

# **Dr. Arun Upneja**

Dean and Professor  
School of Hospitality Administration  
Boston University  
928 Commonwealth Ave, Boston MA 02215  
Tel: (617) 358-6744  
[aupneja@bu.edu](mailto:aupneja@bu.edu)

## **EDUCATION**

- Ph.D.: University of Houston, December 1996.  
Major: Accounting, Minor: Finance
- M.B.A: University of Houston, July 1993.  
Major: Accounting, High Honors
- B. S: University of Houston, July 1991.  
Major: Hotel & Restaurant Management, Minor: Economics,  
Summa cum Laude
- B. A: University of Jammu (India), May 1982.  
Major: Economics and Business Administration, Minor: English  
First Division

## **PROFESSIONAL EXAMINATION**

- 1994 Passed all four parts of the CPA Exam in May 1994

## **ACADEMIC EXPERIENCE**

- 2013 – present Dean and Professor, School of Hospitality Administration  
Boston University, Boston, MA 02215
- 2010 – 2013 Associate Dean for Academic Affairs, Schreyer Honors College  
Pennsylvania State University, University Park, PA 16802
- 2010 – 2013 Professor, School of Hospitality Management,  
Pennsylvania State University, University Park, PA 16802
- 2002 – 2010: Associate Professor, School of Hospitality Management,  
Pennsylvania State University, University Park, PA 16802
- 1996 – 2002: Assistant Professor, School of Hospitality  
Pennsylvania State University, University Park, PA 16802.
- 1991 – 1996: Graduate Assistant in the Department of Accountancy & Taxation,  
University of Houston, Houston TX 77204

## PROFESSIONAL WORK EXPERIENCE

1982 - 1988      Manager, Indian Hotels Company Limited (Bombay)

## AWARDS

John Wiley & Sons Lifetime Research Award 2007 – CHRIE

Three best paper awards at CHRIE conferences (2005, 2006, & 2014)

Finalists for best paper of the year JFBR (2003).

## RESEARCH ACTIVITY

Lee, S., **Upneja, A.**, Ozdemir, O, and Sun, K. (2014). A synergy effect of internationalization and firm size on performance: U.S. hotel industry. International Journal of Contemporary Hospitality Management, Vol. 26, Iss 1, pp 35-49.

**Upneja, A.** and Ozdemir, O. (2014). Compensation Practices in the Lodging Industry: Does Top Management Pay Affect Corporate Performance. International Journal of Hospitality Management. Vol 38, pp 30-38.

Kim, S., and **Upneja, A.** (2014). Predicting restaurant financial distress using decision tree and AdaBoosted decision tree models. Economic Modelling, Vol 36, pp 354-362.

Ozgur, O., Kizildag, M., and **Upneja, A.** (2013). Does Risk matter in CEO Compensation Contracting? Evidence from U.S. Restaurant Industry. International Journal of Hospitality Management, Vol 34, Iss. 3, pp. 372-383.

Ozdemir, O., and **Upneja, A.** 2012. Board Structure and CEO compensation: Evidence from U.S. Lodging Industry. International Journal of Hospitality Management, Vol 31 Iss: 3, Sept 2012, pp. 856-863

Hua, N., Nusair, K. & **Upneja, A.** 2012. “Financial Characteristics and Outperformance: Evidence of a Contemporary Framework from the US Lodging Industry.” International Journal of Contemporary Hospitality Management, Vol 24 Iss: 4, pp. 574-593

Hua, N., and **Upneja, A.** 2011. Do investors Reward Restaurant Firms that go Abroad? International Journal of Contemporary Hospitality Management, Vol 23 issue 2, pp 174-188

Hua, N., and **Upneja, A.** 2010. Can we see the Intangibles? Valuation of Intangible Assets for Publicly Traded Hotel Firms in the USA. International Journal of Revenue Management 2010 – vol. 4, No. 3/4 pp. 306-326.

**Upneja, A.**, Dalbor, M., Hua, N., and Repetti, T. 2010. Increased Interest Expense and Management’s Expense Preference Behavior of Publicly-traded Restaurant Firms’. Journal of Services Research. Vol. 10, No. 1 pp 69-84.

**Upneja, A.**, Dalbor, M., and Hua, N. 2010. Sequential Impact of General Interest Rate Changes on the Interest Expense of Publicly Traded Restaurant Firms. Journal of Foodservice Business Research. Vol 13, No. 1, pp 2-14.

Oak, S., and **Upneja, A.** 2009. Institutional Investors and International Expansion in the Restaurant Industry. Journal of Hospitality Financial Management. Vol. 17, No. 2 pp 19-34.

**Upneja, A.**, and Dalbor, M. 2009. The Long-Term Debt Decision of U.S. Casino Firms. Journal of Hospitality Financial Management. Vol. 17, No. 2 pp 55-72.

**Upneja, A.**, and Sharma, A. 2009. Relationship between Changes in Cash Flows and Investments in Publicly Traded Restaurant Firms in the United States. FIU Hospitality Review. Vol. 27, No. 2, pp 61-79.

Hua, N., Denizci, B., Matilla, A. and **Upneja, A.** 2008. Marketing Outlays: Important Intangible Assets in the Hotel Industry. Journal of Quality Assurance in Hospitality & Tourism. Vol. 8, No. 4, pp. 61-76

Singh, A., and **Upneja, A.** 2008. The Determinants of the Decision to Use Financial Derivatives in the Lodging Industry. Journal of Hospitality & Tourism Research. Vol. 32, no. 4, pp 423-447.

Lee, S., and **Upneja, A.** 2008. Is Capital Asset Pricing Model (CAPM) the best way to estimate cost-of-equity for the lodging industry? International Journal of Contemporary Hospitality Management. Vol. 20, No. 2, pp 172-185.

**Upneja, A.**, Dalbor, M., Lee, S., and Mao, Z. 2008. Impact of Earnings Manipulation on Valuation of Publicly Traded Restaurant Firms in the United States. Journal of Foodservice Business Research. Vol. 11, no. 2, pp 124-137.

Singh, A., and **Upneja, A.** 2007. Extent of Hedging in the US Lodging Industry. International Journal of Hospitality Management. Vol. 26, no. 4, pp 764-776. [Best paper award in 2005 CHRIE conference.](#)

Hua, N., and **Upneja, A.** 2007. Going international? Important factors executives should consider! International Journal of Contemporary Hospitality Management. Vol 19. no. 7. October 2007 pp 537-545.

Namasivayam, K., and **Upneja, A.** 2007. Employee Preferences for Tipping Systems. Journal of Foodservice Business Research. Vol. 10, no. 2. pp 93-107.

**Upneja, A.**, and Dalbor., M. 2007. Agency Costs, Bankruptcy Costs and the Use of Debt in Multinational Restaurant Firms. FIU Review Vol. 25, No. 1. pp 22-31.

Lee, S., and **Upneja, A.** 2007. Does Wall Street Truly Understand Valuation of Publicly Traded Lodging Stocks? Journal of Hospitality and Tourism Research. [Best paper award in 2006 CHRIE conference.](#) Vol 31, no. 2. pp 168-181.

- Dalbor, M. and **Upneja, A.** 2007. An Examination of Dividend Policy in the U.S. Restaurant Industry. Journal of Foodservice Business Research. Vol. 10, no. 2. pp 83-91.
- Dalbor, M., Lee, S. & **Upneja, A.** 2007. An Investigation of Long-term Debt and Firm Value in the Lodging Industry. Advances in Hospitality and Leisure Vol. 3, 195-204.
- Lee, S., and **Upneja, A.** 2006. A Critical Review of the Implied Cost of Equity: A New Way to Estimate the Expected Return. FIU review Vol. 24, No. 2. 1-14.
- Upneja, A.**, and Hua, N. 2006. Value Relevance of Equity, Earnings and Capital Structure in the Restaurant Industry. Advances in Hospitality and Leisure. Vol. 2, 159-178.
- Upneja, A.**, Lee, S., and Dalbor, M. 2006. An Analysis of the Equity Valuation Literature as applied to the Lodging Industry. Journal of Hospitality and Tourism, Vol. 4, #1 pp 19-27.
- Debnath, S., **Upneja, A.**, and Giles C. 2005. Learning Term-Relationships for Ontology Construction: Creating Business Ontologies for Event Explanation. Proceedings of the Third Knowledge Capture Conference (K-CAP' 05), Banff Canada.
- Sharma, A., and **Upneja, A.** 2005. Factors influencing financial performance of small hotels in Tanzania. International Journal of Contemporary Hospitality Management. Vol. 17, No. 6, 2005 pp 504-515.
- Debnath, S., Mullen, T., **Upneja, A.**, and Giles, C. 2005. Knowledge Discovery in Web-directories: Finding Term-Relations to Build a Business Ontology. Proceedings of the 6th International Conference on Electronic Commerce and Web Technologies (EC-WEB 2005), Copenhagen, Denmark, pp 188-197.
- Schmidgall, R., and **Upneja, A.** 2005. Leasing in lodging. Bottomline. Vol. 20, No. 5. 27-29.
- Dalbor, M.C., Kim, A., and **Upneja, A.** 2004. An Initial Investigation of Firm Size and Debt Use by Small Restaurant Firms. Journal of Hospitality Financial Management. Vol. 12, No. 1, 2004 pp 41-48.
- Shafer, E.L., Choi, Y., and **Upneja, A.** 2004. The Wild Side of Tourism: A Case Study of Economic Values and Impacts of Hunting in Pennsylvania. Journal of Hospitality and Tourism. Vol. 2, No 1. 49 – 62.
- Dalbor, M.C., and **Upneja, A.** 2004. The Investment Opportunity Set and the Long-Term Debt Decision of U.S. Lodging Firms. Journal of Hospitality and Tourism Research. Vol. 28, No. 3, 2004 pp 346-355.
- Singh, A., **Upneja, A.** and Dalbor, M.C. 2003. Analysis of Relative Growth Rates Between Domestic and International Earnings of U.S. Based Publicly Traded Restaurant Firms. Journal of Foodservice Business Research. Vol. 6, No. 4. 25 – 41. **Finalist best paper award: JFBR**
- Shafer, E.L., and **Upneja, A.** 2002. Economic Benefits of Sport Fishing and Angler Wildlife Watching in Pennsylvania: Revisited. Journal of Travel Research. Vol. 41, 2002. pp 212-213.

Dalbor, M.C. and **Upneja, A.** 2002. Factors Affecting the Long-Term Debt Decision of Restaurant Firms. Journal of Hospitality and Tourism Research. Vol. 26, No. 4, pp 422-432.

**Upneja, A.** and Dalbor, M.C. 2001. The Choice of Long-Term Debt in the US Lodging Industry. Journal of Hospitality, Tourism, Leisure Science. Vol 1, no. 1. pp 1-19.

**Upneja, A.**, Singh, A., and Shafer, E.L. 2001. The Wild Side of the Lodging and Food-service Industry. Cornell Hospitality Quarterly April 2001. Vol. 42, no. 2. pp 96-103.

**Upneja, A.** and Schmidgall, R. 2001. Equipment Leasing in the U.S. Lodging Industry. Cornell Hospitality Quarterly April 2001. Vol. 42, no. 2. pp 56-61.

Mustafa, T., Seo, W., **Upneja, A.** and DeMicco, F. 2001. Supply and Demand for Hospitality/Tourism Management Faculty in the United States. Journal of Hospitality and Tourism Educator. Vol. 14, no. 2, pp 38-45.

**Upneja, A.**, Shafer, E. L. Seo, W. and Yoon, J. 2001. Economic Benefits of Sport Fishing and Angler Wildlife Watching in Pennsylvania. Journal of Travel Research. August 2001, Vol. 40, no. 1. pp 68-78.

**Upneja, A.**, and Dalbor, M.C. 2001. An examination of capital structure in the restaurant industry. International Journal of Contemporary Hospitality Management. Vol. 13, no 2 pp 54-59

Shafer, E. L., **Upneja, A.**, Seo, W., and Yoon, J. 2000. Economic Values of Recreational Power Boating Resources in Pennsylvania. Environmental Management. Vol. 26, no. 3, September 2000, pp 339-348.

**Upneja, A.**, Kim, H., and Singh, A. 2000. Differences in Financial Characteristics between Small and Large Firms: An Empirical Examination of the Casino Industry. The Journal of Hospitality Financial Management Vol. 8, no. 1 pp 23-35.

**Upneja, A.** 1999. Performance of Exchange-Listed Lodging Firms during the Great Lodging Depression of the 1980s and Early 1990s. The Journal of Hospitality Financial Management, Vol. 7, no. 1 35-42.

**Upneja, A.**, and Dalbor, M. 1999. An Examination of Leasing Policy, Tax Rates, and Financial Stability in the Restaurant Industry. Journal of Hospitality and Tourism Research. Vol. 23, no. 1, pp 85-99.

Bartlett, A.L., **Upneja, A.**, and Lubetkin, M. 1998. Benchmarking Hospitality Management Curricula: A Comparison of Top U.S. Programs. Journal of Hospitality & Tourism Education. Vol. 10, no. 3, pp 41-46.

## **PAPER PRESENTATIONS AT SEMINARS AND PROFESSIONAL MEETINGS**

Corporate Governance Provisions and Risk-Adjusted Performance in the U.S. Restaurant Industry. 2009. Presentation at the annual meeting of the Association of Hospitality Financial Management Education conference, New York, NY. (Juried) with Melih Madanoglu and Ersem Karadag

Executive Compensation and Firm Performance: An Investigation from the US Hotel Industry 2009. Presentation at the annual meeting of the Association of Hospitality Financial Management Education conference, New York, NY. (Juried) with Ozgur Ozdemir

Increased Interest Expense and Management's Expense Preference Behavior of Publicly-Traded Restaurant Firms. 2009. Presentation at the annual CHRIE conference. San Francisco, CA. (Juried) with Nan Hua, Michael Dalbor, and Toni Repetti.

Decision Support Systems to Re-engineer Lodging Operations: A Services Perspective. 2008. Presentation at the annual meeting of the Association of Hospitality Financial Management Education conference, New York, NY. (Juried) with Soundar Kumara and Prasenjit Mitra.

Hotel Reits vs. Hotel C-Corporations: Who has an edge? 2008. Presentation at the annual CHRIE conference. Atlanta, GA. (Juried) with Melih Madanoglu.

Valuation of Intangible Assets for Publicly Traded Hotel Firms in the US. 2008. Presentation at the annual CHRIE conference, Atlanta, GA. (Juried) with Nan Hua.

Relationship between Cash Flows and Investments in US Restaurant Industry. 2008. Presentation at the annual CHRIE conference, Atlanta, GA. (Juried) with Amit Sharma.

Investment Sensitivity to Free Cash Flows of Financially Constrained US Restaurant Firms. (2007). Presentation at the annual meeting of the Association of Hospitality Financial management Education conference, New York, NY. (Juried) with Amit Sharma.

Marketing Outlays: Important Intangible Assets in the Hospitality Industry? (2007). Presented at the annual CHRIE conference, Dallas TX. (Juried) with Nan Hua, Anna Mattila & Basak Denizci.

Accrual Measurement Choice for the Gaming Industry during Recession. (2007). Presented at the annual CHRIE conference, Dallas, TX. (Juried) with Jiin Chung.

Impact of Earnings Manipulation on Valuation of Publicly, Traded Restaurant Firms. (2007). Presented at the annual CHRIE conference, Dallas, TX. (Juried) with M. Dalbor, E. Mao and S. Lee.

Causes and Consequences of Cash Flow Sensitivity: Empirical Tests of the US Lodging Industry. (2006). Presentation at the XIX annual meeting of the Association of Hospitality Financial Management Education conference, New York, NY. (Juried) With Amit Sharma.

Pricing Effect of Restaurant Industry Related Factors on FAMA – French Three Factor Model. (2006). Presentation at the XIX annual meeting of the Association of Hospitality Financial Management Education conference, New York, NY. (Juried) With Basak Denizci.

Do Casino Hotels Manage Earnings Differently During Economic Recession vs Boom. (2006). Presentation at the XIX annual meeting of the Association of Hospitality Financial Management Education conference, New York, NY. (Juried) With Jiin Chung.

The degree of Internationalization's effects on the Market Capitalization of Publicly-Traded US Restaurant Firms. (2006). 26th EURO –CHRIE Congress, Thessaloniki Greece. October 2006. (Juried) With Nan Hua.

The Implied cost of Equity for the Lodging Industry. (2006). Presented at the 11th annual Hospitality and Tourism Graduate Student Education and Research Conference. (Juried) with Seoki Lee.

Extent of Hedging in the Hospitality Industry. (2006). Presented at the annual International CHRIE conference, Washington, D.C. (Juried) with Amrik Singh.

The Degree of Internationalization's Effects on the Market Capitalization of Publicly Traded U.S. Restaurant Firms. (2006). Presented at the International CHRIE Conference, Washington D.C. (Juried) with Nan Hua.

Does Wall Street Truly Understand Lodging Valuation? (2004). Paper presented at the Annual Meeting of the Association of Hospitality Financial Management Educators, New York, NY November 2004. (Juried) with Seoki Lee.

True Market Value of Lodging Stocks: A Convergence Approach. (2004). Paper presented at the Annual Meeting of the Association of Hospitality Financial Management Educators, New York, NY November 2004. (Juried) with Nan Hua.

An Analysis of the Major Equity Valuation Models as Applied to the Lodging Industry. (2003). Paper presented at the Annual Meeting of the Association of Hospitality Financial Management Educators, New York, NY November 2003. (Juried) with Seoki Lee.

An initial investigation of firm size and debt use by small restaurant firms. (2003). Paper presented at the Annual conference of International Council of Hotel, Restaurant, and Institutional Education, Palm Springs, CA. August 2003. (Juried) with Mike Dalbor.

Analysis of relative growth rates between domestic and international earnings of US based publicly traded restaurant firms. (2002). Paper presented at the Annual conference of International Council of Hotel, Restaurant, and Institutional Education, Orlando, FL. August 2002 (Juried)

Growth opportunities and the long-term debt decisions of US Lodging firms. (2001). Paper presented at the Annual Meeting of the Association of Hospitality Financial Management Educators, New York, NY, November 2001. (Juried)

An Examination of Capital Structure in the US Lodging Industry. (2000). Working Paper presented at the Annual Meeting of the Association of Hospitality Financial Management Educators, New York, NY, November 2000. (Juried)

An Investigation of Leasing Practices in the US Lodging Industry. (2000). Working Paper presented at the Annual Meeting of the Association of Hospitality Financial Management Educators, New York, NY, November 2000. (Juried) With Ray Schmidgall.

The role of Age in the Capital Structure of Restaurant Firms. (1999). Presented at the Annual meeting of the Association of Hospitality Financial Management Educators, New York, November 1999. (Juried)

“Impact of Capital Structure and the Relative Information Content of Earnings and Net Book Value of Equity in Firm Valuation for the Restaurant Industry”. Annual meeting of the Association of Hospitality Financial Management Educators, New York, NY November 1998. (Juried)

Economic Values and Impacts of Hunting Activities in Pennsylvania. Presented at the Northeast Fish and Wildlife conference, Harrisburg, PA, May 1998. (Juried)

Economic Values and Impacts of Sport Fishing Activities in Pennsylvania. Presented at the Northeast Fish and Wildlife conference, Harrisburg, PA, May 1998. (Juried)

“Did the Exchange-listed Lodging Firms Share in the Lodging Depression of the 1980’s?” Annual meeting of the Association of Hospitality Financial Management Educators, New York, NY November 1997. (Juried)

“Differences in Financial Characteristics between Small and Large Hospitality Firms.” Invited presentation at the Pennsylvania State University HRIM graduate Colloquium. Sponsored by the Center for Hospitality, Tourism, and Recreation Research, State College, PA, November 1997.

“An Investigation of Firm Valuation at Bankruptcy Filing Using Balance Sheet Data.” American Accounting Association, Mid-Atlantic Regional Meeting, Baltimore, MD, April 1997. (Juried)

## **OTHER SCHOLARLY ACTIVITY**

Lubetkin, M., **Upneja, A.**, Williams, J., and Silfies, P. 1999. Instructor’s manual to accompany Contemporary Management Theory, 4<sup>th</sup> edition. Prentice Hall, Upper Saddle River, NJ.

**Upneja, A.** Forecasting, chapter 3 in Keiser, J., DeMicco, F.J., and Grimes, R.N. 1999. Contemporary Management Theory, 4<sup>th</sup> edition. Prentice Hall, Upper Saddle River, NJ



## SEMINAR PRESENTATIONS FOR THE HOSPITALITY INDUSTRY

I have conducted numerous seminars for organizations all over the World. These seminars have ranged from one day to five days in length. Some of the organizations where I have conducted these seminars are listed below.

- School Food Service Institute
- Eat'n Park Hospitality Group
- Credit Union Institute
- Waterford Hospitality Group
- The Turfgrass Program at Penn State
- The US Army Lodging
- The Breakers (a five-star, five-diamond luxury resort in Palm Beach, Florida.)
- Asian American Hotel Owners Association

### Invited Presentations

- |                                             |         |      |
|---------------------------------------------|---------|------|
| • FAAP, University in Brazil                | March   | 2004 |
| • Hong Kong Polytechnic University          | January | 2004 |
| • Junior Faculty Research Academy (I-CHRIE) | July    | 2004 |
| • Research Seminar IHM, Mumbai              | Dec     | 2005 |

## EDITORIAL RESPONSIBILITIES AND MEMBERSHIPS

2008 - present	Editorial Board	Advances in Hospitality and Leisure
2008 – present	Editorial Board	Journal of Hospitality & Tourism Educator
2007 - present	Finance Chair	CHRIE Annual Conference
2007 – present	Editorial Board	Journal of Services Research
2006 – present	Editorial Board	Journal of Hospitality Financial Management
2004 – present	Editorial Board	Journal of Hospitality and Tourism Research
2004 – present	Editorial Board	Journal of Foodservice Business Research
2007 – 2012	Editorial Board	International Journal of Contemporary Hospitality Management
1999 – 2004	Reviewer	Journal of Hospitality and Tourism Research
1997 – 2007	Reviewer	CHRIE Annual Conference
1997 – 2006	Reviewer	Journal of Hospitality Financial Management
1997 – 1999	Reviewer	American Accounting Association's Mid-Atlantic Annual Conference
1997-2000	Associate Editor,	Anatolia
1997	Reviewer	Journal of School Food Service
1997	Reviewer	Decision Sciences Institute annual conference
1997	Reviewer	Leisure Sciences

### Conference Chaired

- |      |                             |                                                                     |
|------|-----------------------------|---------------------------------------------------------------------|
| 2007 | Co-chair of 2 <sup>nd</sup> | International Conference on Services Management, New Delhi, India   |
| 2008 | Co-chair of 3 <sup>rd</sup> | International Conference on Services Management, State College, PA. |
| 2009 | Co-chair of 4 <sup>th</sup> | International Conference on Services Management, Oxford, UK.        |

## **PROJECTS, GRANTS, COMMISSIONS, AND CONTRACTS**

### **Completed**

- 1998 – 1998 Economic values and Impacts of Sport Fishing, Hunting and Trapping Activities in Pennsylvania. Funded by Center for Rural Pennsylvania for \$130,000. Co PI
- 1998 - 1999 The relationship of turnover and profitability. Funded by the Educational Institute of the American Hotel and Motel Association for \$48,000. Co PI
- 1999 - 2000 An economic analysis of trail use in the Delaware Water Gap National Recreation Area. Funded by the National Park Service for \$17,969. Co PI
- 2000 - 2001 An Analysis of Investment Opportunities for Producing New Technology for Nonindustrial Private Forestry. Funded by USDA for \$20,000. Co PI
- 2002 – 2003 Nature based Tourism. Funded by the Center for Rural Pennsylvania, \$50,000. Co PI
- 1999 - 2010 Management Training for Army Lodging Managers Funded by the U.S. Army Community And Family Support Center for \$1,000,000.
- 2008 - 2011 Cost-Benefit Assessment of HACCP Implementation in Commercial Retail Foodservice Operations for \$555,819. Co-PI (PI Dr. Amit Sharma).
- 2010 - 2012 Sustainability in the Hospitality Industry. Seed grant from the Penn State Institute of Energy and Environment for \$43,800. Co-PI (PI Dr. David Cranage).

## **MEMBERSHIPS IN PROFESSIONAL ORGANIZATIONS**

### **Council on Hotel, Restaurant and Institutional Education (CHRIE)**

Treasurer:	2002-2004	
Chair:	2002-2004	Finance Committee of CHRIE
Member:	2004 – present	Finance Committee of CHRIE
Member:	2004 – present	Publications Council of CHRIE
Director Research	2010 – 2012	North East Federation of CHRIE

### **Association of Hospitality Financial Management Educators (AHFME)**

Treasurer:	2004 – 2006
President:	2006 – 2010
Board Member:	2010 - present

## **SERVICE TO THE UNIVERSITY**

### **Boston University**

Member: Council of Deans (2013 – present)

Member: Provost's Strategic Planning Committee (2013-present)

**The Pennsylvania State University**

Member: Academic Council of Undergraduate Education (ACUE) for Penn State University (2010-2013)

Chair: International Committee for ACUE (2011- 2013).

Member: Search Committee for the Director of the School of Hospitality Management (2011)

Member: Committee to review Penn State's Strategy on Collaboration with Indian Universities (2009)

Member: Sabbatical Review Committee, College of Health & Human Development (2007)

Chair: Sabbatical Review committee, College of Health & Human Development (2008)

Member: School Promotion & Tenure Committee (2004 to 2009)

Member: Accounting Department, Ph.D. Candidacy Exam Committee (2003 to present)

Member: Accounting Department, Graduate Policy – Ph.D. Comprehensive Exam Committee (2003 to 2010)

Chair: School Promotion & Tenure Committee (2008-2009)

Member: College Promotion & Tenure Committee (2009-2010)

Chair: Search Committee for the Director of the School of Hospitality Management (2004)

Member, HRIM Curriculum Redesign Committee (1997)

Co-Chair, HRIM Comprehensive Exam Sub-Committee (1997)

Member, RPM Final Oral Examination Redesign Committee (1997)

Chair, HRIM Ph.D. Examination Sub-Committee (1997 - 1998)

Member, HRIM Distance Education Committee (1997 – 1998)

Member, HRIM Graduate Examination Committee (1998 - 1999)

Member, HRRM Awards & Scholarship Committee (1996 – 1999)

Member, HRIM Graduate Admissions Committee (1999 - 2009)

Chair, HRIM Graduate Examination Committee (1999- 2005)

Member, HRIM Graduate Recruitment Committee (1999-2004)

Advisor to the Honors Scholars in HRIM (1999 – 2005)

Established/oversee an accounting tutoring lab to help students enrolled in the school

Faculty advisor to Eta Sigma Delta (HR&IM honor society) (1996 - 1999)

Faculty advisor to Financial Management Club (1996 - 2004)

## **DISSERTATION COMMITTEES FOR GRADUATE STUDENTS**

Chair: Amrik Singh, Ph.D. 2004. Associate Professor, University of Denver.

Chair: Seoki Lee, Ph.D. 2006. Associate Professor, Penn State University

Chair: Basak Denisci, Ph.D. 2006. Associate Professor, Hong Kong Polytechnic University

Chair: Nan Hua. Ph.D. 2007. Assistant Professor, University of Houston.

Chair: Ozgur Ozdemir. Ph.D. 2012. Assistant Professor, Ozyegin University

Member of the following dissertation committees;

1. Hong-Chul Shin; Ph.D. 1998 RPM; Kyonghee University, Korea
2. Mike Dalbor; Ph.D. 1999 HRIM; Professor, University of Nevada, Las Vegas.
3. William Lee; M.S. 1999 HRIM; Current affiliation unknown
4. Won Seo; Ph.D. HRIM in 2000; Kyonghee University, Korea
5. Joe Webber; Ph.D. 2000 Accounting; Full Professor, Sloan School of Management, MIT.
6. Mustafa Tepeci; Ph.D. MER in 2001; Mersin University, Turkey
7. Bill Frye; Ph.D. HRIM in 2001; Associate Professor, Niagara University.
8. Ramgopal Venkataraman; Ph.D. Accounting in 2001; Assistant Professor, College of Business, University of Minnesota
9. Seong Hee Oak; Ph.D. HRIM in 2004. Assistant Professor, North Carolina Central University.
10. Youngsoo Choi; Ph.D. 2005 HRIM. Assistant Professor, University of Central Florida.
11. Santhosh Gowda. Ph.D. 2006 Accounting. Assistant Professor, College of Business, University of Georgia.
12. Sandip Debnath. Ph.D. 2005. Computer Science and Engineering. Microsoft.
13. Monica Stefanescu. Ph.D. 2006 Accounting. Assistant Professor, College of Business, University of Arizona.
14. Chun Lin Mao. Ph.D. 2006 Accounting. Assistant Professor, College of Business, University of Hong Kong.
15. Maya Thevenot. Ph.D. 2008 Accounting. Assistant Professor, College of Business, SUNY Fredonia.
16. Brian Miller. Ph.D. 2008 Accounting. Assistant Professor, College of Business, Indiana University.
17. Walid Alissa. Ph.D. 2009 Accounting. Assistant Professor, HEC Business School, Paris.
18. Kwanglim Seo. Ph.D. 2012 HRIM. Assistant Professor, University of Hawaii.