

HASSAN R. HASSABELNABY, Ph.D.

**Dean
Haile College of Business
Northern Kentucky University
Phone: [REDACTED]
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ADMINISTRATIVE POSITIONS

Northern Kentucky University

- Dean, Haile College of Business, July 2019– Present.

Key Metrics Related to Current Role:

NKU:

University enrollment: 15,827 students served by over 2,000 faculty and staff, ranked in 2021 as one of the top 100 most innovative universities globally and 28th university listed in the United States World's Universities with Real Impact (WURI).

Haile College of Business:

- Enrollment: 2,544 with 1,544 undergraduate students and 990 graduate students.
- Programs include BSBA, BS, MBA, and MS. All master's and most undergraduate business programs are delivered on-campus, online, and virtual.
- 70 full-time faculty; 35+ adjuncts.

Haile College of Business Selected Rankings:

- 2023 US News and World Report (<https://www.usnews.com/education/online-education/northern-kentucky-university-OBUS0433/mba>):
 - #99 in Best Online MBA Programs
 - #65 in Best Online MBA Programs for Veterans
- 2023-2024 US News Best Undergraduate Business Programs Rankings (#310) (<https://premium.usnews.com/best-colleges/rankings/business-overall?schoolName=Northern+Kentucky+University&sort=rank&sortDirection=asc>)
- 2023 Ranked # 27 in Best Construction Management Programs by Intelligent.com. <https://www.intelligent.com/best-construction-management-degree-programs/>
- 2023 Best on-campus MBA by Princeton Review <https://www.princetonreview.com/business-school-rankings?rankings=best-business-schools&sort=name>
- 2023 Ranked #2 in Most affordable online Marketing degree by Bachelor's Degree Center <https://www.bachelorsdegreecenter.org/affordable-online-marketing-degree/>

- 2020 Ranked # 3 in Best MBA in finance by College Consensus
<https://www.collegeconsensus.com/rankings/best-online-finance-mba/>
- 2020 Ranked # 3 in the 10 Most Affordable Online Supply Chain Management Bachelor's Degrees
<https://greatbusinessschools.org/affordable-supply-chain-management-degrees/>

Examples of Major Achievements as Dean:

Mission, Strategic Planning, and Risk Management Analysis Initiatives:

- Led the college to complete a comprehensive revision process for the college mission and vision statement in 2020 to align with university goals and AACSB accreditation goals.
- Led a collaborative, college-wide approach to a strategic plan in 2019-2020, with three strategic goals and ten subgoals. The three strategic goals focus on 1) enhancing student access and success, academic excellence, and innovation, 2) increasing intellectual contributions and improving human capital, and 3) accelerating revenue opportunities and improving reputation.
- Led the college to complete a societal impact strategic plan.
- Led the risk analysis focusing on critical risks related to enrollment, minority faculty, staff, and students, graduation rates, student retention, resources reallocation, and near-retirement faculty.
- Member of NKU Strategic Advising Group, this advisory entity converts the strategic framework into actionable plans, discerns priorities, assesses advancements, and proposes adjustments to certain priorities and action plans.

Enrollment, Graduation, Retention, Experiential Learning, and Internships Rates:

- Enrollment increased by 23.3% from 2019 to 2023.
- The six-year graduation rate increased 7.5%.
- The retention rate increased by 4.5% to reach 75.2% since 2019.
- Underrepresented minority students have seen a 6.7% increase in retention rates to reach 67.7%.
- Persistence has improved by 4.1% to reach 83.8% since 2019.
- 79% of students participated in at least one experiential learning experience, with a 49% increase in the last four years.
- Internships have increased by 28% since 2019.

Student Engagement:

- Led the college to establish a new program, the Haile Micro Internship (HMI), to improve retention and completion rates and allow minority students to develop employability skills such as professionalism, collaboration, teamwork, written and oral communication, problem-solving, and critical thinking. Haile Micro Interns (HMIs) have worked **2,227** hours with HCOB faculty, earning over **\$20,000** in the last two years.
- Created and raised funding for the Eva G. & Oakley Farris Leadership Academy (FLA). FLA is a cohort-based student program that accelerates leadership acumen and talent development. It provides a student-centered learning experience that exposes them to networking opportunities with local business leaders and allows them to become change agents in the local community.

- Established undergraduate Students Mentorship Program.
- Led the creation of the Women in Entrepreneurship to support female entrepreneur students.
- Supported the creation of the Students' Economic Club and the Haile Black Business Student Association.
- Developed funding program for study abroad program.
- Developed formal and informal professional networking opportunities for graduate students.
- Acquired funding for external student leadership immersion opportunities with organizations like Beta Gamma Sigma. Haile Business College BGS obtained the Highest Honors Chapter during the last four years. Haile College BGS named Best Practice Chapter in 2024.

Accreditation And Curriculum/Program Development:

- Led the college through successful AACSB reaccreditation in 2021.
- Led the college to achieve ACEE reaccreditation in 2022.
- Appointed as a member of the AACSB Initial Accreditation Committee-Z.
- Served as dean chair for three peer university AACSB reaccreditation.
- Served as a member of four universities' peer review teams and ACSB reaccreditation.
- Served as a mentor of two initial AACSB accreditation schools, including one in Dubai.
- Led the development of the Master of Accountancy online in an accelerated format, which resulted in an 81% increase in enrollment in the first two years.
- Led adding five new focus areas to our online MBA program.
- Led the process to achieve the STEM designation for our BS in Economics and working towards obtaining the same designation for our MBA and MACC programs.
- Created the College International 1+1 MBA program with partners from India and Egypt, which currently has 100 full-time students and a strong potential for growth.
- Developed the 2+2 program with Nahda University in Beni-Suef (Egypt).
- Led the college to explore new master's degree programs, including the Master of Finance and Master of Supply Chain Analytics.
- Proposed the idea of a new bachelor's degree program, which integrates Business, Analytics, and Humanities to recognize the learning needs of future leaders who will face increasingly complex and multi-dimensional problems that require comprehensive and multi-disciplinary knowledge and skills. This program is being developed in collaboration with the College of Arts and Sciences and the College of Informatics.
- Led the college to introduce the Financial Literacy Program, which received the Societal Impact Award from the Southern Business Administration Association for its efforts to reduce equity gaps through financial literacy education.

Research and Scholarship Outcomes:

- Increased research productivity and quality resulting from changes in scholarly culture. Our faculty has published 161 peer-reviewed journal articles; 67% are on Cabell's list, and 61% are on the ABDC list. Notably, 25% of all peer-reviewed publications are high-quality journals with a grade of A or A* on the ABDC list, and five are on the Financial Times Top 50 List (Reported in the 2021 AACSB accreditation cycle).
- Provided resources to subscribe to WRDS, *Compustat*, CRSP, and TAQ.

- Two instructional practitioners earn scholarly practitioner status.
- Created Haile Summer Research and Societal Impact Research grants.
- Funding is available for faculty conferences and/or professional development participation (all faculty ranks).
- Hosted two academic conferences in 2022: 1) the 2022 American Accounting Association/Institute of Management Accountants Teaching Case Conference; 2) The 45th Annual Conference of the Kentucky Economic Association.
- Provided funds for research databases and other critical scholarly resources.
- Conference presentations by tenured and tenure-track faculty (peer-reviewed submissions).

Alumni, Donor, and Stakeholder Engagement:

- Created the Haile College of Business Dean's Consultancy Group from the college grads. This advisory group periodically consults with the Dean on critical strategic decisions impacting students and alumni.
- Increased discretionary college funding from donors by more than 3x base amount since 2019.
- Led the offering of the Labor/Management Conference on campus every May through the Alternative Dispute Resolution Center (ADR). About 250 alum professionals attend the conference every year.
- Led the creation of the African Business Connect initiative to help the region Understand the African business landscape through the eyes of successful American entrepreneurs in Africa.
- Led the development of the Entrepreneurship Through Acquisition Program to provide all of the essential elements needed to prepare for and acquire a small business—training for potential buyers, a network of investors, and connections to credible business brokers. The program is developed for companies in the region. Center for Innovation and Entrepreneurship (CIE) is hosting this program.
- Led the development of the Center for Family Enterprise and Small Business (FESB), which provides a singular point of contact for family enterprises and rural and disadvantaged businesses and will fill gaps within the regional entrepreneurial ecosystem. Annually, on average, the center helps small businesses raise more than \$20.6M, helps 22 unique companies (Started/Expanded), and helps create 418 jobs.
- Expanded and strengthened the advisory boards for the college, departments, and centers. These boards consist of more than 130 members from our alumni and business professionals from diverse industries.
- A new partnership with Fidelity Investments will provide resources, hands-on experience, and training from industry professionals for students pursuing a career in financial services.

Other Important Initiatives

- Led and raised funds to rebrand and rename the college in 2021. The rebranding helped the entire college, the university, and the community to embrace the college identity. It raised awareness about the role of the Haile College of Business education and community impact.
- Led the creation of a Content Studio to maintain and improve our online programs' instruction quality. The Content Studio allows faculty to create quality video lectures with various options through cutting-edge and audio/visual quality enhancements.

- Led and raised funds to create a student study area with appropriate technology.
- Successfully hired more than 20% of the faculty since I joined in 2019.
- Approved to hire six new faculty in 2024-2025.

- **ADMINISTRATIVE POSITIONS: THE UNIVERSITY OF TOLEDO**

- **Interim Dean**

October 2017-August 2018

- Prepared the College AACSB Self-Evaluation Report.
- Led the 2017-2022 college strategic plan devolvement and the associated operational action plan.
- Developed the college 2017-2022 US. News & World Report strategy.
- Led the college to advance 14 positions in the 2018 US News & World Best Business Schools Rankings.
- Managed and developed the AY 2018-2019 college budget, which exceeded \$20 million.
- Prepared the college Workload Guidelines to promote excellence in teaching and research.
- Introduced the Scholarly Practitioners (SP) training and incentive programs to help AACSB Instructional Practitioners conduct research and attain SP status.
- Led the introduction of a new master's program in Business Analytics.
- Led the necessary University and Ohio State approvals to introduce the first Executive Masters' in Sales Leadership degree in the nation.
- Successfully hired ten new faculty (four tenure-track, five visiting professors, and one lecturer).
- Introduced three new fellowships to encourage innovation in teaching and research: Innovative Education Summer Fellowship, Innovative Research Summer Fellowship, and *Interdisciplinary* Innovative Research Summer Fellowship.

- **Associate Dean**

July 2017- October 2018

- Introduced the college's comprehensive Research Sustainability and Improvement: Strategy, Approaches, and Incentives plan.
- Supervised the Graduate Program Office.
- Worked closely with the MBA Academic Director and the Ph.D. Director on admission, curriculum, and retention issues.
- Helped the Dean implement successful hiring searches.
- Supervised the college's international programs in Egypt, India, China, and Malaysia.

- **Department Chair and Director of the MSA Program**

August 2013- June 2017

- Led the accounting department through a successful AACSB initial accreditation.
- Established and completed the assurance of learning assessment in the accounting undergraduate and graduate programs.
- Prepared the accounting Self Academic Review Report.
- Expanded and strengthened the Accounting Advisory Council.
- Raised a hundred thousand dollars to establish the Alan Barry Accounting Lab (new accounting lab).
- Was instrumental in the one-million-dollar gift from Alan and Karen Barry to establish an

- endowed professorship in accounting.
 - Led the updates of the MSA program objectives, reviewed and updated the curriculum to be aligned with the department's mission statement, and integrated business analytics into the curriculum.
 - Coordinated the Master of Science in Accountancy program between UT and Zhejiang University of Finance and Economics, China.
- ***Director of the Ph.D. Program in Manufacturing and Technology Management***
July 2010-August 2013
 - Led the Ph.D. curriculum to revamp and comprehensive exam process.
 - Revised the Ph.D. Students Handbook.
 - Increased enrollment from self-funded high-quality students by 30%.
 - Established Doctoral Students Mentorship Program.
 - Led the introduction of the Ph.D. Manufacturing and Technology Management Research Forum.
 - Introduced the Graduate Assistant Teaching Certification Program.
 - Ensured the Ph.D. program compliance with AACSB accreditation standards and managed Assurance of Learning for the program.
- ***Coordinator of the Middle-East Programs***
May 2009-October 2017
 - Introduced and coordinated the 2+2 and the MBA program with *Sadat Academy* for Management Sciences in Egypt.
 - Introduced and coordinated the MBA program with the American Chamber of Commerce Egypt.
 - Introduced and coordinated the 2+2 program with the Arab Academy for Science Technology & Maritime Transport Egypt.
 - Initiated and coordinated the UT-King Saud University research program.

College of Business & Innovation, University of Toledo

- July 2019– Present Professor of Accounting, Northern Kentucky University.
- August 2013 – June 2019 Professor, Department of Accounting, College of Business and Innovation, University of Toledo.
- August 2008-July 2013 Associate Professor, Department of Accounting, College of Business and Innovation, University of Toledo.
- August 2003-July 2008 Assistant Professor, Department of Accounting, College of Business and Innovation, University of Toledo.
- January 2000-July 2003 Assistant Professor, Department of Accounting, College of Business, Virginia State University.
- August 1998-Dec.2000 Adjunct Professor, Virginia Commonwealth University and Averett University.
- April 1991-June 1995 Instructor, Higher Institute of Technology, Egypt.

EDUCATION

Ph.D. Accounting, September 1998, Cairo University.
Masters Accounting, January 1992, Cairo University.
B. Comm. Accounting, May 1986, Cairo University.

PROFESSIONAL DEVELOPMENT

- Harvard Graduate School of Education, Institute of Higher Education, *Management and Leadership in Education Certificate*, June 2022-July 2022.
- Harvard Graduate School of Education, Institute of Higher Education, *Organizational Change in Uncertain Times: A Leadership Program for Higher Education*, June 2021-July 2021.

AREAS OF TEACHING AND RESEARCH INTEREST

Teaching Financial Accounting, Managerial Accounting, Intermediate Accounting, Contemporary Accounting Problems.
Research Financial Reporting Issues, Debt Covenants, Earnings Management Executive Compensation, and International Accounting.

SERVICE TO THE ASSOCIATION TO ADVANCE COLLEGIATE SCHOOLS OF BUSINESS (AACSB)

- Vice Chair, AACSB Initial Accreditation Committee – Z (July 2024-Present).
- Member of the AACSB Business Accreditation Policy Committee (July 2024-Present)
- Member of the AACSB Initial Accreditation Committee – Z (October 2022-June 2024).
- Chair of AACSB Business Peer Review Team - (four universities).
- Member of the AACSB Business Peer Review Team Member (five universities).
- Member of the AACSB Accounting Peer Review Team Member (One appointment).
- AACSB Accounting Monitor- Initial Accounting Accreditation (2 universities).

HONORS AND RECOGNITIONS

- 2024 Kentucky Colonel (Commissioned by Governor Andy Beshear). Acknowledged for outstanding contributions to the community and state.
- 2019 Ohio President's Award- Lifetime of Exemplary Service.
- 2019 Most Read Author from UT on Research Gate.
- 2018 meeting with Amal Said and Huilan Zhang.
- 2018 Most Read Author from UT on Research Gate.
- 2017 Most Read Author from UT on Research Gate.
- 2015 Lean Accounting Summit Scholarship.
- 2015 Provost Award for new chairs, University of Toledo.
- 2015 Service Award College of Business and Innovation, University of Toledo.
- 2014 Vonderembse Research Award College of Business and Innovation, University of Toledo.

- 2013 Outstanding Paper Award from Emerald Literati Network Awards for Excellence with Woosang Hwang and Mark Vonderembse.
- 2013 Member of The Honor Society of Phi Kapp Phi.
- 2009 Best Paper Award Ohio Region of the American Accounting Association with Diana Franz and Gerald J. Lobo.
- 2009 Best Paper Award Tenth International Business Research Conference with Diana Franz and Gerald J. Lobo.
- 2009 Fellow of the World Business Institute.
- 2008 Outstanding Research Award, College of Business Administration, University of Toledo.
- 2007 Best Paper Award Ohio Region of the American Accounting Association with Amal Said and Glenn Wolfe.
- 2007 DeJute Memorial Undergraduate Teaching Award, College of Business Administration, University of Toledo.
- 2007 Listed in Who's Who among American Teachers.
- 2005 Listed in Who's Who in Business Academia.
- 2004 Outstanding Research Paper Award, College of Business Administration, University of Toledo.
- 2001 Best Paper, Accounting track, Southeast Institute for Operations Research and Management Science (SEINFORMS).
- 1998 Best Paper, Student track, Southwest Chapter Annual Conference of the Academy of International Business.

GRANTS

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| • 2013 | UAEU grant: Neuroscience and Managers Earnings Management Behavior (principal investigator). | \$75,000 |
| • 2012 | USAID grant Capacity Building for Tunis Business School, with another three authors. | \$238,000 |
| • 2012 | USAID- Tunisian ISCAE: Master of Science in American Accounting Standards (The U.S. Department of State later canceled this grant due to political unrest in Tunisia). | \$250,000 |
| • 2008 | College of Business Administration Summer Research Grant. | \$10,000 |
| • 2007 | College of Business Administration Summer Research Grant. | \$10,000 |
| • 2006 | College of Business Administration Summer Research Grant. | \$10,000 |
| • 2004 | University of Toledo's URAF Summer Research Grant. | \$10,000 |

PUBLICATIONS

1. Abdel-Maksoud, A; HassabElnaby, H.; Said, A. (2019) "The future implications of neuroscience

- on managers' decisions", *Harvard Business Review (Arabia)*. Available online on December 7.
2. Odabashian, Vahe, HassabElnaby, H. and Manoukian, A. 2018. Innovative Renewable Energy Technology Projects' Success through Partnership, *International Journal of Energy Sector Management* 13(2):341-258.
 3. HassabElnaby, H., Ahmed Abdel-Maksoud, and Amal Said. 2017. Debt Covenant Violation and Earnings Management: A Neuroscience Approach and Future Directions, *Advances in Accounting Behavioral Research* 20: 63-78.
 4. Manoukian, Agassy, Hassan. R. HassabElnaby, and Vahe Odabashian. 2015. A Proposed Framework for Renewable Energy Technology Commercialization and Partnership Synergy: A Case Study Approach, *American Journal of Business* 30 (2): 147-174.
 5. Manoukian, Agassy, Hassan. R. HassabElnaby, and Vahe. Odabashian. 2015. Technology Commercialization Review: Aiming at a Fresher Perspective Based On Partnership Synergy; *International Journal of Management Research & Review* 5(7): 448-520.
 6. Diana Franz, Hassan R. HassabElnaby, and Gerald J. Lobo. 2014. Impact of proximity to debt covenant violation on earnings management. *Review of Accounting Studies*, 19 (1): 473-505.
 7. HassabElnaby, H. 2014. Health Care Efficiency and Quality: A Global Challenge, *International Journal of Management Accounting Research* 4 (1): 1-5.
 8. Abdulrahman Al-Aali, Kathryn Chang, and Hassan R. HassabElnaby. 2014. Audit Committee Effectiveness: Evidence from an Emerging Market Economy. *International Research Journal of Applied Finance* V (11): 1324-1342.
 9. HassabElnaby, H., J. Mosebach, M. Mosebach, and S. Whisenant. 2014. The Effect of Technical Default Cost on Discretionary Accounting Decisions, *International Research Journal of Applied Finance*, V (8): 1075-1097.
 10. Kathryn J. Chang, Doina C. Chichernea, and Hassan R. HassabElnaby. 2014. On the DuPont Analysis in the Health Care Industry. *Journal of Accounting and Public Policy*, 33 (1): 83-103.
 11. Hassan R. HassabElnaby, Diana R. Franz, and Brian L. Laverty. 2013. The Effectiveness of the PCAOB Inspection Process. *International Journal of Management Accounting Research* 3 (1): 73-94.
 12. Hassan R. HassabElnaby, Woosang Hwang, and Mark Vonderembse. 2012. The Impact of Enterprise Resource Planning Implementation on Organizational Capabilities and Performance. *Benchmarking an International Journal* (19): 618-633.
 13. Hassan R. HassabElnaby, David Dobrzykowski, and Oanh T.K. Tran. 2012. Applying the International Medical Graduate Program Model to Alleviate the Supply Shortage of Accounting Doctoral Faculty. *Decision Sciences Journal of Innovative Education*, (10): 271-294.
 14. Hassan R. HassabElnaby, Emad Mohammad, and Amal A. Said. 2010. Nonfinancial Performance Measures and Earnings Management. *Advances in Management Accounting* (18): 55-80.
 15. Hassan R. HassabElnaby, Duane P. Gustrowsky, and Kathryn Chang. 2010. Applying the Pharmaceutical Approval Model to Over-the-Counter Derivatives. *Journal of Theoretical Accounting Research* (6): 32-45.
 16. Amal A. Said, Hassan R. HassabElnaby, and Tanya S. Nowlin. 2008. The Relative and Incremental Information Content of Accounting Earnings versus the Cash Recovery Rate. *Review of Accounting and Finance* (7): 372-395.
 17. Rafik I. Beekun, Rania Hamdy, James W. Westerman, and Hassan R. HassabElnaby. 2008. An Exploration of Ethical Decision-making Processes in the United States and Egypt. *Journal of Business Ethics* (82): 587-605.
 18. Hassan R. HassabElnaby, Amal A. Said, and Glenn Wolfe. 2007. Audit Committees Oversight

- Responsibilities Post Sarbanes-Oxley Act? *American Journal of Business* (22):19-32.
19. Patricia Douglas, Hassan R. HassabElnaby, Carolyn Norman, and Benson Wier. 2007. An Investigation of the Organizational and Behavioral Effects of Corporate and National Cultural in Budgeting Systems. *Journal of International Accounting, Auditing, and Taxation* (16): 90-109.
 20. Hassan R. HassabElnaby, Baugu Musazi, and Tanya S. Nowlin. 2007. The Role of Taxes in Deferred Compensation Plans: The Case of Alternative Minimum Tax. *Journal of Oil, Gas and Energy Quarterly* (55) 4: 795-827.
 21. Hassan R. HassabElnaby. 2006. Waiving Technical Default: The Role of Agency Costs and Bank Regulations. *Journal of Business Finance and Accounting* (33) 9 & 10: 1368-1389.
 22. Hassan R. HassabElnaby, Amal A. Said, and Benson Wier. 2005. The Retention of Nonfinancial Performance Measures in Compensation Contracts. *Journal of Management Accounting Research* (17): 23-42.
 23. Hassan R. HassabElnaby and Michael Mosebach. 2005. Culture's Consequences in Controlling Agency Costs: Egyptian Evidence. *Journal of International Accounting, Auditing, and Taxation* 19-32.
 - a. Listed as Number 5 in Science Direct's "Hottest Articles" from the *Journal of International Accounting, Auditing, and Taxation*.
 24. Amal A. Said, Hassan R. HassabElnaby, and Benson Wier. 2003. An Empirical Investigation of the Performance Consequences of Nonfinancial Measures. *Journal of Management Accounting Research* (15): 193-223.
 25. Hassan R. HassabElnaby, Ruth W. Epps, and Amal Said. 2003. The Impact of Environmental Factors on Accounting Development: An Egyptian Longitudinal Study. *Critical Perspectives on Accounting* (14): 273-292.
 26. Hassan R. HassabElnaby and Amal A. Said. 1997. Consequences of the Accounting Environment on Debt Covenants: Comparing Egypt to Developed Countries. *Journal of Emerging Markets* (Fall/Winter) 57-71.

RESEARCH IN PROGRESS

1. Hassan R. HassabElnaby, Ahmed Abdel-Maksoud, and Amal A. Said. The Impact of Managers' Supervisory Style on the Relation between Proximity to Debt Covenants and Earnings Management: A Neuroscience Imaging Approach.
2. Hassan R. HassabElnaby, Mai Dao and Amal A. Said. The Endogeneity of Material Weakness in Internal Controls: Implications on Auditors Dismissal Decisions.
3. Amal Said, Hassan R. HassabElnaby, and Kathryn Chang. On the Determinants and Consequences of Hospitals Outsourcing Decisions: Implications of Outsourcing Non-clinical Services on Hospitals Financial Performance.
4. Hassan R. HassabElnaby, Emad Mohammad, and Amal Said. The Information Asymmetry and Voluntary Disclosure of Nonfinancial Performance Measures.
5. Hassan R. HassabElnaby, Amal Said, Doina Chichernea, and Anthony Holder. The Compensation and Firm Performance Effects of Implementing Nonfinancial Performance Measures.

PROFESSIONAL PRESENTATIONS AND PROCEEDINGS

1. Brain activation associated with making decision to apply earnings management techniques in business managers" (With Ahmed Abdel-Maksoud, Haithamm Elsamaloty; Amal Said; Andrew

- Cotton) Neuroscience Conference 2024; October 5–9 in Chicago.
2. The Future of Higher Education and the Strategic Triangle. 2023 The Southern Business Administration Association (SBAA) Summer Workshop.
 3. Lean Implementation, Investment Inefficiency, and Performance Consequences - Empirical Evidence from U.S. Hospitals. (With Amal Said and Zhang, Huilan), AAA 2023 Spark Meeting, June 1-3, 2023.
 4. Proximity to Debt Covenants and Earnings Management: A Neuroscience Approach Impact the Future (With A. Abdel-Maksou and Amal Said) American Accounting Association Southeast Regional Conference, Virtual Conference – June 2020, North Carolina: USA.
 5. The Relationship between Lean Implementation and Managerial Ability – Evidence from the Healthcare Industry (with Huilan Zhang and Amal Said). American Accounting Association, Annual Meeting 2018.
 6. Functional MRI neuroimaging study of financial decision making by business managers", (2017) with others, American Roentgen Ray Society (ARRS) Annual Meeting, April 30 – May 5, New Orleans, USA.
 7. On the Determinants and Consequences of Hospitals Outsourcing Decisions – Implications of Outsourcing Non-clinical Services on Hospitals Financial Performance (with Amal Said and Kathryn Chang). American Accounting Association, Annual meeting 2014.
 8. Audit Committee Effectiveness: Evidence from an Emerging Market Economy (with Abdulrahman Al-Aali and Kathryn Chang). American Accounting Association Ohio Regional meeting 2013.
 9. The Endogeneity of Material Weakness in Internal Controls: Implications on Auditors Dismissal Decisions (with Amal A. Said and Mai Dao). American Accounting Association Ohio Regional meeting 2013.
 10. Audit Committee Effectiveness Evidence from an Emerging Market Economy (with Abdulrahman Al-Aali and Kathryn Chang). British Accounting and Finance Conference 2013.
 11. The Impact of Firm and Corporate Governance Characteristics on Auditor Dismissal: Evidence from Material Weakness Firms (with Mai Dao). British Accounting and Finance Conference 2013.
 12. Can DuPont Analysis Be Used in Assessment of Profitability Performance in the Health Care Industry? (with Kathryn J. Chang and Doina C. Chichernea). 2012 American Accounting Association Midwest Regional meeting.
 13. Can DuPont Analysis Be Used in Assessment of Profitability Performance in the Health Care Industry? (with Kathryn J. Chang and Doina C. Chichernea). 2012 American Accounting Association – Ohio Regional Conference.
 14. The Impact of Firm and Corporate Governance Characteristics on Auditor Dismissal: Evidence from Material Weakness Firms (with Mai Dao). 2011 American Accounting Association – Annual Meeting.
 15. The Impact of Audit Committee Characteristics and Shareholder Activism on the Association between Audit-Firm Tenure and Accounting Conservatism (with Mai Dao). 2011 American Accounting Association – Ohio Regional Conference.
 16. The Impact of Enterprise Resource Planning Implementation on Organizational Capabilities and Performance (With Woosang Hwang, and Mark Vonderembse). 2011 American Accounting Association – Ohio Regional Conference.
 17. Applying the Pharmaceutical Approval Model to Over-The-Counter Derivatives (with Duane P. Gustrowsky and Kathryn Chang). American Accounting Association Annual Meeting, August 2010.

18. Applying the Pharmaceutical Approval Model to Over-The-Counter Derivatives (with Duane P. Gustrowsky and Kathryn Chang). American Accounting Association-Ohio Region Meeting 2010.
19. The Impact of Firm and Corporate Governance Characteristics on Auditor Dismissal for Firms with Material Weakness in Internal Control (with Amal Said and Mai Dao). American Accounting Association-Ohio Region Meeting 2010.
20. Applying the International Medical Graduate Program Model to Alleviate the Supply Shortage of Accounting Doctoral Faculty (with Oanh Thikieu Tran). American Accounting Association-Ohio Region Meeting 2010.
21. Applying the International Medical Graduate Program Model to Alleviate the Supply Shortage of Accounting Doctoral Faculty (Oanh Thikieu Tran). Midwest Decision Science Conference 2010.
22. Applying the Pharmaceutical Approval Model to Over-The-Counter Derivatives (with Duane P. Gustrowsky and Kathryn Chang). Midwest Decision Science Conference 2010.
23. The Effectiveness of the PCAOB Inspection Process (with Diana R. Franz and Brian L. Lavery). Midwest Decision Science Conference 2010.
24. The Impact of Firm and Corporate Governance Characteristics on Auditor Dismissal for Firms with Material Weakness in Internal Control (with Amal Said and Mai Dao). Midwest Decision Science Conference 2010.
25. Impact of Sarbanes-Oxley Act on the Relationship between Debt Covenant Violation and Earnings Management (with Diana R. Franz and Gerald J. Lobo). American Accounting Association Annual Meeting, August 2009.
26. Impact of Sarbanes-Oxley Act on the Relationship between Debt Covenant Violation and Earnings Management (with Diana R. Franz and Gerald J. Lobo). American Accounting Association Ohio Regional Meeting, May 2009.
27. Impact of Sarbanes-Oxley Act on the Relationship between Debt Covenant Violation and Earnings Management (with Diana R. Franz and Gerald J. Lobo). Tenth International Business Research Conference Dubai, April 2009.
28. Nonfinancial Performance Measures and Earnings Management (with Amal Said and Emad Mohammad). American Accounting Association Annual Meeting: California, August 2008.
29. Nonfinancial Performance Measures and Earnings Management (with Amal Said and Emad Mohammad). American Accounting Association Annual Meeting: Ohio Regional Meeting, Dayton, April 2008.
30. Are Audit Committees Oversight Responsibilities Expanded Enough After Sarbanes-Oxley Act? (with Amal Said and Glenn Wolfe) American Accounting Association Annual Meeting: Chicago, August 2007.
31. The Impact of National Culture on Business Ethics: A Study of Egypt and the U.S. (with Rafik I. Beekun, Rania Hamdy) American Accounting Association: Annual Meeting, Chicago, August 2007.
32. Are Audit Committees Oversight Responsibilities Expanded Enough After Sarbanes-Oxley Act? (with Amal Said and Glenn Wolfe) American Accounting Association: Ohio Regional Meeting, Columbus, May 2007.
33. Enterprise Resource Planning & Nonfinancial Performance Incentives: The Joint Impact on Corporate Performance (with Benson Wier and James Hunton). American Accounting Association: Ohio Regional Meeting, Cleveland, May 2006.
34. The Effect of Technical Default Cost on Discretionary Accounting Decisions (with Michael Mosebach and Scott Whisenant). American Accounting Association: Ohio Regional Meeting,

- Cleveland, May 2006.
35. Enterprise Resource Planning & Nonfinancial Performance Incentives: The Joint Impact on Corporate Performance (with Benson Wier and James Hunton). American Accounting Association: Management Accounting Section Midyear Meeting, Clearwater Beach, January 2006.
 36. Enterprise Resource Planning & Nonfinancial Performance Incentives: The Joint Impact on Corporate Performance (with Benson Wier and James Hunton). American Accounting Association: National Meeting, San Francisco, August 2005.
 37. The Role of Taxes in Deferred Compensation Plans: The Case of Alternative Minimum Tax (with Baugu Musazi and Tanya S. Nowlin). American Accounting Association: National Meeting, San Francisco, August 2005.
 38. The Retention of Nonfinancial Performance Measures in Compensation Contracts (with Amal A. Said and Benson Wier). American Accounting Association: Management Accounting Section Meeting, Arizona, January 2005.
 39. Earnings Management and the Cost of Technical Default (with Michael Mosebach). American Accounting Association: National Meeting, Orlando, August 2004.
 40. An Investigation of the Organizational and Behavioral Effects of Corporate and National Culture in Budgeting Systems (with Patricia Douglas and Benson Wier). American Accounting Association: Ohio Regional Meeting, Akron, May 2004.
 41. The Relative and Incremental Information Content of Accounting Earnings versus the Cash Recovery Rate (with Amal A. Said and Tanya S. Nowlin). American Accounting Association: Ohio Regional Meeting, Akron, May 2004.
 42. An Investigation of the Organizational and Behavioral Effects of Corporate and National Culture in Budgeting Systems (with Patricia Douglas and Benson Wier). American Accounting Association: International Accounting Section Midyear Conference, San Diego, January 2004.
 43. On the Use of Nonfinancial Measures: The Role of Performance and Firm Characteristics (with Amal Said and Benson Wier). American Accounting Association: National Meeting, Hawaii, August 2003.
 44. An Investigation of the Organizational and Behavioral Effects of Corporate and National Culture in Budgeting Systems (with Patricia Douglas and Benson Wier). American Accounting Association: Mid-Atlantic Regional Meeting, Philadelphia, April 2003.
 45. The Role of Taxes in Deferred Compensation Plans: The Case of Alternative Minimum Tax (with Baugu Musazi). The 33rd annual meeting of the Southeastern Chapter of the Decision Science Institute, Williamsburg. February 2003.
 46. Corporate Borrowers' Debt Covenants Violation Strategy: The Role of Waiver and Renegotiation. American Accounting Association: National Meeting, San Antonio, August 2002.
 47. An Investigation of the Organizational and Behavioral Effects of Corporate and National Culture in Budgeting Systems (with Patricia Douglas and Benson Wier). American Accounting Association: National Meeting, San Antonio, August 2002.
 48. An Archival Investigation of the Impact of Nonfinancial Measures on Firm Performance (with Amal Said and Benson Wier). American Accounting Association: National Meeting, San Antonio, August 2002.
 49. Corporate Borrowers' Debt Covenants Violation Strategy: The Role of Waiver and Renegotiation. American Accounting Association: Mid-Atlantic Regional Meeting, Baltimore, April 2002.
 50. An Archival Investigation of the Impact of Nonfinancial Measures on Firm Performance (with

- Amal Said and Benson Wier). European Accounting Association: Annual Meeting, Copenhagen, April 2002.
51. The Impact of Environmental Factors on Accounting Development: An Egyptian Longitudinal Study (with Amal Said and Ruth W. Epps). Critical Perspective Conference, New York City, April 2002.
 52. An Analysis of the Impact of Economic and Political Environments on Accounting Development (with Amal Said and Ruth Epps). Southeast Institute for Operations Research and Management Science (SEINFORMS), Myrtle Beach, October 2001. *Selected for the 2001 Best Paper Award in the Accounting Track.*
 53. The Economic Determinants of the Creditors' Decisions to Waive Violations of Debt Covenants. Southeast Institute for Operations Research and Management Science (SEINFORMS), Myrtle Beach, October 2001.
 54. An Empirical Investigation of the Relationship between Accounting Development and Environmental Factors: A Longitudinal Inter-Country Analysis. American Accounting Association: National Meeting, Atlanta, August 2001.
 55. Managers' Accounting Responses to Waiving the Violation of Accounting-Based Debt Covenants. American Accounting Association: Southeast Regional Meeting, Tampa, April 2001.
 56. The Validity of the Agency Theory in Developing Nations: Egyptian Evidence (with Michael Mosebach). Sustainable Development Forum, George Washington University, and Cairo University, May 2001.
 57. The Impact of the Political and Economic Systems on the Egyptian Business Environment (with Amal Said, and Osama Zaki). Global Business and Technology Association International Conference, Montego Bay, Jamaica, April 1999.
 58. The Oil Stock Market Reaction to the Gulf War (with Ashraf Attia). Academy of International Business: Southwest Chapter Annual Conference, Dallas, March 1998.
 59. The Consequences of Accounting Environments on the Prevalence of Accounting-Based Debt Covenants: Evidence from Comparing Egypt to Developed Countries (with Amal Said). Academy of International Business: Southwest Regional Meeting, New Orleans, March 1997.
 60. The Impact of the Accounting Environment on the Contractual Relationship between Debtors and Creditors: Egyptian-American Evidence (with Amal Said). Midwest Review of International Business Research, Volume XI, Center for International Business Education and Research (CIBER), Chicago, March 1997.

INVITED LECTURES AND TALKS

1. Going Global Panel - Welcoming a Global Workforce: Investing in Equity: Building an Inclusive Business Community, the Northern Kentucky Chamber of Commerce, third annual DEI Summit, June 2024.
2. The proper faculty and staff to effectively respond to the challenges of the 4th industrial revolution, 11th Eduinversal World Convention, October 2018.
3. The Impact of Supervisory Style on Subordinate Stress: Neuroscience Approach, Zhejiang University of Finance and Economics, June 2018.
4. APLG-at 2017 AAA Annual Meeting: Invited Panelist at the PAPLG New Chairs' Symposium
5. Debt Covenant Violation, Earnings Management, and Supervisory Style: A Neuroscience Approach, Zhejiang University of Finance and Economics, May 2017.
6. The Influence of Ownership on Strategic Cost Management: Evidence from U.S. Hospitals, Zhejiang University of Finance and Economics, May 2016.
7. The Deadly Sins of Financial Reporting. Cairo University, October 2015.

8. Impact of the Sarbanes-Oxley Act on the Relationship between Debt Covenant Violation and Earnings Management. Harbin University, June 2014.
9. Impact of the Sarbanes-Oxley Act on the Relationship between Debt Covenant Violation and Earnings Management. Zhejiang University of Finance and Economics, June 2014.
10. Does Balanced Scorecard Improve Firm Performance? (with Amal Said). IMA-Egypt Chapter December 2013.
11. The State of the Business Research: The Accounting Case. Anglia Ruskin University, April 2013.
12. Audit Committee Effectiveness: Evidence from an Emerging Market Economy. King Saud University, April 2013.
13. Impact of Proximity to Debt Covenant Violation on Earnings Management. King Saud University, December 2012.
14. Building a Successful Career: From the Bench to the Field. King Saud University, December 2012.
15. The State of Accounting Research: Cairo University, December 2011.
16. Back-to-the-basics: OLS Regression-A Dose for Research Sustainability, Zhejiang University of Finance and Economics (ZUFE), May 2012.
17. Logistic Regression: A Resolution to the OLS Regression Violations, ZUFE, May 2012.
18. Endogeneity and Instrumental Variables: A Cure for Methodological Diseases, ZUFE, May 2012.
19. Endogeneity and Instrumental Variables: A Cure for Methodological Diseases, King Saud University, March 2012.
20. The State of the Accounting Research: King Saud University, March 2012.
21. Ohio Region Meeting/AAA Conference, Panel on Specialized Knowledge and Applications, May 2011.
22. Earnings Management and Corporate Governance. Sadat Academy for Management Sciences (SAMS), December 2009.

PH.D. DISSERTATION COMMITTEES AT THE UNIVERSITY OF TOLEDO

Dissertations Completed

- Member of the Ph.D. dissertation committee, Mohamed Serag, 2021. Cairo University,
- Co-chair Ph.D. dissertation committee (James Montgomery), University of Toledo, 2018.
- Chair of Ph.D. dissertation committee (Huilan Zhang), University of Toledo, 2016.
- Member of the Ph.D. dissertation committee (Mohammed Alshehri), University of Toledo, 2018.
- Member of the Ph.D. dissertation committee (Jindan Zhang), University of Toledo, 2016.
- Member of Ph.D. dissertation committee (David Nelson), University of Toledo, 2015.
- Chair of Ph.D. dissertation committee (Kathryn Jinmei Chang), University of Toledo, 2013.
- Chair of Ph.D. dissertation committee (Agassy Manoukian), University of Toledo, 2013.
- Member of the Ph.D. dissertation committee (James Rao), University of Toledo, 2009.
- Member of the Ph.D. dissertation committee (Robert Hutchinson), University of Toledo, 2007.

PROFESSIONAL SERVICES

- Academic Program Reviewer, Qatar University, March 25, 2018.
- Reviewer for the European Accounting Review (spring 2017-2019).
- Reviewer for the Management Review Research (2013-2019).

- Ad-hoc reviewer for the Accounting, Auditing & Accountability Journal (spring 2017).
- Ad-hoc reviewer for the International Journal of Emerging Markets (spring 2017).
- Reviewer for Journal of Management Science and Practice (2015-Present).
- Special Issues (Guest Editor). Healthcare Performance and Cost. International Journal of Management Accounting Research, 2014.
- Editorial Board of the International Journal of Financial Management (March 2010-Present).
- Editorial Board of the World Journal of Financial Management (March 2008-March 2010).
- Editorial Board of the Journal of Theoretical Accounting Research (2005-2010).
- Editorial Board of American Journal of Finance and Accounting (2009-Present).
- Ad-hoc reviewer for the Journal of Information Systems.
- Reviewer for Accounting and Business Research.
- Reviewer Advances in Accounting Behavioral Research.
- Reviewer for the American Accounting Association Ohio Region.
- Reviewer for the Management Accounting Section of the American Accounting Association National Meeting.

PROFESSIONAL MEMBERSHIPS

- American Accounting Association.
- Institute of Management Accountants.
- The Financial Section of the American Accounting Association.
- The Management Section of the American Accounting Association.
- The International Section of the American Accounting Association.
- Ohio Society of CPAs.

COMMITTEES AT NORTHERN KENTUCKY UNIVERSITY

- Chair, Academic Work Group- Norse Network Hub May 2024-present.
- President Council, July 2019-present.
- University Council, July 2019-present.
- President Search Committee, 2023.
- Search Committee- Executive Dir, Planning & Inst. Research, 2022.
- Academic Affairs Council, July 2019-present.
- Deans Council, July 2019-present.
- Ad Hoc Contingency Budget Development Group, May 2020-June 2020.
- Budget Executive Committee, July 2019-present.
- Academic Affairs COVID Working Group, April 2020-August 2020.

MEMBER AND SERVED ON THE FOLLOWING COMMITTEES AT THE UNIVERSITY OF TOLEDO

- President Advisory Council October 2017-August 2018.
- President Deans Council October 2017-August 2018.
- Provost Council of Deans October 2017-August 2018.
- University of Toledo, Minority Business Center-Advisory Board, October 2017-Present.
- University of Toledo, Research Council, Fall 2015-October 2017.
- Faculty Senate, 2013-Spring 2016.

- Faculty Senate Committee on Faculty Affairs, 2015- Spring 2016.
- University of Toledo, Graduate Programs and Regulations Committee, 2015-2016.
- Faculty Senate Committee on Academic Programs, 2014-2015.
- University of Toledo, Board of Trustees Audit Committee, January 2009-2011.
- University of Toledo Presidential Commission for Faculty Input on Institutional Transformation.
- Member of the University of Toledo Strategic Planning Committee.
- University of Toledo Graduate Council.
- University of Toledo Graduate Program Review Committee.
- University of Toledo Fellowships and Scholarship Committee.
- University of Toledo VPSA Exemplary Recognition Program Committee, 2007-2009.
- University of Toledo Student Activities Committee, 2006-2009.
- College of Business and Innovation, Chair Council, Fall 2014-present.
- College of Business and Innovation Personnel Committee.
- College of Business and Innovation ALSC-Extended Committee.
- College of Business and Innovation Assessment Committee.
- College of Business and Innovation Research Action Team (Chair).
- College of Business and Innovation Outstanding Research Paper Committee.
- College of Business and Innovation Doctoral Admission Committee.
- College of Business and Innovation Ph.D. Comprehensive Exam Committee.
- College of Business and Innovation Masters Programs Committee, 2006-Present.
- College of Business and Innovation Teaching and Research Excellence Committee.
- College of Business and Innovation, Accounting Department Curriculum Committee.
- College of Business and Innovation Minority Student Business Development Network (Co-Chair).
- Coordinator of the UT-KSU (Kingdom of Saudi Arabia program), 2011-2014.
- Coordinator of the UT-SAMS Egypt MBA program, 2009-2011.
- Coordinator of the UT-AmCham Egypt MBA program, 2011-present.
- Coordinator of the 2+2 Program Committee with the Sadat Academy for Management Sciences (SAMS) Egypt (2008-2011).
- Prepared the College Interim AACSB CIR 2017.
- Prepared the AACSB Initial Accounting Accreditation Report, 2012-2013.