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BUSINESS ADDRESS:

Department of Accounting & Information Systems  
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Lawrence, KS. 66047  
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PERSONAL DATA

Place of Birth: Holyoke, Massachusetts  
Marital Status: Married, Two Children  
Distinctions: Certified Public Accountant

EDUCATION

1979 to THE PENNSYLVANIA STATE UNIVERSITY  
1982 Ph.D. in Business Administration  
Dissertation defended Feb. 12, 1982  
Major Field: Information Systems & Accounting  
Supporting Business Area: Organizational Behavior  
Supporting Outside Area: Economics

1977 to UNIVERSITY OF MASSACHUSETTS at AMHERST  
1979 M.S.B.A. in Accounting & Management Information Systems

1973 to BOSTON COLLEGE  
1977 B.S. in Accounting, Cum Laude.

DISSERTATION "The Impact of Executive Compensation on  
Managerial Decisions: An Empirical Investigation."

REFEREED  
PUBLICATIONS

"Market Reaction to Short Term Executive Compensation  
Plan Adoption", with Hassan Tehranian, The Journal  
of Accounting and Economics, Volume 7, 1985,  
131-144.

"Short-Term Bonus Plan Adoption and Stock Market  
Performance - Proxy and Industry Effects" with  
Hassan Tehranian, The Financial Review, May 1986,  
345-353.

"Management Compensation Contracts and Merger Induced  
Abnormal Returns", with Hassan Tehranian and Nick Travlos,  
Supplement 1987, Journal of Accounting Research,  
51-76.

"The Effect of Long-Term Performance Plans on Corporate Selloff Induced Abnormal Returns", with Hassan Tehranian and Nick Travlos, 1987, Journal of Finance, September 1987, 933-942.

"The Association Between the Adoption of Short-Term Bonus Plans and Corporate Expenditures", Journal of Accounting and Public Policy, March 1988, 43-63, (Sole Author).

"Executive Compensation, Method of Payment, and Abnormal Returns to Bidding Firms at Takeover Announcements", with Nick Travlos, Managerial and Decision Economics, Volume 13, 1992, 493-501.

"The Influence of Executive Compensation on the Dispersion of Financial Analyst Forecasts", with Betsy Goss, Managerial and Decision Economics, Volume 14, 1993, 499- 507.

"Corporate Governance and Post-Buyback Performance of Repurchasing Firms", with Nicos Vafeas, Journal of Accounting and Business Research, Volume 6, 1998, 63 - 80.

"The Influence of Long-Term Performance Plans on Earnings Management and Firm Performance" with Vernon Richardson, Review of Quantitative Finance and Accounting, 2002, Volume 18, 2, 161-184.

"Characteristics Associated with the Corporate Decision to Adopt Long-Term Performance Plans", with Vernon Richardson, Journal of Business, Finance and Accounting, 2003, 30 (3) & (4), 621 - 643.

"Firm Financial Performance Following Mergers", with K.P. Ramaswamy, Review of Quantitative Finance and Accounting, 2003, Volume 20, 2, 115 - 126.

"The Response of Commercial Banks to Compensation Reform", with Nikos Vafeas and Maria Papamichael, Review of Quantitative Finance and Accounting, 2003, 20, 335-354.

"The Association Between Audit Committees, Compensation Incentives, and Corporate Audit Fees with Nikos Vafeas, Review of Quantitative Finance & Accounting, 2006, Volume 28, Number 3, Forthcoming.

REFEREED

PRESENTATIONS

"Management Compensation Contracts and Merger Activities", with Hassan Tehranian and Nickolaos Travlos Proceedings of the Financial Management Association Meetings, October 1985.

"Executive Compensation, Management Ownership, Corporate Control and Abnormal Returns to Bidding Firms at Takeover Announcements", with Nick Travlos, Proceedings of the American Accounting Association Annual Meeting, Honolulu, Hawaii, August 1989.

"The Impact of Mergers on the Long-Term Operating Performance of the Combined Firm", with K.P. Ramaswamy and Bill Salatka, Proceedings of the Ohio Regional American Accounting Association Meeting, Spring 1994.

"The Impact of Mergers on the Performance of the Combined Firm" with K.P. Ramaswamy and Bill Salatka, Proceedings of the American Academy of Business Conference, March 1995.

"The Asset Writedown Decision", with Ragothaman Srinivasan and Bruce Publitz, Proceedings of the Midwest American Accounting Association Annual Meeting, April 1995.

"Corporate Performance Associated with Share Repurchases", with Nicos Vafeas, Proceedings of the International Finance Association Conference, 1995.

"Characteristics Associated with Firms Writing Down Assets", with Ragothaman Srinivasan, Proceedings of the Midwest Decision Sciences Institute Annual Meeting, 1997.

BOOK REVIEWS &  
BOOK CHAPTERS &  
PAPER SUMMARIES

"Review of Accounting for Options: No Longer an Option", The Accounting Review, Volume 68, 1993, 695

"Market Reaction to Short-Term Executive Compensation Plan Adoption", with Hassan Tehranian, The Economics of Executive Compensation, part of The International Library of Critical Writings in Economics, Kevin F. Hallock and Kevin J. Murphy Editors, Edward Elgar Publishing, 1999.

"Firm Financial Performance Following Mergers", with K.P. Ramaswamy, Harvard Investment Magazine, Spring 2004, 17-19.

RESEARCH IN  
PROGRESS

"The Association Between Corporate Audit Fees and Executive Compensation Practices".

"Characteristics of Information Systems Consulting

Expenditures"

"The Economic Determinants of the Decision to Adopt Long-Term Performance Plans"

"Characteristics of Firms Making the Asset Writedown Decision"

"Corporate Performance Following Merger Activities"

TEACHING INTERESTS Accounting Information Systems, Management Information Systems, Strategic Information Systems Planning, Systems Analysis & Design, Ecommerce, Managerial Accounting, Auditing.

EXPERIENCE

Full-Time Teaching

2006 to Present Emporia State University - Professor and Chair

1989 to 2006 University of Kansas - Associate Professor with Tenure

1986 to 1989 University of Kansas - Assistant Professor  
Courses Taught Management Information Systems  
Accounting Information Systems  
Ecommerce  
Managerial Accounting II  
Graduate Advanced Managerial Systems Analysis & Design  
Graduate Accounting Theory  
Strategic Information Systems Planning

1982 to 1986 Boston College - Assistant Professor  
Courses Taught Accounting Information Systems  
Auditing  
Intermediate I  
Graduate Level Accounting Systems  
Financial Accounting

1979 to 1981 The Pennsylvania State University  
Courses Taught Computer Auditing & Internal Control  
Accounting Information Systems  
Management Information Systems  
Intermediate Accounting II  
Managerial Accounting

1978 to 1979 The University of Massachusetts at Amherst  
Courses Taught Introductory Financial Accounting  
Introductory Managerial Accounting

Business

1982 Price Waterhouse  
Worked 3 months as a faculty intern on the audit staff  
and on their research staff doing EDP audit research.

1977 to National Gypsum, Decorative Products Division  
1979 Computer Programmer/Systems Analyst & Accountant  
Systems designed and implemented included: Depreciation,  
Work order Maintenance, Defective Material, Invoice  
Credits, and Job Order Costing.

ACADEMIC HONORS Certified Public Accountant  
& PROFESSIONAL Beta Alpha Psi  
AFFILIATIONS American Accounting Association

UNIVERSITY Coordinator of Accounting Ph.D. Program (1987 to 1991)  
SERVICE Responsibilities included admitting, advising,  
and coordinating the programs of all Ph.D.  
students in accounting. Improved the average GMAT  
score of entering students by 120 points to 670. (Eight  
students with a range of between 610 and 780)

Chairman of School of Business Ph.D. Committee and  
Director of School of Business Doctoral Programs (1989-1990)  
Responsibilities included admitting, advising, and  
coordinating the programs of 38 School of Business  
Ph.D. students. Additional duties included administering  
a scholarship budget of \$40,000 and coordinating the  
Ph.D. research seminar. Improved the average GMAT  
score of entering students by 120 points to 660.  
(13 students with a range of between 610 and 760)

Chairman of Six Ph.D. Comprehensive and Five Dissertation  
Committees. Member of Four Ph.D. Comprehensive and One  
Dissertation Committees.

Chairman of the School of Business Undergraduate Committee  
(1990 to 1991)  
Responsible for chairing a committee to conduct an  
intensive assessment of the undergraduate business  
program and to provide recommendations to the dean and  
the School of Business faculty.

Chairman of Accounting Division Ph.D. Advisory Committee  
Responsibilities included evaluating the Accounting  
Ph.D. program and preparing recommendations to the  
faculty for improvement.

Masters of Science Program Coordinator (1988 to 1991)  
Responsibilities included admitting, advising, and  
coordinating the programs of all M.S students in

accounting. Designed and received School of Business Faculty approval to start a new two year M.S. program for those students with no prior business background.

Chairman of the School of Business Executive Committee  
Elected member of four person committee that is responsible for overseeing the Office of the Dean and providing the dean with input on matters that affect the faculty. (1989 to 1990)

Member of School of Business Long-Range Computer Committee (1988 to 1992) Responsibilities included evaluating the School of Business's computer needs and making recommendations for acquisitions and resource allocation.

Co-Chairman of the 1990 Touche Ross/University of Kansas Auditing Symposium - responsibilities included obtaining speakers and organizing and moderating the program.

University Council Representative 1990 to 1991  
Elected representative of the faculty for the purpose of taking policy issues to the University Administration.

University Budget, Planning & Resources Committee (1993 to 1995) Responsibilities included monitoring the University budgeting and planning process and attending monthly meetings with the Executive Vice-Chancellor.

Coordinator of the Strategic Systems Task Force (1993 to 1994) Responsibilities included chairing meetings of 6 information systems executives who were involved in the development of the strategic information planning course

Chairperson of the University Residency Committee (1994 to 1995) Chaired a committee to evaluate student appeals of their residency status.

Member of AIS Director Search Committee (1997 to 1998)

Chairman of Undergraduate Systems Task Force (1998)  
Chaired a Committee of IS Executives to Evaluate the Undergraduate Information Systems Curriculum and Bring changes to the faculty.

Member of Information Systems Task Force (1998-present)  
Responsibilities included evaluating the graduate and undergraduate information systems curriculum and working with and managing a group of 6 information

systems executives.

Member of the University Academic Computing Committee (2002 to 2003), Responsibilities included attending meetings to evaluate University computing security and policies.

Member of the University Committee on Libraries (2003 to 2006) , Responsibilities include evaluating library policies and procedures.