

Dhananjay Nanda

Professor of Accounting

Chair, Accounting Department

Academic Director, EMBA for the Americas

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Education

William E. Simon Graduate School of
Business Administration
University of Rochester
Rochester, New York

PhD Business Administration, 1997
MS Management Science, 1993
John M. Olin Fellowship, 1992
Simon Graduate Fellowship, 1990-91, 93-96

St. Xavier's College
University of Bombay
Bombay, India

BSc Mathematics (Major), Statistics and Economics,
1986

Work Experience

Chair, Accounting Department 1/2018 to present

Academic Director, EMBA for the Americas 7/2013 to 6/2018

University of Miami School of Business, University of Miami, Miami, Florida

- Developed 17-month hybrid MBA program for experienced executives, launched August 2014
 - Twelve multi-disciplinary modules on four themes: Global Strategy and Execution, Managing Global Operations, Global Multicultural Leadership and Entrepreneurship, Innovation and Technology.
 - Each module comprises 3-day residential and 7-week distance education.
 - Content focused on business in the Americas.
 - Faculty teams lead all problem-centered modules based on action learning.
- Involved in recruiting and marketing activities for the program.

Professor of Accounting 7/2008 to present

University of Miami School of Business, University of Miami, Miami, Florida

- Organizing Committee Member, "Accounting Rookie Camp" 7/2010 to present
 - Co-founder, "Accounting Rookie Camp."
 - Event for Accounting doctoral students to present research and interview.
 - Grown from 60 to over 190 students in five years.
 - International participation by students and universities.
- Faculty member, Johnson A. Edosomwan Leadership Institute 7/2008 to present
- Board member, International Financial Reporting Institute 7/2012 to 2016
- Accounting Doctoral Program Committee 7/2012 to present
- Doctoral Program Coordinator 7/2008 to 6/2012
- Academic Director, CFO Roundtable, South Florida Chapter 1/2010 to 8/2013

Associate Professor Fuqua School of Business, Duke University, Durham, North Carolina	7/2004 to 6/2008
Visiting Associate Professor Seoul National University, Seoul, Korea	Spring 2006, 2007 and 2008
Assistant Professor Fuqua School of Business, Duke University, Durham, North Carolina	7/2002 to 6/2004
Assistant Professor University of Michigan School of Business, University of Michigan, Ann Arbor, Michigan	7/1997 to 6/2002
Visiting Assistant Professor University of Michigan School of Business, University of Michigan, Ann Arbor, Michigan	7/1996 to 6/1997

Research

Refereed Publications:

“CEO Tenure and the Performance-Turnover Relation,” with Shane Dikolli and Bill Mayew. Review of Accounting Studies, Vol. 19, 2014.

- Notable Contribution to the Management Accounting Literature Award, 2018. American Accounting Association.

“Nonprofit Boards: Size, Performance and Managerial Incentives,” with Rajesh Aggarwal and Mark Evans. Journal of Accounting and Economics, Vol. 53, No. 1-2, 2012.

“Voluntary Disclosure, Earnings Quality and Cost of Capital,” with Jennifer Francis and Per Olsson. Journal of Accounting Research, Vol. 46, No. 1, 2008.

“Dynamic Incentives and Dual-Purpose Accounting,” with Gerald Feltham and Raffi Indjejikian. Journal of Accounting and Economics, Vol. 42, No. 4, December 2006.

“Reexamining the Effect of Regulation Fair Disclosure: Using Foreign Listed Firms to Control for Concurrent Shocks,” with Jennifer Francis and Xin Wang. Journal of Accounting and Economics, Vol. 41, No. 3, 2006.

“Earnings Management and Investor Protection: An International Comparison,” with Christian Leuz and Peter Wysocki. Journal of Financial Economics, Vol. 69, No. 3, 2003.

- Distinguished Contribution to the Accounting Literature Award, 2014. American Accounting Association.
- Reprinted in Corporate Governance and Corporate Finance, edited by Ruud van Frederikslust.

“Reply to: Dynamic Incentives and Responsibility Accounting: A Comment,” with Raffi Indjejikian. Journal of Accounting and Economics, Vol. 35, No. 3, 2003.

“Discretionary Disclosure and Stock-based Incentives,” with Venkatesh Nagar and Peter Wysocki. Journal of Accounting and Economics, Vol. 34, No. 1-3, 2002.

“Executive Target Bonuses and What They Imply About Performance Standards,” with Raffi Indjejikian. The Accounting Review, Vol. 77, No. 4, 2002.

“Dynamic Incentives and Responsibility Accounting,” with Raffi Indjejikian. Journal of Accounting and Economics, Vol. 27, No. 2, 1999.

“The Impact of Just-In-Time Manufacturing on Firm Performance in the US,” with Mark Huson. Journal of Operations Management, Vol. 12, 1995.

“Computer Integrated Manufacturing: Empirical Implications for Industrial Information Systems,” with John Johanssen, Uday Karmarkar and Abraham Seidmann. Journal of Management Information Systems, Vol. 12 No. 2, 1995.

“Business Experience with Computer Integrated Manufacturing: A Survey of Current Strategy and Practice,” with John Johanssen, Uday Karmarkar and Abraham Seidmann. Proceedings of The Hawaii International Conference on Systems Sciences, 1995.

Other Publications:

“DISCUSSION OF: Knowing Versus Telling Private Information About a Rival.” Journal of Management Accounting Research: December 2013, Vol. 25, No. 1, pp. 59-63.

“CIM Succeeds When Top Managers Drive It,” Manufacturing Engineering, September 1996.

Working Papers:

“The relative salience of accounting information in the governance of family firms,” with Daniele Macchiocchi.

“Financial Reporting Differences Around the World: What Matters?” with Helena Isidore and Peter Wysocki.

“Boards of a Feather: Foreign Director Appointments Around the World,” with John Barrios, Pietro Bianchi and Helena Isidore.

“Is Corporate Social Responsibility an Agency Problem? Evidence from CEO Turnovers,” with John Barrios and Marco Fasan.

“Executive Turnover in Nonprofit Firms,” with Mark Evans and Ken House.

“Dynamics of CEO Communication Style,” with Khrystyna Bochkay and Roman Chychyla.

“Trust, External Capital and Financial Dependence,” with Peter Wysocki.

“The Impact of Operating Leases and Purchase Obligations on Credit Market Prices,” with Sandro Andrade and Elaine Henry.

“Access, Common Agency and Board Size,” with Rajesh Aggarwal.

“Selective versus Aggregate Disclosure,” with Yun Zhang.

Work in Process:

“Consequences of Mandated EDGAR Filings: Evidence from SEC Release 33-8099” with Siddharth Bhambhwani.

“CFO Networks around the World” with John Barrios and Pietro Bianchi.

“CEO Charisma and Voluntary Disclosures” with Khrystyna Bochkay, Roman Chychyla and Jeff Hales.

“Supervision,” with Christian Hoffmann and Raffi Indjejikian.

Teaching Experience

University of Miami School of Business, University of Miami, Miami, FL 7/2008- Present

- Executive MBA for Americas: Global Institutions and Economy (Director), Optimizing Human Capital, High Performance Leadership, Global Operations, Global Decision Making (Director).
- Full time MBA Core: Managerial Accounting
- MBA and MACC elective: Compensation, Incentives and Strategic Control
- Executive MBA and Professionals MBA: Core Managerial Accounting
- Undergraduate elective: Cost Accounting
- Doctoral: Empirical Accounting Research
- Joint University of Miami-FGV program: Global Governance.

Fuqua School of Business, Duke University, Durham, NC 7/2002- 6/2008

- Full time MBA Core: Managerial Accounting
- Global MBA Program: Global Academic Travel Experience
- Duke-IIMA Global Leaders Program: Global Governance

University of Michigan Business School, University of Michigan, Ann Arbor, MI 7/1996-6/2002

- Undergraduate elective: Cost Accounting
- Full time MBA Core: Managerial Accounting
- MBA elective: Advanced Control Systems
- MBA elective: Advanced Cost Management
- Multidisciplinary Action Project

Other Teaching

- Doctoral Accounting Theory Workshop, University of Munich, Munich, Germany
- Managerial Accounting and Decision Making, Indian School of Business, Hyderabad, India
- Managerial Accounting: A Strategic Perspective, INSEAD Leadership Program for Senior Indian Executives, Delhi, India
- Strategic Cost Management and Performance Evaluation, Seoul National University, Seoul, Korea
- Corporate Governance and Executive Compensation, Chinese University of Hong Kong Doctoral Program, Hong Kong, China.
- Strategic Cost Management, KPMG Executive Leaders program, New York, NY.

Editorial and Review Activities

Editorial Board:

Contemporary Accounting Research (CAR),	2010 to 2016
Journal of Management Accounting Research (JMAR),	2012 to present

Ad-Hoc Reviewer:

Journal of Accounting and Economics (JAE), Journal of Financial Economics (JFE), Journal of Accounting Research (JAR), The Accounting Review (TAR), Contemporary Accounting Research (CAR), Review of Accounting Studies (RAST), Journal of Accounting and Public Policy (JAPP), Financial Management, European Economic Review, European Accounting Review, Management Science.

Grants, Awards and Honors

- Notable Contribution to the Management Accounting Literature Award for “CEO Tenure and the Performance-Turnover Relation,” 2018. American Accounting Association.
- Excellence in Teaching award, in the Miami Executive MBA for the Americas, 2016. University of Miami School of Business.
- Visiting Fellow, Initiative on Global markets, Booth School of Business, University of Chicago, 2016.
- Cesarano Teaching Leadership Award, 2016. University of Miami School of Business.
- Outstanding Management Accounting Paper Award for “Is Corporate Social Responsibility an Agency Problem? Evidence from CEO Turnovers,” 2015. American Accounting Association Annual Meeting.
- Distinguished Contribution to the Accounting Literature Award for “Earnings Management and Investor Protection: An International Comparison,” 2014. American Accounting Association.
- Excellence in Teaching award, in the Executive MBA program, 2013. University of Miami School of Business.
- Excellence in Teaching award, “Best Core” teacher in the MBA program, 2011. University of Miami School of Business.
- CIBER, University of Miami, grant for the study of Trust and Accounting Quality.
- Journal of Financial Economics All Star paper, “Earnings Management and Investor Protection: An International Comparison,” 2007.
- Runner-up Teacher of the Year at The Fuqua School of Business, 2003, 2004 and 2007.
- Center for the Advancement of Social Entrepreneurship (CASE), Duke University, grant for the study of Firm Objectives, Board Heterogeneity and Incentives.
- Global Capital Markets Research Center, Duke University, grant for the study of Firm Objectives, Board Heterogeneity and Incentives.

Doctoral Students and Initial Placement

Dissertation Chair:

- Siddarth Bhambhwani, 2019 – expected.
- John Barrios, 2015 – University of Chicago, IL.

Committee Member:

- Taylor Wiesen, 2016 – George Mason University, Washington DC.
- Yamin Hao, 2015 – University of Alberta, Calgary, Canada.
- Daniele Macciocchi, 2014 – University of Chicago, IL.

- Marco Fasan, 2012 – Ca Foscari University, Venice, Italy.
- Preeti Chaudhary 2008 – Georgetown University, Washington DC.
- Mark Evans 2008 – Indiana University, Bloomington, IN.
- Allen Zhang, 2007 – Lehman Brothers, New York, NY.
- Xin Wang, 2006 – Chinese University of Hong Kong, Hong Kong, China.
- Amy Zang, 2006 – Simon School of Business, University of Rochester, Rochester, NY.

Invited Papers and Research Presentations

University of Illinois at Chicago, Accounting Research Conference, Scottsdale, AZ, "The relative salience of accounting information in the governance of family firms," September 2018.

London Business School, Accounting Symposium, "The relative salience of accounting information in the governance of family firms," June 2018.

Management Accounting Section Conference, Scottsdale, AZ, "The relative salience of accounting information in the governance of family firms," January 2018.

Management Accounting Section Conference, Scottsdale, AZ, Discussion "Relative Performance Evaluation and the Timing of Earnings Release," January 2018.

University of Miami Business School, Faculty Colloquium, "Financial Reporting Differences Around the World: What Matters?" September 2017.

London Business School, Accounting Symposium, Discussion of "An Empirical Analysis of Capacity Costs," June 2017.

Management Accounting Section Conference, San Juan, PR, Discussion "How have evolving investor expectations and changes in CEO talent contributed to the increase in CEO turnover?" January 2017.

Management Accounting Section Conference, San Juan, PR, "Dynamics of CEO Communication Style," January 2017.

Conference on Empirical Legal Studies, Duke University, "Financial Reporting Differences Around the World: What Matters?" November 2016.

University of Chicago, "Dynamics of CEO Disclosure Style," September 2016.

Global Issues in Accounting Conference, Panelist "Financial Reporting Differences Around the World: What Matters?" September 2016.

London Business School, Accounting Symposium, "Financial Reporting Differences Around the World: What Matters?" June 2016.

Frontiers in Finance, University of Alberta, Banff, Canada, "Uncertain Ability, Career Concerns and Voluntary Disclosure: Evidence from CEO Participation in Earnings Conference Calls," June 2016.

European Accounting Association, Maastricht, Belgium, "Financial Reporting Differences Around the World: What Matters?" May 2016.

University of Houston, Houston, TX, "Financial Reporting Differences Around the World: What Matters?" February 2016.

University of Miami, FL, "Financial Reporting Differences Around the World: What Matters?" January 2016.

American Accounting Association, Chicago, IL, "Is Corporate Social Responsibility an Agency Problem? Evidence from CEO Turnovers," August 2015.

American Accounting Association, Atlanta, GA, “Executive Turnover and Familial Relations: Family Controlled Firms and Family CEOs in Italy,” August 2014.

American Accounting Association, Atlanta, GA, Panel member “Perspectives from AAA Award Winners,” August 2014.

George Washington University, Washington DC, “No Good Deed Goes Unpunished: CSR and the CEO Turnover-Performance Relation,” May 2014.

Michigan State University, GMARS, Discussant, “Asymmetries in Cost-Volume-Profit Relation: Cost Stickiness and Conditional Conservatism,” June 2013.

European Accounting Association, Paris, France, “Trust, External Capital and Financial Dependence,” May 2013.

Journal of Management Accounting Research Conference, New Orleans, Discussion "Knowing versus Telling: Private Information about a Rival?" January 2013.

University of Delaware, Newark, DE. “Trust, External Capital and Financial Dependence,” November 2012.

Summer School, University of Munich, “Performance Evaluation and Compensation: Theory and Empirical Evidence,” June 11-14, 2012.

Florida State University, Tallahassee, FL. “CEO Tenure and the Performance-Turnover Relation,” January 2012.

National Bureau of Economic Research (NBER), Boston, MA, “Trust and Accounting Quality,” December 2011.

European Accounting Association, Rome, Italy, “CEO Tenure and the Performance-Turnover Relation,” April 2011.

South Florida Research Conference, “Nonprofit Boards: Size, Performance and Managerial Incentives,” March 2011.

Management Accounting Section Conference, Atlanta, GA, Discussion " How Does Ratchet Effect Rise and Sag?" January 2011.

Management Accounting Section Conference, Atlanta, GA, Plenary Session on Behavioral Economics, January 2011.

American Accounting Association, San Francisco, CA, Panel Organizer and Moderator, “Dynamic Incentives,” August 2010.

European Accounting Association, Istanbul, Turkey, “Leases, Off-Balance Sheet Leverage, and the Pricing of Credit Risk,” April 2010.

Chinese University of Hong Kong, “Nonprofit Boards: Size, Performance and Managerial Incentives,” March 2010.

INSEAD University, “Earnings Surprises and Uncertain Managerial Ability: Evidence from CEO Turnovers,” March 2010.

Texas Christian University, “Earnings Surprises and Uncertain Managerial Ability: Evidence from CEO Turnovers,” October 2009.

American Accounting Association, New York, NY, Discussion, “CEO Career Concerns and Earnings Management,” August 2009.

Tilburg University, "Earnings Surprises and Uncertain Managerial Ability: Evidence from CEO Turnovers," May 2009.

Management Accounting Section Conference, St. Pete Beach, FL, Discussion "Teams, Leaders, and Performance Measures," January 2009.

George Mason University's Conference on Corporate Governance and Fraud Prevention, "Earnings Surprises and Uncertain Managerial Ability: Evidence from CEO Turnovers," May 2008.

University of Miami, "Earnings Surprises and Uncertain Managerial Ability: Evidence from CEO Turnovers," April 2008.

Seoul National University, "Earnings Surprises and Uncertain Managerial Ability: Evidence from CEO Turnovers," April 2008.

Financial Accounting and Reporting Section Meeting, Phoenix, AZ, Discussion, "Governance and Accounting," January 2008.

University of Chicago, "Nonprofit Boards: Size, Performance and Managerial Incentives," October 2007.

University of Michigan, "Nonprofit Boards: Size, Performance and Managerial Incentives," September 2007.

American Accounting Association, Chicago, IL, Discussion, "Do Professional Negotiators Extract Rents on Behalf of their Client CEOs?" & "CEO External Directorate Networks and Compensation: Evidence from Taiwanese Family Business Groups," August 2007.

London Business School, Accounting Symposium, Discussion, "Changes in Bonus Contracts in the post-Sarbanes-Oxley Era," June 2007.

Seoul National University, "Access, Board Size and Incentives in Nonprofit Firms," March 2007.

Arizona State University, "Selective and Aggregate Disclosure," November 2006.

University of Michigan, "Selective and Aggregate Disclosure," September 2006.

Carnegie Mellon University, "Selective versus Aggregate Disclosure," August 2006.

Duke University, "Selective versus Aggregate Disclosure," July 2006.

Management Accounting Section Conference, Tampa Bay, FL, Discussion "The Choice of Performance Measures in Loss-Making Entities: Field and Survey Evidence," January 2006.

Sloan School of Management, MIT, "Access, Board Size and Incentives in Nonprofit Firms," December 2005.

Financial Economics and Accounting Conference, Chapel Hill, NC, Discussion, "Information Asymmetry, Diversification and Cost of Capital," November 2005.

University of Iowa, "Access, Board Size and Incentives in Nonprofit Firms," October 2005.

Management Accounting Section Conference, Scottsdale, AZ, Discussion "Governance and Agency: Board Size and Ownership," January 2005.

Stanford University, "Access, Common Agency and Board Size," December 2004.

London Business School, "Access, Common Agency and Board Size," November 2004.

Lancaster University, "Access, Common Agency and Board Size," November 2004.

American Accounting Association, Orlando, FL, Discussion, "CEO Compensation in Established Pharmaceutical Firms," August 2004.

Duke University, "Voluntary Disclosure, Information Quality and Costs of Capital," August 2004

Georgia State University, "Reexamining the Effect of Regulation Fair Disclosure: Using Foreign Listed Firms to Control for Concurrent Shocks," June 2004.

Harvard Business School, "Access, Common Agency and Board Size," January 2004.

University of Georgia, "Access, Common Agency and Board Size," November 2003.

Emory University, "Dual Purpose Measures," July 2003.

Duke University, "Access, Common Agency and Board Size," July 2003.

Management Accounting Section Conference, San Diego, "Dual Purpose Measures," January 2003.

Duke University, "A Common Agency Perspective on Boards of Directors," October 2002.

University of Florida, "Dual Purpose Measures," October 2002.

Duke University, "Integrated Accounting Systems versus Multiple Measures for Different Purposes," October 2001.

Journal of Accounting and Economics Conference, Boston, "Managerial Compensation and Discretionary Disclosure," June 2001.

Purdue University, "Setting Performance Standards: Evidence from Annual Bonus Plans," January 2001.

University of Michigan, "Performance Standards," October 2000.

University of North Carolina-Duke University Fall Camp, "Performance Standards and Expectations: Evidence from Annual Bonus Plans," October 2000.

University of Texas at Austin, "Performance Standards and Expectations: Evidence from Annual Bonus Plans," October 2000.

University of Chicago, "Performance Standards and Expectations: Evidence from Annual Bonus Plans," September 2000.

European Institute for Advanced Studies in Management, Copenhagen, Denmark, "Targets, Standards and Performance Expectations: Evidence from Annual Bonus Plans," June 2000.

European Accounting Association, Munich, Germany, "Managerial Compensation and Discretionary Disclosure," March 2000.

University of Rochester, "Targets, Standards and Performance Expectations: Evidence from Annual Bonus Plans," January 2000.

Financial Economics and Accounting Conference, Austin, TX, "Managerial Compensation and Discretionary Disclosure," October 1999.

Big 10 Accounting Conference, Indiana University, "Dynamic Incentives and Responsibility Accounting," July 1998.

European Accounting Association, Antwerp, Belgium, "Dynamic Incentives and Responsibility Accounting," April 1998.

Boston University, "Dynamic Incentives and Responsibility Accounting," November 1997.

Harvard Business School, "Dynamic Incentives and Responsibility Accounting," November 1997.

Financial Economics and Accounting Conference, Buffalo, NY, Discussant for "Control and Performance Measurement," November 1997.

University of Michigan, “Dynamic Incentives and Responsibility Accounting,” October 1997.

University of Chicago, “Non-Financial Measures and Management Control in Cost Centers,” March 1997.

Massachusetts Institute of Technology, “Non-Financial Measures and Management Control in Cost Centers,” March 1997.

Tulane University, “Non-Financial Measures and Management Control in Cost Centers,” March 1997.

CUNY Baruch, “Non-Financial Measures and Management Control in Cost Centers,” March 1997.

Washington University, “Non-Financial Measures and Management Control in Cost Centers,” March 1997.

New York University, “Non-Financial Measures and Management Control in Cost Centers,” March 1997.

Penn State University, “Non-Financial Measures and Management Control in Cost Centers,” March 1997.

Stanford University, “Non-Financial Measures and Management Control in Cost Centers,” March 1996.

University of Michigan, “Non-Financial Measures and Management Control in Cost Centers,” March 1996.

State University of New York at Buffalo, “Non-Financial Measures and Management Control in Cost Centers,” February 1996.

McGill University, “Strategic Impact of JIT Manufacturing on Product Variety and Supply Chain Incentives,” March 1995.

Massachusetts Institute of Technology, “Strategic Impact of JIT Manufacturing on Product Variety and Supply Chain Incentives,” July 1995.

INFORMS 1995, New Orleans “Strategic Impact of JIT Manufacturing on Product Variety and Supply Chain Incentives,” October 1995.

Professional Activities

- Co-founder, “Accounting Rookie Camp”.
- Organizing Committee Member, “Accounting Rookie Camp,” 2010- present.
- Founder and Organizing Committee Member, “Florida Accounting Symposium,” 2014- present.
- Faculty Panel Participant, American Accounting Association New Faculty Consortium, 2012.
- Management Accounting Section (MAS) Early Career Researcher Award Committee, 2017-18.
- Management Accounting Section (MAS) Best Paper Award Committee, 2017.
- Financial Accounting and Reporting Section (FARS) Best Doctoral Dissertation Award Committee, 2012.
- Presenting Faculty, Summer School, University of Munich, 2012.
- Faculty, INSEAD ILPSIE Program, New Delhi, India, 2012.
- Faculty, ISB Hyderabad, India, 2012.

Academic Service Activities

- Strategy Steering Committee, 2017 - present, Miami Business School.
- Graduate Business Executive Committee, 2017 - present, Miami Business School.
- Speaker, Latin America and Caribbean Initiative, 2018, Miami Business School.
- Speaker, Case Study Workshop, 2018, Miami Business School.
- Graduate Program Curriculum Committee, 2015 - 2017, University of Miami School of Business.
- Promotion and Tenure Committee, 2017 - 2018, University of Miami School of Business.
- Academic Director, Global Executive MBA program, 2013 - 2018, Miami Business School.
- Ad-hoc Committee for Changes to School bylaws addressing the Committee on Promotion and Tenure, 2015 - 2017, University of Miami School of Business.
- Ad-hoc Committee for Changes to School bylaws addressing the Faculty Performance Appraisal Process, 2015 - 2017, University of Miami School of Business.
- Ad-hoc Committee for Changes to School Teaching Evaluation Process, 2015 - present, University of Miami School of Business.
- Provost's Research Council, 2009- 2017, University of Miami.
- Member, PhD Committee, 2010 – present.
- Board member, International Financial Reporting Institute, 2012 – 2016.
- Dean's Part Time Graduate Programs Advisory Committee, 2012 - 2016, University of Miami School of Business.
- Classroom Redesign Committee, 2013 - 2016, University of Miami School of Business.
- Dean's Task Force to review Executive Education Programs, 2012, University of Miami School of Business.
- Dean's Faculty Development Advisory Council, 2012, University of Miami School of Business.
- Accounting Doctoral Program Coordinator, 2009-2012, University of Miami School of Business.
- Provost's Advancement and Promotion Board, 2009-2011, University of Miami.
- Executive Education Committee, University of Miami School of Business.
- Honor and Grievance Committee, 2006-2008, Fuqua School of Business, Duke University.
- Coordinator, Accounting Workshop, University of Michigan, 1998-2000.

Media Citations

- CFO Gains Importance, Closes Pay Gap With Boss, Daily Business Review, November 16, 2011.
- CEO tenure and turnover, Something For The Weekend, Financial Times, September 9, 2011.
- New CEO? Watch Out! Wall Street Journal, September 6, 2011, page B6.

Community and Outreach Activities

- Speaker, “Rethinking Capital Structure”, AM&AA Conference January 2013.
- Speaker, CFO.COM Leadership Summit, March 2012.
- Academic Director, CFO Roundtable, Miami. (2010 – 2015)
- Speaker “To Disclose or Not To Disclose”. CFO.COM Conference, Miami, 2011
- Speaker “Trends in Equity Based Compensation”. ETrade Directions Conference, Miami, 2011
- Board member, Born Free Pet Shelter, Miami.

Professional Associations

Member, American Accounting Association.