” by Ke Xu
 - “The Effectiveness and Potential Unintended Consequences of Caps on Municipal Taxation and Expenditures” by Wilson Rose
 - “Three Essays on Unorthodox Audit Evidence” by Kyunghye Yoon
 - “What Is the Impact of Say on Pay on Executive Compensation? A Meta-Analysis of the Empirical Evidence” by Stephani Mason
 - “Say on Pay: Is Anybody Listening? A Dissertation in Two Essays” by Stephani Mason
 - “A Closer Look at Financial Analysts’ Bold Recommendations” by Hua Xin
 - “The Application of Exploratory Data Analysis in Auditing” by Qi Liu
 - “Analysts’ Earnings Forecast Accuracy for the Newly Following (Dropped) Companies” by Changhee Lee
- Technical editing of faculty papers for publication:
 - “Outlier Stock Recommendations: Informative or Worthless?” by Dan Palmon, Bharat Sarath, and Hua Xin
 - “Bold Recommendations that Lead the Market” by Dan Palmon, Bharat Sarath, and Hua Xin

- “Corporate Social Responsibility-Related Information and the Value of Financial Analysts’ Recommendations” by Changhee Lee, Dan Palmon, and Ari Yezegel
- “Financial Analyst Characteristics and Herding Behavior in Stock Recommendations” by Dan Palmon and Hua Xin
- “Is Non-Auditing Services a Suitable Proxy for Auditor Independence in the Post-SOX Period?” by Asokan Anandarajan, Gary Kleinman, and Dan Palmon
- “R&D Intensity and the Value of Analysts’ Recommendations” by Dan Palmon and Ari Yezegel
- “Design and Evaluation of an Advanced Continuous Data Level Auditing System: Incorporating Business Rules in Identifying Misstatements” by Kyunghee Yoon and Miklos A. Vasarhelyi
- “Can Substantive Analytical Procedures with Advanced Technology Replace Sampling as Tests of Details?” by Kyunghee Yoon and Miklos A. Vasarhelyi
- “Can Audit Sampling Substitute for Substantive Analytical Procedures in Auditing Revenue Accounts? Insights from Prior Literature” by Kyunghee Yoon and Miklos A. Vasarhelyi
- “Deep Learning for Future Auditing” by Ting Sun and Miklos A. Vasarhelyi
- “The Impact of Non-timely 10-Q Filings and Audit Quality on Audit Fees” by Tiffany Chiu, Feiqi Huang, Yue Liu, and Miklos A. Vasarhelyi
- “A Framework for Performing Audit Procedures on Contracts” by Zhaokai Yan and Miklos A. Vasarhelyi
- “Designing Audit Apps for Armchair Auditors to Analyze Government Procurement Contracts” by Jun Dai, Qiao Li, and Miklos A. Vasarhelyi
- “Accounting’s Active Voice: Measurement and Policy at the Interstate Commerce Commission, 1887-1929” by Betul Acikgoz, Paul J. Miranti, and Dan Palmon
- “The Social Construction of US Railroad Regulatory Accounting, 1900-1929” by Betul Acikgoz, Paul J. Miranti, and Dan Palmon
- “Progressive Era Accounting and Financial Reform at the Interstate Commerce Commission” by Paul J. Miranti and Dan Palmon