

Henock LOUIS

Department Head and KPMG Professor of Accounting
Smeal College of Business -- Accounting Department
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EDUCATION

➤ Ph.D. – Accounting	Ohio State University	2001
➤ Ph.D. – Finance	University of Mississippi	1998
➤ MS – Accounting	University of Mississippi	1998
➤ Graduate Studies in Religion	Andrews University	Summer 1993
➤ MBA	Andrews University	1992

PROFESSIONAL DEVELOPMENT

- Big Ten Academic Alliance Department Executive Officers Fellowship
- AACSB/Ph.D. Project Aspiring Leaders Seminar
- Accounting Programs Leadership Group: New Chairs Symposium

EMPLOYMENT AND MAJOR SERVICE ACTIVITIES

Department Head	Penn State: Accounting - Smeal College of Business	2018-Now
Member	Penn State – University-wide Vice Provost for Graduate Education and Dean of the Graduate School Search Committee	2021-now
Participant	Penn State – University-wide Academic Affairs Leadership	2020-Now
Member	Penn State – University-wide Immediate Tenure Review Committee	2018-Now
Chair	Penn State – University-wide Immediate Tenure Review Sub-Committee	2019-2020
Member	Penn State – University-wide Promotion & Tenure Committee	2016-2018
Member	Penn State – University-wide Graduate Council	2010-2011

Member	Penn State University-Smeal College of Business College Management Committee	2018-Now
Member	Penn State University-Smeal College of Business Dean Advisory Committee	2018-Now
Member	Penn State University-Smeal College of Business Graduate Programs Performance Committee	2018-Now
Chair	Penn State University-Smeal College of Business Undergraduate Program Faculty Supplementary Compensation Committee	2021-Now
Chair	Penn State University-Smeal College of Business Academic Administrative Evaluation Committee for the <u>Head of the Management & Organization Department</u>	2021
Member	Penn State University-Smeal College of Business Academic Administrative Evaluation Committee for the <u>Head of the Accounting Department</u>	2017
KPMG Professor	Penn State University-Smeal College of Business	2012-Now
Professor	Penn State University-Smeal College of Business	2011-Now
Visiting Scholar	Chinese University of Hong Kong	Summer 2013
Visiting Scholar	Hong Kong Polytechnic University	Summer 2013
Visiting Scholar	City University of Hong Kong	Summer 2013
Visiting Professor	Cornell University - Johnson School	2011-2012
Associate Professor	Penn State University-Smeal College of Business	2007-2011
Assistant Professor	Penn State University-Smeal College of Business	2001-2007
Teaching Associate	Ohio State University – Accounting	1998-2001
Instructor	University of Mississippi – Economics, Finance, & statistics	1995-1998
Dean	Université Adventiste d’Haiti (UNAH) -- Business	1993-1994
Vice-Dean	UNAH – Business	1993-1994
Instructor	UNAH – Business	1992-1994
Assistant Treasurer - Bursar	Adventist Mission - Haiti	1990-1991
Church Pastor	Adventist Mission - Haiti	1988-1990

SCHOLARLY PUBLICATIONS

➤ Sole-authored

1. Are stock-for-stock acquirers of unlisted targets really less overvalued? *Financial Management* (2013), 42: 901-929.
2. Acquirers' abnormal returns and the non-Big 4 auditor clientele effect. *Journal of Accounting and Economics* (2005), 40: 75-99.
3. Earnings management and the market performance of acquiring firms. *Journal of Financial Economics* (2004), 74: 121-148.
4. The cost of using bank mergers as defensive mechanisms against takeover threats. *Journal of Business* (2004), 77: 295-310.
5. The value relevance of the foreign translation adjustment. *The Accounting Review* (2003), 78: 1027-1047.

➤ With one coauthor

6. Earnings announcements and option returns. *Journal of Empirical Finance* 40 (2017), 220-235 (with S. Chung).
7. Abnormal accruals and managerial intent: Evidence from the timing of merger announcements and completions. *Contemporary Accounting Research* (2016), 33: 1101–1135 (with A. Sun).
8. Agency conflicts, dividend payout, and the direct benefits of conservatism to equity-holders. *Contemporary Accounting Research* (2015), 32: 455-484 (with O. Urcan).
9. Growth in housing prices and long-term abnormal stock returns. *Real Estate Economics* (2013), 41: 663-708 (with A. Sun).
10. Voluntary disclosure to influence investor reactions to merger announcements: An examination of conference calls. *The Accounting Review* (2011), 86: 637-667 (with M. Kimbrough).
11. Earnings management and the post-earnings announcement drift. *Financial Management* (2011), 40: 591 - 621 (with A. Sun).
12. Investor inattention and market reaction to merger announcements. *Management Science* (2010), 56: 1781-1793 (with A. Sun).
13. Financial reporting and conflicting managerial incentives: The case of management buyouts. *Management Science* (2008), 54: 1700-1714 (with P. Fischer).

14. Do managers intentionally use repurchase tender offers to signal private information? Evidence from firm financial reporting behavior. *Journal of Financial Economics* (2007), 85: 205-233 (with H. White).
15. Do managers credibly use accruals to signal private information? Evidence from the pricing of discretionary accruals around stock splits. *Journal of Accounting and Economics* (2005), 39: 361-380 (with D. Robinson).
16. Do Targeted Banks Overpay? *The International Journal of Finance* 11: 1349-1372 (with L. Blenman).

➤ **With multiple coauthors**

17. Intangible investments, scaling, and the trend in the accruals-cash flows association. *Journal of Accounting Research* – forthcoming, (with J. Green and J. Sani).
18. Accounting quality and alliance contract provisions. *The Accounting Review* (2021), 96: 261–287 (with R. Ge and Y. Ji).
19. The effects of the extant clauses limiting auditor liability on audit fees and overall reporting quality. *Journal of Empirical Legal Studies* (2019), 16: 381-410 (with T. Pearson, D. Robinson, M. Robinson, and A. Sun).
20. Stock liquidity and corporate tax avoidance. *Review of Accounting Studies* (2019), 24: 309–340 (with Y. Chen, R. Ge, and L. Zolotoy).
21. Insider trading, stock return volatility, and the option market's pricing of the information content of insider trading. *Journal of Banking and Finance* (2017), 76: 65-73 (with S. Chung and C. Chiang).
22. Do analysts sacrifice forecast accuracy for informativeness? *Management Science* (2013), 59: 1688-1708 (with A. Sun and O. Urcan).
23. Value of cash holdings and accounting conservatism. *Contemporary Accounting Research* (2013), 29: 1249-1271 (with A. Sun and O. Urcan).
24. Insider trading after repurchase tender offer announcements: Timing versus informed trading. *Financial Management* (2010), 39: 301-322 (with A. Sun and H. White).
25. Managers' and investors' responses to media exposure of board ineffectiveness. *Journal of Financial and Quantitative Analysis* (2009), 44: 579-605 (with J. Joe and D. Robinson).
26. Earnings management and firm performance following open-market repurchases. *Journal of Finance* (2008), 63: 947-986 (with G. Gong and A. Sun).

27. Earnings management, lawsuits, and stock-for-stock acquirers' market performance. *Journal of Accounting and Economics* (2008), 46: 62-77 (with G. Gong and A. Sun).
28. An integrated analysis of the association between accrual disclosure and the abnormal accrual anomaly. *Review of Accounting Studies* (2008), 13: 23-34 (with D. Robinson and A. Sbaraglia).
29. Interest rate parity and the behavior of the bid-ask spread. *Journal of Financial Research*, 22: 189-206 (with L. Blenman and J. Tatcher).

OTHER SERVICE ACTIVITIES

➤ Advisory

- ❖ Management Accounting Competency Task Force
– Institute of Management Accountants (IMA) 2021-Now
- ❖ Academic Relations Committee - IMA 2020-Now
- ❖ Management Accounting Competency Task Force – IMA 2021-Now
- ❖ Academic Relations Committee - Institute of Management Accountants (IMA) 2020-Now
- ❖ Accounting Department's External Advisory Committee (manager)
- Smeal College of Business 2018-Now
- ❖ Multilingual Ministries - Haitian Board 2015-Now
North-American Division of Seventh-Day Adventists
- ❖ Accounting Department Internal Adv. Committee 2002-2003 2013-2015 2017-2018

➤ Diversity, equity, and inclusion

❖ *National level*

- North-American Division of Seventh-Day Adventists 2015-Now
Multilingual Ministries - Haitian Advisory Board
<https://www.nadadventist.org/departments/multilingual-ministries>
- The Ph.D. Project: Mentorship of Junior Minority Faculty 2013-Now
<https://www.phdproject.org/>
- The Institute of Management Accountants
Research advisor on the report "*Diversifying U.S. accounting talent: A critical imperative to achieve transformational outcomes.*"
- The American Accounting Association (AAA)
 - ✓ *DEI Committee* 2021-Now
 - ✓ *Presidential Scholar Panel Discussion: Leadership, diversity and accounting scholarship* August 2021
 - ✓ *Panel Discussion: Racial disparities in accounting* August 2020
 - ✓ *Treasurer - Diversity Section* 2008-2011

❖ *University level -Penn State*

- Equal Opportunity Award Committee 2010-2011
- Multicultural Student Advising
 - ✓ *Caribbean Student Association* 2014-Now
 - ✓ *Club Kreyol* 2008-2011

❖ *College level -Smeal*

- Diversity Task Force 2020–Now
- Diversity Committee 2012–Now
- Teaching in the Business Opportunities 2009-2011, 2013
Summer Session for minority high school students

❖ *Departmental level:* Creation of the Joe Cramer Accounting External Advisory Board
Diversity & Inclusion Fund

Joe Cramer earned his Ph.D. in 1963 and joined Penn State as the first Black tenure-track accounting professor at a predominantly white institution. He was very successful and influential in the profession.

<https://aaahq.org/DEI>

https://www.blackhistory.psu.edu/assets/pdf/PSU_Pioneering_Black_Faculty_and_Staff_Feb2011.pdf

❖ *Deeply immersed in the issues and challenges facing minority and foreign students and faculty*

➤ **Faculty affairs and activities**

❖ *College level -Smeal*

- Promotion & Tenure Committee -member 2008-2009, 2013-2015
- Sabbatical Leave Committee - member 2012-2018
- Sabbatical Leave College Committee - chair 2013-2014

❖ *Department level*

- Five-year review of tenured faculty 2008-2017
- Promotion to Full Professor Committee -member 2011-2012
- Tenure & Promotion to Associate Professor Committee 2007-2008, 2010
- Recruiting Committee - member 2009-2011, 2015, 2017-2018
- Recruiting Committee - chair 2012-2014
- Annual Research Conference Committee - member 2009 & 2010
- Annual Research Conference Committee – chair 2011 & 2015
- Research Colloquium Organizer 2005-2007
- Working Collection and Library- Department representative 2001-2007

➤ **Graduate programs and policy committees**

❖ ***Smeal Accounting Department – Penn State***

- Creation and Launch of Multiple Professional Programs 2018-2021
- Creation of Multiple Scholarship Programs 2018-2021
- Graduate Accounting Programs Committee 2014-2016
- Online Offerings Committee 2014-2015
- Grading Committee 2014-2015
- Graduate Policy Committee 2007-2011
- MBA Committee 2009-2011
- Master in Accounting Program Committee 2009-2010
- Ph.D. Candidacy Exam 2009-2010
- Ph.D. Admission Committee 2005-2009
- M.S. in Accounting Admission Committee 2004-2005
- Financial Statement Analysis Task Force 2004-2005
- Financial Reporting Committee 2001-2003

❖ ***University of Mississippi: Review committee***

Ph.D. programs in Economics and Finance 1997-1998

❖ ***Doctoral student development and training: Lectures and presentations***

- Ph.D. Project Accounting Doctoral Students Association
Conference Plenary Session August 2020
Sponsorship, Mentorship, and Coaching
- The Financial Accounting Standard Board and
the American Accounting Association annual meeting August 2019
Walk the talk: Academic fellowship
- Ph.D. Project Accounting Doctoral Students Association
Conference August 2012
*Research design workshop and graduate school
survival skills*

➤ **Undergraduate studies activities: Smeal Accounting Department**

- Creation of Multiple Scholarship Programs 2018-2021
- Schreyer Honors Student Advisor 2010–2018
- Accounting Undergraduate Student Advising 2001-2018
- Penn State International Affairs and Debate Association – Adviser 2012
- Undergraduate Curriculum Committee Chair 2014-2016
- Undergraduate Curriculum Committee Member 2004-2005

➤ **Strategic Planning:** Department Strategic Planning Committee -Member 2014-2015

PRESENTATIONS

➤ Academic

1. Penn State University – September 2002
The value relevance of the foreign translation adjustment
2. Penn State University – April 2003
Acquirers' abnormal returns, audit firm size, and the small auditor clientele effect
3. American Accounting Association Annual Meeting – August 2003
Do managers credibly use accruals to signal private information? Evidence from the pricing of discretionary accruals around stock splits
4. Southern Methodist University – September 2003
Do managers credibly use accruals to signal private information? Evidence from the pricing of discretionary accruals around stock splits
5. Penn State University – October 2003
Do managers credibly use accruals to signal private information? Evidence from the pricing of discretionary accruals around stock splits
6. Ohio State University – November 2003
Do managers credibly use accruals to signal private information? Evidence from the pricing of discretionary accruals around stock splits
7. Massachusetts Institute of Technology (MIT) – December 2003
Do managers credibly use accruals to signal private information? Evidence from the pricing of discretionary accruals around stock splits
8. Columbia University – March 2004
Do managers credibly use accruals to signal private information? Evidence from the pricing of discretionary accruals around stock splits
9. American Accounting Association Annual Meeting – August 2004
Managers' and investors' responses to media exposure of board ineffectiveness
10. University of Alabama – September 2004
Managers' and investors' responses to media exposure of board ineffectiveness
11. Rice University – September 2004
Managers' and investors' responses to media exposure of board ineffectiveness
12. Michigan State University – October 2004
Managers' and investors' responses to media exposure of board ineffectiveness
13. University of Pennsylvania – January 2005
Managers' and investors' responses to media exposure of board ineffectiveness
14. Emory University – January 2005
Managers' and investors' responses to media exposure of board ineffectiveness

15. Washington University – February 2005
Managers' and investors' responses to media exposure of board ineffectiveness
16. Penn State Research Conference – April 2005
Earnings management and firm performance following open-market repurchases
17. American Accounting Association Annual Meeting – August 2005
An integrated analysis of the association between accrual disclosure and the abnormal accrual anomaly
18. University of Illinois – October 2005
An integrated analysis of the association between accrual disclosure and the abnormal accrual anomaly
19. Penn State University – June 2006
An integrated analysis of the association between accrual disclosure and the abnormal accrual anomaly
20. American Accounting Association Annual Meeting – August 2006
Earnings management, lawsuits, and stock-for-stock acquirers' market performance
21. University of Iowa – September 2006
Earnings management, lawsuits, and stock-for-stock acquirers' market performance
22. Purdue University – September 2006
Earnings management, lawsuits, and stock-for-stock acquirers' market performance
23. Indiana University – October 2006
Earnings management, lawsuits, and stock-for-stock acquirers' market performance
24. Washington University – October 2006
Earnings management, lawsuits, and stock-for-stock acquirers' market performance
25. American Accounting Association Annual Meeting – August 2007
Earnings management and the post-earnings announcement drift
26. Penn State University – September 2007
Earnings management and the post-earnings announcement drift
27. Penn State University – October 2007
Value of cash holdings and accounting conservatism
28. London Business School – October 2007
Earnings management and the post-earnings announcement drift

29. College of William & Mary – November 2007
Earnings management and the post-earnings announcement drift
30. Securities and Exchange Commissions – February 2008
Earnings management and the post-earnings announcement drift
31. Penn State University – August 2008
Value of cash holdings and accounting conservatism
32. New York Accounting and Finance Forum – September 2008
Earnings management and the post-earnings announcement drift
33. Syracuse University – September 2008
Value of cash holdings and accounting conservatism
34. University of Texas - Dallas – October 2008
Value of cash holdings and accounting conservatism
35. National University of Singapore – November 2008
Value of cash holdings and accounting conservatism
36. Penn State University – April 2009
Long-term growth in housing prices and stock returns
37. Harvard University – April 2009
Long-term growth in housing prices and stock returns
38. University of Miami – April 2009
Long-term growth in housing prices and stock returns
39. Penn State Research Conference – May 2009
Long-term growth in housing prices and stock returns
40. American Accounting Association Annual Meeting – August 2009
Value of cash holdings and accounting conservatism
41. London Business School – June 2011
Dissecting Earnings Recognition Timeliness (Discussant)
42. University of Akron – March 2011
Abnormal Accruals and Managerial Intent: Evidence from the Timing of Merger Announcements and Completions
43. Louisiana State University – January 2012
Abnormal Accruals and Managerial Intent: Evidence from the Timing of Merger Announcements and Completions
44. Cornell University – January 2012
Abnormal Accruals and Managerial Intent: Evidence from the Timing of Merger Announcements and Completions

45. SUNY – Buffalo – March 2012
Abnormal Accruals and Managerial Intent: Evidence from the Timing of Merger Announcements and Completions
46. Ohio State University – April 2012
Abnormal Accruals and Managerial Intent: Evidence from the Timing of Merger Announcements and Completions
47. Cornell University – April 2012
Investor Inattention and the Market Reaction to Merger Announcements
48. Sabanci University (Turkey) – June 2012
Investor Inattention and the Market Reaction to Merger Announcements
49. Penn State University – August 2012
The effect of IFRS on cross-border acquisitions
50. Temple University – September 2012
The effect of IFRS on cross-border acquisitions
51. Texas A&M University – October 2012
The effect of IFRS on cross-border acquisitions
52. Singapore Management University – December 2012
The effect of IFRS on cross-border acquisitions
53. Erasmus University (Rotterdam) – April 2013
The effect of IFRS on cross-border acquisitions
54. Texas A&M University – May 2013
Evidence of a winner's curse in the corporate takeover market
55. City University of Hong Kong – July 2013
The effect of IFRS on cross-border acquisitions
56. Chinese University of Hong Kong – July 2013
The effect of IFRS on cross-border acquisitions
57. Hong Kong UST – July 2013
The effect of IFRS on cross-border acquisitions
58. Hong Kong Polytechnic University – August 2013
Evidence of a winner's curse in the corporate takeover market
59. George Mason University - February 2014
The effect of IFRS on cross-border acquisitions
60. Florida State University – September 2014
The Effects of the Extant Clauses Limiting Auditor Liability on Audit Fees and Overall Reporting Quality

61. Morgan State University – February 2015
Perceived changes in audit quality and firm value: Evidence from investors' reaction to the revelation of limiting liability agreements in audit engagement letters
62. Lehigh University – March 2015
Perceived changes in audit quality and firm value: Evidence from investors' reaction to the revelation of limiting liability agreements in audit engagement letters
63. American Accounting Association Annual Meeting – August 2015
Perceived changes in audit quality and firm value: Evidence from investors' reaction to the revelation of limiting liability agreements in audit engagement letters
64. University of Florida – October 2015
Perceived changes in audit quality and firm value: Evidence from investors' reaction to the revelation of limiting liability agreements in audit engagement letters
65. University of Akron – October 2015
Perceived changes in audit quality and firm value: Evidence from investors' reaction to the revelation of limiting liability agreements in audit engagement letters
66. Penn State University – May 2016
Employment protection legislation and corporate performance
67. Ohio State University: Centennial Celebration - Fischer Ph.D. Alumni -- May 2016
Employment protection legislation and corporate performance
68. Ohio State University – Centennial Celebration - Fischer Ph.D. Alumni -- May 2016
Reflections of my time in the Ph.D. program at Ohio State
69. University of Texas - Austin -- October 2016
Employment protection legislation and corporate performance
70. Andrews University – 10th Biennial SDA Business Teachers Conference -- July 2017
Employment protection legislation and corporate performance
71. Georgetown University – September 2017
The Effects of the Extant Clauses Limiting Auditor Liability on Audit Fees and Overall Reporting Quality
72. University of Mississippi – September 2017
The Effects of the Extant Clauses Limiting Auditor Liability on Audit Fees and Overall Reporting Quality
73. Drexel University – September 2017
The Effects of the Extant Clauses Limiting Auditor Liability on Audit Fees and Overall Reporting Quality

74. Carnegie Mellon University – April 2018
The Effects of the Extant Clauses Limiting Auditor Liability on Audit Fees and Overall Reporting Quality
75. The Ph.D. Project - Alumni Association – August 2018
Shark Tank research panel
76. Penn State University – October 2019
Operating leverage and bond yield spreads: Differentiating between cash and accrual operating leverage
77. Florida Atlantic University – October 2019
Operating leverage and bond yield spreads: Differentiating between cash and accrual operating leverage
78. J TAR - Kobe University – Japan – December 2019
Perceived changes in audit quality and firm value: Evidence from investors' reaction to the revelation of limiting liability agreements in audit engagement letters
79. Chinese University of Hong Kong – December 2019
Intangible investments, scaling, and the trend in the accruals-cash flows association
80. Ph.D. Project ADSA Conference Plenary Session – August 2020
Sponsorship, Mentorship, and Coaching
81. The American Accounting Association annual meeting – August 2020
Panel discussion: Racial disparities in accounting
82. University of Akron – November 2020
Intangible investments, scaling, and the trend in the accruals-cash flows association

➤ **Community Outreach: Personal Finance Workshops**

- Allegheny East Conference SDA Haitian Ministerium Camp Meeting (08/2014)
- Allegheny East Conference SDA Haitian Ministerium Camp Meeting (08/2017)
- Mid-Atlantic Adventist Haitian Professional Association Launch (10/2017)

OTHER INVITED CONFERENCES ATTENDED

- Carnegie Mellon University Accounting Conference (2001, 2005, 2019)
- Center for Accounting Research and Education conference (2011, 2012, 2018, 2021)
- China Accounting and Finance Review Annual Conference (2020, 2021)
- Contemporary Accounting Research Conference (2014, 2020)
- Deloitte Audit & Assurance Faculty Symposium (2019)

- Journal of Accounting and Economics Conference (2008 - 2010)
- Journal of Business Finance & Accounting conference (2016)
- KPMG Faculty Symposium (2012, 2014, 2015, 2020, 2021)
- London Business School Symposium (2009, 2011, 2012)
- NYU Journal of Law, Finance, and Accounting Conference (2014)
- PCAOB-Conference on auditing and capital markets (2016, 2017, 2018, 2020)
- Penn State Accounting Research Conference (2005 - 2018)
- PwC Faculty Symposium (2009, 2010, 2012, 2020, 2021)
- Review of Accounting Studies Conference (2016, 2018, 2020)
- Temple University Accounting Conference (2016)
- Tel Aviv University Accounting Conference (2016, 2021)
- University of Houston Accounting Research Symposium (2016, 2021)
- University Illinois Young Scholars Symposium (2021)

REFEREE SERVICE & EDITORIAL BOARD MEMBERSHIP

1. *Accounting Horizons* (Editor: 6/2021-now)
2. *Accounting Review* (Ad hoc editor: 2020-now & Editorial board: 2011-2017)
3. *Auditing: A Journal of Practice & Theory*
4. *Contemporary Accounting Research* (Editorial board: 2010-Now)
5. *European Accounting Review*
6. *Financial Analyst Journal*
7. *Financial Review*
8. *Financial Management*
9. *Journal of Accounting and Economics*
10. *Journal of Accounting, Auditing, and Finance*
11. *Journal of Accounting Research*
12. *Journal of Accounting and Public Policy*
13. *Journal of Business Finance and Accounting*
14. *Journal of Banking and Finance*
15. *Journal of Finance*
16. *Journal of Empirical Legal Studies*
17. *Journal of Financial and Quantitative Analysis*
18. *Journal of Financial Economics*
19. *Journal of Financial Markets*

20. *Journal of Financial Research*
21. *Journal of Money, Credit, and Banking*
22. *Quarterly Journal of Finance and Accounting (Associate Editor)*
23. *Management Science*
24. *Research Grants Council of Hong Kong*
25. *Real Estate Economics*
26. *Review of Financial Studies*
27. *Review of Accounting Studies*
28. *American Accounting Association Midyear Meetings – FARS*
29. *American Accounting Association Annual Meeting*
30. *Midwest Finance Association Conference*
31. *Eastern Finance Association Conference*

American Accounting Association: Notable and Distinguished Contributions to Accounting Literature Award Screening Committee: 2017-2018 and 2020-2021

AWARDS & SCHOLARSHIPS

- Excellence in Accounting Research Award: American Accounting Association - Diversity Section (2005)
- Most Challenging Professor Award – Penn State MBA class of 2011
- Smeal Competitive Research Grants (2005, 2006, 2007)
- General Electric Dissertation Fellowship - Ohio State University (2000-2001)
- General Electric Doctoral Fellowship - Ohio State University (1998-2000)
- KPMG Project Doctoral Scholarship (1999-2001)
- Organization of American States (OAS) Graduate Fellowship (1995-1998)
- Graduate Assistantship - University of Mississippi (1994-1998)
- Minority Graduate Fellowship - University of Mississippi (1994-1998)
- Merit Graduate Scholarship – Andrews University (1992)

CURRENT AND PREVIOUS ACADEMIC ASSOCIATION AFFILIATIONS

- American Accounting Association
 - American Economic Association
 - American Finance Association
 - Financial Management Association
-