

**RESUME  
FOR  
SUSAN F. HAKA  
December, 2011**

**OFFICE ADDRESS:**      The Broad College of Business      Phone: 517/432-2920  
N520B Dean's Office      Home: 517/332-4845  
North Business Building  
Michigan State University  
East Lansing, Michigan 48824      email: suehaka@msu.edu

**EDUCATION:**

PhD, University of Kansas, Lawrence, Kansas, 1982  
MS, Accounting, University of Illinois, Urbana, Illinois, 1978  
MA, Mathematics, Sangamon State University, Springfield, Illinois, 1974  
BS, Major-Mathematics, Minor-Economics, Western Illinois University, Macomb, Illinois, 1972

**WORK EXPERIENCE:**

2010-present	Senior Associate Dean, Broad College of Business, Michigan State University
1996-present	Ernst & Young Professor of Accounting, Michigan State University
1991-present	Professor, Michigan State University
1/2002 – 4/2002	Visiting Research Scholar, University of Technology, Sydney, Australia (sabbatical)
1998-2001	Chair, Department of Accounting and Information Systems
1990-93	Director of Accounting Doctoral Programs, Michigan State University
1987-91	Associate Professor, Michigan State University
8/1989 - 12/1989	Ward Visiting Research Scholar, The University of Glasgow, Glasgow, Scotland (sabbatical)
1982-87	Assistant Professor, Michigan State University
1978-81	Assistant Instructor, University of Kansas
1972-75	Mathematics Teacher, Springfield Public School District #186, Springfield, Illinois

## **HONORS, AWARDS AND CERTIFICATION:**

- 2008-09 President of the American Accounting Association (pres.-elect 07-08, past pres. 09-10)
- 2006 Distinguished Faculty Award, Michigan State University
- 2002 Gender Issues In Accounting Mentoring Award, American Accounting Association/KPMG
- 1999 Faculty Excellence in Research Award, Department of Accounting
- 1999 Distinguished Alumni Award, Western Illinois University
- 1997 Roland Salmonson Outstanding Faculty Teaching, Department of Accounting
- 1996-present Ernst & Young Professorship
- 1990 Roland Salmonson Outstanding Faculty Teaching, Department of Accounting
- 1986 Teacher-Scholar Award, Michigan State University
- 1986 Woman Achiever, Michigan State University
- 1981 Doctoral Consortium Fellow, American Accounting Association
- 1981 Graduate Fellowship, University of Kansas
- 1979-80 Fellowship, American Accounting Association
- 1975 Outstanding Teacher of Economics Award, Joint Council on Economic Education

## **PUBLICATIONS (refereed):**

“Comments on Proposed SEC 2010-2015 Draft Strategic Plan” by R. Boomfield, T. Christensen, J. Glover, S. Haka, K. Jamal, J. Ohlson, S. Penman, K. Petroni, Eiko Tsujiyama, and R. Watts. *Accounting Horizons*, March 2010, vol. 24, no. 1, pp. 109-115 (top ten download list on five SSRN sites: CGN: Enforcement & Litigation; Corporate Governance and Accounting; Auditing, Litigation, & Tax; Financial Accounting, and IO: Regulation, Antitrust & Privatization; CGN: Enforcement by Public Regulators).

“Does ABC information exacerbate hold-ups in buyer-supplier relationships,” by A. Drake and S. Haka, *The Accounting Review*, vol. 83, no. 1 (January), pp. 29-60, 2008.

“A Review of the Literature on Capital Budgeting and Investment Appraisal: Past Present, and Future Musings,” by S. Haka, Chapter in, *Handbook of Management Accounting Research; A Two-Volume Set*, edited by C. Chapman, A. Hopwood, and M. Shields, Elsevier Publishing, B.V.: North Holland, 2006.

“Budget-type and Performance – The Moderating Effect of Uncertainty,” by S. Haka and R. Krishnan, *Australian Accounting Review*, Vol. 15, No. 1, pp 3-13, 2005.

“International Managerial Accounting Research: A Contracting Framework and Opportunities,” by S. Haka and D. Heitger, *The International Journal of Accounting*, Vol. 39, No.1, pp. 21-69, 2004.

"Fixed Cost Allocation and the Constrained Product Mix Decision," by S. Haka, R. Marshall, and F. Jacobs,

*Advances in Accounting*, Vol. 19, pp.71-88, 2002.

“An ABC Simulation Focusing on Incentives and Innovation,” by A. Drake, S. Haka, and S. Ravenscroft, *Issues in Accounting Education*, Vol. 16, No. 3, pp. 443-471, August 2001.

"Second-order Uncertainty in Accounting Information and Bilateral Bargaining Costs," by S. Haka, J. Luft and B. Ballou, *Journal of Management Accounting Research*, vol. 12, pp. 115-139, 2000.<sup>1</sup>

"Effects of Information Load on Capital Budgeting Decisions," by S. Haka and M. Swain, *Behavioral Research in Accounting*, 12, pp.171-198, 2000.

“Cost System and Incentive Structure Effects on Innovation, Efficiency and Profitability in Teams,” by S. Haka, A. Ranval, and S. Ravenscroft, *The Accounting Review*, 74, no.3, pp. 323-345, 1999.

"Incentive Effects on Innovation, Interaction and Productivity in Group Environments," by S. Haka, A. Ranval and S. Ravenscroft, *Advances in Managerial Accounting*, volume 6, pages 93-112, 1998.

"Bargaining Strategy and Accounting Information about Opponent's Payoffs: Bargaining in a Hall of Mirrors," by J. Luft, S. Haka and B. Ballou, *Behavioral Research in Accounting*, 10, pp.111-140, 1998.<sup>1</sup>

"Incentive Plans and Opportunities for Information Sharing," by S. Haka and S. Ravenscroft, *Behavioral Research in Accounting*, 8, pp. 114-133, 1996.

"The External Audit Scope Decision: The Importance of Contractual Factors, Internal Monitoring Devices, and Costs," by P. Chalos, S. Haka and A. Keinath, *Accounting Enquiries: A Research Journal*, Vol. 4, No. 1, Fall 1994, pp. 1-40.<sup>1</sup>

"International Subsidiary Performance Evaluation: The Case of the Ameripill Company," by S. Haka, H. Sollenberger and B. Lamberton, *Issues in Accounting Education*, Spring 1994, pp. 168-190.

"Bargaining Behavior in a Transfer Pricing Experiment," by S. Haka, S. Ravenscroft and P. Chalos, *Organizational Behavior and Human Decision Processes*, Vol. 55, August 1993, pp. 414-443.

"Transfer Pricing Under Bilateral Bargaining," by P. Chalos and S. Haka, *The Accounting Review*, July 1990, pp. 624-657.

"Information Overload: A Temporal Approach," by L. A. Gordon, S. Haka and A. Schick, *Accounting, Organizations and Society*, Vol. 15, No. 3, 1990, pp. 199-220.

"Evidence of Agency Conflict Among Management, Auditors and the Audit Committee Chair," by S. Haka and P. Chalos, *Journal of Accounting and Public Policy*, 9, No. 4, Winter 1990, pp. 271-292.

"Successful Firms Match Capital Budgeting Procedures with Firm Characteristics," by S. Haka, *Journal of Managerial Issues*, Vol. 1, No. 2, Winter 1989, pp. 120-132.

"Participative Budgeting and Managerial Performance," by P. Chalos and S. Haka, *Decision Sciences*, Spring 1989.

"Capital Budgeting Techniques and Firm Specific Contingencies: A Correlational Analysis," by S. Haka, *Accounting, Organizations and Society*, 1987, Vol. 12, No. 1, pp. 31-48.

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<sup>1</sup> All co-authors contributed equally .

"Functional Fixation and Interference Theory: A Theoretical and Empirical Investigation," by S. Haka, V. Jones and L. Friedman, *The Accounting Review*, 1986, 61, No. 3, pp. 455-475.

"The Association Between Sophisticated Capital Budgeting Selection Techniques and Firm Performance," by L. A. Gordon, S. Haka and G. E. Pinches, *The Accounting Review*, 1985, Vol. 60, No. 4, pp. 651-669.

"Strategies for Information System Implementation: The Case of Zero Base Budgeting," by L. A. Gordon, S. Haka and A. Schick, *Accounting, Organizations and Society*, 1984, 9, No. 2, pp. 111-123.

### **PUBLICATIONS (non refereed):**

"AAACCommons: At a Tipping Point for Thought Leadership" in *Accounting Education News*, Vol. 37, no. 3, pp. 3-4. 2009.

"President's Invitation to New York," *Accounting Education News*, vo. 37, no. 2, p. 2. 2009.

"Accounting Tipping Points and Thought Leadership," *Accounting Education News*, vol. 37, no. 1, pp. 3-4, 2009.

"The Accounting Academy at a Tipping Point: Renewal or Decline?" in *Accounting Education News*, Vol. 36, no. 4, pp. 2-3. 2008.

"Measurement of Profit Center Performance," *Encyclopedia of Accounting*, in *Encyclopedia of Management*, 2<sup>nd</sup> edition, edited by C. Clubb. London: Blackwell,.

"Measurement of Profit Center Performance," *Encyclopedia of Accounting*, in *Encyclopedia of Management*, edited by A. Abdel-khalik. London: Blackwell, 1997.

"International Managerial Accounting Research: Framework and Opportunities," in *International Accounting Research Priorities for the 1990's*, International Accounting Section of the American Accounting Association, pp. 20-42, 1995.

"The Internal Auditor: Management or Shareholder Representative?" (with P. Chalos), *Internal Auditor*, August 1987, pp. 27-29.

### **BOOK REVIEWS:**

Rewarding Results: Motivating Profit Center Managers by Kenneth A. Merchant (Boston, Massachusetts: Harvard Business School Press, 1989), *Management Accounting News & Views*, Vol. 10, No. 1, Spring 1992.

Research and Current Issues in Management Accounting by Michael Bromwich and Anthony G. Hopwood (London: Pittman Publishing Limited, 1986) October 1987. *The Accounting Review*.

### **BOOKS:**

Financial Accounting, 15<sup>th</sup> edition (with J. Williams, M. Bettner, and J. Carcello). Boston: McGraw-Hill/Irwin, 2012.

Financial and Managerial Accounting: The Basis for Business Decisions, 16<sup>th</sup> edition (with J. Williams, M. Bettner, and J. Carcello). Boston: McGraw-Hill/Irwin, 2012.

Financial Accounting, 14<sup>th</sup> edition (with J. Williams, M. Bettner, and J. Carcello). Boston: McGraw-Hill/Irwin, 2010.

Financial and Managerial Accounting: The Basis for Business Decisions, 15<sup>th</sup> edition (with J. Williams, M. Bettner, and J. Carcello). Boston: McGraw-Hill/Irwin, 2010.

Financial Accounting, 13<sup>th</sup> edition (with J. Williams, M. Bettner, and J. Carcello). Boston: McGraw-Hill/Irwin, 2008.

Financial and Managerial Accounting: The Basis for Business Decisions, 14<sup>th</sup> edition (with J. Williams and M. Bettner). Boston: McGraw-Hill/Irwin, 2008.

Financial Accounting, 12<sup>th</sup> edition (with J. Williams, M. Bettner, and J. Carcello). Boston: McGraw-Hill/Irwin, 2006.

Financial and Managerial Accounting: The Basis for Business Decisions, 13<sup>th</sup> edition (with J. Williams and M. Bettner). Boston: McGraw-Hill/Irwin, 2005.

Financial Accounting, 11<sup>th</sup> edition (J. Williams, and M. Bettner). Boston: McGraw-Hill/Irwin, 2003.

Financial And Managerial Accounting: The Basis for Business Decisions, 12<sup>th</sup> edition (with J. Williams, M. Bettner, and R. Miegs). Boston: McGraw-Hill/Irwin, 2002.

Financial Accounting, 10<sup>th</sup> edition (with R. Miegs, J. Williams, and M. Bettner). Boston: Irwin/McGraw-Hill, 2001.

Accounting: The Basis for Business Decisions, 11<sup>th</sup> edition (with R. Miegs, J. Williams, and M. Bettner). Boston: Irwin/McGraw-Hill, 1999.

#### **PUBLISHED PROCEEDINGS/ABSTRACTS:**

"Does ABC exacerbate the hold-up problem between buyers and suppliers," by A. Drake and S. Haka, American Accounting Association Annual Meeting Proceedings, 2005.

"Common Accounting Knowledge: The Diffusion of DCF Knowledge in U.S. Firms," by C. Callahan and S. Haka, American Accounting Association Annual Meeting Proceedings, 2004.

"Returns to Employee Empowerment through Innovation: Complementarities between Cost Systems and Incentive Structures," by A. Drake, S. Haka and S. Ravenscroft, American Accounting Association Annual Meeting Proceedings, 1998.

"Group Incentive Plans and The Opportunity for Information Sharing," by S. Haka and S. Ravenscroft, Accounting Behavior and Organizations research conference, March 1994.

"The Determinants of Capital Budgeting Procedures," by C. Callahan and S. Haka, Collected Abstracts of the American Accounting Association Annual Meeting, 1990.

"Bargaining Behavior in a Transfer Pricing Experiment," by S. Haka and S. Ravenscroft, Collected Abstracts of the Midwest Region of the American Accounting Association Annual Meeting, 1989.

"Transfer Pricing Optima Under Bilateral Bargaining," by P. Chalos and S. Haka, Collected Abstracts of the

American Accounting Associations Annual Meeting, 1988.

### **PUBLISHED SYLLABUS:**

"ACC 844, International Managerial Accounting," in Accounting II: Managerial Accounting, International Accounting, Financial Statement Analysis, and Tax, Volume 2 in the series *Business Administration Reading Lists and Course Outlines*. Chapel Hill, N.C.: Eno River Press, 1995, 106-110.

### **REPRINTS:**

"Sophisticated Capital Budgeting Selection Techniques and Firm Performance," (with L. Gordon and G. Pinches). Reprinted in Readings in Accounting for Management Control, C. Emmanuel, D. Otley and K. Merchant, editors. London: Chapman & Hall, 1992, pp. 521-546.

"The Ameripill Company," (with B. Lamberton and H. Sollenberger). Reprinted in International Accounting: A Case Approach, J. Schweikart, S. Gray, and C. Roberts, editors. New York: McGraw Hill, 1994, pp. 299-311. Reprinted in S. Gray, S. Salter, and L. Radebaugh, Global Accounting and Control: A Managerial Emphasis. New York: John Wiley & Sons, 2001, pp. 59-68. Also reprinted in International Accounting: A Global Perspective, by M. Iqbal, T. Melcher, and A. Elmallah. Cincinnati, Ohio: South-Western College Publishing, 1<sup>st</sup> ed. 1997, and 2<sup>nd</sup> ed. 2002.

### **WORK IN PROCESS:**

"Accounting Contextual Variables in Negotiations: 'Our Distrust is Very Expensive'" (with A. Drake, M. Lau, and F. Miller).

"Risk-taking behavior: Effects of budget based incentive targets and relative performance information" (with M. Lau and K. Sedatole).

"Common Accounting Knowledge: The Diffusion of DCF Knowledge in U.S. Firms," (with C. Callahan).

"The Impact of Accounting Contextual Variables on Negotiator's Perceived Risk, Trusting Behavior and Negotiation Outcomes," (with A. Drake, M. Lau and F. Miller) (top ten download at SSRN: Research Methods & Methodology in Accounting 1/19/2009).

"Balancing the Balanced Scorecard for Strategic Renewal," (with J. Thelen).

### **RESEARCH PRESENTATIONS:**

"Accounting Contextual Variables in Negotiations: 'Our Distrust is Very Expensive'," at College of William and Mary, October and Florida Atlantic University, November 2011.

"Risk-taking behavior: Effects of budget based incentive targets and relative performance information" at Northeastern University, March 2010.

"Accounting at a Tipping Point: The Rise of the Financial Industry" Saxe Lecture Series, Baruch College, October 2009.

"The Impact of Accounting Contextual Variables on Negotiator's Perceived Risk, Trusting Behavior, and Negotiation Outcomes" (with A. Drake, M. Lau, and F. Miller) presented at the AAA annual meeting, August 2008 and at the Management Accounting Section Meeting January 2009.

“Challenges and Opportunities Facing Accounting Academics,” University of Windsor, Canada 09/12/2008.

Discussant for “The Role and Effect of Compensation Consultants on CEO Pay” by B. Cadman, Mary Ellen Carter (presenter) and S. Hillegeist European Accounting Association 04/25/2008 European Accounting Association Annual Congress

“Does ABC exacerbate the hold-up problem between buyers and suppliers,” (with A. Drake), American Accounting Association Annual Meeting, San Francisco, August 2005 and University of North Texas 2006.

“Review of the Capital Budgeting and Investment Appraisal Literatures,” Oxford University, Oxford, U.K. June 2005.

“Budget-type and Performance – The Moderating Effect of Uncertainty,” (with R. Krishnan), Management Accounting Section Annual Conference, January 2005.

“Current Management Accounting Research: Future Research Implications and Ideas for Teaching,” Midwest Regional Meeting, Kansas City, 2004.

Invited presentation: “The New AACSB Accreditation Reaffirmation Process,” Accounting Program Leadership Group Conference, Las Vegas, 2004.

“Complementarities between budget type and compensation choices under environmental uncertainty,” (with R. Krishnan), University of Arkansas, May 2003.

“A Model and Test of Inter-firm Innovation Diffusion: The Case of Discounted Cash Flow Techniques,” University of Waterloo, November 2001; Louisiana State University, December 2001; University of Technology, Sydney, March 2002; University of New South Wales, February 2002; and University of Melbourne, March 2002. New title, “Common Accounting Knowledge: The Diffusion of DCF Knowledge across U.S. Firms,” Management Accounting Section Meeting, January 2003, AAA annual meeting, 2003.

Invited presentation: “Research Expectations at BRIA,” KPMG Minority PhD Project, August 2001.

“Planning and Control in Global Environments,” Bentley College, September 2001.

“ABC Information, Incentive Structures and Innovation: An Active Learning Simulation,” Graduate Colloquium, Northern Illinois University, September 1999.

Invited Speaker-“Master Teacher,” New Faculty Consortium, Arthur Andersen Facility in St. Charles, February 1999 & 2000.

“Returns to Employee Empowerment through Innovation: Complementarities between Cost Systems and Incentive Structures,” Management Control conference in Reading, England, July 1998; American Accounting Association Annual Meeting, 1998; CUNY at Baruch 1999; UCLA-Irvine, 1999.

“Bargaining Strategy and Accounting Information about Opponent’s Payoffs: Bargaining in a Hall of Mirrors,” (with J. Luft and B. Ballou), Accounting Behavior and Organizations Section Research Conference, Pittsburgh, Pennsylvania, April 1997.

“Behavioral Research in Accounting: Past Accomplishments and Future Directions,” invited panel member, American Accounting Association Annual Meeting, Chicago IL., August 1996.

"Perspectives on Behavioral Research in Managerial Accounting," Villanova University, February 1996.

"Ambiguity in Accounting Information and Bilateral Bargaining Costs," North Eastern Behavioral Accounting Research Group (NEBAR), Northeastern University, October 1994; University of Wisconsin, April 1995; Management Accounting Research Conference in Vancouver, October 1995; University of Texas, October 1995; University of Manitoba, November 1996; University of Kansas, October 1997.

"Determinants of Capital Budgeting Procedures and Subsequent Firm Performance," (with C. Callahan), Dartmouth University, January 1994.

"Group Incentive Plans and The Opportunity for Information Sharing," (with S. Ravenscroft), Temple University, October 1993; Accounting Behavior and Organizations Section Research Conference, March 1994.

"Full vs. Variable Costing in a Multiproduct Constrained Environment," (with R. Marshall), Michigan State University Workshop Series, November 1991.

"Incentive Plans and Multi-agent Information Sharing," (with S. Ravenscroft), Invited Research Seminar Series, University of Notre Dame, September 1991.

"The Determinants of Capital Budgeting Procedures," The Wards Visiting Research Scholar Lecture Series, University of Glasgow, Scotland; The Deloitte and Touche Visiting Scholar Lecture Series, University of Manchester, Manchester, England during Fall 1989; American Accounting Association Annual Meeting, August 1990; University of Wisconsin, 1990.

"Fruitful Directions for Management Accounting Research," Invited Panel Member, Midwest Region of the American Accounting Association Annual Meeting, 1989.

"Bargaining Behavior in a Transfer Pricing Experiment," (with S. Ravenscroft), Midwest Region of the American Accounting Association Annual Meeting, 1989.

"Transfer Pricing Optima Under Bilateral Bargaining," American Accounting Association Annual Meeting, Orlando, Florida, 1988; London Business School, July 1989.

"Experimental Tests of Principal-Agent Theory in a Budget Setting," Virginia Polytechnical Institute, March 1988.

"Audit Scope Decisions: Perceptions of the Decision Participants," Michigan State University Workshop Series, 1986.

"Perceptions of Agency Conflict: Evidence from Management, Auditors and Principal Representatives," Michigan State University Workshop Series, 1985; Indiana University Accounting Department Workshop, September 1986; Midwest Business Association meetings, Chicago, March 1987.

"Experimental Tests of Principal - Agent Theory in a Budget Setting," American Accounting Association Midwest Annual Meeting, 1986. Voted Best Manuscript submitted.

"Fiscal Responsibility in Public School Administration: A Cost-Benefit Approach," Southeast Regional Meeting of the American Accounting Association, 1985.

"Functional Fixation and Interference Theory: A Theoretical and Empirical Investigation," Michigan State University Workshop Series, 1983.



## **PROFESSIONAL PRESENTATIONS:**

Lunch Speaker-American Accounting Association Update Atlanta, GA. 10/05/2007 Diversity Section of the AAA.

Research and Other Considerations of an Academic Career in Accounting Long Beach, California 01/10/2008 Management Accounting Doctoral Students .

Plenary Speaker - Challenges and Opportunities for the Academic Accounting Community Redondo Beach, California 01/11/2008 Information Systems and Emerging Technologies Sections.

Demographics of the Accounting Academy Long Beach, California 01/12/2008 Management Accounting Section Leadership Group.

AAACommons Platform Initiative Chicago, Illinois 08/07/2008 Executive Committee of the AAA.

Challenges and Opportunities Facing Accounting Academics Charleston, South Carolina 02/10/2008 Accounting Program Leadership Group Board Members.

Lunch Speaker - The Accounting Academy at a Tipping Point Houston Texas 03/07/2008 Southwest Regional Meeting.

Main speaker - Accounting at a Tipping Point Sarasota, Florida 03/14/2008 AAA Council, leaders of the Sections and Regions of the AAA.

Lunch Speaker-Accounting Academy at a Tipping Point Southeast Regional Meeting 04/04/2008 Southeast Regional Meeting.

Plenary Speaker - Accounting at a Tipping Point Minneapolis, Minnesota 04/18/2008 Minnesota Accounting Educators Conference.

Discussant for "The Role and Effect of Compensation Consultants on CEO Pay" by B. Cadman, Mary Ellen Carter (presenter) and S. Hillegeist European Accounting Association 04/25/2008 European Accounting Association Annual Congress

Lunch Speaker at Canadian Academic Accounting Association , Winnipeg Canada. 05/31/2008.

Primary Speaker-Chinese Accounting Society Changsha, China 07/12/2008.

Presidential Address, American Accounting Association annual meeting Anaheim, California 08/06/2008

Lunch Speaker - Accounting Behavior and Organizations Section of the AAA Providence, Rhode Island 10/10/2008.

Plenary Speaker-Northeast Regional Meeting New Port, Rhode Island 11/14/2008.

Lunch Speaker - Management Accounting Section of the AAA St. Pete Beach, Florida 01/10/2009.

Lunch Speaker-Auditing Section of the AAA St. Petersburg, Florida 01/17/2009.

Lunch Speaker-Financial Accounting and Reporting Section of AAA New Orleans, LA. 01/31/2009.

New Faculty Consortium Washington D.C. 02/07/2009.

Lunch Speaker-Accounting Program Leadership Group of the AAA Nashville, Tenn. 02/09/2009.

International Accounting Section of AAA St. Pete Beach, Fl. 02/13/2009.

Plenary speaker-Government and Not-For-Profit Section of AAA Washington D.C. 03/27/2009.

Plenary Speaker-Midwest Regional Meeting of AAA St. Louis, Mo. 04/18/2009.

Plenary Speaker - Mid Atlantic Regional Meeting of the AAA Long Branch, New Jersey 04/24/2009.

Lunch Speaker - Ohio Regional Meeting of the AAA Long Branch, New Jersey 05/08/2009.

### **DEPARTMENTAL COMMITTEES:**

Grant Application to PWC for IFRS infusion in the curriculum (\$50,000 grant awarded) 2009-10

Chair, Department Chairperson Search Committee 2006-07 (hired Sanjay Gupta).

Department Accreditation Learning Assessment Review Committee 2006.

Reading Committee member 2005, 2007.

Chair, Accounting PhD Program Review Committee, 2006.

Department AACSB Accreditation Committee, 2005-2006.

Chair, Promotion and Tenure Document revision Committee, 2003.

Chair, Faculty Fiscal Responsibility Committee, 2003.

Chair, Assignment, Evaluation and Merit Salary Awards Revision Committee, 2002.

Chair, Search Committee for a Senior Faculty member (hired Mike Shields), 1998.

Chair, Summer Research Grant Awards Committee, 1995.

Chair, Research Task Force for Strategic Planning, 1994-95.

Organizer, Big-Ten Doctoral Consortium for MSU and Coopers & Lybrand, 1992.

Director, Doctoral Programs 1990-1993; includes Chair of:

- 1) Doctoral Admissions Committee
- 2) Doctoral Annual Review Committee
- 3) Doctoral Programs Committee

Recruiting Committee, 1990.

Ph.D. Curriculum Review Committee, 1987-88, 1989-90.

Chairperson Search Committee, 1988.

Recruiting Coordinator for AAA meeting, 1987.

Undergraduate Curriculum Review Committee, 1986-87.

Departmental Advisory Council, 1984-89; Chairperson, 1985-86.

Ernst & Young Chair Search Committee, 1984.

### **DISSERTATION COMMITTEES:**

Outside Reviewer-Mandy Cheng, University of New South Wales (2005).

Outside Reviewer-Philip Ross, University of Technology, Sydney (2003).

Chair, Fabienne Miller (2007)

Chair, Elizabeth Connors (2004)

Chair, Andrea Drake (1999)

Member, Barb Estavez (1997)

Chair, Win Jordan (1996)

Member, Sue Gill (1993)

Chair, Monte Swain (1992)

Member, Krishnamorthy Ramesh (1991)Member, Judith Walo (1990)

Member, Alex Woods (2009)

Chair, Dan Heitger (2000)

Member, Daisy Beck (1998)

Member, Brian Ballou (1996)

Member, Pat Essex (1993)

Chair, Sheldon Smith (1993)

Member, Geoffrey Gurka (1992)

Member, Frank Buckless (1989)  
Chair, Annemarie Keinath (1989)  
Member, Darrel Gosse (1989)

Chair, Yong Sik Hong (1989)  
Chair, Sue Ravenscroft (1989)  
Chair, Parvez Sopariwala (1985)

### **COLLEGE COMMITTEES:**

Responsibility for: College Advisory Committee, Reappointment, Promotion and Tenure Committee, Research Committee, and Doctoral Programs Committee, 2010-2012.  
College-level Reappointment, Promotion, and Tenure Committee, 2005-10.  
Center for International Business Education and Research, member, Board of Directors, 2000-2008.  
Initial Masco MBA Committee, 2004-05.  
College Executive Committee, 1999-2001 (all department chairs were members).  
Chair, Weekend MBA Revision Committee, 1997.  
Search Committee, Assistant Director Executive Education, 1997.  
Search and Selection Committee, Pasant Chair in Insurance and Financial Services, 1995.  
Chair, Committee to Create an On-Campus Executive MBA (Create Weekend MBA program), 1994.  
Business Law Department Promotion and Tenure Committee, 1994 (Full member).  
Vice Chair, Dean's Search & Selection Committee, Eli Broad College of Business, 1993-94 (Jim Henry).  
Business Law Department Promotion and Tenure Committee, 1991-92 (Full member).  
Department of Finance Promotion and Tenure Committee, 1991-92 (consulting member).  
College of Business Doctoral Programs Committee, 1990-94.  
College of Business MBA Curriculum Review & Revision Committee, 1987-88.  
College of Business Library Committee, 1985-89.

### **UNIVERSITY COMMITTEES:**

University Committee on Research Involving Human Subjects (IRB board), 2002-05.  
Women's Advisory Committee to the Provost (Appointed by the Provost), 1996-98.  
Committee to Re-engineer University-wide Curriculum Review Process, 1996 (appointed by Dean of Graduate School).  
MSU Distinguished Fellowship Evaluation Committee, 1994-96.  
Center for International Business Education and Research, Grant Awards Committee, 1993-94, Advisory Board 1995-2002.  
University Hearing Panel for Faculty Grievance, 1993-94.  
University Graduate Council, 1990-93, Secretary 1992-93.  
University Curriculum Committee, 1990-92.  
University Wide Awards Committee for Excellence in Teaching and Teacher Scholar Awards.  
(Appointed by the Provost), 1988-89 and 1990-91.  
Faculty and Professional Women's Association, Board of Directors, 1988-89.

### **PROFESSIONAL SERVICE:**

#### **Reviewing:**

Ad Hoc reviewer for:

*Journal of Accounting and Public Policy*

*The Accounting Review* and Ad Hoc associate editor

*Journal of Management Studies*

*Journal of International Marketing*

*Accounting, Organizations and Society*

*Accounting Horizons*

*Quarterly Journal of Business and Economics*

*Journal of Information Systems*

*Accounting and Business Research*

*Management Science*

Reviewer for American Accounting Association Annual Meetings; Management Accounting Section Mid-year Conferences; and Accounting Behavior and Organizations Section mid-year conferences  
Reviewer for Midwest Region of AAA annual meetings

**Editorial Service:**

Editor:

*Behavioral Research in Accounting*, 1999-2002

*The International Journal of Accounting* co-editor, 2004-2009

Associate Editor:

*The International Journal of Accounting*, 2003-2004.

*Management Accounting Research*, 2001-present.

*Journal of Management Accounting Research*, 1998-2000.

*Accounting Horizons*, 1997-2000.

*Contemporary Accounting Research*, 1994-98.

Editorial Board:

*Issues in Accounting Education*, 2004-2007.

*The International Journal of Accounting*, 2001-present.

*Management Accounting Research*, 2001-present.

*Journal of Management Accounting Research*, 1990-2001, 2003-2007.

*Behavioral Research in Accounting*, 1995-2007.

*Accounting Horizons*, 1995-2002.

*The Accounting Review*, 1988-90, 1993-95, 1997-2002.

*Journal of Managerial Issues*, 1991-2000.

*Contemporary Accounting Research*, 1992-98.

**National Professional Service: American Accounting Association**

President 2008-09, President-elect 2007-08, Past President 2009-2010

Vice President, Finance (elect in 2003-04) 2004-06.

Chair, Governance Review Task Force (bylaws revision) 2009-2010

Chair, Finance Committee 2005-2006.

Chair, Audit Committee 2005-2006, member 2005-07.

Accounting, Behavior, and Organizations Section:

Journal Editor 1999-2002

Chair Bylaws Committee, 1998-99

Outstanding Doctoral Dissertation Awards Committee 1986

Associate Editor, Newsletter 1984

Management Accounting Section,

Strategic Planning Task Force 2006-07; Doctoral Dissertation Awards Committee 2003; Mid-year

Conference Program Chair, 2002-03; member Nominating Committee, 1997-99; Chair Publications

Committee, 1997-98; Chair Nominating Committee, 1996-97; President 1995-96; President-Elect, 1994-

95; Program Chair for the Annual Meeting, 1993-94; Secretary-Treasurer 1991-93; Notable Contribution

to Literature Award Committee 1991-92; Membership Committee 1986-89,

Intellectual Properties Task Force, 2004-06.

Nominating Committee, 1997-98. 2009-2010.

Director, Doctoral Consortium Committee, 1996-97.

Publications Committee, 1993-96.

Doctoral Directors Conference Planning Committee, 1991-94.

New Faculty Consortium Speaker, 1993.

Doctoral Consortium Committee, 1990-91.

Steering Committee for Midwest Region, 1989-92.  
Wildman Award Committee, 1989-90.  
New Faculty Consortium Group Leader, 1989, 1990.  
Associate Editor American Accounting Association Behavioral Section Newsletter, 1984-87.

**National Professional Service: Other**

Association to Advance Collegiate Schools of Business:  
AACSB Accounting Maintenance Reviewer 2001-present (on review teams for Georgia, Minnesota, Arizona State, Louisiana Tech, and Hong Kong University).  
AACSB Accounting Accreditation Committee 2004-2007.  
Federation of Schools of Accountancy, Board of Directors 2000- 2003  
Ernst & Young Doctoral Dissertation Awards Committee, 1993-95.  
National Association of Accountants Doctoral Dissertation Awards Committee, 1988.  
Departmental Coordinator for the National Association of Accountants, 1985-87.

**External Reviewer of Promotion Packets:**

University of Maryland	University of Massachusetts	Virginia Polytechnical Institute
University of Illinois at Chicago	Brigham Young University	Iowa State University
University of Notre Dame	Cornell University	University of Pennsylvania
Duquesne University	St. Louis University	The Ohio State University
University of New Jersey Camden	Boston College	University of South Carolina
Northeastern University	Washington State University	The University of Oklahoma
University of Virginia	University of Kentucky	University of Albany
Rutgers University	State University of New York	University of Wisconsin
University of California at Santa Barbara	University of Syracuse	Binghamton University
University of Wisconsin	University of Cal. Riverside	Boston College
Louisiana State University	Rice University	Case Western Reserve University

**TEACHING EXPERIENCE:**

Cost Accounting, undergraduate-majors.  
Managerial Accounting, MBA.  
Advanced Managerial Accounting, Masters.  
International Accounting, MBA and Masters.  
Internal Firm Accounting Information, Ph.D.  
Organizational Change and Innovation, Executive MBA.  
Managerial Accounting Module, Business and Communications Certificate Program, Masters in Science Degree candidates.  
International Accounting for two year and four year accounting educators, hosted by MSU CIBER every other year.  
Human Resource Management, Financial Planning and Performance module, executive education.

**GRANTS:**

PWC, IFRS throughout the MSU Curriculum, 2009-2010, funded (\$50,000) (with K. Ramesh, E. Outsley, and S. Gupta).  
Chrysler Corporation, Balanced-score card revitalization, 2006 (with S. Vickery and R. Krishnan).  
MSU, Department of Accounting, Summer Research Grant, 1983-89, 1991-92, 1994-98, 2002-05, 2007.  
Center for International Business Education and Research, 1990, 1993, 1996, 2000.  
MSU, Broad School of Management, Summer Research Grant, 1998.  
Institute of Management Accountants, 1992-93.

**OTHER:**

Urban Options, Board of Directors, Treasurer (East Lansing not-for-profit organization dedicated to energy conservation and renewable energy education) 2002- March 2007.

Simpson Industries, Inc. (publicly traded on NASDAQ), Member, Board of Directors, 1995-2001  
(member, Audit Committee and Retirement Fund Investment Committee).

Executive Education for Nabisco and Council of Logistics Management. (Activity-Based Costing). 1999.

Mid-Michigan Easter Seals, Board of Directors, 1985-89 (Treasurer, 1986-88, Vice-President, 1988-89).