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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 – Associate 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: “Disclosure Regulation Works: The Case of Regulation G” with Dan Palmon and Yu-An Chen. Forthcoming in the *Review of Quantitative Finance and Accounting*.

Audit Analytics in the Financial Industry (2019) with Miklos Vasarhelyi and Jun Dai. Emerald Publishing.

“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

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

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

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 Undergraduate Accounting Program and the MACCY and PAMBA Programs

Committees:

- Undergraduate Curriculum Innovations Taskforce
- United Nations Principles for Responsible Management Education (PRME) Committee
- Faculty Compensation Program (FCP) Committee
- Undergraduate Curriculum Committee
- Non-Tenure Track Peer Review Committee
- Minutes and records for various committees and departmental meetings

Academics:

- Faculty advisor: Rutgers Accounting Society (RAS), National Association of Black Accountants (NABA), and Association of Latino Professionals for America (ALPFA)
- Named the Rutgers Business School “Teacher of the Year” for 2015
- Managerial Accounting course coordinator
- Editorial work:
 - Technical and conceptual editing of twelve Ph.D. papers and dissertations
 - Technical editing of over twenty faculty papers for publication
- 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 courses during COVID 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