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Department of Finance
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Research Interests:

Corporate Governance: Board Structure, Executive Compensation, Malfeasance; Corporate Investment

Teaching Interests:

Corporate Finance

Education:

LeBow College of Business, Drexel University

Ph.D., Finance, 2009

Dissertation Title: Three Essays in Corporate Governance

Dissertation Advisor: Dr. Ralph A. Walkling

College of Business, University of South Florida

M.B.A., Financial Markets and Institutions / Leadership, 2004

Warrington College of Business, University of Florida

B.S.B.A., Decision and Information Science, 2002

Publications:

At the Table But Can't Break Through the Glass Ceiling: Board Leadership Positions Elude Diverse Directors, w/ Laura C. Field at the University of Delaware and Matthew E. Souther at the University of Missouri, *Journal of Financial Economics*, Forthcoming.

The Market Price of Managerial Indiscretions, w/ Brandon N. Cline at Mississippi State University and Ralph A. Walkling at Drexel University, *Journal of Applied Corporate Finance* (2018) Vol 30, Issue 4, pp. 78-88.

The Consequences of Managerial Indiscretions: Sex, Lies, and Firm Value, w/ Brandon N. Cline at Mississippi State University and Ralph A. Walkling at Drexel University, *Journal of Financial Economics* (2018) Vol 127, Issue 2, pp. 389-415.

Silverback CEOs: Age, Experience, and Firm Value, w/ Brandon N. Cline at Mississippi State University, *Journal of Empirical Finance*, (2016) Vol. 35, pp. 169-188.

"I Do": Does Marital Status Affect How Much CEOs "Do"?, w/ Gina Nicolosi at Northern Illinois University, *Financial Review*, (2015) Vol. 50, pp. 57-87.

CEO Deal-Making Activities and Compensation, w/ Eliezer M. Fich at Drexel University and Laura T. Starks at the University of Texas at Austin, *Journal of Financial Economics*, (2014) Vol. 114, Issue 3, pp. 471-492.

Exploitation of the Internal Capital Market and the Avoidance of Outside Monitoring, w/ Brandon N. Cline and Jacqueline L. Garner at Mississippi State University, *Journal of Corporate Finance*, (2014) Vol. 25, pp. 234-250.

Working Papers:

Monitoring Off-the-Clock Behavior, w/ Brant Christensen at the University of Oklahoma, Brandon N. Cline at Mississippi State University, and Nathan Lundstrom at the University of Kansas

Compensation Consultants: Whom do they serve? Evidence from Consultant Switching, w/ Ryan Chacon at the University of Missouri and Rachel E. Gordon at Towson University

The effect of takeover protection on the value of cash: Evidence from a natural experiment, w/ Eliezer M. Fich at Drexel University and Jarrad Harford at the University of Washington

Class Action Spillover Effects on Joint Venture Partners, w/ Eliezer M. Fich at Drexel University and Rachel E. Gordon at Towson University

When They Don't Feel the Love: Undervalued Directors, Departure and Effort, w/ Karen Schnatterly at the University of Missouri, K. Ashley Gangloff at the University of Missouri, and Matthew E. Souther at the University of South Carolina

The Impact of Exchange Listing on Corporate Governance: Evidence from Direct Listings, w/ Dan W. French at Lamar University and Andrew Kern and Thibaut G. Morillon at the University of Missouri

Why Do Firms Choose Nonlocal Auditors?, w/ Eliezer M. Fich at Drexel University and Nathan Lundstrom at the University of Kansas

Should the Outsiders Be Left Out? Director Stock Options, Expectations and Earnings Management, w/ Anwar S. Boumosleh at Lebanese American University and Brandon N. Cline at Mississippi State University

Media Citations:

Female Pay Ratios No Clues to Promotions, *Financial Times' Agenda Week* (March 11, 2019)

Minority CEOs Reaping Big Aspect of Equality, *Financial Times' Agenda Week* (November 19, 2018)

Markets Punish Behavior That Reflects A CEO's Lack Of Integrity, *National Public Radio Morning Edition* (July 24, 2018)

How Exchange Listing Affects Corporate Governance, *The CLS Blue Sky Blog* (June 25, 2018)

What Every Director Should Know for Their 2018 Health and Safety Dashboard, *SM Safety Solutions* (March 29, 2018)

The Spillover Effects of Class Actions on Joint Venture Partners, *The CLS Blue Sky Blog* (March 20, 2018)

How sexual misconduct costs companies millions, *Fox Business* and *The New York Post* (December 12, 2017)

The Consequences of Managerial Indiscretions: Sex, Lies, and Firm Value, *Harvard Law School Forum on Corporate Governance and Financial Regulation* (May 16, 2017)

Study shows executive indiscretions can hurt bottom line, *The Oklahoman* and *Tulsa World* (March 8, 2017)

How Executive Indiscretions Can Hurt the Bottom Line, *Project Eve* (March 6, 2017)

Bad CEO behavior can cost shareholders, *Houston Chronicle* (February 21, 2017)

For executives, a personal scandal is never just personal, *St. Louis Post-Dispatch* (February 21, 2017)

Sexe, mensonges et contre-performance managériale, *Les Affaires* (February 21, 2017)

Sneaky CEO? Leader Indiscretions Can Hurt the Bottom Line, *Business News Daily* (February 19, 2017)

Media Citations (cont'd):

Executive Indiscretions Can Hurt the Bottom Line, *MU News Bureau* (February 16, 2017)

The Wage Gap in the Boardroom, *Risk Management* (February 1, 2017)

The Gender Pay Gap on Corporate Boards of Directors, *WLAReport* (January 30, 2017)

In leadership positions women and minorities face pay gap, MU study finds, *Columbia Missourian* (January 17, 2017)

Diversity in Corporate Leadership Gives Competitive Edge, *Corporate Social Responsibility* (January 16, 2017)

Study finds minority and female directors earn less than peers, *Corporate Secretary* (January 12, 2017)

Women and Minorities Serving on Corporate Boards Are Paid Less, Study Finds, *Fortune* (January 11, 2017)

Minorities, Females Serving on Boards of Directors Receive Less Compensation, Less Likely to Serve in Leadership Roles, Study Finds, *MU News Bureau* and *Phys.org* (January 9, 2017)

Restoring Public Trust is Top Priority for New Wells Fargo CEO, MU Expert Says, *MU News Bureau* (October 13, 2016)

Diverse Director Pay Discrepancies, *NACD Directorship* (September/October 2016)

A Committee of Equals? Women Directors Paid Less, *Financial Times' Agenda Week* (September 29, 2016)

Race and Gender Inequality in the Boardroom, *Harvard Law School Forum on Corporate Governance and Financial Regulation* (August 4, 2016)

The Many Necessary Steps to Diversity and Inclusion, *National Association of Real Estate in Business* (August 3, 2016)

Pay Inequality Poses a Concern in Boardrooms, Too, *The Wall Street Journal* (August 2, 2016)

Are Mandatory Retirement Policies Good for Business?, *Working Capital Review* (August 15, 2016)

CEOs & Retirement Guidelines: A Brief Research Study, *Medium.com* (July 20, 2016)

Happy Birthday, It's Been Great Working with You!, *Illumination Magazine* (Spring/Summer 2016)

Age, experience and value to organizations: untangling the relationship for CEOs, *The Open University Business School* (February 18, 2016)

CEO mandatory retirement age sparks talent dearth, *EG Board & Leadership* (February 17, 2016)

Firms With Younger CEOs Are More Valuable, Data Shows, *ChiefExecutive.net* (February 16, 2016)

Should Older CEOs Be Forced to Retire?, *Harvard Business Review* (February 15, 2016)

MU study finds that experience positively impacts firm value and operating performance, *The Maneater* (January 20, 2016)

Zuckerberg or Buffett — Is Youth or Experience More Valuable in the Boardroom?, *MU News Bureau* (January 20, 2016)

Andrew Fastow to give ethics lecture on Friday, *Missourian* (October 28, 2015)

At Work: An Executive's Misdeeds Often Prove to Be Costly, *The Wall Street Journal* (May 27, 2015)

'Bad boy' CEOs can cost their firms big bucks, *NIU Newsroom* (May 7, 2015)

The Cost of CEO Scandals: Why We Should Prefer Firms Run by Women and Honorable Married Men, *ITBusinessEdge* (April 16, 2015)

Media Citations (cont'd):

Sex, lies, and CEOs: The hefty price of executive indiscretions, *Fortune* (April 14, 2015)

CEO Deal-Making Activities and Compensation (Digest Summary), *CFA Digest* (March 2015)

The (Market) Price of Bad Behavior, *U.S. Daily Review* (February 10, 2015) and *RealClearMarkets* (February 12, 2015)

CEO Indiscretions: Sex, Lies, and Firm Value, *Alpha Architect* (October 10, 2014)

Does Personal Mischief Predict Bad Corporate Leaders?, *Dividends Magazine* (Fall 2014)

Danger! American Apparel, Lululemon impale, *CNN Money* (June 24, 2014)

Sex, Lies, and Firm Value, *MergerProf.com* (February 11, 2013)

Professors find friendly sounding board for finance research at Triple Crown Conference, *Rutgers Business School* (May 3, 2013)

Generation Vexed, *Northwest Herald* (September 27, 2011) ***The CBBS Scoop!***, *Clemson University* (Fall 2010)

HP's Hurd: Did the Punishment Fit the Crime?, *Fox Business* (August 9, 2010)

When a company writes its code of ethics, isn't it wrong to plagiarize?, *Notre Dame News and Information* (November 20, 2008)

Teaching Experience:

Trulaske College of Business, University of Missouri

Summer 2019: FINANC 9001: Advanced Topics in Finance

Spring 2019: FINANC 9200 Research in Corporate Finance

Fall 2018: FINANC 4010 Financial Management (two sections)

Fall 2018: FINANC 7010 Financial Management (taught concurrent with FINANC 4010)

Spring 2018: FINANC 9200 Research in Corporate Finance

Fall 2017: FINANC 4010 Financial Management (two sections)

(Overall: 4.36 and 4.28 out of 5.00; Teaching Effectiveness: 4.71 and 4.00 out of 5.00; Difficulty: 4.86 and 4.85 out of 5.00)

Fall 2017: FINANC 7010 Financial Management (taught concurrent with FINANC 4010)

Summer 2017: FINANC 9001: Advanced Topics in Finance

Spring 2017: FINANC 9200 Research in Corporate Finance

Fall 2016: FINANC 4010 Financial Management (two sections)

(Overall: 4.65 and 4.67 out of 5.00; Teaching Effectiveness: 4.71 and 4.67 out of 5.00; Difficulty: 4.80 and 4.71 out of 5.00)

Fall 2016: FINANC 7010 Financial Management (taught concurrent with FINANC 4010)

Summer 2016: FINANC 9001: Advanced Topics in Finance

Spring 2016: FINANC 9200 Research in Corporate Finance

Fall 2015: FINANC 4010 Financial Management (two sections)

(Overall: 4.54 and 4.52 out of 5.00; Teaching Effectiveness: 4.42 and 4.32 out of 5.00; Difficulty: 4.83 and 4.82 out of 5.00)

Teaching Experience (cont'd):

Fall 2015: FINANC 7010 Financial Management (taught concurrent with FINANC 4010)
(Overall: 5.00 and 4.48 out of 5.00; Teaching Effectiveness: 5.00 and 4.00 out of 5.00; Difficulty: 5.00 and 5.00 out of 5.00)

College of Business, Northern Illinois University

Spring 2015: FINA 320 Principles of Finance
(Overall: 4.71 out of 5.00; Difficulty: 3.75 out of 5.00; Workload: 3.43 out of 5.00)

Spring 2015: FINA 330 Corporate Finance
(Overall: 4.69 out of 5.00; Difficulty: 4.61 out of 5.00; Workload: 3.85 out of 5.00)

Fall 2014: FINA 320 Principles of Finance
(Overall: 4.80 out of 5.00; Difficulty: 4.00 out of 5.00; Workload: 3.56 out of 5.00)

Fall 2014: FINA 330 Corporate Finance
(Overall: 4.80 out of 5.00; Difficulty: 4.33 out of 5.00; Workload: 4.21 out of 5.00)

Fall 2014: FINA 505 Fundamentals of Financial Management (taught concurrent with FINA 320)
(Overall: 4.92 out of 5.00; Difficulty: 3.63 out of 5.00; Workload: 4.20 out of 5.00)

Fall 2014: FINA 505 Fundamentals of Financial Management
(Overall: 4.02 out of 5.00; Difficulty: 4.31 out of 5.00; Workload: 4.27 out of 5.00)

Spring 2014: FINA 330 Corporate Finance
(Overall: 4.31 out of 5.00; Difficulty: 4.63 out of 5.00; Workload: 4.38 out of 5.00)

Spring 2014: FINA 505 Fundamentals of Financial Management (two sections)
(Overall: 4.13 and 3.78 out of 5.00; Difficulty: 4.60 and 4.73 out of 5.00; Workload: 4.50 and 4.88 out of 5.00)

Fall 2013: FINA 330 Corporate Finance
(Overall: 4.59 out of 5.00; Difficulty: 4.59 out of 5.00; Workload: 4.64 out of 5.00)

Fall 2013: FINA 495 Independent Study (honors thesis)

Fall 2013: FINA 505 Fundamentals of Financial Management
(Overall: 4.53 out of 5.00; Difficulty: 4.53 out of 5.00; Workload: 3.62 out of 5.00)

Spring 2013: FINA 330 Corporate Finance
(Overall: 4.75 out of 5.00; Difficulty: 4.70 out of 5.00; Workload: 4.59 out of 5.00)

Spring 2013: FINA 505 Fundamentals of Financial Management
(Overall: 4.86 out of 5.00; Difficulty / Workload: 4.86 out of 5.00)

Fall 2012: FINA 320 Principles of Finance
(Overall: 4.71 out of 5.00; Difficulty: 3.29 out of 5.00; Workload: 2.94 out of 5.00)

Fall 2012: FINA 330 Corporate Finance
(Overall: 4.22 out of 5.00; Difficulty: 4.72 out of 5.00; Workload: 4.32 out of 5.00)

Fall 2012: FINA 505 Fundamentals of Financial Management (taught concurrent with FINA 320)
(Overall: 4.83 out of 5.00; Difficulty: 4.50 out of 5.00; Workload: 3.83 out of 5.00)

Spring 2012: FINA 330 Corporate Finance (two sections)
(Overall: 3.85 and 4.60 out of 5.00; Difficulty: 4.46 and 4.56 out of 5.00; Workload: 4.46 and 4.50 out of 5.00)

Fall 2011: FINA 320 Principles of Finance
(Overall: 4.70 out of 5.00; Difficulty: 3.64 out of 5.00; Workload: 3.12 out of 5.00)

Teaching Experience (cont'd):

Fall 2011: FINA 330 Corporate Finance

(Overall: 4.53 out of 5.00; Difficulty: 4.65 out of 5.00; Workload: 4.35 out of 5.00)

Fall 2011: FINA 505 Fundamentals of Financial Management (taught concurrent with FINA 320)

(Overall: 5.00 out of 5.00; Difficulty: 3.25 out of 5.00; Workload: 3.25 out of 5.00)

Spring 2011: FINA 330 Corporate Finance (two sections)

(Overall: 4.63 and 4.81 out of 5.00; Difficulty: 4.26 and 4.03 out of 5.00; Workload: 4.29 and 4.04 out of 5.00)

Fall 2010: FINA 320 Principles of Finance

(Overall: 4.82 out of 5.00; Difficulty: 4.06 out of 5.00; Workload: 3.19 out of 5.00)

Fall 2010: FINA 330 Corporate Finance

(Overall: 4.79 out of 5.00; Difficulty: 4.27 out of 5.00; Workload: 4.25 out of 5.00)

Fall 2010: FINA 505 Fundamentals of Financial Management (taught concurrent with FINA 320)

(Overall: 4.88 out of 5.00; Difficulty: 3.25 out of 5.00; Workload: 3.25 out of 5.00)

Spring 2010: FINA 330 Corporate Finance (two sections)

(Overall: 4.68 and 4.83 out of 5.00; Difficulty: 4.22 and 4.13 out of 5.00; Workload: 4.38 and 4.06 out of 5.00)

Fall 2009: FINA 330 Corporate Finance (two sections)

(Overall: 4.75 and 4.97 out of 5.00; Difficulty: 3.97 and 4.09 out of 5.00; Workload: 3.80 and 3.72 out of 5.00)

Lebow College of Business, Drexel University

Spring 2009: FIN 301 Introduction to Finance

Spring 2006: FIN 301 Introduction to Finance

Teaching Assistant – Fall 2006: FIN 325 Financial Markets and Institutions

Teaching Assistant – Spring 2006 and Winter 2007: FIN 301 Introduction to Finance

College of Business, University of South Florida

Teaching Assistant – Fall 2002 to Summer 2004: FIN 3403 Principles of Finance

Warrington College of Business, University of Florida

Undergrad Assistant – Spring 2002: BUL 4310 Business Law

Presentations of Authored Work and Other Conference Participation:

Southern Finance Association Annual Meeting, 2019, Paper Presentation

Financial Management Association Annual Meeting, 2019, Paper Presentation,

Elon University, Department of Finance Seminar Series, 2019, Paper Presentation

Eastern Finance Association Annual Meeting, 2019, Paper Presentation, Discussant

Southern Finance Association's Annual Meeting, 2018, Paper Presentation

American Accounting Association's Annual Meeting, 2018, Paper Presentation

SFS Cavalcade North America, 2018, Paper Presentation

Fifth Annual IMS Magnolia Finance Conference, 2018, Paper Presentation

Eastern Finance Association Annual Meeting, 2018, Paper Presentation, Discussant

University of Missouri, Department of Finance Seminar Series, 2018, Paper Presentation

Louisiana State University, Department of Finance Seminar Series, 2018, Paper Presentation

Southern Finance Association Annual Meeting, 2017, Paper Presentation

Financial Management Association Annual Meeting, 2017, Paper Presentation, Discussant

Northern Finance Association Annual Meeting, 2017, Paper Presentation

The American Real Estate Society's Annual Meeting, 2017, Paper Presentation

Southwestern Finance Association Annual Meeting, 2017, Paper Presentation

Eastern Finance Association Annual Meeting, 2017, Paper Presentation, Discussant

Presentations of Authored Work and Other Conference Participation (cont'd):

Melbourne Business Schools' 2nd FIRCG Conference, 2017, Paper Presentation, Discussant
University of Missouri, Department of Finance Seminar Series, 2016, Paper Presentation
Southern Finance Association Annual Meeting, 2016, Paper Presentation, Discussant
Eastern Finance Association Annual Meeting, 2016, Session Chair, Paper Presentation, Discussant
International Atlantic Economic Association's Annual Meeting, 2015, Paper Presentation
Southern Finance Association Annual Meeting, 2014, Paper Presentation, Discussant
University of Missouri, Department of Finance Seminar Series, 2014, Paper Presentation
Mississippi State University Department of Finance Seminar Series, 2014, Paper Presentation
18th Annual Conference of The Int'l Society for New Institutional Economics, 2014, Paper Presentation
Association of Private Enterprise Education Annual Meeting, 2014, Paper Presentation
American Finance Association Annual Meeting, 2014, Paper Presentation
Southern Finance Association Annual Meeting, 2013, Paper Presentation, Discussant
7th Chulalongkorn Accounting and Finance Symposium, 2013, Paper Presentation
Financial Management Association Annual Meeting, 2013, Paper Presentation, Discussant
Triple Crown Conference at Rutgers University, 2013, Paper Presentation
Association of Private Enterprise Education Annual Meeting, 2013, Paper Presentation
Eastern Finance Association Annual Meeting, 2013, Paper Presentation, Discussant
Midwest Finance Association Annual Meeting, 2013, Session Chair, Paper Presentation
Mississippi State University Department of Finance Seminar Series, 2013, Paper Presentation
Southern Finance Association Annual Meeting, 2012, Paper Presentation
Financial Management Association Annual Meeting, 2012, Paper Presentation
Academy of Behavioral Finance & Economics, 2012, Paper Presentation
University of Mississippi Department of Finance Seminar Series, 2012, Paper Presentation
Eastern Finance Association Annual Meeting, 2012, Paper Presentation, Discussant
Midwest Finance Association Annual Meeting, 2012, Paper Presentation
Workshop on Exec. Comp. and Corp. Gov. at Erasmus University, 2012, Paper Presentation
Southern Finance Association Annual Meeting, 2011, Paper Presentation, Session Chair
Financial Management Association Annual Meeting, 2011, Paper Presentation
Northern Illinois University Department of Finance Seminar Series, 2011, Paper Presentation
Eastern Finance Association Annual Meeting, 2011, Paper Presentation
Midwest Finance Association Annual Meeting, 2011, Paper Presentation, Session Chair, Discussant
Financial Management Association Annual Meeting, 2010, Paper Presentation, Discussant
Eastern Finance Association Annual Meeting, 2010, Paper Presentation, Discussant
XVII Foro de Finanzas hosted by IESE Business School, 2009, Paper Presentation
Financial Management Association Annual Meeting, 2009, Session Chair, Discussant
Financial Management Association Asia Annual Meeting, 2009, Paper Presentation
Mid-Atlantic Research Conference, 2009, Paper Presentation
American Finance Association Annual Meeting, 2009, Paper Presentation
Southern Finance Association Annual Meeting, 2008, Paper Presentation, Discussant
Pace University Department of Finance Seminar Series, 2008, Paper Presentation
Northern Illinois University Department of Finance Seminar Series, 2008, Paper Presentation
Excellence in Ethics: Dissertation Proposal Competition at Notre Dame, 2008, Winner
University of Mississippi Department of Finance Seminar Series, 2008, Paper Presentation
Clemson University Department of Finance Seminar Series, 2008, Paper Presentation
University of Wyoming Department of Finance Seminar Series, 2008, Paper Presentation
5th Annual Conference on Corporate Finance at Washington University, 2008, Paper Presentation
Financial Management Association Annual Meeting, 2008, Paper Presentation, Discussant
Financial Management Association Doctoral Consortium, 2008, Paper Presentation
Eastern Finance Association Annual Meeting, 2008, Moderator, Panelist, Discussant
Southern Finance Association Annual Meeting, 2007, Paper Presentation, Discussant

Presentations of Authored Work and Other Conference Participation (cont'd):

Financial Management Association Annual Meeting, 2007, Paper Presentation
Drexel University Department of Finance Seminar Series, 2007, Paper Presentation
Drexel University Annual Research Day, 2007, Paper Presentation
Eastern Finance Association Annual Meeting, 2006, Discussant

Academic Honors:

Trulaske College of Business Winemiller Award for Research in Quantitative Analytics and Statistics, 2017 & 2019
Trulaske College of Business Summer Research Fellowship, 2019
NIU College of Business Global Research Fellowship, 2014
NIU University-level Research and Artistry Grant, 2010 & 2011
Outstanding Paper in Corporate Finance, Eastern Finance Association, 2010
Top Ten-Percent Session Paper, Financial Management Association, 2010
Winner of the Excellence in Ethics Dissertation Proposal Competition, Institute for Ethical Business Worldwide at the University of Notre Dame, 2008
Graduate Assistantship, Drexel University Department of Finance, 2004-2007
Graduate Assistantship, University of South Florida Department of Finance, 2002-2004

Academic Service:

Faculty Advisor, *Harvard Business School Publishing*, 2017-2019
Referee, *Journal of Business Finance & Accounting*, 2017-2019
Referee, *Journal of Financial Research*, 2013, 2019
Referee, *North American Journal of Economics and Finance*, 2018
Referee, *Journal of Empirical Finance*, 2011-2017
Referee, *International Journal of the Economics of Business*, 2016-2017
Referee, *Financial Review*, 2009-2014, 2017
Referee, *Journal of Risk and Insurance*, 2016
Referee, *Journal of Air Transportation Management*, 2016
Referee, *Managerial Finance*, 2013
Referee, *Journal of Economics and Business*, 2012
Board Member, Eastern Finance Association, 2016-2019
Corporate Track Chair, Southern Finance Association, 2016, 2018, 2019
Corporate Track Chair, Eastern Finance Association, 2012, 2013
Program Committee, Drexel University's Corporate Governance Conference, 2011-2018
Program Committee and Session Organizer, Eastern Finance Association, 2010, 2014-2016
Program Committee and Session Organizer, Financial Management Association, 2012-2013
Program Committee and Session Organizer, Southern Finance Association, 2012-2014
Nomination Committee, Eastern Finance Association, 2012
Nomination Committee, Southern Finance Association, 2010

University Service:

Undergraduate Programs Committee, University of Missouri, 2015-2017, 2019
Crosby MBA Committee, University of Missouri, 2019
Department Curriculum Committee, University of Missouri, 2019
Dissertation Committee Member, University of Missouri – Thibaut Morillon, 2018-2019
Dissertation Committee Member, University of Missouri – Nate Lundstrom, 2017-2019
Honors Thesis Advisor, University of Missouri – Zain Kahn, 2018
Department Recruiting Committee, University of Missouri, 2017-2018
Department Scholarship Committee, University of Missouri, 2018
Summer Research Fellowship Advisor, University of Missouri – Ruixiang Wang, 2017-2018

University Service (cont'd):

Dissertation Committee Member, University of Missouri - Lei Zhou, 2017-2018
Dissertation Committee Member, University of Missouri - Anna Abdulmanova, 2017-2018
Research, Instruction, and Public Service Advisory Council, Northern Illinois University, 2014-2015
Department Curriculum Committee, Northern Illinois University, 2010-2015
Department Scholarship Committee, Northern Illinois University, 2010-2015
College Research Committee, Northern Illinois University, 2010-2015
University Undergraduate Research and Artistry Committee, Northern Illinois University, 2010-2015
USOAR & URA Grant Proposal Selection Committee, Northern Illinois University, 2012-2015
Undergraduate Research Mentor – Research Rookies Program, Northern Illinois University, 2011-2015
Undergraduate Honors Thesis Advisor, Northern Illinois University, 2011-2014
Undergraduate Research Mentor – URA Program, Northern Illinois University, 2012-2014
Undergraduate Research Mentor – USOAR Program, Northern Illinois University, 2011-2012
Faculty Advisor – CFA Research Challenge, 2012-2013

Academic and Professional Experience:

University of Missouri, Columbia, MO

August 2015 – Present

Assistant Professor of Finance

Northern Illinois University, DeKalb, IL

August 2009 – August 2015

Assistant Professor of Finance (2009-2015)

Associate Professor of Finance (2015)

Drexel University, Philadelphia, PA

August 2004 – June 2009

Teaching Assistant

University of South Florida, Tampa, FL

August 2002 – July 2004

Teaching Assistant

University of South Florida Federal Credit Union, Tampa, FL

October 2003 – July 2004

ATM and Credit Card Analyst

Northwestern Mutual Financial Network, Tampa, FL

May 2001 – May 2002

Financial Representative

Non-Academic Affiliations:

American Homebrewer's Association

The Astronomical League

U.S. Masters Swimming

References:

Dr. Laura Casares Field	lfield@udel.edu	302-831-3810
Dr. John S. Howe	howej@missouri.edu	573-882-5357
Dr. Ralph A. Walkling	rw@drexel.edu	215-895-1468