

MATTHEW J. ANDERSON
Senior Advisor to the Dean - Diversity & Inclusion
Faculty Excellence Advocate

N229 Business College Complex
632 Bogue Street
Eli Broad College of Business
Michigan State University
East Lansing, MI 48824

3112 Dobie Road
Mason, MI 48854

(517) 432-2910 (Office)

Education:

Ph. D. Michigan State University (1982)
Graduate School of Business Administration
Major: Accounting (Financial)

M. B. A. Michigan State University, Accounting, 1978

B. A. Kalamazoo College, Mathematics, 1972

Post-doctoral course work: University of Minnesota
Other general course work: Grand Valley State University, Grand Rapids
Junior College, and the University of Chicago Hospitals and Clinics.
Registered RRT

Academic and Professional Experience:

Michigan State University
Senior Advisor to the Dean and Faculty Excellence Advocate
2014 - present

Michigan State University
Associate Dean and Faculty Excellence Advocate
2010 - 2014

Michigan State University
Associate Professor of Accounting
1988 -

University of Minnesota
Carlson Graduate School of Management
Assistant Professor of Accounting
1982 - 1988

Michigan State University
Graduate Assistant/Instructor in Accounting
1977 - 1982

KPMG Professor in Residence, Summer, 2008: Audit process examination
Attended training, firm partner/manager training, updates, general duties

Senior Advisor to the Dean for Diversity and Inclusion and Faculty Excellence Advocate:

General objective: Increase the recruitment and hiring of under-represented minorities and women on the faculty of the Eli Broad College of Business of Michigan State University

- Monitor and prepare reports on faculty recruitment, retention
- Implement/monitor orientation and mentoring programs for new faculty.
- Attend diversity related activities @ Michigan State University
- Serve as mentor/liaison for doctoral and other students of color
- Implement/monitor orientation program for associate professors
- Faculty liaison - diversity case competitions
- Other duties as assigned

Associate Dean for Diversity and Inclusion and Faculty Excellence Advocate:

General objective(s): Increase the recruitment and hiring of under-represented minorities and women on the faculty of the Eli Broad College of Business of Michigan State University.

Responsibilities:

- a. Analysis & revision of recruiting and hiring procedures
- b. Establishment/administering of college-wide orientation program
- c. Establishment/administering of college-wide mentoring program
- d. Recruitment of under-represented minority doctoral candidates
- e. Review/establish program to more effectively integrate international students into the Broad College environment
- f. Information gathering: mentoring & orientation activities
- g. Faculty/student troubleshooter/advocate as needed
- h. Strategic Planning and general duties as defined by the Dean

2016: Sabbatical (1/2016 - 4/2016): Carried out assessment of best practices in diversity programs at Florida State University, Georgia State University, and University of Washington - Seattle. Report prepared for Dean's Office.

Published Articles:

"Economic Data, Conventions & Replications in Laboratory Asset Markets," with Eugene Blue. Journal of Behavioral Finance, 2003 4(1).

Solving the Dilemma of Excess Capital and GAAP Reporting for High-Performing CUs, with H. Sollenberger, Credit Union Executive Center, 22 04 2002. CUNA & Affiliates. <http://cucenter.cuna.org>.

"On the Use of Regression and Verbal Protocol Analysis Modeling Analysts' Behavior in an Unstructured Task Environment: A Methodological Note," with Gordon Potter, Accounting, Organizations & Society, 23(5/6) (1998): 435-450.
Citation of excellence by ANBAR Electronic Intelligence (1998; top 10% of all management papers reviewed)

"An Assessment of Efforts to Retain Minority Students in Accounting and Business Programs," with H. Sollenberger and E. Betts, Equity & Excellence in Education, 29(2) (1996): 18-26.

Professional Traders as Intuitive Bayesians," with Shyam Sunder, Organizational Behavior and Human Decision Processes, 64(2) (1995): 185-202.

"Diversity and the Accounting Profession," Spectrum, (1994).

"Internal Revenue Service Access to Tax Accrual Workpapers: An Experimental Investigation of Possible Implications," with U. Anderson, E. Joyce, R. Helleloid, and M. Schadewald, The Accounting Review, (Oct. 1990): 857-874.

"A Comparative Analysis of Information Search and Evaluation Behavior of Professional and Non-Professional Financial Analysts," Accounting, Organizations, and Society, 13(5) (1988): 431-446.

"Some Evidence on the Effect of Verbalization on Process: A Methodological Note", Journal of Accounting Research, 23 (1985): 843-852.

"The Process Tracing Paradigm: A General View" in Decision Making and Accounting: Current Research, Edited by S. Moriarity and E.J. Joyce, The Center for Economic and Management Research, University of Oklahoma: Norman, Oklahoma, 1984.

Educational Publications:

Review of Intermediate Accounting by P.B.W. Miller, D.G. Searfoss, and K.A. Smith, The Accounting Review (Oct) 1986: 792-793.

Peer Reviewed Paper Presentations:

"An Assessment of Equality of Opportunity Programs in Business Settings,"
Diversity Section Meetings, 2006."

Working Papers:

"The Market for Accounting Labor: Does the Past Tell Us About the Future,"
with Malcolm McClelland and Greg Gerard.

"Student Surrogates in Accounting Research," with Sandra Shelton and T. Pitre

Current Projects:

"On the Economic Significance of Statistical Significance"

"An Assessment of Equality of Opportunity Programs in Business Settings"

Unpublished Papers:

"The Investment Decision: An Analysis Using Verbal Protocols," Unpublished
doctoral dissertation, Michigan State University, 1982.

Administrative Roles, Boards & Committees:

Orientation Coordinator 2014 - present Broad College of Business
Athletic Council Member - 2019 - present
Drug & Alcohol Subcommittee
Faculty Advisor, Indiana University Diversity Case Competition, 2017-
Faculty Development Committee, Broad College, 2017 - 2019
Undergraduate Programs Committee Representative, Broad College, 2017 -
present
Chair: Departmental Undergraduate Curriculum Committee: 2017-2019
Diversity Advisory Council: Honors College, Michigan State University 2015
- present
Treasurer & Board Member, Haven House, East Lansing, MI 2017 - present
Senior Advisor to the Dean, Diversity & Inclusion, and Faculty Excellence
Advocate, Broad College of Business: 2014 - present
-Implement and administer orientation and mentoring programs
-Other duties as assigned
Associate Dean, Diversity & Inclusion, and Faculty Excellence Advocate,
Broad College of Business: 2010 - 2014
-Chair: Mentoring Committee
-Chair: Orientation Committee
-Co-chair: International Student Task Force
-Attended Fundraising training and media interface training, Provost Office
President, Black Faculty, Staff & Administrators Association: Michigan
State University 2007 - 2012
Coordinator, Under-represented minority doctoral recruiting, Eli Broad
College of Business: 2003 to present
Director, Doctoral program - Accounting: Michigan State University 1993-96
(Doctoral programs committee 1988 - 1998)
Chair, Accounting & Information Systems Departmental Advisory Council, 2002
- 2003
Spectrum Health 1973-76: PF Lab Supervisor (RRT), Clinical Instructor

Organizations, Honors, Awards, and Grants**Honors, Awards, and Grants:**

Named "Lansing Legend", Black History Month, 2021
Inductee, PhD Project Hall of Fame, 2020
Michigan State University Excellence in Diversity CIEG Grant, 2017 - 2018
(\$20,000)
Night of Champions Education Award, Jason Richardson Foundation, 2012
Inaugural Recipient of Ernst & Young Inclusive Excellence Award, 2009

CIC Academic Leadership Program Fellow, 2008-09, Michigan State University
 KPMG Professor in Residence, 2008 (May - August)
 Keynote Speaker, PhD Project Dinner, 2007
 Michigan State University, Excellence in Diversity Award, 2003
 Plaque: Appreciation, Multicultural Business Programs, Michigan State University, 2001
 University Level or other Research Grants:
 All-University Research Grant, 1995-6
 All-University Outreach Grant, 1992-1993
 MSU Accounting Department Research Grant, 1989-1992, 94-97, 99
 University of Minnesota, McKnight Foundation Grant, 1987
 University of Minnesota, McKnight Foundation Grant, 1985
 Price Waterhouse Doctoral Grant, 1980
 Ernst & Young Doctoral Dissertation Fellowship, 1980
 American Accounting Association Doctoral Fellowship, 1979 and 1980

Other Awards and Honors:

Excellence in Teaching Award, University-Level Award for Graduate Students, Michigan State University, 1979
 National Achievement Scholar, National Merit Corporation 1968-1972
 Time Magazine Scholar Award, 1968

Memberships and Activities:

Board Member and Treasurer, Haven House (homeless shelter), East Lansing MI, 2017 - present
 Member, Mentoring Program: SASS, Michigan State University; 2014 - 2020
 Member, Diversity Research Network, Michigan State University 2016 -present
 Member, Ingham Change Initiative, Lansing MI, 2014 - 2017
 Member, HC Inclusive Excellence Strategic Committee: Honors College, Michigan State University 2015 - present
 Faculty Learning Community - International students, Michigan State University, 2012 - 2015
 Faculty Learning Community - Diverse students, Michigan State University, 2012 - 2015
 Inclusive Learning Community, Michigan State University, 2007 - 2015
 American Accounting Association Member: 1978 to present
 Member of Diversity, Financial Reporting and Auditing Sections
 Chair and Member, Diversity Section Mentor Committee, 2008-11
 Chair, Outstanding Accounting Educator Award Committee, 2006-07
 Member, AAA FARS Best Manuscript Committee, 2004 & 2006
 Member, AAA Faculty Diversity Section Doctoral Committee, 2004-6
 Member, Trueblood Committee, 1998-2000
 Member: Faculty Diversity and Initiatives Section
 Accounting, Behavior, and Organizations Section
 Auditing Section
 Financial Accounting and Reporting Section
 Member, Outstanding Dissertation in Auditing Committee, 1996
 Midwest Section Rep, Financial Accounting and Reporting Section, 1995
 AAA Competitive Manuscript Committee, Chairperson, 1993-1994
 New Faculty Consortium, Faculty Group Leader, 1991-92
 At-Large Member of the Executive Council, 1989-1991
 Research Advisory Committee, 1988-1990
 Minority Faculty Development Committee, 1984-1986
 Economic Science Association
 National Association of Black Accountants
 The PhD Project Faculty Association
 Faculty Liaison, Diversity Leaders Program, KPMG
 Beta Alpha Psi
 President, Black Faculty, Staff & Administrators Association, Michigan State University 2018 - 2013

Grant-Related Activities

Michigan State University Excellence in Diversity CIEG Grant, 2012.
Formal Specification of Interoperability and Reporting semantics with Resource-Event-Agent (REA) Enterprise Ontology, With Professor W. E. McCarthy, Professor K. Ramesh, Professor E. Outslay, Professor G. Geerts, Professor Graham Gal, & Professor S. Grabski, National Science Foundation, 2009.
The Finance Project: Financing a Great Start for Michigan's Children, With Dr. Judi B. Clarke, Communication Arts & Sciences, MSU, 2008-2009.

Presentations, Seminars and Colloquia:

PhD Project Conference, Chicago Illinois, 2000 - 2019

Docnet Conference: Ann Arbor, MI, 2019.

AAA National Meeting (numerous seminars), San Francisco, CA. 2019.

Wiley Teaching and Learning Summit, Phoenix, AZ, 2019.

Docnet Conference: Chicago Illinois, 2018.

Diversity in Business, presentation at Global Learning Week to General Motors Audit Services Group (world-wide group of internal audit managers), 2017.

Presentation, Kiwanis International, Future of Higher Education in Michigan, Grand Rapids, MI, 2017.

Docnet Conference: Chicago Illinois, 2017.

Wiley EduTech Conference, Chicago, IL, 2017.

AAA National Meeting (numerous seminars), San Diego, CA. 2017.

PWC Conference (seminars & updates), San Diego, CA. 2017.

AAA National Meeting, New York, NY. 2016.

PWC Conference, New York, NY, 2016

Whitehouse Conference on Women, Washington, D.C., 2015.

Docnet Conference: Chicago Illinois, 2016.

Docnet Conference: Ann Arbor, MI, 2016.

PHD Project Conference: Chicago, IL, 2010 - present

Faculty Search Symposium; University of Michigan - Ann Arbor, 2014.

FEA Symposia, Michigan State University, East Lansing, MI, 2014 - present

AAA National Meeting, Atlanta, GA. 2014.

PWC Conference, Atlanta, GA, 2014

Deans Economic Conference, Korea University, Seoul, Korea, September 2013

AAA National Meeting, Anaheim, CA, 2013.

PWC Conference, Dana Point, CA, 2013.

Keeping Our Faculties of Color Symposium, University of Minnesota, Mpls, Mn., 2013

AACSB National Meeting, Chicago, IL, 2013

AAA National Meeting, Washington, D.C., 2012.

PWC Conference, Washington, D. C., 2012.

Niagara Foundation Meetings, Lansing, MI, 2012 - 2013

Diversity and Inclusiveness Roundtable, Ernst & Young, Detroit, 2012 - 2014

Niagara Foundation (Gulen Movement) Cultural Exchange, Istanbul, Turkey, 2012

AACSB National Meeting, San Diego, CA, 2012

AACSB Assessment of Learning Seminar, Atlanta, GA, 2011

AACSB Assessment of Learning Conference, Atlanta, GA, 2011

POD Conference, St. Louis, MO, 2010: Representative of Provost Office

Campus Diversity and Inclusiveness Roundtable, Ernst & Young, New York, 2010; cited in E & Y publication - "Is your campus environment inclusive?" summer 2010.

CIC Fellow, Michigan State University, 2008 - 2009 (multiple seminars; administrative leadership training).

Fundraising at the University, MSU ALP Program, 2008.

Keynote Address, PhD Project Conference and dinner, Chicago, 2007.

Admissions Presentations - Michigan State University 2000 - 2009

Presentations - Minority Summer Business Institute, Michigan State University, 1996 - 2003

"Experimental Economics," invited presentation, PhD Project Accounting Doctoral Students Association conference, Atlanta, GA, 2001.

"Surviving Reviewer Comments," invited presentation, PhD Project Accounting Doctoral Students Association conference, Philadelphia, PA, 2000.

"The PhD Lifecycle: Investment or Sacrifice," invited presentation, The PhD Project Conference, Chicago, 1998.

"Pitfalls and Issues related to Earning the PhD," PhD Project Accounting Doctoral Students Association Conference, New Orleans, 1998.

Trueblood Seminars for Professors, Scottsdale, Az, 1998.

"Pitfalls and Issues related to Earning the PhD," PhD Project Meeting, Dallas, TX, 1997.

Uncertainty, Hayek's Hypothesis and Learning in Laboratory Asset Markets," with E. Blue, presented at the Economic Science Association Annual meeting, 1996.

"Pricewaterhouse Seminar - Derivatives, Orlando, FL, 1995.

Moderator, Panel on "Derivatives" with James Leisenring (FASB), Midwest AAA, Detroit, MI, 1995.

"Framing Effects, Fairness and the Personal Exemption," with Sarah Nutter. Presented at the University of Arizona, 1994.

"The State of Minority Education in Accounting," KPMG Peat Marwick, African American Workshop, 1994.

"Doctoral Programs," AICPA Minority Summer Institute, Lexington, KY, 1993.

"A Case Study of Minority Education in Accounting," with H. Sollenberger and E. Betts, American Accounting Association, Washington, DC, 1992.

"Professional Traders as Intuitive Bayesians," with S. Sunder, Michigan State University, 1992.

"Framing Effects and the Personal Exemption: Does Expertise Matter?" with Sarah Nutter, Michigan State University, 1990.

"Financial Analysts and Stock Valuation: An Examination of the Pricing of Initial Public Offerings Using Regression and Process Tracing Models," with Gordon Potter, TIMS/AIDS Conference on Problem Solving, Vancouver, BC, 1989.

"Bayes Rule and the Representativeness Heuristic: Professional Traders in Experimental Markets," University of Michigan, 1988, Ann Arbor, MI; Economic Science Assoc, Tucson, AZ; and American Economic Assoc, New York, NY.

"Internal Revenue Service Access to Tax Accrual Workpapers: An Experimental Investigation of Possible Implications," Michigan State University, 1986.

"Coding of Verbal Protocols: A Move Toward Synthesis," American Accounting Association, Reno, NV, 1985.

"Quantitative Skills for Accountants," AICPA Summer Faculty Institute, Sarasota, FL, 1985.

Continuing Education:

Multiple Michigan State University Leadership Colloquia annually

PriceWaterhouseCoopers Symposia: Annually; 2009 to present

University of Minnesota, Saving our Faculties Conference, 2004, 2007, 2008, 2010, 2012 2014 2016 Minneapolis, MN

KPMG: Boards of Directors, Detroit, MI, 2009

KPMG Audit Training, Minneapolis, 2008.

KPMG: International Accounting Standards, Denver, CO., 2008.

KPMG Summer Faculty Institute, Chicago, 2008.

Various Angel and other: MSU series, 2005 - 2011

KPMG Summer Faculty Institute, Chicago, 2007.

Fundraising: Individual and Corporate Foundations, MSU FOD, 2007

Penn State University: Setting the Stage for Culturally Inclusive Classes, 2005

Michigan State University Faculty Development Series: Culturally Inclusive Classes, 2005

Design of Active and Cooperative Learning in Large Classes, 2004
 Grant Writing Workshop, MSU, 2004.
 Angel System @ MSU, 2003.
 Web use in the classroom, MSU (1999 - 2001)
 Web Page Publishing and the Internet, MSU, 1998 **(2)**.
 Hypermedia and Derivative Financial Instruments, AAA, Chicago, IL, 1996.
 AICPA Faculty Summer Seminar, San Antonio, Texas, 1995.
 The PhD Project, KPMG Peat Marwick, Chicago Illinois, 1995.
 Corporate Financial Reporting Seminar, American Accounting Association, New Orleans, LA, 1993.

 Deloitte & Touche, Enhancing the Learning Experience, Colorado Springs, CO, 1993, 1995.
 Illinois Audit Judgment Symposium, KPMG Quality Institute, Montvale, NJ, 1992.
 Securities and Exchange Commission, Market Value Conference, Washington, D. C., 1991.
 Price Waterhouse Symposium, Market Value Accounting, Nashville, TN, 1991.

Teaching Interests:

Financial Accounting: Graduate and Undergraduate
 Principles of Accounting (Undergraduate & MBA)
 Intermediate Accounting (Undergraduate & MBA)
 Intermediate Accounting for Finance Majors
 Advanced Accounting
 Special Topics - Financial (Masters)
 Doctoral: Behavioral Implications of Decision Making
 Introduction to Research and Philosophy of Science
 Experimental and Behavioral Research

Research Interests:

Behavioral Implications of Accounting Information
 Information Choice in Financial Decision Making
 Individual Behavior in Market Settings: Experimental Economics
 Methodological Issues in Experiments
 Minority Student Performance in Accounting Settings
 Economic Analysis of Equal Opportunity Concepts

Editorial Board and Review Activity:

Editorial Board, The Accounting Review, 1990-1994.
 Editorial Board, "Issues in Accounting Education," 1988-1995
 Ad hoc reviewer for:
 The Accounting Review
 Journal of Economics

Behavioral Research in Accounting
International Journal of Accounting
Auditing: A Journal of Practice and Theory
Journal of Accounting Research
Management Science
Journal of Information Systems
Contemporary Accounting Research
Canadian Academy of Social Sciences
Journal of the American Taxation Association

Service:

Member, College UPC, 2017 - present

Chair & member, Departmental Undergraduate Curriculum Committee 2017 - present

Faculty Development Committee: Strategic Planning/Broad College of Business 2015 - 2018

Member: Mentoring Initiative, SASS (Men's Athletics): 2014 - present

Recruiting (various athletic and other units): Ongoing

Adhoc Committee: Advancing Women in Business 2015 - 2018

HC Inclusive Excellence Strategic Committee (Honors College, Michigan State University), 2014 - present

Accounting & Information Systems Diversity Committee: 2012 - present

COB Dean's Search Committee, 2014

Chair: International Student Task Force, 2013

Chair: Mentoring Initiative, Broad College 2012 - present

College of Business, FEA, 2010 -

Mowbray Scholar Selection Committee - Honors College, 2010 - 2012

CIC Fellow Selection Committee, Provost Office, 2010

COB Dean's Search Committee, 2007 - 2010

Moderator, AAA Meeting, 2008.

Departmental Advisory Council, 2007 - 2008

Broad College Under-represented minorities Doctoral Recruiting Coordinator (dean's office special assignment) 2003 to present

College of Business representative, PhD Project Conference, assist in recruiting of minority graduate students 1997 to present

University Representative, Docnet Conference, 2004 to present

Departmental Diversity Committee, 2004-

Departmental Faculty Liaison, NABA student chapter, 2005-

Moderator, AAA & ABO Section Meetings, 2005-6

Academic Contact, College of Business, Football, Basketball (conducted numerous interviews), 1996 -

All-University EIDA Selection Committee (2004)

All University NCAA Review Committee, 2003 - 2004

AAA FARS Best Manuscript Selection Committee, 2004

Accounting: Departmental Doctoral Review Committee, 2006

MSU Admissions Recruiting Orientation Participant 2000 - 2007

Chair, Departmental Advisory Council, 2002-2003

Workshop Coordinator, Accounting Department, 2001-2002

Financial Accounting recruiting committee, 2002

Departmental Advisory Council, Accounting Department, 2001 - 2003.

Member, AER document Review Committee, Accounting Department, 2000 - 2003.

Instructor, Summer Workshop, Multicultural Programs, 2001, Broad School

Focus Group, "Restructuring the Principles of Financial Accounting Course," PriceWaterhouseCoopers, 2000 - 2001

Departmental Chair Search & Selection Committees, 2000

University Interim NCAA Certification Committee, 1999

Masters Program Committee, Graduate School of Management, 1998-2000
Curriculum Review Subcommittee
Course Evaluations Subcommittee

Trueblood Committee, AAA, 1998 - 1999

Distinguished Minority Fellowship Selection Committee, Michigan State University, 1998.

Accounting Doctoral Program Committee & Recruiting Coordinator, 1997-98.

Departmental Advisory Committee, Accounting Department, 1997 - 1999.

Director, Doctoral Program, and Chair, Doctoral Program Committee, Department of Accounting, 1993 - 96.

Department of Accounting Professorship Committee, 1996

Department of Accounting Evaluation Committee, 1995-6

Outside Consultant and Reviewer, Doctoral Program in Accounting, University of Utah, 1996.

Search Committee for Associate Dean, Broad Graduate School of Management, 1994

Doctoral Programs Committee, Department of Accounting, 1991-94,

NABA/MSU Outreach Grant, Board Member, 1992-1993

Search Committee for Director, MBA Placement, Broad Graduate School of Management, 1992

Faculty panels on recruitment of minorities, Michigan State University, 1991-1995

Department of Accounting Scholarship Committee, Chairperson, 1991-1993

Served as Outside Reviewer for 4 promotion and tenure reviews

Recruiting Committee, Department of Accounting, 1990 and 1991, 1995

Member of Council, American Accounting Association (meetings in New Orleans, LA; Toronto, Canada, and Albuquerque, NM)

Search Committee for Departmental Administrative Assistant, Department of Accounting Department, 1990

University APERTF Task Force, Michigan State University, 1989

Search Committee for Department Chairperson, Department of Accounting, Michigan State University, 1988-1989.

Taught course designed to improve success of minority and disadvantaged students in School of Management, University of Minnesota, 1986-1987.

Ad Hoc Committee of University of Minnesota ACIA to investigate the University of Minnesota basketball program, 1986-1987.

Board of Directors, Martin Luther King Program, 1985-1987.

American Accounting Association, Minority Faculty Development Committee, (Also: Assisted in conducting seminars to attract minorities to Doctoral Programs), 1984-1986.

Minneapolis-St. Paul Chapter, National Association of Black Accountants, Vice President, 1985-1986.

Search Committee for Department Chairperson, Accounting Department, University of Minnesota, 1984-1985.

Developed principles courses for minority/disadvantaged students, Michigan State University, 1978-1980.

Consulting and Continuing Education Engagements:

The McGraw Hill Companies (2009 - 2011)

Advisory Board, Intermediate Accounting, Houghton Mifflin Publishers (2007 - 2009)

Continuing Education, Deloitte and Touche, Detroit, MI.

Trustforte Corporation 2006 - 2008

Burrston House Publishing

Southwestern Publishing (2006 - 2009)

Irwin/ McGraw Hill Publishers

Camp Director, Jason Richardson All Star Camps (2007)

Educational Consultant, Governors State University, University Park, IL.

Educational Consultant: Outside Reviewer, Doctoral Programs, University of Utah, Salt Lake City, Utah.

Other Activities:

I annually organize and conduct the new faculty orientation sessions for the Broad College (2 - 3 sessions each year). The sessions are designed to ensure that both the quality and consistency of information provided to new faculty is high.

I also assist in ensuring that search committees in the Broad College engage in search processes that are consistent in both procedures followed and information provided to prospective new hires. The process is also designed to ensure that procedures are consistent with the strategic objectives of the Broad College.

I annually act as a liaison with the international student community. Sessions are organized to ensure that faculty and staff are culturally aware of issues such as how to pronounce the names of students from other areas of the world. Additionally, I have organized activities designed to ensure the international students are more fully integrated into the types of non-class activities available to all students (such as attendance at a football game).

Finally, I have written templates for many initiatives used for diversity activities in the Broad College, and for the university at large. These include activities related to the Broad women's initiative, and the Broad international student internship and jobs initiative (part of which was adopted by the university at large).

Dissertation Committees:

University of Minnesota
Rong Ruey Duh, 1986
Michael Schadewald, 1987
Brian Shapiro, 1987
Michigan State University
Cheryl Dunn, 1994
Eugene Blue, 1997 (Chair)
Daisy Banks, 1998
Andrea Drake, 1999
Malcolm McLelland, 1999
Terence Pitre, 2004

References:

Karim Ramesh, Ph.D.
Jones Graduate School of Business
Senior Associate Dean
Rice University
McNair Hall
Houston, TX
(713) 348-5380
Email: rameshk@rice.edu

James W. Cotter
Michigan State University
East Lansing, MI 48824
email: cotterj@msu.edu

phone: (517) 355-0333

William McCarthy, Ph.D.
Professor of Accounting & Information Systems
Accounting & Information Systems Department
Michigan State University
East Lansing, MI 48824
email: mccarth4@msu.edu
phone: (517) 432-2913

Shyam Sunder, Ph.D.
James L. Frank Professor of Accounting, Economics and Finance,
School of Management, Yale University,
New Haven CT 06520-8200.
phone: 203-432-6160
Email: shyam.sunder@yale.edu

Personal Data: Married: Wife, Connie Children: Three

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