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## **Education**

Ph.D. - Business Education, New York University, January 2003  
Dissertation Title: “An Exploratory Study of Learner Use of a Computerized Accounting Tutorial”  
Advisor: Bridget N. O’Connor

M.B.A. - Accounting, Hofstra University, May 1981  
B.B.A. - Accounting, Hofstra University, May 1979

Honors: Delta Pi Epsilon, Beta Gamma Sigma, Beta Alpha Psi, Agnew Foundation Scholarship, NYU, 1995 and 1998, NYU School of Education Doctoral Student Award, 1999, Hofstra University Provost Scholar

## **Professional Experience**

August 2018 to Present – Visiting Professor, Lafayette College, Easton Pennsylvania

May 2018 to August 2018 – Interim Dean, College of Business and Management,  
East Stroudsburg of Pennsylvania

August 2013 to August 2018 – Professor and Chair, Department of Business  
Management, East Stroudsburg University of Pennsylvania

May, 2010 to August 2013 – Associate Professor and Chair, Department of Business  
Management

August, 2008 to May, 2010 – Associate Professor of Business Management  
Taught every course within the accounting concentration

September 2000 to June 2008 - Assistant Professor of Economics and Business, Lafayette  
College, Easton, PA

Courses taught: Financial Accounting, Financial Theory and Analysis, Income  
Tax Topics, Corporate Finance, Entrepreneurial Finance and Management.  
Director of Financial Accounting Labs, Supervisor or second reader on seven  
senior honors theses.

September 1996 to August 2000 - Visiting Assistant Professor of Economics and Business, Lafayette College, Easton, PA

Courses taught: Financial Accounting, Federal Income Taxation, Auditing, Managerial Accounting.

September 1994 to May 1996 - Adjunct Instructor of Accounting, William Paterson University, Wayne, NJ

Courses taught: Federal Income Taxation I and II, Intermediate Accounting II.

September 1985 to May, 1994 - Instructor of Accounting, Hofstra University, Hempstead, NY

Taught nine courses within the accounting major.

September, 1981 to August, 1985 - Senior Tax Accountant, Arthur Andersen and Company, Melville, NY

## **Publications**

### Refereed Journals

“Concept Mapping as an aid to learning in an introductory cost or managerial accounting course” with Ralph S. Polimeni, Hofstra University, *Journal of the Academy of Business Education* Spring, 2017, vol. 18 (161-174).

“Engaging Students – Use of Active Learning Activities to Enhance Student Learning In an Introductory Cost or Managerial Accounting Course” *Journal of Applied Research for Business Instruction* 13 (3) 2015.

“Direct Assessment Techniques for Course-Level Learning Goals and Objectives as Applied to Accounting Programs” with Ralph S. Polimeni, Hofstra University *Journal of the Academy of Business Education* 13, 2012 (48-59).

“Guide for accounting program assessment using learning goals and objectives” with Ralph S. Polimeni, Hofstra University *Journal of the Academy of Business Education* 9, 2009 89-105.

“A Comparison of Student Attitudes: Learning Accounting via a Preparer versus a User Approach” *Wisconsin Business Education Journal* 57 (1) 2009 12-18.

“Research skills – a fundamental asset for accountants” with Jacqueline A. Burke, Robert Katz, and Ralph S. Polimeni, *CPA Journal* January, 2008 66-69.

“Improving Accounting Education using Bloom’s Taxonomy of Educational Objectives,” with Anthony Basile of Hofstra University, *Journal of Applied Research for Business Instruction* 3(3) 1-6.

“An Exploratory Study of Learner Use of a Computerized Accounting Tutorial,” *Information Technology, Learning and Performance Journal* 23 (2) 2005 17-29.

### Non-refereed Journals

“A Retrospective Look at the Sarbanes-Oxley Act of 2002 – Has it Accomplished It’s Original Purpose” with Anthony Basile and Felicia Fret, *The Journal of Applied Business Research* 31 (2) (2015) 585-592.

“Direct Measures to Assess Accounting Programs” *Pennsylvania CPA Journal* 86 (1), 18 (Spring, 2015).

“Outcomes Assessment for an Accounting Program” *Pennsylvania CPA Journal*. (Spring, 2007).

“Leading Student Achievement on Standardized Tests” with Scott Wynne. *School Administrators Association of New York Journal* 35 (2) 19-23 (Spring, 2006).

“William E. Simon’s Contribution to Tax Policy,” with Susan Averett and Edward Gamber, *Atlantic Economic Journal*, September, 2003.

“Can You Protect Yourself from Financial Statement Misstatements?” *AFP Exchange*, January, 2003.

“Accounting and Review Services Update,” *PICPA Journal*, Spring, 1998.

“The 150-Hour Requirement for Admission to the CPA Exam: A Business Educator’s Perspective,” *Eastern Business Association Call for Papers* 1997.

### Books

Author - Instructor’s Manual, *Advanced Accounting 12e and 11e* by Beams, et. al. Publication date, 2014 and 2011.

Author - Instructor’s Manual, *Cost Accounting 14e* by Horngren, et. al. Publication date, 2011.

Author – Instructor Manual, *Introduction to Financial Accounting* by Horngren, et. al. Publication date – 2013

*CAIA Exam Preparation Notes* (Topic Author) with Donald Chambers, Institutional Investor, Inc. 2007.

*Cost Accounting*, with Ralph Polimeni and James Cashin, Schaum's Outline Series, 1994.

### Other Publications

"Tips for moving during retirement" Bankrate.com June, 2013

"Taking control of your retirement planning" Bankrate.com August, 2012

"Teach your children the other facts of life" interview in the Pocono Record, June 22, 2012

### **Conference Presentations**

"Faculty Qualifications, Engagement, and Sufficiency Requirements: the New AACSB Standards (co-author Ralph Polimeni) presented at the annual meeting of the Academy of Business Education, September, 2015.

"Promoting Transparency in Grading by Providing Students with a Computerized Course Grade Calculator" (co-author Ralph Polimeni) presented at the annual meeting of the Academy of Business Education, September, 2014.

"Student and Alumni Perceptions and Expectations of Software in the Undergraduate Accounting Curriculum" (co-author Jody Murphy) presented at the annual meeting of the Academy of Business Education, September, 2014.

"Student use of software in the accounting curriculum" (co-author Jody Murphy) presented at the annual meeting of the Academy of Business Education, September, 2013.

"Concept Mapping as an aid to learning in Managerial Accounting" presented at the annual meeting of the Academy of Business Education, September, 2012.

"Active learning techniques for an introductory managerial accounting class," presented at the annual meeting of the Academy of Business Education, September, 2011.

"An assessment toolkit for an accounting program", presented at the annual meeting of the Academy of Business Education, September, 2009.

"Guide for accounting program assessment using learning goals and objectives" presented at the annual meeting of the Academy of Business Education, September, 2008

“Improving Accounting Education using Bloom’s Taxonomy of Educational Objectives,” presented at the annual meeting of the Academy of Business Education, April, 2006.

“A Comparison of Student Attitudes: Learning Accounting via a Preparer versus a User Approach,” presented at the annual meeting of the Academy of Business Education, April, 2005.

“An Experiment in Cooperative Learning in an Introductory Financial Accounting Class,” presented at the American Educational Research Association Annual Meeting, April, 2004.

“Qualitative Case Study Research, OEIS Technologies, Learning and Performance,” Panel Presentation at the Organization Systems Research Association Annual Meeting, February, 2004.

“An Exploratory Study of Learner Use of a Computerized Accounting Tutorial,” American Accounting Association Southeast Regional Meeting, March, 2003.

“The Relationship Between Standardized Eighth-Grade Math Assessment Scores and the Per-Pupil Expenditures of the School Districts in New York State,” with Scott Wynne, presented at the Eastern Economic Association Meeting, February 2003.

“William E. Simon’s Contribution to Tax Policy,” with Susan Averett and Edward Gamber, presented at the Atlantic International Economic Society, October 2002.

### **Other Presentations**

“The Fiscal Cliff” presented on behalf of the PICPA to the staff of the Monroe County Library during their enrichment days, March, 2014.

“Developing an assessment plan for an Accounting program following AACSB accreditation standards,” an invited presentation at the Pearson Education PHASE (Prentice Hall Accounting Symposium for Educators) March 2012.

*Fundamentals of Assessment* with Dr. Bonnie Green, twice to the university community (March 23, 2010 and March 31, 2010) and once to the University Assessment Committee (invited presentation)

## **Grants**

FDR Interdisciplinary Incentive Grant with Dr. Irina Khusid (PI) and Dr. Qian (Jane) Xie, “Learn to Re\$i\$t (Reduce Excessive Spending and Incorporate Saving Techniques” Awarded in 2016, \$5,804.99.

Higher One Financial Literacy Grant with Dr. Irina Khusid and Dr. Jack Truschel, Awarded in August, 2015, \$3,500.

Center for Rural Pennsylvania mini grant to study PA municipal pension crisis with Dr. Jeffrey Weber (grant amount \$16,000).

Entrepreneurship across the Colleges with Carter McClure, 2014

FDR Grant to attend and present paper at the Academy of Business Education conference, September, 2009 and 2012.

## **Conference Attendance**

ACBSP Accreditation Seminar, March, 2017

ACBSP Annual Conference, June, 2016 and 2015

Middle States Annual Conference, December, 2013

AACSB Assessment Conference, January, 2013

AACSB Annual Conference, September, 2011

Middle States Assessment Institute, May, 2007.

PICPA Conference on Accounting Education, October, 2008, June 2010, July 2011, July, 2012, July 2013, July 2014, July, 2015.

Innovative Teaching, Learning, and Assessment Practices to Ensure Student Success (October, 2012)

## **East Stroudsburg University Service**

- Interim Dean, College of Business and Management, May to August, 2018
- Chair, Department of Business Management, May 1, 2010 to May, 2018 (220 advisees)  
Managed a department of nine faculty and 650 majors
- Major contributor to new degree programs in the Department of Business Management:  
MS – Accounting, BS – Accounting, BS – Marketing, BS - Finance
- Chair, University wide Promotion Committee, Fall, 2015 to Spring, 2018 (co-chair 2015 – 2017)
- Graduate Coordinator and principal developer – Master of Management and Leadership in Organizational Behavior

- Member of Middle States Self Study Steering Committee and member of Std. 1-4-5 (co-chair) and St. 12-14 committees
- COBM representative to ESU University Senate (2008 – 2018); Vice President of Senate (2013 – 2014)
- Member – Distinguished Professor Committee (2011 – 2014)
- Member, ESU Alumni Awards Committee, 2011 to 2014
- Member (2008 to 2018), University Assessment Committee and chair of Professional Development workgroup 2009-2011 and 2012 (Committee co-chair 2013-2014)
- Search committees – VP for Administration and Finance (2013), Director of Career Services and Student Success (2012), and Graduation Coordinator (2011)
- ESU Strategic Planning Committee (Resources)
- Middle States Periodic Review Report (Standards 7 and 14), lead author, 2014 and member of team for the 2013 report (Standards 2, 7, and 14)
- Chaired two successful searches in the 2009-2010 academic year; member of third committee
- Member of two faculty evaluation committees and served as acting department chair for John Kerckmar's five-year review
- Represented the department at University Admissions Open Houses
- Site Coordinator – ESU Volunteer Income Tax Assistance (VITA) Program where ESU students prepared tax returns for over 60 members of the local community (2009 – 2018)
- Represented the Business Management department at all Freshman orientation sessions (every year)
- Presenter at Critical Thinking Workshop (May 11, 2010)
- Member (at large) of ESU University Senate (2008 to 2018)
- Member of Board of Directors of Mekeel Child Care Center (2008 – 2018)
- Presented *Investment Boot Camp* during ESU Employee Enrichment Days ( March 9-2011)
- Faculty mentor to student team in ESU Business Plan Competition (4<sup>th</sup> place out of 10 teams), 2009
- Secured funding for 32 site licenses for Quickbooks accounting software and utilized the software as an instructional method
- Member of planning team for College of Business Management Career Day 2010,2011,2012
- Member of ESU Undeclared Student Advisory Board (2009-2011)
- Served as a judge at Future Business Leaders regional competition, December 2008 and 2009
- Served as Marshall at Winter, 2009,2010,2011, 2013, 2014, 2015, 2016, 2017 and Spring, 2009,2010,2011, 2013, 2016, 2017, 2018 commencement ceremonies

## **Professional Achievements**

Mentioned in nine (2013-2014), fourteen (2010-2011) and ten “positive influence” (2009-2010) comments from Graduating Senior Survey at ESU  
Recognized at East Stroudsburg Book and Author Reception (2012)  
ESU Ralph Vitello Award for Disability Services (2009 and 2012)  
National Student Athlete Day Faculty/Administration/Staff Recognition (2018, 2017,2016, 2015, 2014, 2009)  
Recipient of Lafayette College chapter of Omicron Delta Epsilon award for outstanding faculty contribution to the Economics and Business Department, April, 2007.

## **Other Professional Activities**

Director – Academy of Business Education – 2011 to 2014  
Member, Pennsylvania Institute of CPAs – planning committee for Accounting Educator Conference (2012, 2013)  
Reviewer for *Journal of Education for Business*, 2018 - Present  
Reviewer for *Journal of the Academy of Business Education*, 2003-Present  
Reviewed *Managerial Accounting* by Braun, Tietz, and Harrison, 2010  
Reviewed *Prentice Hall Federal Taxation* by Pope, Anderson  
Reviewed *Financial Accounting: Performance Measurement and Analysis* by Aceves, Needles, and Powers, 2007  
Reviewed *Financial Accounting and Reporting* by Smith, 2007.  
Reviewed *Concepts in Federal Taxation* by Murphy and Higgins, 2005  
Reviewed *Financial Accounting* by Stice, Stice, and Diamond, 2005.  
Member of Academy of Business Education since 2000, and reviewer for 2002, 2005, and 2006 Annual Meetings  
Reviewer for American Accounting Association Mid-Atlantic Region Meeting, 2003  
Accounting section editor of *Business Education Forum*, 1997-1999  
Consultant and contributor to *Managerial Accounting* by Garrison and Noreen, published by McGraw-Hill, 2000  
Reviewer for *Schaum's Outline Series: Intermediate Accounting and Accounting and Bookkeeping*, 2006  
Moderator, Omicron Delta Epsilon, Lafayette College, 1997-2004  
Moderator, CIRCLE Entrepreneurship Lecture Series, 2003 – 2007  
Moderator, Lafayette College SIFE (Students in Free Enterprise) Team, 2004.

## **Other Activities**

Chair of Finance Committee – Church of St. Jude (1997 to 2020)