

# *Steven Balsam*

## *EDUCATION*

### **Bernard M. Baruch College, City University of New York**

- Doctor of Philosophy - 1991; Dissertation: Executive Compensation Packages: A Tool for Resolving the Owner-Manager Conflict, Committee - Dr. S. Lilien, Chairman, Dr. M. Mellman, Dr. H. Nurnberg, and Dr. S. Tung
- Master of Philosophy - 1991

### **William E. Simon Graduate School of Business, University of Rochester**

- Master of Science - 1986

### **Bernard M. Baruch College, City University of New York**

- Master of Business Administration - 1982
- Bachelor of Business Administration - 1982

## *PROFESSIONAL CERTIFICATION*

New York State Certified Public Accountant

## *EXPERIENCE*

### **Temple University, School of Business and Management, Department of Accounting**

- Professor (2002-present)
- Director of the Ph.D. Program in Business Administration (2000-2004)
- Associate Professor (1997 - 2002)
- Assistant Professor (1991 - 1997)

### **Bernard M. Baruch College, City University of New York, Department of Accounting**

- Instructor (1990-1991), Adjunct Lecturer (1989-1990)

### **William E. Simon Graduate School of Business, University of Rochester, Department of Accounting**

- Instructor (1986-1988)

**Ernst & Whinney, New York - Audit Division (1982-1983)**

## ***PUBLICATIONS***

- The impact of the use of cross-border compensation peers: The case of Canadian companies using U.S. peers (with Hong Fan, Amin Mawani, and Daqun Zhang). *Forthcoming Journal of Accounting, Auditing, and Finance*
- The use and consequences of perquisites in nonprofit organizations (with Erica Harris and Gregory Saxton). *Forthcoming Journal of Accounting and Public Policy* July/August 2020
- Another consequence of SFAS 123R: Equity compensation to retirement-eligible executives (with Ki Kyung Song) *Journal of Financial Reporting* Fall 2019, 4(2): 33-60.
- The impact of regulation on executive compensation: I.R.C. section 162(m) and the unexpected exclusion of CFOs (with J. Harry Evans, III and Amy J. N. Yurko) *Journal of the American Taxation Association* Fall 2019, 41(2): 59-82.
- Nonprofit Executive Incentive Pay (with Erica Harris) *Review of Accounting Studies*, December 2018, Volume 23, Issue 4, pp 1665–1714
- Creditor Influence and CEO Compensation: Evidence from Debt Covenant Violations (with Yuqi Gu and Connie Mao) *The Accounting Review* September 2018.
- How the 2017 Tax Cuts and Jobs Act changed I.R.C §162(m): What this means for corporations and compensation practices (with J. Harry Evans and Amy Yurko). *The Tax Adviser* June 2018.
- Running a Successful Tax Assistance Program on Campus (with Judith S. Flaxman and David H. Ryan) *Pennsylvania CPA Journal*. Spring 2018.
- Network connections, CEO compensation and involuntary turnover: The impact of a friend of a friend (with So Yean Kwack and Jae Young Lee) *Journal of Corporate Finance* August 2017 vol 45: 220-244
- \* Related Party Transactions, Corporate Governance and CEO Compensation (with Richard Gifford and John Puthenpurackal) *Journal of Business Finance & Accounting* May/June 2017: 854-894.
- \* Executive compensation: An examination of the influence of TMT compensation on risk-adjusted performance. *Journal of Strategy and Management* 2017. Vol. 10(2):187-205.

- \* The rewards to publishing in accounting in the USA (with Sharad Asthana, University of Texas-San Antonio). *International Journal of Accounting, Auditing and Performance Evaluation* 2017 Vol.13 (1): 65 – 98.
- \* Learning From the Past: CFO Compensation Design and Motivating Accuracy (with J. Harry Evans III and Amy J. N. Yurko) *WorldatWork Journal* 2016 (fourth quarter): 20-28.
- \* The Determinants and Performance Impact of Outside Board Leadership (with John Puthenpurackal and Arun Upadhyay), *Journal of Financial and Quantitative Analysis* August 2016: 51(4): 1325-1358
- \* The Impact of Say-on-Pay on Executive Compensation (with Jeff Boone, Harrison Liu, and Jennifer Yin, University of Texas-San Antonio) *Journal of Accounting and Public Policy* 35 (2016) 162–191
- \* Recent Academic Research in Executive Compensation *WorldatWork Journal* 2016 (first quarter): 15-24.
- \* What we think we know about clawbacks. *Workspan* February 2016.
- \* CEO Pay Ratio: What it means and what are the consequences. *Workspan* September 2015
- \* The impact of CEO compensation on nonprofit donations (with Erica Harris, Rutgers University-Camden) *The Accounting Review* March 2014: 89(2): 425-450.
- \* Equity Incentives and Internal Control Weaknesses (with Wei Jiang, Cal State Fullerton and Bo Lu, Ohio State University) *Contemporary Accounting Research*, Spring 2014: 31(1);178-201.
- \* Equity Compensation: Motivations and Implications *WorldatWork* 2013

- \* Impact of Job Complexity and Performance on CFO Compensation (with Afshad Irani, Washington and Lee University and Jennifer Yin, University of Texas-San Antonio) *Accounting Horizons* September 2012.
- \* Executive Compensation Practices in the UK: A Guide to Governance, Taxation & Accounting (with Flora Kuang, VU University Amsterdam; and Bo Qin, University of Groningen). *WorldatWork* 2011
- \* Accounting for Stock Options and Other Stock Based Compensation: SFAS No. 123(R) *American Institute of Certified Public Accountants*. 2011, 2010, 2009 (revised annually)
- \* The impact of firm strategy on performance measures used in executive compensation (with Guy Fernando, SUNY-Albany and Arindam Tripathy, University of Washington-Tacoma) *Journal of Business Research* 2011 64(2): 187-193.
- \* Corporate Governance, Audit Firm Reputation, Auditor Switches, and Client Stock Price Reactions: The Andersen Experience (with Sharad Asthana, University of Texas at San Antonio and Jagan Krishnan, Temple University) *International Journal of Auditing* 2010 14 (November): 274-293.
- \* The Impact of Changes in Firm Performance and Risk on Director Turnover (with Sharad Asthana, University of Texas at San Antonio) *Review of Accounting and Finance* 2010, 9(3): 244-263.
- \* The effect of Enron, Andersen, and Sarbanes-Oxley on the US Market for audit services (with Sharad Asthana, University of Texas at San Antonio, and Sungsoo Kim, Rutgers University, Camden) *Accounting Research Journal* 2009, 22 (1): 4-26
- \* Option Acceleration in Response to SFAS 123(R) (with Austin Reitenga, University of Alabama, and Jennifer Yin, University of Texas at San Antonio) *Accounting Horizons* March 2008
- \* The Effect of Internal Revenue Code Section 162(m) on the Issuance of Stock Options (with David Ryan, Temple University), *Advances in Taxation* 2008
- \* A bid for fair value: Market-based option pricing may lower expenses for share-based payments, but is it worth the cost? *Journal of Accountancy* September 2007
- \* Limiting executive compensation: the case of CEOs hired after the imposition of 162(m), (with David Ryan, Temple University) *Journal of Accounting, Auditing and Finance*, September 2007
- \* Executive Compensation: An Introduction to Practice and Theory, *WorldatWork*, 2007.

- \* The effect of equity compensation on voluntary executive turnover (with Setiyono Miharjo, Temple University), *Journal of Accounting and Economics*, Volume 43 (95-119), 2007.
- \* From the Frontlines, Initial Firm Reaction to SFAS 123R: Share-based Payments (with Sebastian O'Keefe and Mark Wiedemer, both with the Controller's Leadership Roundtable) *Journal of Accountancy* April 2007.
- \* The Effect of Stock Option Grants on Voluntary Employee Turnover (with Richard H. Gifford, SUNY-Geneseo and Sungsoo Kim, Rutgers University), *Review of Accounting and Finance*, Volume 6(1): 5-14, 2007.
- \* Viewpoint: 162(m), the Museum of Unintended Consequences *Workspan*, December 2006.
- \* Employee Stock Option Exercises - an International Analysis (with Richard H. Gifford, SUNY-Geneseo), *Corporate Ownership & Control* Volume 3, Issue 3, Spring 2006.
- \* Explaining firm willingness to forfeit tax deductions under Internal Revenue Code Section 162(m): The million-dollar cap (with Jennifer Yin, Rutgers University) July/August 2005 *Journal of Accounting and Public Policy*
- \* Differential Response of Small Versus Large Investors to 10-K Filings on EDGAR (with Sharad Asthana, Temple University and Srinivasan Sankaraguruswamy, National University of Singapore) July 2004, *The Accounting Review*
- \* The effect of taxes on the timing of stock option exercises (with Richard Gifford, SUNY Geneseo), Vol. 1, No. 1 (2004) 81-88, *Journal of Derivatives Accounting*.
- \* Auditor Industry Specialization and Earnings Quality (with Jagan Krishnan, Temple University and Joon Yang, University of Minnesota), September 2003, *Auditing: A Journal of Practice and Theory* 22(2): 71-97.
- \* Managing Pro Forma Stock Option Expense under SFAS 123 (with Haim Mozes and Harry Newman, both of Fordham University) March 2003, *Accounting Horizons*
- \* Valuation Implications of Disclosures Mandated by FAS123: Accounting for Stock-based Compensation, (with Heibatollah Sami, Temple University, and Abdus Shahid, The College of New Jersey), January 2003, *American Business Review*
- \* Accruals Management, Investor Sophistication, and Equity Valuation: Evidence from 10-Q Filings, (with Eli Bartov and Carol Marquardt, both of New York University), September 2002, *Journal of Accounting Research*.
- \* An Introduction to Executive Compensation. 2002, *Academic Press*.
- \* Impact of Information Technology on the Accuracy of Analyst Forecasts, (with Sharad Asthana, Temple University and Birendra Mishra, University of Texas at Dallas), Fall 2002, *Review of Business Information Systems*.

- \* The Impact of Information Technology Change on Predisclosure Information (with Sharad Asthana, Temple University and Birenda Mishra, University of Texas at Dallas), 2002, *Journal of Corporate Communications*
- \* The Effect Of EDGAR On The Market Adjustment to 10-K Filings (with Sharad Asthana, Temple University), December 2001, *Journal of Accounting and Public Policy*
- \* Effects of Interest Rate Swaps (with Sungsoo Kim, Rutgers University), November/December 2001, *Journal of Economics and Business*
- \* Insider Holding Requirements and Earnings Management: The case of Stock Appreciation Rights (with Wonsun Paek, Sung Kyun Kwan University), Summer 2001, *Journal of Accounting, Auditing and Finance*
- \* Discretionary Accounting Choices and CEO Compensation, Fall 1998 *Contemporary Accounting Research*.
- \* Share Prices and Alternative Measures of Earnings Per Share (with Roland Lipka, Temple University), September 1998, *Accounting Horizons*.
- \* Market Effects of Interest Rate Swaps (with Sungsoo Kim, Rutgers University-Camden), August 1998, *Accounting Enquires*
- \* Tax Costs and Nontax Benefits: The Case of Incentive Stock Options (with Robert Halperin and Haim Mozes, both of Fordham University), Fall 1997, *Journal of the American Taxation Association*.
- \* Response to Tax Law Changes Involving the Deductibility of Executive Compensation: A Model Explaining Corporate Behavior (with David Ryan, Temple University), 1996 Supplement, *Journal of the American Taxation Association*.
- \* Analyzing Stock-Based Compensation Disclosures, Spring 1996, *The Journal of Financial Statement Analysis*.
- \* Big Eight Mergers and Auditors' Fees: An Empirical Analysis (with Richard Gifford and Jagan Krishnan, both of Temple University), February 1996, *Accounting Enquiries*.
- \* Mandated Accounting Changes and Managerial Discretion (with In-Mu Haw, Texas Christian University and Steven Lilien, Baruch College), July 1995, *Journal of Accounting and Economics*.
- \* The Effect of the Tax Reform Act of 1986 on the Composition of the Executive Compensation Package, 1995, *Advances in Taxation*.
- \* Extending the Method of Accounting for Stock Appreciation Rights to Employee Stock Options, December 1994, *Accounting Horizons*.
- \* Treatment of Executive Compensation, Winter 1993, *Pennsylvania CPA Journal*.

## ***PRESENTATIONS***

- The Impact of the Pay-Ratio Disclosure on CEO Compensation and Say-on-Pay Voting (with Yi Liang) *American Accounting Association Annual Meeting 2019*
- The benefits of being friends with the boss (with So Yean Kwack) Drexel University, Rochester Institute of Technology 2019.
- Shedding light on employee pay: The impact on job search and change (with Yi Liang) Baruch College, Fordham University, University of Texas-San Antonio 2018
- The impact of using U.S. peers on Canadian CEO compensation (with Hong Fan, Amin Mawani, Daqun Zhang) *Journal of International Accounting Research Conference 2019*
- Running a Volunteer Income Tax Assistance (VITA) Site on a College Campus *American Accounting Association 2017 Mid-Atlantic Region Meeting, American Accounting Association Conference on Teaching and Learning in Accounting 2019.*
- Network connections, CEO compensation and involuntary turnover: The impact of a friend of a friend (with So Yean Kwack and Jae Young Lee). University of Melbourne, York University, 2016
- A Reinvestigation of the Impact of Section 162(m) of the Internal Revenue Code: The Peculiar Case of CFOs (with John Harry Evans, University of Pittsburgh; Amy J. N. Yurko, Duquesne University) *American Accounting Association Annual Meeting 2016; American Accounting Association's Regional Meeting 2016; American Taxation Associations Mid-Year Meeting 2016*
- The Resurgence of the Publicly Traded Partnership (with Pamela Kuperstein, Temple University) *American Accounting Association Annual Meeting 2016*
- The Use and Consequences of Perquisites in Nonprofit Organizations (with Erica E. Harris, Villanova University) *American Accounting Association Annual Meeting 2016; American Accounting Association's Regional Meeting 2016*
- Corporate Governance, Related Party Transactions and Audit Fees (with Richard H. Gifford, SUNY, Geneseo; Harrison Liu, The University of Texas at San Antonio) *American Accounting Association Annual Meeting 2016; American Accounting Association's Regional Meeting 2016, Stonybrook University 2017.*
- Academic Research in Executive Compensation: 2016 Update. Global Equity Organization webinar (May).

- Academic Research in Executive Compensation: 2015 Update. WorldatWork 2015 Total Rewards Conference; Global Equity Organization webinar (September).
- The Impact of Tax Rate Changes on Corporate Payout Policy (with Pamela Kuperstein, Temple University) American Accounting Association Mid-Atlantic Regional Meeting 2014
- Nonprofit Executive Incentive Pay (previously Determinants and Consequences of Nonprofit CEO Incentive Pay) (with Erica Harris, Rutgers University-Camden) American Accounting Association Annual Meeting 2014, American Accounting Association Mid-Atlantic Regional Meeting 2014, University of North Carolina, Charlotte 2013. Baruch College, Drexel University, University of West Virginia, Villanova University 2014
- Say-on-Pay: Binding versus Advisory. (with Elizabeth Gordon and So Yean Kwack, both at Temple University) American Accounting Association Annual Meeting 2013.
- Mandatory Disclosure Reform and Executive Compensation: Is CFO Pay Higher After the Mandatory Adoption of IFRS? (with Elizabeth Gordon and Xi Li, both at Temple University) Best Paper Award, Annual Midyear Meeting of the International Accounting Section of the American Accounting Association, January 2015. American Accounting Association Annual Meeting 2013, European Financial Management Association Annual Meeting 2013
- CEO Influence over Own Compensation. (with So Yean Kwack, Temple University; Jae Young Lee, University of Pennsylvania) American Accounting Association Annual Meeting 2013, American Accounting Association Mid-Atlantic Regional Meeting 2013, Fordham University, University of Akron 2014, Rutgers University, Stony Brook University 2015.
- Real Activities Management and Earnings Expectations: Evidence from Asset Sales. (with Neal Andrew Vanden Berg, Temple University) American Accounting Association Annual Meeting 2014, American Accounting Association Mid-Atlantic Regional Meeting 2013
- Academic Research on Executive Compensation, Doctoral Consortium of American Accounting Association Mid-Atlantic Regional Meeting 2013
- The Impact of An Outside Board Chair on Firm Value (with John Puthenpurackal, University of Nevada – Las Vegas and Arun Upadhyay, University of Nevada – Reno), European Financial Management Association Annual Meeting 2012, Financial Management Association 2012.



- Impact of CEO compensation on nonprofit donations (with Erica Harris, Rutgers University-Camden), American Accounting Association, Annual Meeting, 2012, American Accounting Association Mid-Atlantic Regional Meeting 2011
- Stock Option Modifications post SFAS 123(R) (with David Ryan and Hakjoon Song), American Accounting Association, Annual Meeting, 2012
- Market for Accounting Faculty (with Sharad Asthana, University of Texas - San Antonio) American Accounting Association, Annual Meeting, 2012
- The Impact of Say-on-Pay on Executive Compensation (with Jennifer Yin, University of Texas – San Antonio, American Accounting Association, Annual Meeting, 2012
- The Impact of SFAS 158 on the Cost of Debt (with Fang Sun, Fordham University) American Accounting Association Mid-Atlantic Regional Meeting 2011, American Accounting Association, Annual Meeting, 2012
- Academic Research on Executive Compensation, Doctoral Consortium of American Accounting Association Mid-Atlantic Regional Meeting 2011
- Another consequence of SFAS 123R: Equity incentive grants to retirement-eligible CEOs (with Ki Kyung Song) American Accounting Association Mid-Atlantic Regional Meeting 2011
- Reaching for the Stars and Stripes: How Canadian CEO Compensation is Approaching U.S. Levels (with Amin Mawani and Hong Fan, York University), American Accounting Association Annual Meeting 2011; CAAA Annual meeting 2011; American Accounting Association Mid-Atlantic Regional Meeting 2011
- Impact of cross-border peer groups on executive compensation and disclosure in Canada (with Amin Mawani and Hong Fan, York University), American Accounting Association Mid-Atlantic Regional Meeting 2010, The 2010 Meetings of the Canadian Law and Economics Association
- The effect of SFAS 158 on the risk nature of unfunded pension obligations (with Fang Sun, Temple University) American Accounting Association Mid-Atlantic Regional Meeting 2010
- Impact of Job Complexity and Performance on CFO compensation (with Afshad Irani, University of New Hampshire, Jennifer Yin, University of Texas-San Antonio) , American Accounting Association Annual Meeting 2010, American Accounting Association Northeast Regional Meeting 2009, Southwest Regional 2010, Brock University Nov 2009, University of New Hampshire May 2009, University of Texas-San Antonio May 2009, Temple University Accounting Conference June 2009,

- CEO Compensation, Pension Plan Funding Status, and Pension Discount Rate Assumptions (with Fang Sun, Temple University), Fordham University April 2009, American Accounting Association Mid-Atlantic Regional Meeting 2009, American Accounting Association Annual Meeting 2009.
- The Interrelationship between Corporate Restructuring and CEO Compensation, (with Austin Reitenga, University of Alabama, and Juan Manuel Sanchez, University of Arkansas), American Accounting Association Annual Meeting 2009
- Equity Incentives and Internal Control Weaknesses, (with Alan Jiang, California State University, Fullerton), American Accounting Association Annual Meeting 2009
- Impact of Board Leadership Structure on Firm Value [Originally entitled - Does Separating the Positions of CEO and Board Chair Enhance Firm Value? (with Arun Upadhyay, University of Alaska)], Lehigh University, University of Arkansas, and University of Texas-San Antonio, 2007, American Accounting Association Annual Meeting 2008, American Accounting Association Mid-Atlantic Regional Meeting 2008.
- Corporate Restructuring Quality and CEO Compensation (with Austin Reitenga, University of Alabama, and Juan Manuel Sanchez, University of Arkansas), Lehigh University 2007, American Accounting Association Annual Meeting 2008
- Determinants of related party transactions and their effect on CEO compensation (with Richard Gifford, West Chester University) American Accounting Association, Northeast Regional Meeting, 2009; York University, 2008, American Accounting Association Annual Meeting 2008, American Accounting Association Mid-Atlantic Regional Meeting 2008, Penn State-Harrisburg 2008
- Pump and Jump: Earning Management around CFO Turnover (with Setiyono Miharjo, Temple University and Universitas Gadjah Mada and Eric Press, Temple University) American Accounting Association, Annual Meeting 2007.
- Accrual Management and Institutional Trading (with Wen He, University of New South Wales and Srinivasan Sankaraguruswamy, National University of Singapore) American Accounting Association, Annual Meeting 2007.
- Determinants of Director Turnover (with Sharad Asthana, The University of Texas at San Antonio) American Accounting Association, Annual Meeting 2008, Louisiana State University 2006, Lehigh University 2007, University of Texas at San Antonio 2007, York University 2007.
- Option Acceleration in Response to SFAS 123(R) (with Austin Reitenga, University of Alabama, and Jennifer Yin, University of Texas at San Antonio) American Accounting Association, Annual Meeting 2007.
- A Reexamination of the Association between CEO Compensation and the Components of Accounting Earnings,” (with Simon Yang, Adelphi University and Jennifer Yin,

University of Texas at San Antonio), International Conference on Accounting Standards, 2006 Xiaman China, 14<sup>th</sup> Conference on Pacific Basin Finance, Economics and Accounting, 2006, Taipei, Taiwan.

- The effect of Internal Revenue Code Section 162(m) on the Issuance of Stock Options (with David Ryan, Temple University), American Accounting Association, Annual Meeting 2005.
- Limiting Executive Compensation: The Case of CEOs Hired after the Imposition of 162(m), American Accounting Association, Annual Meeting 2005.
- The Effect of Enron, Andersen, and Sarbanes-Oxley on the Market for Audit Services (with Sharad Asthana, Temple University and Sungsoo Kim, Rutgers University), American Accounting Association, Annual Meeting 2005.
- Disclosure versus Recognition of Option Expense: An Empirical Investigation of SFAS No. 148 and Stock Returns (with Eli Bartov, New York University and Jennifer Yin, University of Texas at San Antonio) 2004 Columbia's Burton Workshop, Southern Methodist University 2005, SUNY-Buffalo 2005, American Accounting Association, Annual Meeting 2005, Hong Kong University of Science & Technology 2006 Summer Symposium.
- Managing EPS through Share Repurchases (with Sharad Asthana and Naser Khaledi, both of Temple University) American Accounting Association, Annual Meeting 2005.
- Audit Firm Reputation, Auditor Switches, and Client Stock Price Reactions: The Andersen Experience (with Sharad Asthana and Jagan Krishnan, both of Temple University), American Accounting Association, Annual Meeting 2004
- Earnings management prior to insider sales, purchases, and stock option grants (with Huajing Chen, Temple University and Srinivasan Sankaraguruswamy, National University of Singapore), American Accounting Association, Annual Meeting 2004, Baruch College, 2005.
- Differential Response of Small Versus Large Investors to 10-K Filings on EDGAR (with Sharad Asthana, Temple University and Srinivasan Sankaraguruswamy, National University of Singapore), American Accounting Association, Annual Meeting 2003, George Washington University 2003.
- Earnings management prior to stock option grants (with Huajing Chen, Temple University and Srinivasan Sankaraguruswamy, Georgetown University), American Accounting Association, Mid-Atlantic Regional Meeting 2003.
- The effect of taxes on the timing of stock option exercises (with Richard Gifford, SUNY Geneseo), American Accounting Association, Mid-Atlantic Regional Meeting 2003.
- The effect of equity compensation on executive turnover [previously titled The effect of stock options on executive turnover] (with Setiyono Miharjo, Temple University),

American Accounting Association, Mid-Atlantic Regional Meeting 2003, Rutgers University-New Brunswick 2003, University of Maryland-2004, University of Nebraska-Lincoln-2005, Old Dominion University-2005, Texas Tech University-2005.

- \* Explaining firm willingness to forfeit tax deductions under Internal Revenue Code Section 162(m): The million-dollar cap (with Jennifer Yin, Rutgers University), American Accounting Association Annual Meeting, 2002.
- \* Social engineering and the Internal Revenue Code: The effect of section 162(m), the million dollar cap on executive compensation (with David Ryan, Temple University), American Accounting Association Annual Meeting, 2002, American Accounting Association, Mid-Atlantic Regional Meeting 2002.
- \* Impact of information technology on the accuracy of analyst forecasts (with Sharad Asthana, Temple University and Birendra Mishra, The University of Texas-Dallas) Accounting Information Systems Educator Conference and Training, 2002 – received a Best Paper Award.
- Accruals Management, Investor Sophistication, and Equity Valuation: Evidence from 10-Q Filings; presented at the 12<sup>th</sup> Annual Conference on Financial Economics and Accounting, 11<sup>th</sup> Annual Conference on Financial Economics and Accounting and the 7<sup>th</sup> Mitsui Life Symposium on Global Financial Markets, American Accounting Association, Annual Meeting, 2000; Spring 2000 Conference of the Chicago Quantitative Alliance; the Joint NYU-Columbia Workshop; and workshops at Ben Gurion University-Israel, University of Cincinnati, City University-Hong Kong, and Nanyang Technological University-Singapore.
- Auditor Industry Specialization and the Earnings Response Coefficient (with Jagan Krishnan and Joon Yang, both of Temple University), American Accounting Association, Annual Meeting, 2001.
- Changes in the Dissemination of Information and its impact on Differential Predisclosure Information, (with Sharad Asthana, Temple University and Birendra Mishra, The University of Texas-Dallas), American Accounting Association, Annual Meeting, 2001. and workshops at Temple University, Rutgers University, and American University.
- \* The Effect Of EDGAR On The Market Adjustment to 10-K Filings (with Sharad Asthana, Temple University) Journal of Accounting and Public Policy's Conference on Accounting, Information Technology and Public Policy, 2000.
- \* Mandated Accounting Changes and CEO Compensation, American Accounting Association, Annual Meeting, 1999, Rutgers University, 1999.
- \* Discretionary Accounting Choices and CEO Compensation, 1997 Contemporary Accounting Research Conference and American Accounting Association, Mid-Atlantic Regional, 1997.

- \* Response to Tax Law Changes Involving the Deductibility of Executive Compensation: A Model Explaining Corporate Behavior (with David Ryan), Journal of the American Taxation Association Conference, 1996.
- \* Market Effects of Interest Rate Swaps (with Jogiyanto Hartono, Temple University and Sungsoo Kim, University of Minnesota-Duluth), American Accounting Association, Mid-Atlantic Regional, 1996.
- \* Share Prices and Alternative Measures of Earnings Per Share (with Roland Lipka, Temple University), American Accounting Association, Annual Meeting, 1995.
- \* A Role for Incentive Stock Options after TRA86, (with Robert Halperin and Haim Mozes, both of Fordham University), American Accounting Association, Annual Meeting, 1994 and 1995 International Accounting Conference in the Republic of China also presented at Temple University, Baruch College, Waterloo University, and Hebrew University. Retitled as "A Bonding Role for Tax Disadvantageous Deferred Compensation."
- \* Mandated Accounting Changes, Managerial Discretion, and Opportunistic Behavior (with In-Mu Haw, Texas Christian University and Steven Lilien, Baruch College), American Accounting Association, Annual Meeting, 1993, also presented at Baruch College, University of Houston, New York University, Southern Methodist University, University of Rochester, Temple University, Texas A&M University, and Texas Christian University.
- \* The Effect of the Tax Reform Act of 1986 on the Composition of the Executive Compensation Package, American Accounting Association, Mid-Atlantic Regional, 1993.
- \* Nontax Motivations for the Issuance of Incentive Stock Options (with Robert Halperin and Haim Mozes, both of Fordham University), American Accounting Association, Mid-Atlantic Regional, 1993.

## ***ACADEMIC HONORS***

- \* SPO Faculty Award, Temple University, Fox School of Business, Joint award of ASCEND, Beta Alpha Psi, Fox Accounting Association, Institute of Management Accountants, National Association of Black Accountants, 2019
- \* Musser Award for Faculty Service, Temple University, Fox School of Business, 2018
- \* Impact Award (for Volunteer Income Tax Assistance Program), Temple University, Fox School of Business, 2017.
- \* Musser Award for Excellence in Research, Temple University, Fox School of Business, 2007.
- \* Member of the Fox School of Business Research Roundtable, 2004-present.
- \* Merves Research Fellow, Temple University, Fox School of Business, 2000-2005, Senior Research Fellow, 2005-present.
- Andrisani-Frank Undergraduate Teaching Award, Temple University, Fox School of Business, 2000.
- \* Research Honor Roll, Temple University, Fox School of Business, 2000, 2003, 2004, 2006, 2008, 2018.
- \* Temple University Summer Research Fellowships, 1995, 1997, 2000, 2002, 2003, 2004, 2009, 2014.
- \* Lilly Teaching Fellow, Temple University, 1994-1995.
- \* Oscar Lasdon Dissertation Award, Bernard M. Baruch College, City University of New York, 1992.
- \* Harry Beck Memorial Award, Bernard M. Baruch College, City University of New York, 1982.
- \* Summa Cum Laude, Bernard M. Baruch College, City University of New York, 1982.
- \* Eisner and Lubin Scholarship Award for Graduate Studies in Accounting or Taxation, Bernard M. Baruch College, City University of New York, 1981.
- \* Beta Alpha Psi, Bernard M. Baruch College, City University of New York, 1981.
- \* Beta Gamma Sigma, Bernard M. Baruch College, City University of New York, 1981.

## ***GRANTS***

- \* VITA Grant, Montgomery County Tax Coalition, 2010
- \* CA-Schulich Alliance for Research and Professional Competencies for The Executive Compensation GAP: Why Does It Exist? And Is It Converging?, 2009.
- \* Research Incentive Fund, Temple University, 1999
- \* Grant in Aid of Research, Temple University, 1999
- \* Summer Research Fellowship, Temple University, 1995, 1997, 2000, 2002, 2003, 2004, 2009, 2014
- \* Summer Research Grant, Accounting Department, School of Business and Management, Temple University, 1992 & 1993.

## ***DEPARTMENTAL SERVICE***

- Chair, Branding and Ranking Committee 2016-2019
- Member, Curriculum Committee 2016-
- Member, Budget Committee 1998, 2016-
- Member, AACSB Faculty Productivity and Performance Metrics Committee 2016 –
- Member, Strategic Planning Committee 2015-
- Course Coordinator, Intermediate Accounting Sequence, 2013-
- Advisor, Beta Alpha Psi, Ambler Campus, 1997-2012.
- Advisor, Accounting Professional Society, Ambler Campus, 2005-2012. 2014-2016
- Member, Promotion & Tenure Committee, 2002-Present, Chair 2002-2005, 2009-2010, 2017- 2019.
- Chair, Untenured Faculty Review Committee, 2002-2005.
- Member, Nontenured Faculty Review Committee, 2006-2008, 2016 Chair 2008, 2016
- \* Director, M.S. in Accounting Program, Advisor M.B.A. and Graduate Certificate in Accounting, 1995-2000.
- \* Member, Audit Committee, 1998
- \* Member, Merit Committee, 1998-2010, 2013-present. Chair 2009-2010, 2013-2014
- Member, Recruiting Committee, 1992-present. Chair, 1999-2000.
- \* Co-Chair, Workshop Committee, 1992-2007.
- \* Member, Ph.D. Committee, 1992, 1998-2007, 2008-present.
- Chaired following Dissertation Committees, Jangwook Lee 2019, Neal Vandenberg 2017, So Yean Kwack 2016, Erica Harris 2011, Fang Sun 2010, Setiyono Miharjo 2007; Naser Khaledi 2006; Debra Sinclair, 2004; Richard Gifford 2001
- Served on following Dissertation Committees, Daqun Zhang 2015, Tom Hsu 2013, Joon Yang, 2002; Wonsun Paek, 1995.
- Advised following students on required pre-dissertation papers, Iguehi Rajskey 2019; Jangwook Lee 2014; So Yean Kwack, Neal Vandenberg, Pamela Engelberg 2013; So Yean Kwack 2012; Paige Gee 2011; Fang Sun 2008; Setiyono Miharjo 2003; Naser



Khaledi 2003; Debra Sinclair 1999; Richard Gifford 1997; Kim Tan 1995; George Joseph 1994.

- Advisor/mentor to students with internships at Accounting firms Spring 2010, Spring 2011, Spring 2012, Spring 2013, Spring 2014, Spring 2015, Spring 2016; Spring 2017; Spring 2018
- Mentor to Mengjia Gu, Diamond Research Scholar, Spring 2010-Fall 2010
- Mentor to Sam Liu, Ronald E. McNair Post-Baccalaureate Achievement Scholar Spring 2011-Fall 2011.
- Mentor to Zenan Zhang, Visiting Doctoral Student, Southwestern University of Finance and Economics (China). September 2010-August 2012.

### ***SERVICE(SCHOOL)***

- Member, Steering Committee of Strategic Planning Task Force, Steering Committee, Chaired Various Subcommittees 2018-2019
- Member, Impact Awards Committee, 2017-present, Chair, 2018-2019
- Member, Promotion and Tenure Committee, 2010-2016, 2019-present Chair 2011-2016, 2019-present
- Member, Steering Committee, 2011-2016, 2019-present
- Member, Fox 25 Year Club Committee, 2017
- Member, Statistics department, Promotion and Tenure Committee 2017
- Member Dissertation Committees completed, Euikyu Choi, Jamie Weathers (both finance) 2016, Gang Bai (Finance) 2012, William Kline (GSM) 2012, Ozge Uygur (Finance) 2010, Arun Upadhyay (Finance), 2007; Eric Tsai, (Finance) 2002, Oommen Thomas (Finance) 1999;
- Member, Merit Committee, 2003-2006, 2008-2011
- Member, Musser Award Selection Committee 2009
- Member, AACSB Mission/Strategic Planning Committee 2013-2014
- Member, Fox Research Database Committee 2013-2014
- Mentor to junior faculty, Pavel Savor, Finance (2013) Mihir Mehta, Accounting (2010); Neeraj Bharadwaj, Marketing (2008); Yuanzhi Li, Finance (2009); Yuzhao Zhang, Finance (2008)

- Director, Ph.D. Program in Business, 2000-2004.
- Organized conference **Driving Success: Optimizing your Executive Compensation Program**, June 13, 2006
- Organized conference **SFAS 123R: Implementation Issues and Effect on Compensation Plan Design**, May 23, 2005.
- Organized conference **The Financial Accounting Standards Boards Proposal on Accounting for Share Based Payments – Implementation and effect on Plan Design**, May 11, 2004
- Organized conference: **Accounting for Stock Options**, November 10, 2003.
- Member, Faculty Responsibility Committee, 2002-2005
- Program Committee, E-Business Research Workshop - Irwin L. Gross eBusiness Institute, 2001.
- Chair, Doctoral Programs Review Committee, 1999-2000.
- \* Director, Fox School of Business Research Databases, 1996 - 2004.
- \* Fox School of Business, Awards Committee, 1998. Musser Research Awards Committee 2009
- \* Secretary and Member of Steering Committee, Collegiate Assembly School of Business and Management, 1996 - 1997.
- \* Member, University Affairs Committee, 1995-1997.

### ***SERVICE(UNIVERSITY)***

- \* Member, Faculty Senate Budget Review Committee 2008-2017
- \* Member, TLTR, Faculty Rewards and Incentives Subcommittee, 2000
- \* Member, University Disciplinary Committee, 1995-1998.
- \* Member, Faculty Senate, 1993-1996, 1997-2000.

### ***SERVICE(NON-UNIVERSITY)***

- Editorial Board
  - *Journal of Accounting and Public Policy* (2007-present)
  - *Accounting Horizons* (2015-present)
  - *The International Journal of Accounting* (2008 – 2015)

- Paper reviewer for
- Journals
  - *Accounting Horizons*
  - *Advance in Management Accounting*
  - *Asia-Pacific Management Review*
  - *Auditing: A Journal of Practice and Theory*
  - *Canadian Journal of Administrative Sciences*
  - *Contemporary Accounting Research*
  - *European Accounting Review*
  - *Financial Services Review*
  - *Journal of Accounting, Auditing and Finance*
  - *Journal of Accounting and Economics*
  - *Journal of Accounting and Public Policy*
  - *Journal of Business Finance and Accounting*
  - *Journal of Derivatives Accounting*
  - *Journal of Economics and Business*
  - *Journal of Pension Economics and Finance*
  - *Journal of Risk Finance*
  - *Journal of the American Taxation Association*
  - *Managerial Finance*
  - *Mid-American Journal of Business*
  - *Nonprofit & Voluntary Sector Quarterly*
  - *Organizational Studies*
  - *Psychology, Public Policy, and Law*
  - *Review of Accounting and Finance*
  - *Review of Accounting Studies*
  - *The Accounting Review*
  - *The International Journal of Accounting*
- Conferences
  - *American Accounting Association annual meeting*
  - *Midyear Meeting of the Financial Accounting and Reporting Section*
  - *American Accounting Association, Mid-Atlantic Regional meeting,*
  - *Canadian Academic Accounting Association (CAAA) Conference*
  - *Hawaii Accounting Research Conference*
- Foundations
  - *European Science Foundation*
- Site Coordinator Internal Revenue Services' Volunteer Income Tax Assistance Program 2007-present.
- President, American Accounting Association, Mid-Atlantic Region, April 2010- April 2011, August 2011-April 2012

- Past President, American Accounting Association, Mid-Atlantic Region, April 2011-July 2011, April 2012-April 2013
- Canadian Academic Accounting Association (CAAA) Conference Scientific Committee 2011, 2012, 2013
- Program Chair & President-Elect, American Accounting Association, Mid-Atlantic Region, 2009-2010
- Steering Committee, American Accounting Association, Mid-Atlantic Region 2008-present.
- Advisory Board, Stan Ross Department of Accountancy, Zicklin School of Business, Baruch College, 2014-present
- Member, AAA Doctoral Consortia Task Force, 2013-2014
- \* Chair, Corporate Tax Policy Subcommittee, American Taxation Association, 2002-2003.
- \* Dissertation Committee Member
  - \* Amy Lysak, Rutgers University, 2016
  - \* Amy Yurko, University of Pittsburgh, 2012-2014
  - \* Joan DiSalvio, Rutgers University, 2009 – 2011
  - \* Bo Qin, University of Groningen, 2010.
- \* Outside reviewer for promotion and/or tenure of
  - \* Ke-an Wu, Rochester Institute of Technology, October 2019
  - \* Jun Guo, Rutgers University, July 2019
  - \* Benjamin Siegel, Fordham University, March 2019
  - \* Jean Zhang, Virginia Commonwealth, September 2018
  - \* Yuan Xie, Fordham University, September 2018
  - \* Hagit Levy, Baruch College, July 2016
  - \* James Bannister, University of Hartford, June 2015
  - \* Divya Anantharaman, Rutgers University, August 2014
  - \* John Shon, Fordham University, January 2014
  - \* Haim Mozes, Fordham University, September 2013
  - \* Daniel Bryan, University of Washington – Tacoma, August 2012
  - \* Myung Kim, SUNY-Buffalo, January 2011
  - \* Sungsoo Kim, Rutgers University, October 2009
  - \* Susan Young, Baruch College, May 2009
  - \* Joseph Kerstein, Yeshiva University, February 2009
  - \* Ania Rose, University of New Hampshire, January 2009
  - \* Le (Emily) Xu, University of New Hampshire, October 2008;
  - \* Stephen Bryan, Fordham University, March 2008;
  - \* Nan Zhou, Binghamton University, October 2005;
  - \* Toni Smith, University of New Hampshire, October 2004;

- \* Amin Mawani, York University, September 2004;
- \* Sungsoo Kwon, Rutgers University, September 2002.
- \* Outsider reviewer for renewal of Mine Aksu, Sabanci University, November 2005.
- \* Discussant, American Accounting Association, Mid-Atlantic Regional, 1994, 2009-2016
- \* Moderator, American Accounting Association, Mid-Atlantic Regional, 1994, 2009, 2010, 2013
- \* Moderator, American Accounting Association, Northeast Regional, 2009
- \* Outsider reader for dissertation defense of Sungsoo Kim, Baruch College, July 29, 1993,
- \* American Accounting Association, Membership Committee, 1992-1993.

## **PROFESSIONAL ACTIVITIES**

- Member, WorldatWork Journal Editorial Advisory Council 2019-present
- Member, Global Equity Organization Academic & Government Council 2018-Present
- Academic Research in Executive Compensation: 2016 Update. Global Equity Organization webinar (May).
- Academic Research in Executive Compensation: 2015 Update. WorldatWork 2015 Total Rewards Conference; Global Equity Organization webinar (September).
- Participant in panel discussion at *Center for Executive Compensation* annual conference. November 13, 2012.
- Participant in panel discussion on *VITA* at Higher Education and Community Development: An exploration of community partnerships in economics and business education November 18, 2011.
- Moderator: AICPA Video on *Accounting for Stock Options and Other Stock Based Compensation: SFAS No. 123 (R)*. 2007.
- Provided expert testimony to United States Senate Committee on Finance, in hearing on *Executive Compensation: Backdating to the Future/Oversight of current issues regarding executive compensation including backdating of stock options; and tax treatment of executive compensation, retirement and benefits*, September 6, 2006.
- Participant in panel discussion – *Executive Compensation: How Much is Too Much and How do we Know It?* – organized by Pennjerdel Employee Benefits & Compensation Association, March 9, 2006.
- Participant New Faculty Consortium, organized by American Accounting Association, St. Charles Illinois, February 1992.

## ***PROFESSIONAL AFFILIATIONS***

- \* Member, American Accounting Association.
- \* Member, American Finance Association
- \* Member, Global Equity Organization (GEO)
- \* Member, WorldatWork
- \* Member, National Center for Employee Ownership (NCEO)

## ***MEDIA CITATIONS***

- Raymond, Jonation. How to make sure you actually get your coronavirus stimulus check. March 27, 2020 <https://www.11alive.com/article/news/health/coronavirus/coronavirus-how-to-make-sure-you-get-your-stimulus-check/85-ea5c923b-09b0-437a-bb6a-c8c86dc2c7aa>  
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## **Other**

- Featured in a 2009 Standard & Poors: Compustat case study, available at <http://www.compustat.com/WorkArea/DownloadAsset.aspx?id=454>