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Professor of Accounting
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Education and Professional Certification:

Ph.D. Florida State University, 1992, with a major in Accounting and minor in Finance.
MPA University of Texas at Austin, 1986, Masters in Professional Accounting.
BS University of Alabama, 1979 (summa cum laude), with a major in Finance.
CPA Colorado, (Active License).

Academic Experience:

2008-Present Professor of Accounting, Mercer University, Atlanta, GA.
2005-2008 Professor of Accounting, California State University, Fullerton (tenured).
2003-2005 Professor of Accounting, California State University, San Marcos
(tenured).
2000-2003 Hederman Professor of Accounting, Mississippi College (tenured).
1994-2000 Associate Professor of Accounting, University of Southern Mississippi
(tenured).
1991-1994 Assistant Professor of Accounting, US Air Force Academy, CO.
1988-1991 Doctoral Student, Florida State University.
1986-1988 Accounting Instructor, US Air Force Academy, CO.

Professional Experience:

1980-1984 Chief Cost Estimator
F-16 Aircraft Multinational Staged Improvement Program
Wright-Patterson Air Force Base, OH.
(Cost estimating and scheduling for the production of the \$2.6 billion F-16
aircraft program. The primary contractor was General Dynamics
Corporation.)

1979-1980 Management Associate
Trust Department, Citizens & Southern National Bank, Atlanta, GA.
(largest bank in Atlanta at that time)

Research Grants and Awards:

2007 Outstanding Faculty Award, College of Business & Economics, California State
University, Fullerton, awarded May 2007.

Outstanding Scholarly and Creative Activity Award, California State University,
Fullerton, awarded April 2007.

*California State University, Fullerton, College of Business & Economics Research
Grant*, "Nonaudit Services and Auditor Independence: Are Investors' Perceptions
Different in a Post Sarbanes-Oxley World," 2006-2007.

Moss Adams Accounting Research Fellow, California State University, Fullerton, 2005-2006.

Best Paper in Marketing Education Track, “Integrating Accounting into the MBA Core Marketing Course: The Marketing Implications of Activity-Based Costing,” Association of Collegiate Marketing Educators’ Conference, (Federation of Business Disciplines Annual Meeting), Houston, TX, March 2003.

Best Paper, 1999 Southeast Academy of Legal Studies in Business Annual Meeting, “Professions as Commercial Institutions: An Analysis of Evolving Organizational Forms,” Memphis, TN, October 1999.

University of Southern Mississippi, Lucas Endowment for Faculty Excellence Research Grant, 1998.

Outstanding Paper in Multinational Finance, Eastern Finance Association, 1997 Annual Meeting, “IPOs in Previously Centrally-Planned Economies: Chinese A-Share Evidence,” Panama City, FL, April 1997.

University of Southern Mississippi, College of Business Administration, *Teaching Innovation Award*, 1997.

University of Southern Mississippi, College of Business Administration, Summer Research Grant, 1995.

Robert L. Taylor Award for Research Excellence, US Air Force Academy, 1993.

KPMG Peat Marwick Research Opportunities in Auditing Grant, 1992.

Journal Publications:

“Can Regulations Curb Excessive Executive Pay?,” Co-authored with Gerry H. Grant, forthcoming in *Strategic Finance*, September 2008.

“FASB’s Quick Fix for Pension Accounting Is Only First Step,” Co-authored with Gerry H. Grant and William R. Ortega, *Financial Analysts Journal*, Vol. 63, No. 2, March/April 2007, pp. 21-35.

“Trust Fund Recovery Penalties: Understanding and Avoiding Personal Liability,” Co-authored with Patricia H. Mounce and Gerilynn Wolfe, *Real Estate Taxation*, Vol. 33, No. 2, 2006, pp. 136-142.

“Finance, Politics, and the Accounting for Stock Options,” Co-authored with Conrad S. Ciccotello and W. Mark Wilder, *Journal of Applied Corporate Finance*, Vol. 17, No. 4, Fall 2005, pp. 125-133.

“Activity-Based Costing and the MBA Core Marketing Administration Course: A Cross-Disciplinary Case Approach,” Co-authored with Lawrence Silver, *Journal for Advancement of Marketing Education*, Vol. 6, Summer 2005, pp. 43-54.

“Analyzing the Cash Flow Impacts of Employee Stock Options,” Co-authored with Conrad S. Ciccotello and Gerry H. Grant, *Financial Analysts Journal*, Vol. 60, No. 2, March/April 2004, pp. 39-46.

“To Tell or Not to Tell: An Auditing Case in Ethical Decision-Making and Conflict Resolution for Illegal Acts,” Co-authored with Mary T. Keim, *Issues in Accounting Education*, Vol. 18, No. 4, November 2003, pp. 397-407.

“Corporate Governance and the Sarbanes-Oxley Act of 2002,” Co-authored with Mary T. Keim, *Accounting World*, Vol. III, No. 10, October 2003, pp. 36-41.

“Will Consult for Food! Rethinking Barriers to Professional Entry in the Information Age,” Co-authored with Conrad S. Ciccotello and Mark Dickie, *American Business Law Journal*, Vol. 40, Issue 4, Summer 2003, pp. 905-939.

“Survival Strategies in an Era of Government Downsizing: Evidence from the Ogden Air Logistics Center,” Co-authored with Robert J. D’Amico and William R. Ortega, *Journal of Cost Analysis & Management*, Summer 2003, pp. 1-20.

“Core Earnings: Road Ahead,” *Accounting World*, Vol. III, No. 2, February 2003, pp. 28-31.

“Employee Stock Option Plans in the Oil and Gas Industry: Motivations and Consequences,” Co-authored with Conrad S. Ciccotello and Patricia H. Mounce, *Oil, Gas & Energy Quarterly*, Vol. 50, No. 4, June 2002, pp. 741-753.

“Financial Service Consolidation: The Case of Closed-End Funds,” Co-authored with Conrad S. Ciccotello and Laura C. Field, *Journal of Financial Service Professionals*, Vol. 56, No. 3, May 2002, pp. 78-85.

“Barriers to Professional Entry: How Effective is the 150-Hour Rule?” Co-authored with Conrad S. Ciccotello and Mark Dickie, *Journal of Accounting and Public Policy*, Vol. 21 (1), April 2002, pp. 71-93.

“The Stock Options Accounting Subterfuge,” Co-authored with Conrad S. Ciccotello, *Strategic Finance*, Vol. 83, No. 10, April 2002, pp. 37-41.

“Professions as Commercial Institutions: An Analysis of Evolving Organizational Forms,” Co-authored with Conrad S. Ciccotello, *Journal of Legal Studies in Business*, Vol. 7 (2000), pp. 1-34.

“Earnings Management and the Abuse of Materiality,” Co-authored with Chauncey M. DePree, Jr. and Gerry H. Grant, *Journal of Accountancy*, Vol. 190, No. 3 (September 2000) pp. 41-44.

“Financial Decisions and Top Management Team Composition,” Co-authored with Conrad S. Ciccotello, Edward J. Conrad, and Michael J. Fekula, *Advances in Accounting*, Vol. 17, 2000, pp. 91-109.

“Earnings Management and Ethical Decision Making: Choices in Accounting for Security Investments,” Co-authored with Chauncey M. DePree Jr., *Issues in Accounting Education*, Vol. 14, No. 4, November 1999, pp. 613-640.

“Role of Ownership in Chinese Privatization: Empirical Evidence from Returns in IPOs of Chinese A-Shares, 1990-1993,” Co-authored with Chak Tong Chau and Conrad S. Ciccotello, *Advances in Financial Economics*, Volume 4, 1999, pp. 51-78.

“Corporate Governance and Shareholder Patience,” Co-authored with Conrad S. Ciccotello, *Business Horizons*, Vol. 42, No. 6, November/December 1999, pp. 29-36.

“LLCs and LLPs: Organizing to Deliver Professional Services,” Co-authored with Conrad S. Ciccotello, *Business Horizons*, Vol. 42, No. 2, March/April 1999, pp. 85-91.

“Predicting Financial Distress: Audit Classification in a Litigious Environment,” Co-authored with Stephen W. Wheeler and Conrad S. Ciccotello, *Advances in Accounting*, Vol. 16, 1998, pp. 163-193.

“New Equity Funds: Marketing and Performance,” Co-authored with Kenneth R. Arteaga and Conrad S. Ciccotello, *Financial Analysts Journal*, Vol. 54, No. 6, November/December 1998, pp. 43-49.

“An Empirical Examination of Cooperative Learning and Student Performance in Managerial Accounting,” Co-authored with Conrad S. Ciccotello and Robert J. D’Amico, *Accounting Education A Journal of Theory, Practice and Research*, Vol. 2, No. 1, (1997), pp. 1-7.

“Equity Fund Size and Growth: Implications for Performance and Selection,” *Financial Services Review*, Co-authored with Conrad S. Ciccotello, Vol. 5, No. 1, September 1996, pp. 1-12.

“Information Pricing: The Evidence from Equity Mutual Funds,” Co-authored with Conrad S. Ciccotello, *The Financial Review*, Vol. 31, No. 2, May 1996, pp. 365-380.

“Limited Liability Companies and the Choice of Organizational Form,” Co-authored with H. Wayne Cecil and Conrad S. Ciccotello, *Journal of Accountancy*, Vol. 180, No. 6 (December 1995), pp. 45-52.

“Employee Stock Option Accounting Changes,” Co-authored with Conrad S. Ciccotello *Journal of Accountancy*, Vol. 179, No. 1 (January 1995), pp. 72-77.

Work in Progress:

“The Impact of SOX on Companies in the Petroleum-Refining Industry,” Co-authored with Walter W. Austin, under review for *Oil Gas & Energy Quarterly*.

“Nonaudit Services and Auditor Independence: Are Investors' Perceptions Different in a Post Sarbanes-Oxley World?,” Co-authored with Nena Park and Stephen W. Wheeler.

Proceedings/Academic Conference Presentations:

“Can Regulations Curb Excessive Executive Pay?,” Co-authored with Gerry H. Grant and Ritu Rampuria, AAA Western Region Meeting, San Francisco, CA, May 2008.

“Nonaudit Services and Auditor Independence: Are Investors' Perceptions Different in a Post Sarbanes-Oxley World?,” Co-authored with Nena Park and Stephen W. Wheeler, AAA National Meeting, Chicago, IL, August 2007.

“Nonaudit Services and Auditor Independence: Are Investors' Perceptions Different in a Post Sarbanes-Oxley World?,” Co-authored with Nena Park and Stephen W. Wheeler, Western Region AAA Meeting, Costa Mesa, CA, April 2007.

“Finance, Politics, and the Accounting for Stock Options,” Co-authored with Conrad S. Ciccotello and W. Mark Wilder, Corporate Reporting and Governance Conference, Irvine, CA, April 2005.

“Analyzing the Cash Flow Impacts of Employee Stock Options,” Co-authored with Conrad S. Ciccotello and Gerry H. Grant, Corporate Reporting and Governance Conference, Fullerton, CA, January 2004.

“Integrating Accounting into the MBA Core Marketing Course: The Marketing Implications of Activity Based Costing,” Co-authored with Lawrence Silver, Association of Collegiate Marketing Educators' Conference (Federation of Business Disciplines), Houston, TX, March 2003.

“To Tell or Not to Tell: An Auditing Case in Ethical Decision-Making and Conflict Resolution for Illegal Acts,” Co-authored with Mary T. Keim, American Accounting Association Western Regional Meeting, San Diego, CA, April 2002.

“Will Consult for Food! Rethinking Barriers to Professional Entry in the Information Age,” Co-authored with Conrad S. Ciccotello and Mark Dickie, Academy of Legal Studies in Business Annual Meeting, Albuquerque, New Mexico, August 2001.

“How Expensive is the 150-Hour Rule?” Co-authored with Conrad S. Ciccotello and Mark Dickie, American Accounting Association Western Regional Meeting, San Jose, CA, May 2001.

“How Expensive is the 150-Hour Rule?” Co-authored with Conrad S. Ciccotello and Mark Dickie, Mississippi Society of CPAs Educational Symposium held for state-wide accounting educators, November 3, 2000 at Mississippi College.

“Specialized Inputs and the Production of the Accounting Professional,” Co-authored with Conrad S. Ciccotello and Mark Dickie, American Accounting Association Annual Meeting, Philadelphia, PA, August 2000.

“Professions as Commercial Institutions: An Analysis of Evolving Organizational Forms,” Co-authored with Conrad S. Ciccotello, Southeast Academy of Legal Studies in Business, Annual Meeting, Memphis, TN, October 1999.

“Hatching Winners: Creation Bias Through Equity Fund Incubation,” Co-authored with Conrad S. Ciccotello and Kenneth R. Arteaga, Eastern Finance Association, Annual Meeting, Williamsburg, VA, April 24, 1998.

“Investing Politically: The Case of Red Chips in Hong Kong,” Co-authored with Conrad S. Ciccotello and Chak Tong Chau, Eastern Finance Association, Annual Meeting, Williamsburg, VA, April 23, 1998.

“Corporate Governance and Shareholder Monitoring Strategy: A Global Perspective,” Co-authored with Conrad S. Ciccotello, Southern Finance Association Annual Meeting, Baltimore, MD, November 19-22, 1997.

“IPOs in Previously Centrally-Planned Economies: Chinese A-Share Evidence,” Co-authored with Conrad S. Ciccotello and Chak Tong Chau, Western Finance Association, Annual Meeting, San Diego, CA, June 18-21, 1997.

“IPOs in Previously Centrally-Planned Economies: Chinese A-Share Evidence,” Co-authored with Conrad S. Ciccotello and Chak Tong Chau, Eastern Finance Association, Annual Meeting, Panama City, FL, April 18, 1997.

“Financial Signaling and Top Management Team Composition,” Co-authored with Conrad S. Ciccotello, Edward J. Conrad, and Michael J. Fekula, Financial Management Association Annual Meeting, New Orleans, LA, October 9-12, 1996.

“Corporate Governance and Shareholder Reputation,” Co-authored with Conrad S. Ciccotello and Tim Lynch, Financial Management Association Annual Meeting, New Orleans, LA, October 9-12, 1996.

“Predicting Financial Distress: Audit Classification in a Litigious Environment,” Co-authored with Stephen W. Wheeler and Conrad S. Ciccotello, American Accounting Association, National Meeting, Chicago, IL, August 17, 1996.

“Signaling by Top Management Teams: The Case of SFAS 106,” Co-authored with Conrad S. Ciccotello, Edward J. Conrad, and Michael J. Fekula, American Accounting Association, Western Regional Meeting, Jackson Hole, WY, May 16-18, 1996.

“Open End Fund Size: Bane or Benefit?,” Co-authored with Conrad S. Ciccotello, Academy of Financial Services, Annual Meeting, New York, NY, October 18, 1995.

“An Empirical Examination of Cooperative Learning and the Performance of Undergraduate Accounting Students,” Co-authored with Conrad S. Ciccotello and Robert J. D’Amico, American Accounting Association, National Meeting, Orlando, FL, August 15, 1995.

“Efficiency and Costly Information: A Study of the Mutual Fund Industry,” Co-authored with Conrad S. Ciccotello, Eastern Finance Association, Annual Meeting, Boston, MA, April 14, 1994.

“An Analysis of Financial Distress and Going-Concern Opinion Modification Using an Expanded Information Set,” Co-authored with Stephen W. Wheeler, American Accounting Association, Western Regional Meeting, San Diego, CA, April 30, 1993.

Professional Seminar Presentations and Consulting:

Consultant for Taylor Guitars, El Cajon, CA. Taylor Guitars is a designer and manufacturer of high-quality electric and acoustic guitars. The scope of the consulting engagement included analysis of Taylor Guitar's cost system including budgets, allocation methods, inventory controls, variance analysis, and transfer pricing from subsidiary in Mexico, July-November 2005.

Presented “Understanding Financial Statements in the Insurance Industry,” professional development seminar for GEICO management team, regional headquarters, San Diego, CA, May 2004.

Presented “Financial Statement Analysis: Understand and Interpret Financial Results for Better Management, Investment and Credit Decisions,” four-hour CPE/CLE continuing professional education seminar for Lorman Education Services, Jackson, MS, January 2003.

Presented “Financial Statement Analysis: A Basis for Management Decisions,” eight-hour CPA continuing professional education seminar for the Mississippi Society of CPAs (Gulfport and Tupelo), May 2001.

Presented “Annual Accounting and Auditing Seminar,” eight-hour CPA continuing professional education seminar December 13, 2000, Jackson, MS for the Central Chapter of the Mississippi Society of CPAs.

Presented “Annual Update for Accountants and Auditors,” eight-hour CPA continuing professional education seminars for the Mississippi Society of CPAs (Tupelo and Jackson), June 2000.

Presenter for “A Conference on Derivative Instruments in the Markets for Electric Power,” The Mississippi Power Company, (Gulfport, MS) March 1996. (Conference covered hedging of risks in the electricity industry through the use of forwards, futures and options.)

International Business Faculty Development:

Participated in the Southeast Asia Faculty Development in Business program sponsored by Texas A&M and the University of Hawaii, June 1-17, 1995. Visited and studied international business in Tokyo, Shanghai, Hong Kong, and Singapore.

Scholarly Service:

Vice-President, 2007-2008 American Accounting Association Western Region.

Program Chair, 2006-2007 Western Region American Accounting Association meeting.

Editorial Board: *Issues in Accounting Education*, 2002-2004.

Quoted in *The Wall Street Journal* August 26, 2004 regarding the cash flow implications of stock options.

Associate Editor: *Journal of Cost Analysis & Management*, 2000-2005.

Consultant to White House Council of Economic Advisors, Accounting for Stock Options, April 2002.

Consultant to Finance Editor of *Strategic Finance* for Standard & Poor's new measurement "Core Earnings," July 2002.

Ad Hoc Reviewer for Academic Journals:

Financial Analysts Journal

Auditing: A Journal of Practice and Theory

Financial Services Review

Journal of Economics and Finance

The International Business and Economic Review

Contemporary Economic Policy

Courses Taught:

Financial Accounting

Managerial Accounting

Intermediate Accounting

Accounting Theory (Undergraduate & Graduate Course)

Contemporary Financial Reporting Issues (Graduate Course)

MBA Financial Accounting (Graduate Course)

MBA Managerial Accounting (Graduate Course)

Professional Memberships:

American Accounting Association

American Institute of Certified Public Accountants

Financial Executives International