NEAL M. SNOW
BlackRock, Data Science Researcher
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CURRICULUM VITAE

Education

Doctor of Philosophy in Accounting – University of South Florida   2015
- Concentration: Accounting Information Systems
- Minor: Management Information Systems

Master of Accounting – Utah State University   2007
- Concentration: Taxation

Bachelor of Science in Accounting – Utah State University   2006

Academic & Professional Experience

Internal Audit Data Science Researcher – BlackRock   2022 – Present

- Principal researcher of multi-label document classifier of trading restrictions from investment management agreements (IMA)
- Manage a three-person international data science team researching predictive algorithms for audit engagements, such as hierarchical regression model for AR
- Developed and implemented comprehensive talent development program in data science for international 135-person department
- Lead statistical consultant for over 25 risk-based audits covering sampling methods, hypothesis testing, and data acquisition
- Introduced standardized Jupyter Notebooks for data acquisition tasks time for those tasks by over 7 days
- Led implementation of department wide development and quality standards for Python, SQL and data analysis

Assistant Professor of Accounting – Lehigh University   2015 – 2022

NRA Tax Specialist – Goldman Sachs & Co   2008-2011

Tax Preparer – Jex H. Bjorn CPA   2008

Associate – Deloitte & Touche LLP   2007-2008

Research Interests

Peer Groups, Text Analysis, Natural Language Processing (NLP), Regulatory Disclosure, eXtensible Business Reporting Language (XBRL), Earnings Calls, Human-Computer Interaction, Internal Audit, Audit

Accepted Papers

Seavey, S, N. Snow and J. Whitworth (Forthcoming) "Earnings Announcement Content as a Signal of Reliability" *Journal of Accounting, Auditing and Finance*
- Presented at 2016 AAA Annual Meeting New York, NY
- Accepted July 2023

Brockman, P., D. Chung and N. Snow (2023) "Search-based Peers and Commonality in Liquidity" *Review of Finance* 27(1)
- Presented at Lehigh University and Michigan State University
- Accepted under Fast Track option, which has a 4.1% acceptance rate

Snow, N. and R. Marley. (2019) "An Empirical Investigation on Social Media Users' Demand for Financial Information Distributed via Social Media Platforms" *Journal of Information Systems* Summer 33(2)
- Featured in IR Magazine, Yale School of Management website, Lehigh Research Review vol. 3, 2018

Nuttall, G., N. Snow, S. Summers, D.A. Wood. (2018) "Citation-Based Benchmarks and Individual Accounting Faculty Research Rankings by Topical Area and Methodology" *Journal of Information Systems* Summer 32(2)

Myers, N., N. Snow, S. Summers, D.A. Wood. (2016) "Citation-Based Accounting Institution Research Rankings by Topical Area and Methodology" *Journal of Information Systems* Fall 30(3)

Moffitt, K., V. Richardson, N. Snow, M. Weisner, D.A. Wood. (2016) "The Journal of Information Systems at Thirty – Looking Forward Thirty Years" *Journal of Information Systems* Fall 30(3)

Snow, N., and J. Reck. (2016) "Developing a Government Reporting Taxonomy" *Journal of Information Systems* Summer 30(2)
- Taxonomy is the basis of XBRL.us Disclosure Modernization Working Group
- Motivation for Florida HB 1073 signed March 2018, California SB 598

Working Papers

Snow, N. and J. Rasso "If the Tweet Fits: How Investors Process Financial Information Received via Social Media"
- Presented at AIS Mid-Year 2015 Charleston, SC, AAA Annual Meeting 2015, Chicago, IL, ABO Mid-Year 2016 Nashville, TN
- Revising for 3rd round review at *Journal of Information Systems*

Schnatterly, K., Gangloff, A., Whitworth. J, N. Snow, and P. Wheeler "Lowering the Barrier for Funding: How the Influence of Engagement and Disclosure vary with Entrepreneurial Experience and Type of Project"
- Presented at the AAA Annual Meeting 2015, Chicago, IL, AIS Midyear Meeting 2016 Houston, TX
- Revising for 2nd round review at *Accounting & Taxation*

Smith, T., J. Higgs, R. Pinsker, and N. Snow "Cybersecurity Breaches and XBRL Extension Tags: The Other Side of the Story"
- Presented at the AIS Midyear Meeting 2019 San Antonio, TX, IJAIS Conference 2019 Lansing, MI
- Award Best Paper by Established Authors at AIS Midyear Meeting 2019
- Revising for submission to *Journal of Accounting & Public Policy*

Kipp, P., E. Mauldin, and N. Snow "Client Autonomous Technology and Auditor Legal Liability"
- Revising for submission to *Accounting Horizons*

Snow, N. "Leading Digits as Features in Unsupervised and Supervised Learning Models"
- Revising for submission to *Review of Accounting Studies*

Snow, N.S., P. Kipp, J. Rasso "Investor Processing of Differing Information Streams Disseminated via Social Media"
- Presented at the AIS Midyear Meeting 2022 Orlando, FL
- Revising for submission to *Information Systems Research*

Chiorean, R., K. Hanley and N. Snow, "New Information, Readability and Market Response"
- Presented at Lehigh University

Kipp, P., U. Murthy and N. Snow, "Strategies for Debiasing Auditor Judgment of Automation"

Works in Process

Asante-Appiah, B. and N. Snow, "Do Auditors Recognize Management Obfuscation in Conference Calls?

Other Publications

Contributed to:

Gelinas, U.L., R.B. Dull, and P.R. Wheeler. 2014 *Accounting Information Systems,* 10 ed. South-Western/Cengage Learning: Mason, OH.

Competitive Grants

2015 PwC INQuiries "Enhanced Financial and Internal Control Audits Using Data Analytics", (with H. Korth, J. Hall, P. Gupta) $25,000
- Created custom postgresql of SEC Financial Statement database going back to 2009, hosted on Lehigh servers to support course and research

Selected Academic Honors
AIS Midyear, Best Established Scholar Paper Award, 2019

Ranked top 30 worldwide in overall AIS publications in byuaccounting.net journals for most recent six years in 2021
Ranked top 15 (4th) worldwide in Topic Other (Other, Archival) publications in byuaccounting.net journals for most recent six years for 2021

Teaching Awards

Masters of Accounting and Information Analysis Class of 2019 Excellence in Teaching Award

Courses Taught

Handling Large Data (Executive)
Managing Financial and Physical Resources (MBA)
Data Analytics for Accountants (MSAIA & UG)
Accounting Information Systems (UG)
Principles of Financial Accounting (UG)
Concepts of Federal Taxation (UG)

Teaching evaluations average 4.21 out of 5 at Lehigh University

Presentations at Refereed Conferences

AAA Annual Meeting, 2023, Denver, CO "When Bots Take Over: How Auditors Respond to the Automation of Accounting Processes." (with U. Murthy and P. Kipp)

AIS Midyear Meeting, 2022, Orlando, FL "Investor Processing of Differing Information Streams Disseminated via Social Media." (with P. Kipp and J. Rasso)

AIS Midyear Meeting, 2021, Virtual "Common Ownership and Financial Statement Comparability and Consistency." (with J.B. Kim and D. Lee)

AIS Midyear Meeting, 2020, Orlando, FL "Blockchain's Impact on Auditor Legal Liability and the Moderating Effect of Jurors' Technology Bias." (with P. Kipp, E. Mauldin)

AIS Midyear Meeting, 2019, San Antonio, TX, "XBRL Extension Tags and Breaches: The Other Side of the Story." (with T. Smith* - Presenter, J. Higgs, R. Pinsker)

AAA Annual Meeting, 2016, New York, NY, "Certainty and Realism in Earnings Announcements." (with S. Seavey and J. Whitworth* - Presenter)

AIS Midyear Meeting, 2016, Houston, TX, "The Role of Information Content in Unverifiable Disclosures on Crowdfunding Success: Evidence from Kickstarter." (with James Whitworth and Patrick Wheeler)

AAA ABO Meeting, 2015, Nashville, TN, "Retail Investors' Perceptions of Financial Disclosures on Social Media: An Experimental Investigation Using Twitter

AAA Annual Meeting, 2015, Chicago, IL, "The Journal of Information Systems at Thirty - Looking Forward Thirty Years." (with Vicky Arnold, Kevin Moffitt, Vernon Richardson, Martin Weisner, David Wood)

AAA Annual Meeting, 2015, Chicago, IL, "An Empirical Investigation on Social Media Users' Demand for Accounting Information Distributed via Social Media Platforms." (with Robert Marley)

AAA Annual Meeting, 2015, Chicago, IL, "The Role of Information Content in Unverifiable Disclosures on Crowdfunding Success: Evidence from Kickstarter." (with James Whitworth and Patrick Wheeler)

AAA Annual Meeting, 2015, Chicago, IL, "Retail Investors' Perceptions of Financial Disclosures on Social Media: An Experimental Investigation Using Twitter."

AIS Midyear Meeting, 2015, Charleston, SC "Retail Investors' Perceptions of Financial Disclosures on Social Media: An Experimental Investigation Using Twitter."

AIS Midyear Meeting, 2015, Charleston, SC "Timeliness of 10-K Filings and the Usability of Interactive Data under the SEC's XBRL Mandate." (with Uday S. Murthy and James Whitworth)

International Symposium on Accounting Information Systems, 2014, Melbourne, Australia, "Timeliness of 10-K Filings and the Usability of Interactive Data under the SEC's XBRL Mandate" (with Uday S. Murthy)

Invited Presentations

Vrieje Universitie Amsterdam	2021
Michigan State University	2020
Villanova University	2019
Southern Illinois University - Carbondale	2019
University of Auckland	2019
University of Waterloo	2018
University of Missouri	2018
University of South Carolina	2016
Clemson University	2015
University of Memphis	2015
Lehigh University	2015
University of North Texas	2014
Mississippi State University	2014
PyData 2014, New York City, New York	2014

Service – American Accounting Association

AAA AIS Section Membership Service Committee Chair 2018, Northeast Liaison 2018, Awards Committee 2020-2021

Service – University

COVID Faculty Compliance Task Force Panel – 2020 - 2022

College of Engineering Computer Science Search Committee – Outside Member 2019-2020

College of Engineering Data Science Search Committee – Outside Member 2018

College of Engineering Computer Science Search Committee – Outside Member 2019-2020

Service – College

College of Business and Economics Management and Information Systems Professor of Practice Search Committee – Outside Member 2021

College of Business and Economics Management and Information Systems Search Committee – Outside member 2018

College of Business and Economics Professor of Practice Search Committee – Outside member 2018

Service – Department

Masters of Accounting Steering Committee

Coordinator: Outside speakers for departmental research workshops 2015-2018

Masters of Accounting Curriculum Committee

Database Assessment Committee

Editorial Board

International Journal of Accounting Information Systems

Ad-hoc Referee

Journal of Information Systems
AIS Educators Journal
Production and Operations Management
Information Systems Research
Accounting Horizons
Journal of International Accounting

Refereed Conferences: Reviewer, Discussant, Moderator

Discussant for the AIS Section Midyear Meeting of the AAA	2013 - 2022
Manuscript reviewer for the IS Section Midyear Meeting of the AAA	2013 - 2021
Manuscript reviewer for the SET Section Midyear Meeting of the AAA	2015
Manuscript reviewer for the ABO Mid-Year Meeting	2015, 2018

Professional and Honorary Affiliations
American Accounting Association – ABO, AIS, Emerging Technologies sections.
ISACA
Association for Information Systems

Skills
Programming & ML Libraries: Python, SQL, Bash, SAS, R, Scikit-learn, TensorFlow, Keras, Gensim, Stata
ETL & Enterprise Coding: Spark, FastAPI, pandas, BeautifulSoup, Selenium, Numpy, Scipy, Git, Spyder, AWS(EC2)
Quantitative Methods: Descriptive, Exploratory, Regression, Classification, Time Series, Sampling, Regularization, Ensemble Methods, Decision Trees, Gradient Boosting, Anomaly Detection, Neural Networks (CNN, RNN, LSTM), Natural Language Processing (NLP)