

Syed K. Zaidi, Ph.D.

Department Head and Ross Endowed Professor of Accounting
Department of Accounting, Finance, Economics, and Business Law
College of Business
East Texas A&M University
Syed.Zaidi@etamu.edu

EDUCATION

| | | |
|--|--|-----------|
| The University of Texas at El Paso | | |
| PhD – International Business: Accounting | | May 2012 |
| California State University, San Bernardino | | |
| MBA – Accounting | | June 2007 |
| California State University, Long Beach | | |
| BS – Business Administration: Finance | | May 2003 |
| El Camino Community College, Torrance, CA | | |
| AS – Business Administration: Computer Information Systems (non-conferred) | | July 2002 |
| The University of Peshawar (Bahria College), Pakistan | | |
| BBA – General Business | | June 1997 |
| Petroman Training Institute, Pakistan | | |
| Diploma – Computer Science | | 1995 |

CERTIFICATIONS

| | | |
|---|--|----------------|
| Institute of Management Accountants (IMA) | | |
| Financial and Managerial Accounting Associate (FMAA) #111 | | June 2024 |
| Certified Management Accountant (CMA) #45892 | | May 2015 |
| Scrum Alliance | | |
| Certified Scrum Master (CSM) #001473050 | | January 2023 |
| Scrum.Org, The Home of Scrum | | |
| Professional Scrum Master I (PSM I) #900835 | | January 2023 |
| International Scrum Institute | | |
| Certified Kanban Expert (Kanban-EXP) #35061720022931 | | January 2023 |
| Scrum Master Accredited Certification (SMAC) #35061720022931 | | December 2022 |
| Association of Certified Fraud Examiners (ACFE) | | |
| Certified Fraud Examiner (CFE) #672801 | | September 2014 |

CERTIFICATES / OTHER QUALIFICATIONS

| | | |
|--|---------------|----------------|
| Intuit Academy | | |
| Tax Level 1 – Federal Individual Tax Returns | | October 2024 |
| Franklin University | | |
| Teaching Effectively in Higher Education | | September 2024 |
| Louisiana State University (LSU Online) | | |
| Facilitating Learning Online | | August 2024 |
| Collaborative Institutional Training Initiative (CITI) | | |
| Social & Behavioral Research – Basic Course | | November 2023 |
| Louisiana State University, Shreveport | | |
| CPTP SCS Cybersecurity Web-Based Training | February 2025 | |
| CPTP SCS Cybersecurity Web-Based Training | May 2023 | |
| Association to Advance Collegiate Schools of Business (AACSB) | | |
| Continuous Improvement Review (CIR) | August 2021 | |
| Assurance of Learning 2 (AoL II) | August 2021 | |
| Assurance of Learning 1 (AoL I) | August 2021 | |
| The University of Texas at El Paso | | |
| UTEP Certificate of College Teaching | | August 2011 |
| The State of California | | |
| Notary Public #1690792 (Expired: 2010) | | August 2006 |
| Peoples Income Tax | | |
| The Comprehensive Income Tax Course, CTEC #1071-QE-1004 | | May 2006 |

TEACHING & RELATED EXPERIENCE

| | |
|---|---------------------------|
| East Texas A&M University, Commerce | September 2025-Present |
| Head – Dept. of Accounting, Finance, Economics, and Business Law | |
| Professor of Accounting | |
| Kenton and Eula Ross Endowed Professor of Accounting | |
| Louisiana State University, Shreveport | August 2019-August 2025 |
| Pete and Linda Ballard Endowed Professor of Accounting | February 2023-August 2025 |
| Full Professor (Tenured) | August 2022-August 2025 |
| Chair – Department of Accounting and Business Law | July 2021-August 2023 |
| Interim Associate Dean – College of Business | July 2021-May 2022 |
| Associate Professor of Accounting | August 2019-July 2022 |
| Interim Chair – Department of Accounting and Business Law | April 2021-June 2021 |
| Miles Talent Hub Inc., Wilmington, DE | |
| Consultant/Independent Contractor: CPE/CPA Masterclasses; Adjunct | August 2024-March 2025 |

| | |
|---|--|
| The University of Cumberlands, Williamsburg, KY Content Expert/Consultant for MBA, MS-Finance, and PhD-Business Assisting NJ Office of the Secretary for Higher Education | July 2024-October 2024 |
| California State University, San Marcos Chair – Department of Accounting Associate Professor of Accounting (Tenured) Assistant Professor of Accounting (Break from 8/2015-5/2016) | August 2012-May 2019 August 2018-May 2019 August 2018-May 2019 August 2012-July 2018 |
| Midwestern State University, Wichita Falls, TX Assistant Professor of Accounting | August 2015-May 2016 |
| The University of Texas at El Paso Associate Instructor of Accounting Research Assistant (RA) for Dr. Esperanza Huerta | August 2008-May 2012 August 2008-May 2012 |
| El Camino Community College, Torrance, CA Teaching Assistant for Mr. Jack Gill Teaching Assistant for Ms. Trudy Meyer Teaching Assistant for Mr. G. Scott | January 2000-May 2001 August 2000-May 2001 August 2000-December 2000 January 2000-May 2000 |
| Idaho State University, Pocatello Classroom Assistant at Early Learning Center | August 1998-December 1998 |
| Queen Mary Public School, Pakistan Computer Teacher | September 1996-April 1997 |

PROFESSIONAL EXPERIENCE

| | |
|--|--|
| ZeeAcc Founder and CEO Providing Accounting consulting/advisory services | March 2019-August 2025 |
| HireRight, Inc., Rancho Cucamonga, CA International Vendor Coordinator Collected criminal searches from vendors across the world Monitored vendor performance and compliance Promoted and maintained positive relationship with clients | September 2004-July 2008 July 2006-July 2008 |
| International Verifications Researcher Verified employment and education Established network with international sources Researched international contacts | September 2004-July 2006 |
| ARTA Custom Engraving, Victorville, CA Business Owner Managed inventory and store Trained workers and prepared tax documents | May 2004-June 2005 |

Nationwide Funding LLC, Irvine, CA

July 2003-April 2004

Account Executive

Analyzed financial data

Researched industry profiles and established client base

Negotiated contracts with corporate executives

ACCOUNTING CHANNEL

ZeeTube: The Accounting Channel (YouTube Channel)

Accounting lectures for students

March 2020-Present

<https://www.youtube.com/user/skrzaidi2003/videos>

COURSE DEVELOPMENT

Cost Accounting (BADM 790/ACCT 714/MBA 714)

Developed for the MBA Program at LSUS

Spring 2020

International Accounting (ACCT 710/MBA 711)

Developed for the MBA Program at LSUS

Fall 2019

International Financial Reporting Standards (IFRS)

Developed for the Extended Learning Accounting Certification Program at CSUSM

Spring 2014

COURSES TAUGHT

Undergraduate

Cost Accounting (FTF/Online)

Cost Management (Advanced Cost) (FTF)

Intermediate Accounting II (FTF)

Introduction to Business (FTF)

Managerial Accounting (FTF)

Principles of Financial Accounting (FTF)

Principles of Managerial Accounting (FTF/Online)

Senior Experience (FTF)

Graduate

Accounting Analysis for Decision Making (Online)

Cost Accounting (FTF/Online)

Foundations of Accounting (FTF)

International Accounting (Online)

Internship (FTF/Online)

Managerial Use of Accounting Data (Online)

SIR (Master's in Biotech Thesis Committee)

RESEARCH

Peer Reviewed Publications

Henderson, C., Gupta, G., Zaidi, S., Karim, M. (2024). "What Motivates Students to Enroll in Online Business Courses? The Role of Espoused National Culture", *The International Journal of Management Education*, Vol. 22, No. 1, pp. 1-11.

Zaidi, S., Henderson, C., and Gupta, G. (2022) "A Holistic Model for the Adoption of Online Tax Filing in a Developing Country," *Journal of Theoretical Accounting Research*, Vol. 17, No. 3, pp. 86-124.

Souza, J., Paz, V., Zaidi, S., and Dzielski, S. (2021). "The Impossible Interview: A Two-Stage Interview Case for Auditing Students." *Journal of Multidisciplinary Research*, Vol. 13, No. 2, pp 75-108.

Zaidi, S., Henderson, C., Li, Y., and Akaaboune, O. (2021). "Information Mediums Effect on Information Sharing Behavior." *Journal of Theoretical Accounting Research*, Vol. 17, No. 1. pp. 1-29.

Zaidi, S. and Rathinasamy, R. (2021). "What Explains Price Response to Russell 2000 Index Additions and Deletions?" *Journal of Theoretical Accounting Research*, Vol. 16, No. 2. pp. 45-66.

Zaidi, S. and Paz, V. (2020) "Do Core and Non-Core Cash Flows from Operations Persist Differentially in Predicting Future Cash Flows? Analyses Based Upon Industry Membership." *Economics and Business Journal: Inquiries and Perspectives*, Vol. 11, No. 1, pp. 42-59.

Dayyala, N., Zaidi, S., and Bagchi, K. (2020). "Diffusion of IFRS Using Innovation Diffusion Models." *International Journal of Accounting and Information Management*, Vol. 28, No. 4, pp. 685-701.

Karim, M., Rathinasamy, R., and Zaidi, S. (2018). "Market Reaction to Split Announcements: Rational Response or Behavioral Bias?", *Academy of Accounting and Financial Studies Journal*, Vol. 22, No. 2, pp. 1-15.

Zaidi, S., Henderson, C., and Gupta, G. (2017). "The Moderating Effect of Culture on e-Filing Taxes: Evidence from India", *Journal of Accounting in Emerging Economies*, Vol. 7, No. 1, pp. 134-152.

Gupta, G., Zaidi, S., Udo, G., and Bagchi, K. (2015). "The Influence of Theory of Planned Behavior, Technology Acceptance Model, and Information Systems Success Model on the Acceptance of Electronic Tax Filing System in an Emerging Economy", *The International Journal of Digital Accounting Research*, Vol. 15, pp. 155-185.

Gupta, G., Zaidi, S., Udo, G., and Bagchi, K. (2015). "The Effect of Espoused Culture on Acceptance of Online Tax Filing Services in an Emerging Economy", *Advances in Business Research*, Vol. 6, No.1, pp. 14-31.

Zaidi, S. and Paz, V. (2015). "The Impact of IFRS Adoption: A Literature Review", *Journal of Theoretical Accounting Research*, Vol. 10, No. 2, pp. 116-141.

Paz, V. and Zaidi, S. (2014). "The Impact of CEO Stock Option Expensing as per SFAS 123 (R) on Earnings Quality", *Journal of Business, Economics and Finance*, Vol. 3, No. 2, pp. 153-170.

Zaidi, S. and Huerta, E. (2014). "IFRS Adoption and Enforcement as Antecedents of Economic Growth", *International Journal of Accounting and Financial Reporting*, Vol. 4, No. 1, pp.1-27.

Work-in-Progress

Journal Articles:

Paz, V., Mutaseb, H., and Zaidi, S. "Best Practices, Tips, and Tricks for Accounting Courses in a Distance Learning Modality", *Journal of Accounting Education*.

Karim, M. and Zaidi, S. "National Culture and Earnings Management Practices Across Countries."

Gaurav, G., Zaidi, S., and Henderson, C. "Why Do Students Enroll in Online Accounting Courses?"

Huerta, E., Otero, K., and Zaidi, S. "Factors Influencing Student Satisfaction with Business Simulators".

Zaidi, S. and Paz, V. "The Impact of Strong Corporate Governance and IFRS Adoption on the Economic Growth Rate of the IFRS Adoptee Countries".

Paz, V., Creel, T., Zaidi, S. and Olear, C. "Using Virtual Tools in Accounting Classes to Create Gamification".

Huerta, E., Petrides, Y., Zaidi, S., and Glandon, T. "Influence of Rule Precision and Damage on the Assessment of Unethical Conduct."

Conference Presentations

Gaurav, G., Zaidi, S., and Henderson, C. "Why Do Students Enroll in Online Accounting Courses?", *Poster Session at the 2024 American Accounting Association Southwest Region*, Galveston, TX, April 2024.

Henderson, C., Gupta, G., and Zaidi, S. "What Motivates Students to Enroll in Online Business Courses? The Role of Espoused National Culture", *Concurrent Section at the 2023 Southwest American Accounting Association*, Houston, TX, March 2023.

Henderson, C., Gupta, G., and Zaidi, S. "What Motivates Students to Enroll in Online Business Courses? The Role of Espoused National Culture", *Effective Learning Strategies Section at the Annual Meeting of the American Accounting Association*, San Diego, CA, August 2022.

Zaidi, S. and Paz, V. "The Impact of Strong Corporate Governance and IFRS Adoption on the Economic Growth Rate of the IFRS Adoptee Countries", *Research Interaction Forum V at the Annual Meeting of the American Accounting Association*, New York, NY, August 2016.

Dayyala, N., Zaidi, S., Bagchi, K. "Diffusion of IFRS Using Innovation Diffusion Models", *Full Paper Session at the Western Decision Sciences Institute*, Las Vegas, NV, April 2016 (Best Application Paper Award).

Zaidi, S. "The Impact of Strong Corporate Governance and IFRS Adoption on the Economic Growth Rate of the IFRS Adoptee Countries", *Effective Learning Strategies Poster Session at the Western Region Meeting of the American Accounting Association*, Coronado, CA, April 2015.

Avalos, F., Basu, R., Flores, I., Imara, M., Metzger, T., Moss, C., Olivas, T., Proudfit, J., Schmelzer, L., and Zaidi, S. "Cal State, San Marcos Faculty Learning Community in Diversity and Multiculturalism: Teaching and Learning Cultural Intelligence", Teaching Diversity Conference, University of California, San Diego, CA, January 2015.

Zaidi, S. and Henderson, C. "Information Sharing Behavior in a Collectivist Society with Face Dimension", *Effective Learning Strategies Poster Session at the Western Region Meeting of the American Accounting Association*, Salt Lake City, UT, April 2014.

Huerta, E., Glandon, T., Petrides, Y., and Zaidi, S. "Ethical Regulation as an Incomplete Contract: Influence of Regulation and Damages on Unethical Conduct Assessments", *Concurrent Session at the American Accounting Association*, Anaheim, CA, August 2013.

Zaidi, S. and Huerta, E. "IFRS Adoption and Enforcement as Antecedents of Economic Growth", *Paper Session at the Western Region Meeting of the American Accounting Association*, San Francisco, CA, April 2013.

Zaidi, S. "Information Sharing Behavior in a Collectivist Society with Face Dimension", *Emerging and Innovative Research Project Session at the American Accounting Association*, Denver, CO, August 2011.

Huerta, E., Glandon, T., Petrides, Y., and Zaidi, S. "Disciplinary Sanctions: Does the Regulation of Auditors' Unethical Behavior Influence the Sanctions Imposed?", *Ethics Symposium Forum at the American Accounting Association*, Denver, CO, August 2011.

Zaidi, S. and Huerta, E. "Consequences of IFRS Adoption", *Concurrent Session at the American Accounting Association*, San Francisco, CA, August 2010.

Zaidi, S. "Individuals' Perception on the Adoption of Global Taxation", *Emerging and Innovative Research Project (Poster) at the American Accounting Association*, San Francisco, CA, August 2010.

Huerta, E., Otero, K., and Zaidi, S. "Factors Influencing Student Satisfaction with Business Simulators", *Concurrent Session at the American Accounting Association*, San Francisco, CA, August 2010.

Zaidi, S. "Consequences of IFRS Adoption: Work in Progress", *Research Interaction Forum Session at the American Accounting Association*, New York, NY, August 2009.

Other Presentations

Zaidi, S. and Henderson, C. "Information Sharing Behavior in a Collectivist Society with Face Dimension", *Celebration of Faculty Scholarship and Creative Activities*, California State University, San Marcos, CA, April 2014.

Avalos, F., Basu, R., Flores, I., Imara, M., Metzger, T., Moss, C., Olivas, T., Proudfit, J., Schmelzer, L., and Zaidi, S. "Learning to Change", *Teaching Expo*, California State University, San Marcos, CA, April 2014.

Avalos, F., Basu, R., Flores, I., Imara, M., Metzger, T., Moss, C., Olivas, T., Proudfit, J., Schmelzer, L., and Zaidi, S. "Promising Practices", *The 17th Annual CSU Symposium on University Teaching*, California State University, San Marcos, CA, March 2014.

Zaidi, S. and Huerta, E. "IFRS Adoption and Enforcement as Antecedents of Economic Growth", *Celebration of Faculty Scholarship and Creative Activities*, California State University, San Marcos, CA, April 2013.

Zaidi, S. and Huerta, E. "IFRS Adoption and Enforcement as Antecedents of Economic Growth", *Accounting Standards and Regulatory Environment Session at the Southern California Accounting Research Forum*, Fullerton, CA, April 2013.

SERVICE

Discipline

| | | |
|---|-------------------------|--|
| Federation of Business Disciplines (FBD) | | |
| Vice President/Program Chair | March 2025-Present | |
| Executive Council Member | April 2024-Present | |
| Director – Board of Directors | March 2022-Present | |
| Vice President/Program Chair Elect | April 2024-March 2025 | |
| American Accounting Researchers & Educators (AARE) | | |
| Founding Member | April 2024-Present | |
| Chair – Nominating Committee | May 2024-June 2025 | |
| Member – Marketing/Branding Committee | May 2024-June 2025 | |
| Chair – Sponsorship and Dues Committee | April 2024-June 2025 | |
| Co-Chair – Organizing Committee | April 2024-June 2025 | |
| Director – Board of Directors | April 2024-June 2025 | |
| American Journal of Business and Operations Research | | |
| Editorial Board Member | Fall 2021-Present | |
| Journal of Finance and Accounting | | |
| Editorial Board Member | Fall 2020-Present | |
| International Journal of Economics, Finance and Management Sciences | | |
| Editorial Board Member | Fall 2020-Present | |
| Risk Governance and Control: Financial Markets & Institutions | | |
| External Reviewer | Spring 2020-Present | |
| ZeeTube: The Accounting Channel | | |
| Professor – Accounting Lectures | Spring 2020-Present | |
| Institute of Management Accountants (IMA) | | |
| Campus Advocate-Louisiana State University, Shreveport | Fall 2019-Summer 2025 | |
| Campus Advocate-California State University, San Marcos | Summer 2016-Spring 2019 | |
| Campus Advocate-Midwestern State University, Wichita Falls | Fall 2015-Spring 2016 | |
| Campus Advocate-California State University, San Marcos | Fall 2013-Summer 2015 | |
| American Accounting Association Southwest Region (AAA-SW) | | |
| President | March 2023-August 2024 | |
| Program Chair | March 2022-August 2023 | |
| Program Chair Elect | March 2021-March 2022 | |
| Nominating Committee Member | March 2020-March 2021 | |
| American Accounting Association-Southwest Region Meeting 2024 | | |
| Speaker – Where Can We Go From Here? | April 2024 | |
| Speaker – Business Meeting & Luncheon | April 2024 | |
| Accounting Transfer Pathway Committee of Louisiana | | |
| Committee Member | Spring 2023 | |

| | | |
|--|-----------------------|-------------------------|
| Southeast Decision Sciences Institute 2021 & 2022 | | |
| Reviewer | | Spring 2020-Spring 2022 |
| International Journal of Accounting and Information Management | | |
| Reviewer | | Spring 2019 |
| California Society of Certified Public Accountants (CalCPA) | | |
| Scholarship Committee Member – San Diego Chapter | | Fall 2018 |
| International Journal of Management Sciences | | |
| Editorial Board Member | | 2017 |
| American Accounting Association Annual Meetings 2013 & 2016 | | |
| Mentor – New Member Host Program | | 2016 |
| Reviewer | | 2016 |
| Reviewer | | 2013 |
| Advances in Business Research | | |
| Editorial Board Member | Spring 2015-Fall 2016 | |
| Reviewer | Spring 2015-Fall 2016 | |
| Western Decision Sciences Institute Annual Meeting | | |
| Reviewer | | 2015 |
| The Business Association of Latin American Studies | | |
| Reviewer | | 2010 |

Department

| | | |
|---|--|-----------------------|
| UG Program Task Force | | |
| Task Force Chair | | Fall 2025-Present |
| Promotion and Tenure (P&T) Committee for Dr. Yu Bai at LSUS | | |
| Committee Chair | | Spring 2024-Fall 2024 |
| Pre-Tenure Review Committee for Dr. Gail Gao at LSUS | | |
| Committee Chair | | Spring 2024-Fall 2024 |
| Course Revision Committee for MBA 700 at LSUS | | |
| Committee Chair | | Summer 2022 |
| Advisory Board at LSUS | | |
| Prepared By Laws and Application Packet | | Spring 2022 |
| Beta Alpha Psi at LSUS | | |
| Prepared Application Packet | | Spring 2020 |
| Peer Review Committee (PRC) at CSUSM | | |
| Committee Member | | Fall 2018-Spring 2019 |

| | | |
|---|--|-------------------------|
| Transfer Curriculum Evaluation Committee at CSUSM | | |
| Committee Member | | Fall 2018-Spring 2019 |
| Scholarship Committee at CSUSM | | |
| Chair | | Spring 2019 |
| Committee Member | | Spring 2013-Spring 2015 |
| Accounting Society at CSUSM | | |
| Advisor | | Fall 2017-Spring 2018 |
| Advisor | | Spring 2014-Spring 2015 |
| Advisor Elect | | Spring 2013-Fall 2013 |
| Accounting Faculty Hiring Committee at CSUSM | | |
| Interviewer – American Accounting Association Meeting, DC | | Fall 2018 |
| Interviewer – American Accounting Association Meeting, CA | | Fall 2017 |
| Interviewer – American Accounting Association Meeting, NY | | Fall 2016 |
| Interviewer – American Accounting Association Meeting, GA | | Fall 2014 |
| Junior Achievement at CSUSM | | |
| Presenter | | Fall 2014 |
| Panelist | | Spring 2013 |

College

| | | |
|--|--|-------------------------|
| Assurance of Learning (AoL) Committee at LSUS | | |
| Committee Member | | Summer 2022-Summer 2025 |
| Co-Chair | | Summer 2021-Spring 2022 |
| AACSB Task Force at LSUS | | |
| Committee Member | | Summer 2022-Summer 2025 |
| Co-Chair | | Summer 2021-Spring 2022 |
| Newly Hired Faculty Mentor at LSUS | | |
| Mentor | | Fall 2020-Summer 2025 |
| External Relations Committee at LSUS | | |
| Committee Member | | Fall 2019-Summer 2025 |
| Student Advising at LSUS | | |
| Advisor | | Fall 2019-Summer 2025 |
| Introduction to Business (MADM 105) Course at LSUS | | |
| Guest Speaker | | Fall 2022-Fall 2024 |
| Guest Speaker | | Spring 2024 |
| Guest Speaker | | Fall 2023 |
| Guest Speaker | | Spring 2023 |
| Guest Speaker | | Fall 2022 |
| Executive Committee at LSUS | | |
| Committee Member | | Summer 2022-Summer 2023 |
| Co-Chair | | Summer 2021-Spring 2022 |

| | |
|---|---|
| Committee Member | Spring 2021-Summer 2021 |
| Catalog Committee at LSUS Committee Member Co-Chair | Summer 2022-Summer 2023 Summer 2021-Spring 2022 |
| Internships at LSUS Internship Coordinator | Summer 2021-Summer 2023 |
| Accounting Degree Option – Introduction to Business Course at LSUS Video Faculty Guest Speaker | Spring 2021 |
| Career Fair – Caddo Career and Technology Center LSUS Table Presenter | Spring 2020 |
| Leadership Committee at CSUSM Committee Member | Fall 2018-Spring 2019 |
| Graduation Ceremony at CSUSM Gonfaloniere | Spring 2019 |
| Undergraduate Curriculum Committee at CSUSM Committee Member | Fall 2016-Spring 2018 |
| Dress for Success Fashion Show – Latino Business Student Assoc. Judge Panel | Spring 2017 |
| Faculty Development Committee at MSU-Wichita Falls, TX Committee Member | Fall 2015-Spring 2016 |
| Mustang Rally at MSU-Wichita Falls Co-Presenter | Fall 2015 |
| Retention, Tenure, and Promotion (RTP) Task Force at CSUSM Committee Member | Spring 2013-Summer 2015 |
| Strategic Planning Committee (Subgroup) at CSUSM Committee Member | Fall 2012 |
| University | |
| Academic Senate at LSUS Vice President Executive Committee Member Senator | Fall 2023-Summer 2025 Fall 2023-Summer 2025 Spring 2020-Summer 2025 |
| Graduation Ceremony at LSUS Faculty Marshal | Summer 2021 |
| Search Committee – Director of Recruitment at LSUS Committee Member | Summer 2021 |

| | |
|---|---|
| Search Committee – Dean College of Business at LSUS Committee Member | Spring 2021 |
| LSUS Initiative Video – I have a Dream Participant | Fall 2020 |
| New Faculty Orientation at LSUS Panelist: What I wish I had known during my 1 st year at LSUS | Fall 2020 |
| Retention Committee at LSUS Committee Member | Spring 2020-Spring 2021 |
| Title IX Confidential Advisor at LSUS Advisor | Fall 2019-Fall 2021 |
| Faculty Mentoring Program at CSUSM Mentor Mentor | Fall 2016-Spring 2019 Spring 2013-Spring 2015 |
| Faculty Center Connections at CSUSM Member Member | Fall 2016-Spring 2019 Spring 2013-Spring 2015 |
| Academic Senate at CSUSM Senator | Fall 2016-Spring 2018 |
| Student Affairs Committee at CSUSM College Representative | Fall 2016-Spring 2017 |
| University Corporation at CSUSM Director – Board of Directors Director – Board of Directors | Fall 2016-Spring 2017 Fall 2014-Spring 2015 |
| Semester-in-Residence for Master of Biotechnology at CSUSM Thesis Committee Member | Spring 2017 |
| Review Interview for Faculty Center Director at CSUSM Participant | Spring 2017 |
| Research Committee at MSU-Wichita Falls, TX Committee Member | Fall 2015-Spring 2016 |
| Faculty Steering Committee at CSUSM Committee Member | Summer 2014-Spring 2015 |
| Campus Connect at CSUSM Facilitator Graduate Participant | Summer 2014-Spring 2015 Spring 2014 Fall 2013-Spring 2014 |

| | | |
|--|-----------------------|--|
| Graduation Ceremony at CSUSM | | |
| Faculty Marshal | Spring 2013 | |
| Faculty Marshal | Spring 2014 | |
| Faculty Marshal | Spring 2015 | |
| Faculty Learning Community at CSUSM | | |
| Committee Member | Fall 2013-Spring 2014 | |
| Community | | |
| Business Department Advisory Board - West Los Angeles College | | |
| Advisory Board Member | Summer 2025-Present | |
| SpeakerPost | | |
| Speaker | Fall 2020-Present | |
| Alumni Mentoring Program at CSUSB | | |
| Mentor | Spring 2020-Present | |
| Campus Federal Credit Union | | |
| Campus Ambassador | Fall 2020-Summer 2025 | |
| Dissertation Interview-Doctoral Candidate Nahla Abousamra at IUP | | |
| Interviewee | March 2024 | |
| 1000 Spotlights Highlighting...Meaningful Impact (Published) | | |
| Interview with Dr. Kapoor, CEO SpeakerPost | July 2023 | |
| Strategies for Living with David McMillan on KEEL Radio | | |
| Subject Matter Expert/Guest Speaker | April 2022 | |
| SpeakerPost Video | | |
| Speaker: What Can You Do with a Degree In Accounting? | February 2022 | |
| Bobbie Harro's Cycles at Deaf Action Center of Shreveport | | |
| Presenter/Speaker | Fall 2020 | |
| Alumni Speaker Series at CSUSB | | |
| Speaker: Pursuing a PhD or Doctorate | Fall 2020 | |
| LSUS India Studies Cricket Tournament | | |
| Emcee/Chief Guest | Fall 2019 | |
| Murrietta Chamber of Commerce, CA | | |
| Chamber Champion | Fall 2016-Spring 2019 | |
| Chamber Champion | Fall 2013-Summer 2015 | |
| Young Professional of Wichita Falls, TX | | |
| Member | Fall 2015-Spring 2016 | |

Promenade Temecula Leadership Council (PTCL), CA
Volunteer Spring 2015

Accounting Day – San Diego, CA
CSUSM Exhibitor Spring 2015
CSUSM Exhibitor Spring 2014

SHOLARSHIP/HONORS/AWARDS/ENDOWMENTS

Kenton and Eula Ross Endowed Professorship in Accounting
Recipient Fall 2025-Present

Pete & Linda Ballard Endowed Professorship in Accounting at LSUS
Recipient Spring 2023-Summer 2025

Outstanding Educator Award Nomination for AARE
Nominee Fall 2024

Professor of the Year Award Nomination at LSUS
Nominee Spring 2024

Faculty Research & Development Grant at LSUS
Recipient 2022

Competitive Summer Research Grant – COBA at CSUSM
Recipient Summer 2019
Recipient Summer 2018
Recipient Summer 2017

Best Application Paper Award: Diffusion of IFRS Using Innovation
Diffusion Models, 45th Annual Meeting of WDSI - Las Vegas, NV
Recipients Authors: Dayyala, N., Zaidi, S., and Bagchi, K. April 2016

Harry E. Brakebill Distinguished Professor Award at CSUSM
Nominee 2017

Wang Family Excellence Awards at CSUSM
Nominee 2017

President's Outstanding Faculty Award for Teaching Innovation and
Excellence at CSUSM
Nominee 2014

Sony Electronics Faculty Award for Innovative Instruction with
Technology at CSUSM
Nominee 2013

CMA Doctoral Scholarship from Institute of Management Accountants
Recipient 2012

Beta Gamma Sigma, International Honor Society for Collegiate Schools of Business

| | |
|--------------------------------|------|
| Invited Member - UTEP Chapter | 2009 |
| Invited Member - CSUSB Chapter | 2007 |
| Invited Member - CSULB Chapter | 2003 |

Highest Ranking Graduate in the Accounting Concentration at CSUSM
Recipient of MBA-Accounting Award

2007

Certificate of Recognition for Excellence in Educational Endeavor from
Senate Issued by Senator 31st District, CA
Recipient

2007

Outstanding Undergraduate Student Award at CSULB
Nominee

Spring 2003

President's Honor List at CSULB

| | |
|-----------|-------------|
| Recipient | Spring 2003 |
| Recipient | Fall 2002 |
| Recipient | Spring 2002 |

Financial Management Association, National Honor Society at CSULB
Member

2002

Dean's List at El Camino Community College (ECC), Torrance, CA

| | |
|-----------|-------------|
| Recipient | Spring 2001 |
| Recipient | Fall 2000 |
| Recipient | Spring 2000 |
| Recipient | Fall 1999 |
| Recipient | Spring 1999 |

The National Dean's List

| | |
|--|-----------|
| Recipient - America's Outstanding Students, 24 th Edition | 2000-2001 |
| Recipient - America's Outstanding Students, 23 rd Edition | 1999-2000 |

Transfer Presidential Scholar at University of Southern California (USC)
Awardee

2000-2001

Alpha Gamma Sigma, the Honor and Scholarship Society
Member - El Camino Community College – Torrance Chapter

2000-2001

PROFESSIONAL AFFILIATIONS/MEMBERSHIPS

| | |
|---|--------------|
| American Accounting Researchers & Educators (AARE) | 2024-Present |
| Federation of Business Disciplines (FBD) | 2020-Present |
| People and Global Business Association (P&GBA) | 2016-Present |
| International Society for Development and Sustainability (ISDS) | 2015-Present |

| | |
|---|--------------|
| Association of Certified Fraud Examiners (ACFE) | 2014-Present |
| Institute of Management Accountants (IMA) | 2012-Present |
| American Accounting Association (AAA) | 2012-2024 |
| Society of Louisiana Certified Public Accountants (LCPA) | 2024-2025 |
| American Accounting Association Southwest Region (SWAAA) | 2020-2024 |
| California Society of Certified Public Accountants (CalCPA) | 2013-2019 |

PROFESSIONAL DEVELOPMENT

Institute of Management Accountants (IMA)

| | |
|---|----------------|
| Successfully Managing Workplace Conflict | June 2024 |
| How to Make Modern Accounting a Reality with Sustainable Change | May 2024 |
| Leadership Foundations for Management Accountants | May 2024 |
| Listening Skills | May 2024 |
| Negotiation | May 2024 |
| Leading Change | May 2024 |
| Embracing Change | May 2024 |
| Emotional Intelligence | May 2024 |
| Revenue Management: Methods to Drive the Top Line | May 2024 |
| Making Your Next Career Move with Intention | April 2024 |
| IMA Ethics Series: The Power of Trust | April 2024 |
| Ethics in the Digital Age | April 2024 |
| Build Your Personal Brand with AI | April 2024 |
| The Psychology of Leadership Decision Making | April 2024 |
| Presentation Skills | April 2024 |
| Predicting the Future: Anything Can Be Modeled | April 2024 |
| Inside Talk – AI-Powered Business Intelligence: Shaping the Future of Acct & Fin. | April 2024 |
| Strategic Finance: Generative AI in Accounting Application | April 2024 |
| You Can't Manage What You Can't Measure | April 2024 |
| Strategic Finance and Evolution of FP&A | February 2023 |
| Micro and Interactive Learning: Latest Tools and Techniques | February 2023 |
| Accounts Payable Trends 2017: The Process and Technology of AP Invoices | September 2017 |
| Integrated Business Planning Fosters Better Collaboration & Decision Management | September 2017 |
| Robotics Process Automation | July 2017 |
| Creating a Travel and Expense Policy That Employee Will Actually Follow | July 2017 |
| The Future Role of Finance – The Changing Role of the Finance Professional | June 2017 |
| Block Chain – What is it? Why Should I Care? | June 2017 |
| The Six Skills Accountants Need to Survive the Robot Uprising | May 2017 |
| Leases on the Balance Sheet – Compliance with the New Standard | April 2017 |
| AP Automation and Invoice Compliance in Global Economy | March 2017 |
| Management Accounting – An Integrative Approach | March 2017 |
| The Blueprint for Continuous Accounting | March 2017 |
| The IPO – Are You Ready for Life in the Public Arena | March 2017 |

| | |
|--|----------------|
| Mentoring – the IMA Way | March 2017 |
| Linking Financial and Operational Planning to Steer Business Performance Drivers, Challenges, & Best Practices for Automating the Accounting Close | March 2017 |
| There's Gold in Your Complex Payables | February 2017 |
| The Revenue Standard – Beyond the Accounting | December 2016 |
| The Definitive Guide to Sales-Tax Compliance | December 2016 |
| Real-Life Resources for the Introductory Accounting Classroom | November 2016 |
| Innovative Ways to Engage Students with Technology | September 2016 |
| T&E Expense Spending and Automation Technology Trends for 2016 | September 2016 |
| Get Your Tech On-Technology Trends to Watch | September 2016 |
| The Sales Tax Audit Survival Guide | September 2016 |
| 5 Strategies for Streamlining Reconciliations in Excel | August 2016 |
| No More Bullsheet: The Finance Automation Story | August 2016 |
| Reporting, Business Intelligence, & Data Science; Striving for Analytical Maturity | August 2016 |
| Cash Management Strategies for Accounts Payable | August 2016 |
| Delegation Skills | August 2016 |
| Successful Conflict Negotiation | April 2016 |
| Driving Performance through the Third-Party Ecosystem | April 2016 |
| Revenue Recognition Rewind - What You Might Have Missed | April 2016 |
| Expense Reporting Strategies, Trends and Technologies for 2016 | April 2016 |
| Talent Management | March 2016 |
| Advanced Team Skills | January 2016 |
| Innovation, Leadership and Governance: Mastering the Yin and Yang | December 2015 |
| Leading the Way to Financial Excellence through Digital Transformation | December 2015 |
| Improving Planning, Analysis, and Forecasting with Advanced Analytics | November 2015 |
| Intercompany Accounting Headaches: Find Relief with Technology | October 2015 |
| What's New in Enterprise Performance Management? | October 2015 |

Association of Certified Fraud Examiners (ACFE)

| | |
|--|-----------|
| Money Mules: Don't be their Unwitting Partner | June 2024 |
| Mastering Strategic Analytics to Uncover Red Flags | June 2024 |
| Masterclass: Disambiguating Entities with Identical Names | June 2024 |
| Leveraging Analytics to Unmask Fraud: Unveiling Insight 4 Detection...Prevention | June 2024 |
| Implementing an Effective KYC Customer Journey: From Journey...Deploy | June 2024 |
| Fighting Financial Crime in the Generative AI Age | June 2024 |
| Enforcing Integrity in Real Time: How Govt. Tax Agencies...Stopping Tax Clients | June 2024 |
| Forced Labor and Supply Chains | June 2024 |
| Compliance Challenges with FinCEN's Beneficial Ownership Database | June 2024 |
| Combating Financial Crime with Collaborative Frameworks | June 2024 |
| AML Concerns and Issues for 2023 | June 2024 |
| 2023 Top Trends in AML and Fraud: Sanctions Screening, Crypto...and More | June 2024 |
| How Anomaly Detection May Have Prevented the British Post Office Scandal | June 2024 |
| Benefits and Risks of Using Shared Data for Tax Fraud Investigations | June 2024 |
| Emerging Technologies and Strategies to Combat Identity Fraud | June 2024 |
| Future of Fraud: 2024 Expert Predictions | June 2024 |
| Game of Frauds: How Youth and Tech are Reshaping Financial Crime | June 2024 |
| How to Stay Ahead in a Digitally Diverse Fraud Landscape | June 2024 |
| More Fraudsters, Fewer Staff: Fighting Fraud During the Great Resignation | June 2024 |
| Staying Ahead: The Next Generation of Fraud Analytics | June 2024 |
| Advantage Undetected: How Fraudsters Benefit From Obscurity | June 2024 |

Cyberthreats: The Gateway to Fraud September 2015

American Institute of Certified Public Accountants (AICPA)

Faculty Hour: Adapting Accounting Education to Changing Trends October 2023
A New Focus on Corporate Culture: How to Assess Culture and Why? September 2023
AICPA & CIMA Faculty Hour: Navigating Taxation in Accounting Education July 2023

American Accounting Association (AAA)

Strategies in the Principles Courses to Engage Students in...Accounting Profession September 2024

Financial Accounting Standards Board (FASB)

FASB Update for Accounting Academics September 2024

Southwest American Accounting Association (SWAAA)

| | |
|---|------------|
| Management Accounting and CEOs | March 2022 |
| Teaching, Learning, and Curriculum | March 2022 |
| Building a Burnout Resistant Environment | March 2022 |
| Employee Motivation, Burnout, and Public Policy | March 2022 |
| Repositioning the Skill Sets of the Accounting Profession | March 2022 |
| The Future of Accounting Profession | March 2022 |
| Gender, Diversity, and Families | March 2022 |
| Social Media and Privacy | March 2022 |

Harvard Business School Online – Harvard University

Resilient Leadership May 2024

Franklin University

Invest with Confidence: Understanding the Basics November 2024

Other

| | |
|--|-------------|
| Analyzing Whether to Add New Locations: Capital Budgeting | August 2023 |
| Capital Budgeting | August 2023 |
| Corruption, Occupational, and Financial Statement Fraud | August 2023 |
| Financial Statement Shenanigans: Stop Them Fooling You | August 2023 |
| Fraud and Shifting Ethical Norms | August 2023 |
| Fundamental Risk Audit Data Analysis Course | August 2023 |
| Internal and System Controls | August 2023 |
| Improving Profits: Identifying Cost Cutting Opportunities | August 2023 |
| Performance Based Budgeting | August 2023 |
| Preparing Consolidated Financial Statements Under US GAAP & IFRS | August 2023 |
| Kahoot! EDU Summit | June 2023 |
| Kahoot! EDU Summit 2 | June 2023 |

| | |
|--|----------------|
| CPTP SCS Cybersecurity WBT | May 2023 |
| Lean Six Sigma Green Belt Training by Dr. Lean Murali | January 2023 |
| Choosing the Right Business Entity and Getting Cash Out of It 2022 | August 2022 |
| Corporate Fraud Case Studies | August 2022 |
| Corporate Fraud Investigators | August 2022 |
| Corporate Fraud Statistics | August 2022 |
| Fraud Course | August 2022 |
| The Detection and Prevention of Fraud in Financial Statements | August 2022 |
| Who Commits Fraud and Their Methods | August 2022 |
| XBRL Reporting | August 2022 |
| Ethics for CMAs-Regulatory Ethics | August 2020 |
| Ethics Training for Public Servant | September 2019 |

STUDENT PROJECTS

Sui Southern Gas Company Limited, Karachi, Pakistan

Internship – Evaluated company's performance over the last 5 years

Summer 1997

Abbott Laboratories (Pakistan) Limited, Karachi, Pakistan

Project – Computerized “Investment of Multinational Companies in Banks”

Spring 1996