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Wichita State University
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TEACHING EXPERIENCE

Associate Clinical Professor and Grant Thornton Faculty Fellow, School of Accountancy, Wichita State University, August 2018 – Present. Teach accounting information systems (undergraduate and graduate) and auditing (graduate).

Clinical Assistant Professor and Grant Thornton Faculty Fellow, School of Accountancy, Wichita State University, August 2011 – July 2018. Teach accounting information systems (undergraduate and graduate) and auditing (graduate).

Assistant Professor and Grant Thornton Faculty Fellow, School of Accountancy, Wichita State University, August 2008 – July 2011. Taught accounting information systems (undergraduate and graduate).

Professor of Accounting, Division of Business and Information Technology, Friends University, January 2007 – May 2008. Taught all upper-division accounting courses except tax.

Professor, Department of Accounting, Pittsburg State University, August 2004 – July 2005. Taught auditing (undergraduate and graduate) and introductory financial accounting.

Associate Professor, Department of Accounting, Pittsburg State University, August 1997 – July 2004. Taught auditing (undergraduate and graduate), accounting information systems, and introductory financial accounting.

Associate Professor, Department of Accountancy, Northern Illinois University, August 1994 – July 1995. Taught auditing (undergraduate and graduate).

Assistant Professor, Department of Accountancy, Northern Illinois University, January 1988 – August 1993. Taught auditing (undergraduate and graduate).

Graduate Assistant, Department of Accounting & Business Law, The University of Tennessee, September 1984 – December 1987. Taught introductory managerial accounting.

Instructor, Department of Accountancy, Northern Illinois University, August 1981 – August 1984. Taught auditing (undergraduate), introductory managerial accounting, and introductory financial accounting.

Graduate Assistant, Department of Accountancy, Northern Illinois University, January 1979 – December 1979. Taught introductory managerial accounting and introductory financial accounting.

PROFESSIONAL EXPERIENCE

Faculty Resident, Internal Audit, Spirit AeroSystems, Summer 2012 (eight weeks).

Director, Internal Audit Services, Protiviti Inc., September 2005 – October 2006.

Faculty Resident, Corporate Audit Services, Sprint, Summer 2004 (nine weeks).

Faculty Resident, Risk Assessment and Internal Audit Department, Aquila Inc., Summer 2002 (eight weeks).

Faculty Resident, Internal Audit Department, Allstate Insurance Company, Summer 1999 (six weeks), Summer 1998 (eight weeks).

Senior Manager, Business Risk Consulting Services, Arthur Andersen LLP, July 1995 – July 1997.

Faculty Resident, Internal Audit Department, Allstate Insurance Company, Summer 1995 (seven weeks), Summer 1994 (four weeks).

Part-time Consultant, Business Risk Consulting Services, Arthur Andersen LLP, September 1994 – May 1995.

Faculty Resident, Business Risk Consulting Services, Arthur Andersen LLP, September 1993 – July 1994.

Faculty Resident, Internal Audit Department, Allstate Insurance Company, Summer 1993 (eight weeks), Summer 1992 (seven weeks).

Staff Auditor, Arthur Young & Company, January 1980 – August 1981.

EDUCATIONAL BACKGROUND

Ph.D., Business Administration (Major Area: Accounting; Collateral Area: Statistics), The University of Tennessee, August 1988. Dissertation: Control Charts as Decision Aids to Operational Auditors' Assessments of Production Process Performance.

M.S., Accounting, Northern Illinois University, December 1979.

B.S., Accounting, Trinity Christian College, June 1977.

PUBLICATIONS

Practitioner-oriented Book

Enterprise Risk Management: Achieving and Sustaining Success with Paul J. Sobel. The Institute of Internal Auditors Research Foundation, 2012.

Textbooks

Internal Auditing: Assurance & Consulting Services, with Paul J. Sobel, Urton L. Anderson, Michael J. Head, Sri Ramamoorti, Mark Salamasick, and Cris Riddle. The Institute of Internal Auditors Research Foundation.

Third Edition, 2013; Second Edition, 2009 (translated into French); First Edition, 2007 (translated into Japanese and Spanish).

Introduction to Auditing: Logic, Principles, and Techniques with Richard L. Ratliff. The Institute of Internal Auditors Research Foundation, March 2002.

Invited Journal Publication

“A Solid Understanding of Risk.” *Internal Auditor*, June 2013.

Refereed Journal Publications

“Improving Critical Thinking through Data Analysis” with Carolyn Newman. *Strategic Finance*, June 2017. (Certificate of Merit)

“10 Best Practices for Business Student Internships” with David O’Bryan. *Strategic Finance*, October 2013. (Certificate of Merit)

“Blended Engagements” with Michael J. Head and Cris Riddle. *Internal Auditor*, October 2010. (Outstanding Contributor Award)

“Aligning Corporate Governance with Enterprise Risk Management” with Paul J. Sobel. *Management Accounting Quarterly*, Volume 5, Number 2 (Winter 2004). (IMA Lybrand Gold Medal)

“The Effect of Gender in the Recruitment of Entry-level Accountants” with J. Russell Hardin and Morris H. Stocks. *Journal of Managerial Issues*, Volume XIV, Number 2 (Summer 2002).

“Benchmarking Against CFIA” with Craig H. Barber and Kristine K. DiGirolamo. *Internal Auditor*, August 2000.

“Creating a Business Risk Inventory” with Craig H. Barber and Kristine K. DiGirolamo. *Internal Auditor*, February 2000. (IIA John B. Thurston Award)

“Flowcharting Process Controls: A New Approach” with Richard L. Ratliff and R. Rees Fullmer. *Managerial Auditing Journal*, Volume 13, Number 7 (1998).

“Business Process Control for the Twenty-first Century” with Richard L. Ratliff and R. Rees Fullmer. *Managerial Auditing Journal*, Volume 13, Number 2 (1998).

“Internal Outsourcing of Internal Audit Activities at Trans Union Corporation” with Jeffrey E. Perkins. *Internal Auditing*, March/April 1998 (Volume 13, Number 4).

"Integrating the COSO Report into the Internal Audit Process at the Business Process Level: A Case Study" with P. Dean Bahrman, Craig H. Barber and Jeffrey E. Perkins. *Internal Auditing*, Summer 1995 (Volume 11, Number 1).

"Allstate's Risk Assessment Approach to Selecting Operational Audit Topics" with Kristine K. DiGirolamo. *Internal Auditor*, April 1994 (Volume LI:II).

"An Empirical Investigation of Entry-level Accountants' Cognitive Abilities" with James F. Sander. *The Accounting Educators' Journal*, Spring 1993 (Volume V, No. 1).

"The Single Audit Act of 1984: Perspectives of Local Government Officials and Auditors" with John H. Engstrom. *The Government Accountants Journal*, Winter 1992 (Volume XLI, No. 4).

"Statistical Process Control: What Management Accountants Need to Know" with David E. Keys. *Management Accounting*, January 1992 (Volume LXXIII, No. 7). (IMA Certificate of Merit)

Reprinted in *Total Quality Management: Text, Cases, and Readings* by Joel E. Ross, St. Lucie Press, 1993, pp. 167-173.

Reprinted in *Insights: Readings in Operations Management* by Robert E. Markland, Shawnee K. Vickery and Robert A. Davis, West Publishing Company, 1995, pp. 93-97.

"Shifting the Computational Burden from the Student to the Microcomputer: A New Look at Achievement and Attitudinal Differences" with C. William Cummings and Debra R. Hopkins. Fall 1992 (Volume VIII) issue of the *Journal of Accounting and Computers*.

"Predicting Success in Collegiate Accounting Courses" with Curtis Norton. *Journal of Education for Business*, May/June 1992 (Volume 67, Number 5).

Refereed Proceedings

"The Influence of Internships on Turnover Intention and Organizational Commitment" with J. Russell Hardin and David O'Bryan. *Proceedings of the American Accounting Association 2001 Annual Meeting* (abstract). *Proceedings of the American Accounting Association 2001 Northeast Regional Meeting* (abstract).

"The Effect of Gender on the Recruitment of Entry-level Accountants" with J. Russell Hardin and Morris H. Stocks. *Proceedings of the American Accounting Association 2001 Midwest Regional Meeting* (abstract).

"Gender Discrimination in the Recruitment of Entry-Level Accountants" with J. Russell Hardin and Morris H. Stocks. *Proceedings of the American Society of Business and Behavioral Sciences*, 2000, Volume 7, Number 1 (abstract).

"Admission Test Scores: Are They Related to Accounting Performance?" with Curtis Norton. *Proceedings of the American Accounting Association 1990 Midwest Regional Meeting*. Presented on April 21, 1990.

Research Report

Managing business risks: An integrated approach (acknowledged contributor). The Economist Intelligence Unit in cooperation with Arthur Andersen, 1995.

Other Publications

"New Approach to Entity-Wide Controls Assessment Adds Value" with Tom Andreesen, Mike Head, and Paul Sobel. Protiviti's KnowledgeLeader website, May 2007.

"EIAP Students and Educators to Participate in 2005 IIA International Conference in Chicago." *IIA Educator*, January/February 2005.

"Pittsburg State University Students Participate in SuperStrategies Conference" (press release without by-line). *IIA Educator*, September 2003.

"Internal Auditing Course Thrives at PSU." *IIA Educator*, January 2003.

"Kansas City Chapter and PSU Celebrate Students" (press release without by-line). *IIA Educator*, April 2002.

"Partnership Enhances Student-Chapter Relationship" with Alison Blackmore and Paul J. Sobel. *IIA Educator*, Spring 2001.

“Critical Success Factors to Launching an Endorsed Internal Auditing Program” with Alison Blackmore and Stacy Boyd. *IIA Educator*, Fall 2000.

"Audits of Local Governments in the State of Illinois" with John H. Engstrom, John E. Blackburn, and Louis G. Karrison. *Dimensions*, August 1991.

CPA Examination Review: Auditing by Patrick R. Delaney and Irvin N. Gleim, John Wiley & Sons, Inc., 1988 (contributing author, audit sampling module; reprinted in subsequent editions).

PRESENTATIONS

“Improving Critical Thinking through Data Analysis.” Midwest Manufacturing Accounting Conference, May 17, 2018.

“Critical Thinking.” IIA Wichita Chapter meeting, February 8, 2018.

“Merging Critical Thinking with Diagnostic Data Analysis.” WSU Accounting & Auditing Conference, May 19, 2016.

“Merging Critical Thinking with Diagnostic Data Analysis.” IIA Wichita Chapter Seminar, May 13, 2016.

“Risk Management: Achieving and Sustaining Success” with Paul Sobel. 2013 Governance, Risk, and Control (GRC) Conference (An IIA and ISACA Collaboration), August 19, 2013.

“Enterprise Risk Management: Achieving and Sustaining Success” with Paul Sobel. IIA Kansas City Chapter seminar, February 7, 2013.

“Blended Engagements.” 2011 IIA Midwest District Conference in Omaha, August 30, 2011.

“Which Certification is Right for You – CPA, CMA, CFA, CIA?” ASWA Wichita Chapter meeting, June 21, 2011.

“Blended Engagements.” IIA Wichita Chapter meeting, October 7, 2010.

“Risk Governance” with Lael Holloway, Tom Andreesen, Suzanne Williams, and Jennifer Payne. 2010 IIA Midwestern District Conference in Kansas City, September 14, 2010.

“Effective Interviewing.” 2010 IIA Midwestern District Conference in Kansas City, September 14, 2010.

“Assurance and Consulting Engagements: Are They Mutually Exclusive?” with Paul Sobel and Mike Head. The Institute of Internal Auditors’ 2010 International Conference in Atlanta, June 7, 2010.

“Skill Sets Needed for the Future Internal Auditor” with Philna Coetzee and Veronica Johnson. The Institute of Internal Auditors’ 2008 International Conference in San Francisco, July 8, 2008.

“The Internal Auditor’s Responsibility for Fraud Detection” with Paul Harrison. Wichita IIA Chapter Control Assessment & Security Enhancement Seminar, May 16, 2008.

“Evaluating Entity-Level Controls & Applying a Top-Down Controls Assessment Approach” with Tom Andreesen. Wichita IIA Chapters Control Assessment & Security Enhancement Seminar, May 16, 2008.

“Why CAEs Should Partner with a University IA Program” with Glenn Sumners and Cynthia Cooper. MIS Training Institute’s 2008 Super Strategies Conference in Las Vegas, April 15, 2008.

“Approach to Evaluating and Testing Entity-Level Controls that Work” with Paul Sobel, Mike Head, and Tom Andreesen. MIS Training Institute’s 2008 Super Strategies Conference in Las Vegas, April 15, 2008.

“Governance, Risk Management & Control: Internal Assurance & Consulting Services” with Urton Anderson, Mark Salamasick, Jeff Perkins, and Tony Devincentis. 2007 AACSB Graduate Programs, Undergraduate Programs, and Emerging Curricula Conferences in Baltimore, November 17, 2007.

“Entity-Wide Controls: Getting Real Value out of a Top-Down Control Evaluation” with Mike Head and Tom Andreesen. IIA Kansas City Chapter meeting, October 16, 2007.

“Evaluating Entity-Wide Controls” with Mike Head and Tom Andreesen. 2007 IIA District Conference in Omaha, October 2, 2007.

“The Cutting-Edge in Internal Auditing Thought Leadership — Internal Auditing: Assurance and Consulting Services” with Paul Sobel, Urton Anderson, Sri Ramamoorti, and Mark Salamasick. Seminar sponsored by Grant Thornton LLP at the University of Texas – Dallas, August 17, 2007.

“Internal Audit Proficiency: Effectively Implementing Development Tools and Techniques” with Paul Sobel, Jacques Vera, and Mark Salamasick. The Institute of Internal Auditors’ 2007 International Conference in Amsterdam, July 10, 2007.

“Developing, Sustaining and Growing a Successful IAEP Program” with Glenn Sumners, Mark Salamasick, Philna Coetzee, Doug Ziegenfuss, Jan Driessen, and Thomas Woods. The Institute of Internal Auditors’ 2007 International Conference in Amsterdam, July 9, 2007.

“Evaluating Entity-Wide Controls: New Approach for IA to Add More Value” with Paul Sobel, Thomas Andreesen, and Michael Head. MIS Training Institute’s 2007 Super Strategies Conference in Las Vegas, April 25, 2007.

“Elite Internal Auditors: Common Competencies and Credentials.” Wichita IMA Chapter meeting, April 17, 2007.

“Pervasive Entity-Wide Controls: Getting Real Value Out of a Top-Down Control Evaluation” with Tom Andreesen, Mike Head, and Paul Sobel. The Institute of Internal Auditors Chicago Chapter 47th Annual Seminar, April 2, 2007.

“The IIA Internal Auditing Education Partnership (IAEP) Program Initiative at Friends University.” IIA Wichita Chapter meeting, March 1, 2007.

“Effective Interviewing.” Training seminar for Accenture’s internal audit staff, June 1, 2006.

“What Level of Assurance Should Internal Auditors Provide?” with Michael Head, Paul Sobel and Thomas Andreesen. MIS Training Institute’s Seventeenth Annual Super Strategies Conference in Las Vegas, April 25, 2006.

“COSO-Based Auditor Training.” Training seminar for TD Ameritrade’s internal audit staff, March 14, 2006.

“Recognizing and Reporting Material Changes in Internal Control” with Michael Head and Thomas Andreesen. IIA Omaha Chapter, October 25, 2005.

“Critical Capabilities for Audit Leaders in the 21st Century.” 2005 ACUA Conference, September 20, 2005.

“Recognizing and Reporting Material Changes in Internal Control” with Michael Head, Paul Sobel, and Thomas Andreesen. MIS Training Institute’s Sixteenth Annual Super Strategies Conference in Las Vegas, April 29, 2005.

“Collaborating with Great University Internal Audit Programs” with Glenn Sumners and Parveen Gupta. MIS Training Institute’s Sixteenth Annual SuperStrategies Conference in Las Vegas, April 28, 2005.

“Internal Auditing Has Changed!” Pittsburg Rotary Club meeting, November 2, 2004.

“Recognizing and Reporting Significant Deficiencies and Material Weaknesses” with Michael Head, Paul Sobel, and Thomas Andreesen. Kansas City IIA Chapter meeting, October 5, 2004.

“IIA Kansas City Chapter CIA Examination Review” (Parts 1 and 2), October 16, 2004.

“Critical Capabilities for Audit Leaders in the Twenty-First Century.” IIA 2004 Southern Regional Conference in Dallas, September 13, 2004.

“What Will It Take to be an All-Star Auditor in the Twenty-First Century?” Wichita IIA Chapter meeting, May 6, 2004.

“Aligning Corporate Governance with Enterprise Risk Management.” Joplin Tri-State IMA Chapter meeting, April 20, 2004.

“Recognizing and Reporting Significant Deficiencies and Material Weaknesses” with Paul Sobel, Michael Head, and Thomas Andreesen. MIS Training Institute’s Fifteen Annual Super Strategies Conference in Chicago, April 16, 2004.

“IIA Kansas City Chapter CIA Examination Review” (Parts 1-3), October 17-19, 2003.

“Beyond Core Competencies: Critical Capabilities for Tomorrow’s Audit Leaders.” The Institute of Internal Auditors’ 2003 International Conference in Las Vegas on June 25, 2003.

“CIA Examination Review Seminar.” 2002 IIA District 3 Conference in Omaha, Nebraska, October 13 – 15, 2002.
“Preparing the Next Generation: Accounting Practitioners’ Role in Accounting Education” with J. Russell Hardin. Joplin Tri-State IMA Chapter meeting, September 11, 2001.

“The Institute of Internal Auditors’ Endorsed Internal Auditing Program at Pittsburg State University.” Missouri Society of Certified Public Accountants Southwest Missouri Chapter meeting on September 23, 1999.

“Introduction to CFIA.” Association of Insurance Internal Auditors’ Spring Meeting, June 7, 1999.

“Internal Outsourcing of Internal Audit Activities” with Jeffrey E. Perkins. MIS Training Institute’s Tenth Annual Super Strategies Conference in Chicago on April 27, 1999.

“Internal Controls in an Era of Rapid Change” with James W. DeLoach Jr. 1995 Arthur Andersen Accounting and Auditing Symposium, November 4, 1995.

“Allstate’s System of Internal Control” with Mary Ann Hetreed. Seminar for the Internal Control Team of Allstate’s Northbrook Business Unit, July 12, 1995.

"Applying the COSO Report at the Business Process Level" with Craig H. Barber. Chicago-West IIA Chapter meeting, February 7, 1995.

"Internal Auditing Education" with Van E. Johnson. Presentation delivered to the Board of Governors of the Chicago Chapter of the Institute of Internal Auditors on February 6, 1995.

“CMA Review: Internal Auditing.” Review seminar covering internal auditing concepts facilitated on behalf of the Department of Accounting at Northern Illinois University, 1984 - 1995.

"Integrating the COSO Report into the Internal Audit Process at Allstate" with Robert Lopez. Seminar for Allstate's Corporate Auditing Management Group, August 5, 1993.

"The Independent Auditor's Responsibility to Communicate Irregularities and Illegal Acts Detected During a Financial Statement Audit" with Van E. Johnson. Fox-Rock Chapter of the Financial Executives Institute meeting, April 13, 1993.

"Statistical Process Control and Total Quality Management" with David E. Keys. Calumet IMA Chapter meeting, October 20, 1992.

"Operational Auditing in the Nineties." Association of Insurance Internal Auditors meeting, October 14, 1992.

"Operational Auditing at Allstate." Seminar for the staff of Allstate's Corporate Auditing Department, October 2, 1992.

"Expanding Our Horizons: Current Topics in the Profession of Internal Auditing—Operational Auditing." East Tennessee IIA Chapter meeting, April 30, 1987.

"Joint Professional Development Seminar—Auditing on the CMA Examination." Knoxville Chapters of NAA and TSCPA, October 23, 1986.

PROFESSIONAL ORGANIZATIONS

Institute of Internal Auditors

Institute of Management Accountants

American Institute of Certified Public Accountants

Kansas Society of CPAs

American Accounting Association (Auditing Section, Teaching and Curriculum Section)

PROFESSIONAL SERVICE

Wichita IIA Chapter Board of Governors (Fall 2017 – Present; Spring 2017 – Summer 2017; Spring 2014 – Summer 2016; Summer 2007 – Spring 2013)

Vice President, IIA Wichita Chapter; Fall 2017 – Summer 2017.

Institute of Internal Auditors’ Committee of Research and Education Advisors (Summer 2014 – Spring 2015)

Audit Committee of the Via Christi Hospitals Wichita, Inc. Board of Trustees (Fall 2007 – Spring 2012)

Institute of Internal Auditors' Academic Relations Committee (Summer 2005 – Summer 2010)
Wichita IMA Chapter Board (Summer 2007 – Spring 2008)
Institute of Internal Auditors' Board of Directors (Summer 2005 – Spring 2007)
Institute of Internal Auditors' North American Board (Summer 2005 – Spring 2007)
Institute of Internal Auditors' Board of Research and Education Advisors (Spring 2004 – Spring 2005)
Institute of Internal Auditors' Director of CIA Examinations in Pittsburg, Kansas (Fall 2000 – Spring 2006)
Kansas City IIA Chapter Board of Governors, ex officio member (Spring 2000 – Spring 2006)
Institute of Internal Auditors' Board of Research Advisors (Fall 2001 – Fall 2004)
Joplin Tri-State IMA Chapter Director of CMA (Summer 2001 – Spring 2004)
Joplin Tri-State IMA Chapter Director of Student Activities, PSU (Summer 2001 – Spring 2002)

UNIVERSITY SERVICE

Barton School of Business Data Analytics Task Force (Fall 2018 – Present)
Barton School of Business Graduate Program Committee (Fall 2015 – Present)
Barton School of Business Exceptions Committee (Fall 2010 – Present)
Chair, School of Accountancy Course Development Committee (Fall 2017 – Spring 2018)
School of Accountancy MACC Task Force (Fall 2015)
ACBSP Accreditation Steering Committee (Spring 2007 – Fall 2007)
IIA Student Chapter Advisor (Spring 2000 – Summer 2006)
IIA Endorsed Internal Auditing Program Coordinator (Summer 1999 – Summer 2006)
Department of Accounting Internship Coordinator (Summer 1999 – Summer 2006)
Kelce College of Business MBA Program Advisory Council (Fall 1998 – Spring 2006)
Kelce College of Business Dean Search Committee (Fall 2002 – Spring 2003)
Kelce College of Business Technology Committee (Fall 2002 – Spring 2003)
Kelce College of Business Leadership Council (Fall 1998 – Spring 2002)
Accounting Association/IMA Student Chapter Advisor (Summer 2001 – Spring 2002)
IMA Student Chapter Advisor (Fall 2000 – Spring 2001)
Accounting Association Co-advisor (Fall 1998 – Spring 2001)
Kelce College of Business Undergraduate Curriculum Committee (Fall 1998 – Spring 1999)
Kelce College of Business Faculty Development Committee (Fall 1997 – Spring 1998)
Beta Alpha Psi Faculty Advisor (Spring 1995)
Coordinator of Auditing/Systems Curriculum Development Subcommittee (Spring 1995)
Department of Accountancy Personnel Committee (Fall 1994 – Spring 1995)
Department of Accountancy Strategic Planning Task Force (Spring 1992, Fall 1994)
University Committee on the Undergraduate Curriculum (Fall 1992)
Department of Accountancy Chair Search Committee (Spring 1992)
Department of Accountancy Curriculum Committee (Fall 1988 – Spring 1993)
Department of Accountancy Policy Committee (Fall 1990 – Spring 1991, Fall 1992)

AWARDS, GRANTS, AND OTHER HONORS

Institute of Management Accountants Certificate of Merit (2018).
Grant Thornton Faculty Fellow in Accounting, Fall 2008 – Present.
Institute of Management Accountants Certificate of Merit (2014).

Institute of Internal Auditors Outstanding Contributor Award (2011).
Wichita State University Barton School of Business Summer Research Grant (2011).
Institute of Internal Auditors Research Foundation Grants (2010, 2008, 2005).
Institute of Management Accountants Lybrand Gold Medal (2004).
IIA Student Chapter nominee for the Pittsburg State University Outstanding Faculty Award (2004).
The Institute of Internal Auditors Leon R. Radde Educator of the Year Award (2003).
IIA Kansas City Chapter nominee for the IIA Leon R. Radde Educator of the Year Award (2002).
Pittsburg State University Outstanding Faculty Award (2002).
Institute of Internal Auditors John B. Thurston Award (2001).
Pittsburg State University Summer Teaching Enhancement Grant (2000).
Kelce College of Business Summer Research Grant (1998 – 2004).
Department of Accountancy Student Advisory Board Educator of the Year Award (1993).
Allstate research grant (1992).
Institute of Management Accountants Certificate of Merit (1992).
Coopers & Lybrand Outstanding Educator Award (1991-92).
Department of Accountancy nominee for the Ideal Industry Excellence in Business Teaching Award (1991, 1992).
Northern Illinois University Graduate School/College of Business Summer Research Grants (1991).
Illinois CPA Foundation Research Grant (1990).
Coopers & Lybrand Grant for Computer Integration (1990).
College of Business/Department of Accountancy Summer Research Grants (1990, 1993).
Department of Accountancy Summer Research Grant (1988, 1989).
Walter Melville Bonham Memorial Endowment Fellowship granted by the College of Business Administration at
The University of Tennessee (1987).
Peat, Marwick, Mitchell & Co. Dissertation Grant awarded by the Department of Accounting and Business Law at
The University of Tennessee (1987).
Representative of The University of Tennessee at the American Accounting Association's Southeastern Regional
Doctoral Consortium (1986).
Finalist for the GTA Teaching Award in the College of Business Administration at The University of Tennessee
(1986).