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A university administrator since 2015, I currently serve as the Associate Dean of the College of Business at Bryant University (ranked #3 by USA Today/collegefactual in 2018). At Bryant, I successfully launched Bryant's first online degree: The Professional MBA program (now ranked #9 by collegeconsensus.com), which has attracted over 100 students from across the country, was profitable in its first year and has quickly become the largest graduate program at the university.

In my previous role as Associate Dean and Accounting Department Chair at Idaho State University, I rebuilt the Accounting Department and successfully wrote and defended our AACSB Accounting Report. In addition, I helped to launch ISU's 'Good to Great' capital campaign.

Academic Positions Held

Current Position:

Associate Dean, Bryant University (2018-present)

Prior Positions:

Associate Dean, College of Business, Idaho State University (2016-2018)

Department Chair of Accounting, Idaho State University (2015-2018)

Assistant Professor, Accounting, Illinois State University (2009-2015) [tenure awarded in 2015]

Primary Duties as Associate Dean at Bryant University:

- Oversee the Graduate Programs Office (GPO)
Programs include PMBA, Full- and part-time MBA, MPAC, Certificate in Data Analytics
**Five full-time employees*
- Oversee Bryant's Online Learning Team (BOLT)
Responsibilities include developing and maintaining all of Bryant's online courses and programs for GPO, EDC and undergraduate
**Three full-time employees*
- Oversee the Executive Development Center (EDC)
Programs include certificates in business analytics, design thinking, cybersecurity, financial planning, agile project management, leadership, six sigma, human resource management and healthcare leadership
**Eight full-time employees*
- With the Associate Dean for Arts & Sciences, oversee the Academic Center for Excellence (ACE) and Student Advising, which primarily services undergraduates
**Twenty-three full-time employees*

Other Duties:

- Assist with AACSB-related efforts
- Represent graduate programs in Leadership Team meetings with the Provost
- Coordinate marketing efforts with University Relations Department
- Chair the Graduate Admissions Committee
- Interface with prominent alumni and prospective donors
- Coordinate faculty deployment with Department Chairs
- Provide annual feedback to College of Business faculty and staff
- Respond to faculty and student concerns
- Represent the Dean in his absence
- Co-Chair of the Research and Engagement Day Program at Bryant University (Set for Apr. 15, 2020).

As Associate Dean at Idaho State University

- Oversaw and coordinated AACSB-related efforts for the College such as Assurance of Learning and the accreditation report
- Provided strategic and managerial oversight for undergraduate and graduate programs, including joint MBA/PharmD program
- Chaired of The Curriculum Committee for the College of Business
- Chaired of The Scholarship Allocation Committee
- Interfaced with the University Budget Officer; provided budget guidance to the Dean
- Coordinated faculty deployment for the College of Business
- Conducted meetings of the Graduate Faculty in the College of Business
- Met with alumni and prospective donors
- Responded to faculty and student concerns
- Provided annual evaluations and feedback to staff
- Represented the Dean in his absence

As Department Chair of Accounting at Idaho State University

- Oversaw and coordinated AACSB-related efforts for the Department such as Assurance of Learning and the Accreditation Report
- Organized and conducted departmental meetings
- Provided annual feedback to 10 faculty members
- Mentored underperforming faculty members
- Met with Accounting Department alumni, parents, students and prospective students

Accomplishments

At Bryant University:

- Led the successful launch of Bryant University's first online program, the Professional MBA (PMBA). Success led to several other online initiatives for Bryant University.
- Simultaneously oversaw an 8% increase in non-PMBA graduate program enrollments, even as MBA and MPAC enrollments declined nationally.
- Advised and assisted in the successful defense of Bryant University's AACSB report. Most recent visit in 2018.

- Worked to increase diversity among Bryant University faculty members, assisting in the recruitment of 7 faculty members from 7 different countries (5/7 female). Most notably, recruited the inaugural Rowe Professor in Data Analytics from University of California-Berkeley.
- Worked to increase gender diversity among Bryant Staff members, leading to the hiring of 57% females, with increased ethnic diversity.
- Collaborated with Dean Annavarjula to recruit members for Bryant University's inaugural Dean's Council. Facilitated subsequent Dean's Council projects including program reviews and recruiting calls by Council Members to key prospective students.

At Idaho State University:

- Successfully authored and defended AACSB report for Separate Accounting Accreditation for Idaho State University. Most recent visit in 2016.
- Contributed to and defended AACSB report for Business Accreditation for Idaho State University. Most recent visit in 2016.
- Collaborated with the Development Office to create a capital campaign titled "Good to Great", a related survey and supporting documentation resulting in commitments to the College of Business of over \$6 million.
- Met and formed relationships of trust with key donors and other prominent graduates.
- Formed the Accounting Leadership Board, an advisory committee designed to provide feedback, financial support and recruiting assistance to the Department.
- Rebuilt Idaho State University's Accounting Department, chairing five search committees, resulting in five successful hires (with 100% retention to date).
- Facilitated the launch of the Master of Taxation Program, and the Master of Healthcare Administration Program.
- Oversaw a 25% increase in introductory course enrollments.
- Implemented a greater research focus for the Accounting Department and College. Changes included inviting a series of prominent researchers to campus for research workshops, reallocating library resources to subscribe to more relevant databases, including WRDS, and facilitating increased faculty presence at prominent academic conferences.
- Facilitated significantly improved instruction for students by mentoring underperforming instructors and providing professional development opportunities such as attendance at teaching-related conferences.

Education

PhD in Business Administration (Accounting), Southern Illinois University-Carbondale, 2010
Master of Arts in Business, Duke University, Fuqua School of Business, 2008
Bachelor of Science in Accounting, Brigham Young University, Marriott School of Business, 2006

Selected Publications

- “The Impact of Lifecycle Stage on Firm Acquisitions” with Joshua Coyne and Kevin Kim. 2020. *International Journal of Accounting and Information Management*. Forthcoming.
- “Earnings Management and Subsequent Risk Assessments: Evidence from the Property-Casualty Insurance Industry” with Jay Rich, Jomo Sankara, and Justin Wood. 2019. *Journal of Applied Economics and Business Research* 9(3): 111-126.
- “Board Risk Committees: Insurer Financial Strength Ratings and Performance” with Chris Hines and Jomo Sankara. 2018. *Journal of Accounting and Public Policy* 37(2):130-145.
- “Who Estimates when it’s not Required? The case of Subrogation” with Bryan Graden and Jomo Sankara. 2018. *Asia-Pacific Journal of Risk and Insurance* 13(1).
- “Estimation Errors: The Case of Subrogation” with Bryan Graden and Jomo Sankara. 2017. *Journal of Insurance Issues* 40 (2): 159-180.
- “Religious Social Identity and Whistle-Blowing” with Jay Rich and Deborah Seifert. 2015. *Research on Professional Responsibility and Ethics in Accounting* 19: 181-207.
- “The Relation Between Private Ownership of Equity and Executive Compensation” 2014. *The Journal of Business Inquiry* 13 (2): 81-100.
- “Are earnings quality attributes reflected in financial strength ratings?” with Chris Hines and Jomo Sankara. 2014. *American Journal of Business* 29 (3/4): 293-311.
- “Credit Union Failures: Why Liquidate Instead of Merge?” with Chris Hines and Jomo Sankara. 2014. *Academy of Business Disciplines Journal* 6(1): 32-63.
- “Audit Report Lag and Submission Approval Lag: The Case of Insurance Companies” 2013. *Journal of Applied Financial Research* (2): 10-18. (Lead Article)
- “The impact of IFRS adoption on accounting quality: The case of South Africa” 2013. *Journal of Applied Economics and Business Research* 3(3): 154-165.
- “Using Non-Financial Measures to Improve Fraud Risk Assessments” with Joseph Brazel, Keith Jones, Jay Rich and Mark Zimbelman. 2012. *Current Issues in Auditing* 6(1): C28-C34 (Inaugural article in the practice section).
- “The Effects of Equity Ownership and Compensation on Executive Departure.” 2011. *Journal of Accounting and Finance*, 11 (2), pp. 11-15 (Lead Article).
- “Perceptions of Non-Professional Investors: The Case of Sin Stocks” with Gary Ames. 2011. *The Journal of Accounting, Ethics and Public Policy*. 12(2), pp. 191-208.

Working Papers

“The Impact of Loan Terms on Analysts’ Forecasts” with Joshua Coyne and Derrald Stice.

“The Effect of Capital Structure on Management Incentives” with Joshua Coyne and Derrald Stice.

“Reporting Quality and Attention: The Impact of Catastrophes” with Brent Lao, Jomo Sankara and Justin Wood.

Teaching

Most recent Bryant University teaching evaluations, Summer 2019

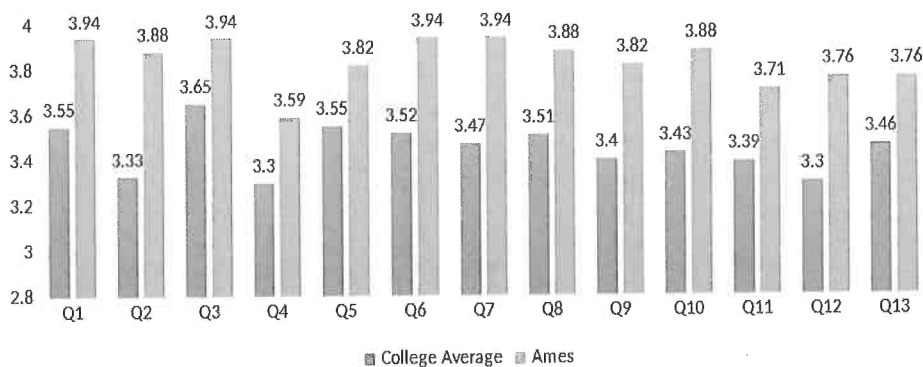
Key questions:

MBAO 556 (Inaugural offering of Fundamentals of Accounting and Finance for PMBA)

- 1) The course was intellectually challenging: **100% agree or strongly agree**
- 2) I learned useful concepts/strategies in this course: **100% agree or strongly agree**
- 9) The instructor is enthusiastic about the material: **100% agree or strongly agree**
- 10) I would recommend this instructor to other students: **87.5% agree or strongly agree**

Most recent Idaho State University teaching evaluations, Spring 2017

Ames 2017 Teaching Performance Compared with ISU College of Business



Key questions:

Q1: The Instructor was organized and well prepared (3.94/4)

Q10: I learned something I considered of value in this class (3.88/4)

Courses taught at Bryant University

Fundamentals of Accounting and Finance (graduate)
Reporting and Controlling Resources (graduate)
Intermediate Financial Accounting I

Courses taught at Idaho State University:

Intermediate Financial Accounting II
Intermediate Financial Accounting III
Accounting Capstone II (graduate)

Courses taught at Illinois State University:

Principles of Financial Accounting I
Intermediate Financial Accounting I
Intermediate Financial Accounting II
Advanced Auditing (graduate)
Current Issues in Accounting (graduate)
Management Accounting (graduate)

Further evidence of teaching excellence:

- Runner up, MBA Outstanding Faculty Member of the Year, 2018-2019 (determined by student vote)
- RSM Outstanding Professor of the Year, 2014 (determined by student vote)
- Developed and taught an online Principles of Financial Accounting course in accordance with Quality Matters, resulting in a 260% enrollment increase in the course in 2014

Other:

- Demonstrated commitment to mentoring diverse populations by serving on a volunteer basis as Bishop for an inner-city church congregation mentoring youth and adults from varied backgrounds (including folks from Brazil, Cape Verde, Liberia, El Salvador, and Peru)
- Certified Fraud Examiner (since 2012)