

Vice-Dean	UNAH – Business	1992-1993
Lecturer	UNAH – Business	1992-1994
Assistant Treasurer - Bursar	Southern Haitian Adventist Mission	1990-1991
Church Pastor / Elder	Southern Haitian Adventist Mission	1988-1994

MAJOR SERVICE ASSIGNMENTS AT PENN STATE

❖ *University level*

Member	Executive VP and Provost Search Committee	2023
Panelist	New Administrator Workshop	2022 & 2023
Member	Vice Provost for Graduate Education and Dean of the Graduate School Search Committee	2021-2022
Member	Immediate Tenure Review Committee	2018-Now
Chair	Immediate Tenure Review Sub-Committee	2019-2020
Member	Promotion & Tenure Committee	2016-2018
Member	Graduate Council	2010-2011

❖ *College level - Smeal College of Business*

Member	Management Committee	2018-Now
Member	Dean Advisory Committee	2018-Now
Member	Management and Organization (M&O) Department Chair Search Committee	2024
Chair	Finance Department Chair Search Committee	2023
Member	Risk Management Department Chair Search Committee	2023
Chair	Associate Dean of International Programs Search Committee	2022
Chair	Undergraduate Program Faculty Supplementary Compensation Committee	2021-2022
Member	Graduate Programs Performance Committee	2018-2022
Chair	Academic Administrative Evaluation Committee for the head of the M&O Department	2021
Member	Academic Administrative Evaluation Committee for the Head of the Accounting Department	2017

DEPARTMENT HEAD AT PENN STATE: PORTFOLIO

❖ Academic program portfolio

- Ph.D. in Accounting – Residential
- One-Year Master of Accounting – Residential
- Master of Taxation – Online
(*in collaboration with the Law School*)
- Master in Accounting Analytics – Residential
- Integrated BS and Master of Accounting – Residential
(*the largest IUG program at Penn State*)
- Graduate Certificate in Accounting – Online
- Graduate Certificate in Taxation – Online
- Undergraduate degree in Accounting

❖ New program and course development

- Online Master of Taxation
- Online Graduate Certificate in Taxation
- Master of Accounting Analytics
- Integration of the Graduate Certificate with the One-Year Master of Accounting
- Development of several tax and accounting analytics courses
- Implementation of the dual-track option in accounting for Smeal students

❖ Faculty affairs

- Annual Faculty Performance and Pay Reviews
- Promotion and Tenure Reviews
- Five-Year Post-Tenure Reviews
- Faculty Recruiting
- General Faculty Issues

❖ Development activities and financial scholarships

❖ Development of a new strategic plan for the Department

❖ Management of the Department's teaching schedule and needs

OTHER ADVISORY ACTIVITIES

- ❖ Accounting Department's External Advisory Committee (manager)
- Smeal College of Business 2018-Now
- ❖ Multilingual Ministries - Haitian Board 2015-Now
North-American Division of Seventh-Day Adventists
- ❖ Academic Relations Committee - Institute of Management Accountants (IMA) 2020-2023

- ❖ Management Accounting Competency Task Force
– Institute of Management Accountants (IMA) 2021
- ❖ Accounting Department Internal Adv. Committee 2002-2003 2013-2015 2017-2018

OTHER FACULTY AFFAIRS ACTIVITIES

❖ *College level -Smeal*

- Promotion & Tenure Committee -member 2008-2009, 2013-2015
- Sabbatical Leave Committee - member 2012-2018
- Sabbatical Leave College Committee - chair 2013-2014

❖ *Department level*

- Five-year review of tenured faculty 2008-2017
- Promotion to Full Professor Committee -member 2011-2012
- Tenure & Promotion to Associate Professor Committee 2007-2008, 2010
- Recruiting Committee - member 2009-2011, 2015, 2017-2018
- Recruiting Committee - chair 2012-2014
- Annual Research Conference Committee - member 2009 & 2010
- Annual Research Conference Committee – chair 2011 & 2015
- Research Colloquium Organizer 2005-2007
- Working Collection and Library- Department representative 2001-2007

OTHER GRADUATE PROGRAMS & POLICY COMMITTEES

❖ *Smeal Accounting Department – Penn State*

- Creation and Launch of Multiple Professional Programs 2018-2021
- Creation of Multiple Scholarship Programs 2018-2021
- Graduate Accounting Programs Committee 2014-2016
- Online Offerings Committee 2014-2015
- Grading Committee 2014-2015
- Graduate Policy Committee 2007-2011
- MBA Committee 2009-2011
- Master in Accounting Program Committee 2009-2010
- Ph.D. Candidacy Exam 2009-2010
- Ph.D. Admission Committee 2005-2009
- M.S. in Accounting Admission Committee 2004-2005
- Financial Statement Analysis Task Force 2004-2005
- Financial Reporting Committee 2001-2003

❖ *University of Mississippi: Review committee*

- Ph.D. programs in Economics and Finance 1997-1998

❖ ***Doctoral student development and training: Lectures and presentations***

- American Accounting Association: Doctoral Students Consortium June 2023
Reflections on capital markets research in accounting
- Ph.D. Project Accounting Doctoral Students Association August 2020
Conference Plenary Session
Sponsorship, Mentorship, and Coaching
- The Financial Accounting Standard Board and August 2019
the American Accounting Association annual meeting
Walk the talk: Academic fellowship
- Ph.D. Project Doctoral Students Association Conference August 2012
Research design workshop and graduate school survival skills

OTHER UNDERGRADUATE STUDIES ACTIVITIES

- Creation of Multiple Scholarship Programs 2018-2021
- Schreyer Honors Student Advisor 2010–2018
- Accounting Undergraduate Student Advising 2001-2018
- Penn State International Affairs and Debate Association – Adviser 2012
- Undergraduate Curriculum Committee Chair 2014-2016
- Undergraduate Curriculum Committee Member 2004-2005

OTHER STRATEGIC PLANNING ACTIVITY: Department Strategic Planning
Committee Member 2014-2015

DIVERSITY, EQUITY, & INCLUSION

❖ ***National level***

- North-American Division of Seventh-Day Adventists 2015-Now
Multilingual Ministries - Haitian Advisory Board
<https://www.nadadventist.org/departments/multilingual-ministries>
- The Ph.D. Project: Mentorship of Junior Minority Faculty 2013-Now
<https://www.phdproject.org/>
- The Institute of Management Accountants
Research advisor on the report “*Diversifying U.S. accounting talent: A critical imperative to achieve transformational outcomes.*”
- The American Accounting Association (AAA)
✓ *DEI Committee* 2021-Now
✓ *Presidential Scholar Panel Discussion: Leadership, diversity and accounting scholarship* August 2021

- ✓ *Panel Discussion: Racial disparities in accounting* August 2020
- ✓ *Treasurer - Diversity Section* 2008-2011
- ❖ **University level -Penn State**
 - Equal Opportunity Award Committee 2010-2011
 - Multicultural Student Advising
 - ✓ *Caribbean Student Association* 2014-Now
 - ✓ *Club Kreyol* 2008-2011
- ❖ **College level -Smeal**
 - Diversity Council 2021-Now
 - Diversity Task Force 2020-2021
 - Diversity Committee 2012-Now
 - Teaching in the Business Opportunities Program 2009-2011, 2013, 2023
Summer Session for minority high school students

SCHOLARLY ACTIVITIES

❖ *Editorial boards*

1. *Accounting Review* (Editor: 2023-Now; Ad hoc editor: 2020-2022; & Editorial board member: 2011-2017)
2. *Accounting Horizons* (Editor: 2021-Now)
3. *Contemporary Accounting Research* (Editorial board: 2010-Now)
4. *International Journal of Accounting* (Editor: 2022-Now)
5. *Quarterly Journal of Finance and Accounting* (Associate Editor: 2015-Now)

❖ *Publications*

Sole-authored

1. Are stock-for-stock acquirers of unlisted targets really less overvalued? *Financial Management* (2013), 42: 901-929.
2. Acquirers' abnormal returns and the non-Big 4 auditor clientele effect. *Journal of Accounting and Economics* (2005), 40: 75-99.
3. Earnings management and the market performance of acquiring firms. *Journal of Financial Economics* (2004), 74: 121-148.
4. The cost of using bank mergers as defensive mechanisms against takeover threats. *Journal of Business* (2004), 77: 295-310.

5. The value relevance of the foreign translation adjustment. *The Accounting Review* (2003), 78: 1027-1047.

With one coauthor

6. Earnings announcements and option returns. *Journal of Empirical Finance* 40 (2017), 220-235 (with S. Chung).
7. Abnormal accruals and managerial intent: Evidence from the timing of merger announcements and completions. *Contemporary Accounting Research* (2016), 33: 1101–1135 (with A. Sun).
8. Agency conflicts, dividend payout, and the direct benefits of conservatism to equity-holders. *Contemporary Accounting Research* (2015), 32: 455-484 (with O. Urcan).
9. Growth in housing prices and long-term abnormal stock returns. *Real Estate Economics* (2013), 41: 663-708 (with A. Sun).
10. Voluntary disclosure to influence investor reactions to merger announcements: An examination of conference calls. *The Accounting Review* (2011), 86: 637-667 (with M. Kimbrough).
11. Earnings management and the post-earnings announcement drift. *Financial Management* (2011), 40: 591 - 621 (with A. Sun).
12. Investor inattention and market reaction to merger announcements. *Management Science* (2010), 56: 1781-1793 (with A. Sun).
13. Financial reporting and conflicting managerial incentives: The case of management buyouts. *Management Science* (2008), 54: 1700-1714 (with P. Fischer).
14. Do managers intentionally use repurchase tender offers to signal private information? Evidence from firm financial reporting behavior. *Journal of Financial Economics* (2007), 85: 205-233 (with H. White).
15. Do managers credibly use accruals to signal private information? Evidence from the pricing of discretionary accruals around stock splits. *Journal of Accounting and Economics* (2005), 39: 361-380 (with D. Robinson).
16. Do targeted banks overpay? *The International Journal of Finance* 11: 1349-1372 (with L. Blenman).

With multiple coauthors

17. Intangible investments, scaling, and the trend in the accruals-cash flows association. *Journal of Accounting Research* (2022), 60: 1551-1582 (with J. Green and J. Sani).

18. Accounting quality and alliance contract provisions. *The Accounting Review* (2021), 96: 261–287 (with R. Ge and Y. Ji).
19. The effects of the extant clauses limiting auditor liability on audit fees and overall reporting quality. *Journal of Empirical Legal Studies* (2019), 16: 381-410 (with T. Pearson, D. Robinson, M. Robinson, and A. Sun).
20. Stock liquidity and corporate tax avoidance. *Review of Accounting Studies* (2019), 24: 309–340 (with Y. Chen, R. Ge, and L. Zolotoy).
21. Insider trading, stock return volatility, and the option market's pricing of the information content of insider trading. *Journal of Banking and Finance* (2017), 76: 65-73 (with S. Chung and C. Chiang).
22. Do analysts sacrifice forecast accuracy for informativeness? *Management Science* (2013), 59: 1688-1708 (with A. Sun and O. Urcan).
23. Value of cash holdings and accounting conservatism. *Contemporary Accounting Research* (2013), 29: 1249-1271 (with A. Sun and O. Urcan).
24. Insider trading after repurchase tender offer announcements: Timing versus informed trading. *Financial Management* (2010), 39: 301-322 (with A. Sun and H. White).
25. Managers' and investors' responses to media exposure of board ineffectiveness. *Journal of Financial and Quantitative Analysis* (2009), 44: 579-605 (with J. Joe and D. Robinson).
26. Earnings management and firm performance following open-market repurchases. *Journal of Finance* (2008), 63: 947-986 (with G. Gong and A. Sun).
27. Earnings management, lawsuits, and stock-for-stock acquirers' market performance. *Journal of Accounting and Economics* (2008), 46: 62-77 (with G. Gong and A. Sun).
28. An integrated analysis of the association between accrual disclosure and the abnormal accrual anomaly. *Review of Accounting Studies* (2008), 13: 23-34 (with D. Robinson and A. Sbaraglia).
29. Interest rate parity and the behavior of the bid-ask spread. *Journal of Financial Research*, 22: 189-206 (with L. Blenman and J. Tatcher).

❖ *Presentations*

1. Penn State University – September 2002
The value relevance of the foreign translation adjustment

2. Penn State University – April 2003
Acquirers' abnormal returns, audit firm size, and the small auditor clientele effect
3. American Accounting Association Annual Meeting – August 2003
Do managers credibly use accruals to signal private information? Evidence from the pricing of discretionary accruals around stock splits
4. Southern Methodist University – September 2003
Do managers credibly use accruals to signal private information? Evidence from the pricing of discretionary accruals around stock splits
5. Penn State University – October 2003
Do managers credibly use accruals to signal private information? Evidence from the pricing of discretionary accruals around stock splits
6. Ohio State University – November 2003
Do managers credibly use accruals to signal private information? Evidence from the pricing of discretionary accruals around stock splits
7. Massachusetts Institute of Technology (MIT) – December 2003
Do managers credibly use accruals to signal private information? Evidence from the pricing of discretionary accruals around stock splits
8. Columbia University – March 2004
Do managers credibly use accruals to signal private information? Evidence from the pricing of discretionary accruals around stock splits
9. American Accounting Association Annual Meeting – August 2004
Managers' and investors' responses to media exposure of board ineffectiveness
10. University of Alabama – September 2004
Managers' and investors' responses to media exposure of board ineffectiveness
11. Rice University – September 2004
Managers' and investors' responses to media exposure of board ineffectiveness
12. Michigan State University – October 2004
Managers' and investors' responses to media exposure of board ineffectiveness
13. University of Pennsylvania – January 2005
Managers' and investors' responses to media exposure of board ineffectiveness
14. Emory University – January 2005
Managers' and investors' responses to media exposure of board ineffectiveness
15. Washington University – February 2005
Managers' and investors' responses to media exposure of board ineffectiveness
16. Penn State Research Conference – April 2005
Earnings management and firm performance following open-market repurchases

17. American Accounting Association Annual Meeting – August 2005
An integrated analysis of the association between accrual disclosure and the abnormal accrual anomaly
18. University of Illinois @ Urbana-Champaign – October 2005
An integrated analysis of the association between accrual disclosure and the abnormal accrual anomaly
19. Penn State University – June 2006
An integrated analysis of the association between accrual disclosure and the abnormal accrual anomaly
20. American Accounting Association Annual Meeting – August 2006
Earnings management, lawsuits, and stock-for-stock acquirers' market performance
21. University of Iowa – September 2006
Earnings management, lawsuits, and stock-for-stock acquirers' market performance
22. Purdue University – September 2006
Earnings management, lawsuits, and stock-for-stock acquirers' market performance
23. Indiana University – October 2006
Earnings management, lawsuits, and stock-for-stock acquirers' market performance
24. Washington University – October 2006
Earnings management, lawsuits, and stock-for-stock acquirers' market performance
25. American Accounting Association Annual Meeting – August 2007
Earnings management and the post-earnings announcement drift
26. Penn State University – September 2007
Earnings management and the post-earnings announcement drift
27. Penn State University – October 2007
Value of cash holdings and accounting conservatism
28. London Business School – October 2007
Earnings management and the post-earnings announcement drift
29. College of William & Mary – November 2007
Earnings management and the post-earnings announcement drift
30. Securities and Exchange Commissions – February 2008
Earnings management and the post-earnings announcement drift

31. Penn State University – August 2008
Value of cash holdings and accounting conservatism
32. New York Accounting and Finance Forum – September 2008
Earnings management and the post-earnings announcement drift
33. Syracuse University – September 2008
Value of cash holdings and accounting conservatism
34. University of Texas @ Dallas – October 2008
Value of cash holdings and accounting conservatism
35. National University of Singapore – November 2008
Value of cash holdings and accounting conservatism
36. Penn State University – April 2009
Long-term growth in housing prices and stock returns
37. Harvard University – April 2009
Long-term growth in housing prices and stock returns
38. University of Miami – April 2009
Long-term growth in housing prices and stock returns
39. Penn State Research Conference – May 2009
Long-term growth in housing prices and stock returns
40. American Accounting Association Annual Meeting – August 2009
Value of cash holdings and accounting conservatism
41. London Business School – June 2011
Dissecting Earnings Recognition Timeliness (Discussant)
42. University of Akron – March 2011
Abnormal Accruals and Managerial Intent: Evidence from the Timing of Merger Announcements and Completions
43. Louisiana State University – January 2012
Abnormal Accruals and Managerial Intent: Evidence from the Timing of Merger Announcements and Completions
44. Cornell University – January 2012
Abnormal Accruals and Managerial Intent: Evidence from the Timing of Merger Announcements and Completions
45. SUNY @ Buffalo – March 2012
Abnormal Accruals and Managerial Intent: Evidence from the Timing of Merger Announcements and Completions
46. Ohio State University – April 2012
Abnormal Accruals and Managerial Intent: Evidence from the Timing of Merger Announcements and Completions

47. Cornell University – April 2012
Investor Inattention and the Market Reaction to Merger Announcements
48. Sabanci University (Turkey) – June 2012
Investor Inattention and the Market Reaction to Merger Announcements
49. Penn State University – August 2012
The effect of IFRS on cross-border acquisitions
50. Temple University – September 2012
The effect of IFRS on cross-border acquisitions
51. Texas A&M University – October 2012
The effect of IFRS on cross-border acquisitions
52. Singapore Management University – December 2012
The effect of IFRS on cross-border acquisitions
53. Erasmus University (Rotterdam) – April 2013
The effect of IFRS on cross-border acquisitions
54. Texas A&M University – May 2013
Evidence of a winner's curse in the corporate takeover market
55. City University of Hong Kong – July 2013
The effect of IFRS on cross-border acquisitions
56. Chinese University of Hong Kong – July 2013
The effect of IFRS on cross-border acquisitions
57. Hong Kong University of Science & Technology – July 2013
The effect of IFRS on cross-border acquisitions
58. Hong Kong Polytechnic University – August 2013
Evidence of a winner's curse in the corporate takeover market
59. George Mason University - February 2014
The effect of IFRS on cross-border acquisitions
60. Florida State University – September 2014
The Effects of the Extant Clauses Limiting Auditor Liability on Audit Fees and Overall Reporting Quality
61. Morgan State University – February 2015
Perceived changes in audit quality and firm value: Evidence from investors' reaction to the revelation of limiting liability agreements in audit engagement letters
62. Lehigh University – March 2015
Perceived changes in audit quality and firm value: Evidence from investors' reaction to the revelation of limiting liability agreements in audit engagement letters

63. American Accounting Association Annual Meeting – August 2015
Perceived changes in audit quality and firm value: Evidence from investors' reaction to the revelation of limiting liability agreements in audit engagement letters
64. University of Florida – October 2015
Perceived changes in audit quality and firm value: Evidence from investors' reaction to the revelation of limiting liability agreements in audit engagement letters
65. University of Akron – October 2015
Perceived changes in audit quality and firm value: Evidence from investors' reaction to the revelation of limiting liability agreements in audit engagement letters
66. Penn State University – May 2016
Employment protection legislation and corporate performance
67. Ohio State University: Centennial Celebration - Fischer Ph.D. Alumni -- May 2016
Employment protection legislation and corporate performance
68. Ohio State University – Centennial Celebration - Fischer Ph.D. Alumni -- May 2016
Reflections on my time in the Ph.D. program at Ohio State
69. University of Texas @ Austin -- October 2016
Employment protection legislation and corporate performance
70. Andrews University – 10th Biennial SDA Business Teachers Conference -- July 2017
Employment protection legislation and corporate performance
71. Georgetown University – September 2017
The Effects of the Extant Clauses Limiting Auditor Liability on Audit Fees and Overall Reporting Quality
72. University of Mississippi – September 2017
The Effects of the Extant Clauses Limiting Auditor Liability on Audit Fees and Overall Reporting Quality
73. Drexel University – September 2017
The Effects of the Extant Clauses Limiting Auditor Liability on Audit Fees and Overall Reporting Quality
74. Carnegie Mellon University – April 2018
The Effects of the Extant Clauses Limiting Auditor Liability on Audit Fees and Overall Reporting Quality
75. The Ph.D. Project - Alumni Association – August 2018
Shark Tank research panel
76. Penn State University – October 2019
Operating leverage and bond yield spreads: Differentiating between cash and accrual operating leverage

77. Florida Atlantic University – October 2019
Operating leverage and bond yield spreads: Differentiating between cash and accrual operating leverage
78. JTAR - Kobe University – Japan – December 2019
Perceived changes in audit quality and firm value: Evidence from investors' reaction to the revelation of limiting liability agreements in audit engagement letters
79. Chinese University of Hong Kong – December 2019
Intangible investments, scaling, and the trend in the accruals-cash flows association
80. Ph.D. Project ADSA Conference Plenary Session – August 2020
Sponsorship, Mentorship, and Coaching
81. The American Accounting Association annual meeting – August 2020
Panel discussion: Racial disparities in accounting
82. University of Akron – November 2020
Intangible investments, scaling, and the trend in the accruals-cash flows association
83. University of California - Irvine – March 2022
Monthly mutual fund portfolio disclosures and the efficiency of portfolio firms' investment decisions
84. Andrews University: 12th Biennial SDA Business Teachers Conference – June 2022
Plenary Presentation: *Sustainability activities and reporting*
85. University of Texas @ Arlington – September 2022
Differences of opinion and corporate investment efficiency
86. University of Illinois @ Urbana-Champaign – September 2022
Principal-versus-Agent Considerations in Revenue Recognition
87. University of California - Irvine – November 2022
Principal-versus-Agent Considerations in Revenue Recognition
88. Tenure Project Conference @ Wharton: Group discussion leader – July 2023

❖ ***Referee service***

6. *Auditing: A Journal of Practice & Theory*
7. *European Accounting Review*
8. *Financial Analyst Journal*
9. *Financial Review*
10. *Financial Management*
11. *Journal of Accounting and Economics*

12. *Journal of Accounting, Auditing, and Finance*
13. *Journal of Accounting Research*
14. *Journal of Accounting and Public Policy*
15. *Journal of Business Finance and Accounting*
16. *Journal of Banking and Finance*
17. *Journal of Corporate Finance*
18. *Journal of Empirical Legal Studies*
19. *Journal of Finance*
20. *Journal of Financial and Quantitative Analysis*
21. *Journal of Financial Economics*
22. *Journal of Financial Markets*
23. *Journal of Financial Research*
24. *Journal of Money, Credit, and Banking*
26. *Management Science*
27. *Research Grants Council of Hong Kong*
28. *Real Estate Economics*
29. *Review of Financial Studies*
30. *Review of Accounting Studies*
31. *American Accounting Association FARS Midyear Meetings*
32. *American Accounting Association Annual Meeting*
33. *Midwest Finance Association Conference*
34. *Eastern Finance Association Conference*

American Accounting Association: Notable and Distinguished Contributions to Accounting Literature Award Screening Committee: 2017-2018 and 2020-2021

INVITED CONFERENCES ATTENDED

- Carnegie Mellon University Accounting Conference (2001, 2005, 2019)
- Center for Accounting Research and Education conference (2011, 2012, 2018, 2021)
- China Accounting and Finance Review Annual Conference (2020, 2021)
- Contemporary Accounting Research Conference (2014, 2020)
- Deloitte Audit & Assurance Faculty Symposium (2019)
- Indian Institute of Management (Ahmedabad) Accounting Conference (2018)
- Journal of Accounting and Economics Conference (2008 - 2010)
- Journal of Business Finance & Accounting conference (2016)

- KPMG Faculty Symposium (2012, 2014, 2015, 2020, 2021)
- London Business School Symposium (2009, 2011, 2012)
- NYU Journal of Law, Finance, and Accounting Conference (2014)
- PCAOB-Conference on auditing and capital markets (2016, 2017, 2018, 2020)
- Penn State Accounting Research Conference (2005 – 2018, 2022)
- PwC Faculty Symposium (2009, 2010, 2012, 2020, 2021)
- Review of Accounting Studies Conference (2016, 2018, 2020, 2021)
- Temple University Accounting Conference (2016)
- Tel Aviv University Accounting Conference (2016, 2021)
- University of Houston Accounting Research Symposium (2016, 2021)
- University Illinois Young Scholars Symposium (2021)

COMMUNITY OUTREACH: PERSONAL FINANCE WORKSHOPS

- Allegheny East Conference SDA Haitian Ministerium Camp Meeting (08/2014)
- Allegheny East Conference SDA Haitian Ministerium Camp Meeting (08/2017)
- Mid-Atlantic Adventist Haitian Professional Association Launch (10/2017)

AWARDS & SCHOLARSHIPS

- Excellence in Accounting Research Award: American Accounting Association - Diversity Section (2005)
- Most Challenging Professor Award – Penn State MBA class of 2011
- Smeal Competitive Research Grants (2005, 2006, 2007)
- General Electric Dissertation Fellowship - Ohio State University (2000-2001)
- General Electric Doctoral Fellowship - Ohio State University (1998-2000)
- KPMG Project Doctoral Scholarship (1999-2001)
- Organization of American States (OAS) Graduate Fellowship (1995-1998)
- Graduate Assistantship - University of Mississippi (1994-1998)
- Minority Graduate Fellowship - University of Mississippi (1994-1998)
- Merit Graduate Scholarship – Andrews University (1992)

CURRENT AND PREVIOUS ACADEMIC ASSOCIATION AFFILIATIONS

- American Accounting Association
- American Economic Association
- American Finance Association
- Financial Management Association