

## **ROBERT J. BALIK**

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### **Education**

Ph.D., The University of Iowa, 1984 [Finance, Operations Research]  
Ph.D. Dissertation: Common Stock Returns when Listed Options Expire.  
MBA, The University of Utah, 1970  
B.S., Loras College, 1964 [Chemistry, Philosophy]

### **Employment History**

#### **Teaching**

Associate Professor of Finance, Western Michigan University, Kalamazoo, Michigan. 1990-Present.

Lecturer, University of Economics, Prague, Czech Republic, June, 2009.

Fulbright Senior Specialist, Silesian University, Karvina, Czech Republic, October - November 2006.

Fulbright Lectureship, Silesian University, Karvina, Czech Republic, 1995-1996 academic year.

Visiting faculty member, Technische Hochschule Darmstadt, Darmstadt, Germany, Spring 1994.

Assistant Professor of Finance, Western Michigan University, Kalamazoo, Michigan, 1985-1990.

Assistant Professor of Management, University of North Dakota, Grand Forks, North Dakota. 1980-1985.

Assistant Professor of Finance, Western Michigan University, Kalamazoo, Michigan. 1974-1978.

Teaching Assistant, The University of Iowa, Iowa City, Iowa. 1972-1974.

#### **Military**

Officer, United States Air Force, one year of meteorology training at University of Oklahoma and five years as a weather forecaster. 1964-1970.

## Publications in Refereed Journals

“Excel Best Practices,” *Managerial Finance*, Volume 35, Number 5, 2009, pp 410 – 426.

“The Impact of Reverse Mortgages on Lifestyle of Senior Homeowners: Cost and Benefit Analysis,” *Journal of Contemporary Business Issues*, Co-authored with Jamshid Mehran, Volume 15, Number 2, Fall, 2007.

“Excel Charts: Why? What kind? How?,” co-authored with Jamshid Mehran, *Journal of Academy of Finance*, Vol. 5, Summer 2007, pp 12-25.

“A Comparative Analysis of the Housing Markets in Six Metropolitan Cities: Chicago, Cleveland, Indianapolis, Miami, San Francisco and South Bend: An Empirical Study,” co-authored with Jamshid Mehran, *Journal of Contemporary Business Issues*, Volume 15, Fall 2007, pp 46 – 56.

“The Impact of a Firm’s Stock Price of an Earnings Restatement to Adhere to Lease Accounting Standards: An Empirical Study, co-authored with Jamshid Mehran, *Journal of Academy of Finance*, Volume 4, Fall 2006, Issue 1, pp 1-20.

“Impact of NASCAR Sponsorship Announcements on Shareholder Wealth: A Replication,” co-authored with Jamshid Mehran, *Journal of Academy of Finance*, Volume 4, Fall 2006, Issue 2, pp 26-35.

“An Empirical Study of the Housing Market in Chicago and Cleveland,” co-authored with Jamshid Mehran, *Journal of the Academy of Finance*, Volume 3, Winter 2005, Issue 2, pp 163-172.

“Transferring Accounting Data from the Web to Excel,” sole author, *Journal of the Academy of Finance*, Volume 3, Winter 2005, Issue 3, pp 34-43.

“Designing Financial Models Using Excel,” co-authored with Jamshid Mehran and Raj Kohli, *Journal of the Academy of Finance*, Vol. 2, Summer, 2004, pp 150-161.

“The Effect of Changes in Federal Reserve Discount Rate on Changes in Foreign Exchange Rates,” co-authored with Jamshid Mehran, *Review of Academy of Finance*, 2003.

“Cross Checking the Accuracy of Basic Models with Actual Quotations from the Wall Street Journal in Classroom,” *Review of Academy of Finance*, 2003.

"Using Excel to Create Financial Models," *Academy of Finance Review*, March, 2001.

“Teaching Time Value of Money,” *Midwest Review of Finance and Insurance*, Associated with the Midwest Business Administration Association, Spring, 1997, pp. 33-40.

“Insights into Financial Markets of the Czech Republic,” co-authored with Jamshid Mehran, *Midwest Review of Finance and Insurance*, Associated with the Midwest Business Administration Association, Spring, 1996, pp. 393-401.

“Transmission of Money Market Fluctuations Between the United States and United Kingdom,” co-authored with Jamshid Mehran, *Midwest Review of Finance and Insurance*, Associated with the Midwest Business Administration Association, Spring, 1996, pp. 203-212.

"Testing Put-Call Parity For American Options, *Midwest Review of Finance and Insurance*, Associated

with the Midwest Business Administration Association, Spring, 1993, pp. 79-85.

"Relationship Between Interest Rates and Age Distribution," co-authored with Jamshid Mehran, *Journal of Economics and Finance*, Vol. 13, No. 3, Fall, 1989, pp. 245-248.

"Bond and Preferred Stock Valuation Using Duration and Convexity: The Case of Convertibles," co-authored with J. Mehran, *Journal of Economics and Finance*, Vol.13, No. 2, Summer 1989, pp. 107-112.

"Forecasting Changes in the Money Supply," Coauthored with J. Mehran, *Midsouth Journal of Economics and Finance*, Vol. 12, No. 1, Spring, 1988, pp. 29-34.

## **Publications in Refereed Proceedings**

“Reverse Event Study: Bank Stocks and the Financial Crisis,” sole author, Proceedings 12th International Conference on Finance and Banking, Silesian University, Karvina, Czech Republic, 2009, pp 29-37.

“International Equity Diversification,” sole author, Proceedings 11th International Conference on Finance and Banking, Silesian University, Karvina, Czech Republic, 2007, pp 70-82.

“Day of Week Studies and Ex-dividend Days,” sole author, Papers and Proceedings, Academy of Economics and Finance, Volume 31, 2006, pp 18-21.

“Loan Amortization and Time Value of Money in Excel,” sole author, Papers and Proceedings, Academy of Economics and Finance, Volume 30, 2005, pp 44-51.

“Real Exchange Rate and Economic Activity in Vietnam,” co-authored with Thu T. Nguyen, Papers and Proceedings, Academy of Economics and Finance, Volume 29, 2005, pp 28-30.

“Using Excel to Simulate Foreign Currency Hedging,” co-authored with Thu T. Nguyen, Papers and Proceedings, Academy of Economics and Finance, Volume 29, 2005, pp 31-35.

“Excel Spreadsheet for Capital Budgeting,” sole author, Papers and Proceedings, Academy of Economics and Finance, Vol. 28, 2004, pp 38-47.

“Financial Institution Mergers and Acquisitions in Czech Republic, Hungary, Poland, and Slovak Republic, 1989-2001,” sole author, Proceedings from the International Conference, Future of Banking: After the Year 2000 in the World and in the Czech Republic, Karvina, Czech Republic, Vol. VII, 2002, pp 18-26.

“Guidelines for Creating Excel Spreadsheets,” co-authored with Jamshid Mehran, Proceedings, Academy of Economics and Finance, Spring 2002.

“Web and Excel Tips and Tricks for Finance Teachers and Students,” sole author, Proceedings, Academy of Economics and Finance, Spring, 2001.

“The Changing Face of Finance,” sole author, Proceedings: Academy of Economics and Finance, Spring 2000.

"Social Investing," co-authored with Jamshid. Mehran, Finance Section of Proceedings for 1992 Annual Meeting of Midwest Business Administration Association, March, 1992, pp 196-202.

"Commons Stock Returns When a Firm Changes Its Name," sole author, Finance Section of Proceedings for 1991 Annual Meeting of Midwest Business Administration Association, April, 1991.

"An Investigation of the Extrapolated Determinants of Corporate Earnings Per Share," co-authored with Jamshid Mehran, Finance Section of Proceedings for 1990 Annual Meeting of Midwest Business Administration Association, March, 1990.

"Ethical Standards and Stock Market Performance," co-authored with Jamshid Mehran and Inayat Mangla, Finance Section of Proceedings for 1990 Annual Meeting of Midwest Business Administration Association, March, 1990.

"Financial and Business Implications of International Banking Reforms and Measures of Risk Based Capital," co-authored with Inayat Mangla and James D'Mello, Published in the Proceedings of the Second Annual Meeting Michigan/Ontario Finance and Accounting Conference, November 10, 1989.

"Financial and Accounting Management of Islamic Banking: Some Preliminary Findings," co-authored with Inayat Mangla and James D'Mello, Published in the Proceedings of the First Annual Meeting Michigan/Ontario Finance and Accounting Conference, November 11, 1988.

## **Publications in Non-refereed Proceedings**

“Benjamin Graham Revisited,” co-authored with Jamshid Mehran, Academy of Financial Services Proceedings, November 2009, on web: <http://www.academyfinancial.org/ProceedingsALT.html>.

“International Diversification,” co-authored with Jamshid Mehran, Published in electronic version of Academy of Finance Proceedings, March, 2009.

“The Impact and Drawbacks of Reverse Mortgages on Senior Homeowner’s Lifestyle in the United States: An empirical Study,” co-authored with Jamshid Mehran, Published in electronic version of Academy of Finance Proceedings, March, 2008.

“Benjamin Graham Revisited,” co-authored with Jamshid Mehran, Published in electronic version of Academy of Finance Proceedings, April, 2008.

“A Comparative Analysis of the Housing Markets in Six Metropolitan Cities: Chicago, Cleveland, Indianapolis, Miami, San Francisco and South Bend: An Empirical Study,” co-authored with Jamshid Mehran, Published in electronic version of Academy of Finance Proceedings, March, 2007.

“Excel Charts: When? What kind? Why? How?,” co-authored with Jamshid Mehran, Published in electronic version of Academy of Finance Proceedings, March, 2007.

“Excel Models,” co-authored with Jamshid Mehran, Published in electronic version of Academy of Financial Services proceedings, December 2006.

“An Empirical Study of the Housing Market in Five Metropolitan Cities: New York, Chicago, San Francisco, Cleveland, and Miami,” co-authored with Jamshid Mehran, Published in electronic version of Academy of Financial Services proceedings, December 2005.

“Investor Relations Web Sites,” co-authored with Jamshid Mehran, Published in electronic version of Academy of Financial Services proceedings, December 2005.

“Total Stock Returns for DRIP and non-DRIP Firms around Ex-Dividend and Dividend Payment Dates,” co-authored with David Burnie, Academy of Financial Services Papers, October, 2002.

“Using Simulation to Study the Investment Strategy and Withdrawal Rate at Retirement,” sole author, Academy of Financial Services, Eleventh Annual Meeting, October 15, 1997, page 45.

“Performance of Financial Markets in the Czech Republic,” coauthored with Jamshid Mehran and Raj Kohli, Proceedings for Annual Meeting of Global Finance Conference, April, 1996, pp. 100-101.

“The Seasonal Anomalies in the Eurocurrency Markets,” coauthored with Jamshid Mehran and Raj Kohli, Proceedings for Annual Meeting of Global Finance Conference, April, 1996, pp. 336-337.

“Stock Market Reaction to Name Changes: Another Look,” sole author, Papers and Proceedings of the Midsouth Academy of Economics and Finance, Volume 17, 1993, pp 48-54.

“A Comparative Analysis of the Performance of High Price to Earnings and Low Price to Earnings Ratios Common Stocks: An Empirical Study,” sole author, Papers and Proceedings of the Midsouth Academy of Economics and Finance, Volume 17, 1993, pp 489-494.

"Executive Stock Options," co-authored with Jamshid Mehran and Inayat Mangla, Papers and Proceedings, Nineteenth Annual Meeting of Midsouth Academy of Economics and Finance, February, 1992, pp. 15-18.

Privatization of the Banking Industry in Pakistan: Some Business and Regulatory Implications," co-authored with Inayat Mangla, Papers and Proceedings, Nineteenth Annual Meeting of Midsouth Academy of Economics and Finance, February, 1992, pp. 527-533.

"A Quantitative Comparison of Inflation Hedge Protection in Three Equity Dominated Institutional Portfolios," co-authored with Jamshid Mehran, Papers and Proceedings, Nineteenth Annual Meeting of Midsouth Academy of Economics and Finance, February, 1992, pp. 555-561.

"Quality Awards and Shareholder Wealth," sole author, Abstract Published in the Proceedings of Dean's Research Grant Conference, April, 1992, pp 23-24.

"The Performance of Social Mutual Funds," sole author, Academy of Financial Services, Paper Abstracts, October 21, 1992, p 37.

"Insights into Dividends Per Share," co-authored with Jamshid Mehran, Papers and Proceedings of the Midsouth Academy of Economics and Finance, Volume 15, Summer, 1991, pp. 336-340.

"Do Executive Compensation Contracts Really Matter," sole author, Abstract Published in the Proceedings of Dean's Research Grant Conference, April, 1991.

"Empirical Evidence of the Early Exercise Premium," co-authored with James D'Mello, Abstract Published in the Proceedings of Dean's Research Grant Conference, April, 1989.

"Application of Duration and Convexity in the Analysis of Convertible Fixed Income Securities," co-authored with Jamshid Mehran, Published in the Finance Track Proceedings of the Annual Meeting of the Midwest Business Administration Association, March, 1989.

"A Preliminary Study of the Stakeholder Theory of Stock Splits," co-authored with Jamshid Mehran, *Midsouth Journal of Economics and Finance*, Vol. 12, No. 4, Proceedings, Winter, 1989, pp. 605-606.

"Forecasting Changes in the Money Supply," co-authored with Jamshid Mehran, *Midsouth Journal of Economics and Finance*, Vol. 11, No. 4, Proceedings, Winter, 1988, pp. 787-792.

## Books Reviewed

Accuracy check of Chapter 5 and conference call comment for *Fundamentals of Corporate Finance* textbook, for Wiley Publishing, October 2007.

Participate in conference call about introductory finance textbook, May 2007.

Participated in session about finance textbooks, Financial Management Association, Annual Meeting, Salt Lake City, October 2007.

Reviewed four chapters of an Introductory Finance textbook for McGraw Hill Irwin, May 2006.

Reviewed three chapters of an Introductory Finance textbook for Wiley, December 2005.

*Notetaking Survival Kit*. A book to accompany *Fundamentals of Financial Management, Concise 2<sup>nd</sup> Edition* by Eugene Brigham, Harcourt, 2000.

*Corporate Finance*, Fifth Edition, by Ross, Westerfield and Jaffe, Irwin McGraw-Hill, 1998.

*Financial Engineering and Risk Management*, by John Hull, pre-publication phase, 1998.

Unidentified fundamentals of corporate finance textbook for Southwestern Publishing Company, September 1995.

*Fundamentals of Financial Management*, 5th Ed., by Eugene F. Brigham, Dryden Press, 1989, Reviewed June 1988.

*Finance with Lotus 1-2-3: Text, Cases, and Models*, by Brigham, Aberwald, and Ball, Dryden Press, 1988, Reviewed Summer 1987.

## **Invited Presentations**

“Entrepreneurship and Financial Institutions in Frontier Economies,” Ryskulov Readings conference, Kazakh Economic University, Almaty, Kazakhstan, May 19, 2010.

“Recent Global Economic Crisis and its Impact on International Cash Flows and Trade,” International Conference, New Forms of Governance in the World and in Europe in the Context of Globalization, University of Economics Prague, Faculty of International Relations, November 4, 2009.

## **Conference Presentations**

“Changes in the Market Volatility Index (VIX) and Market Timing: An Update,” co-authored with Jamshid Mehran, Annual Meeting, MBAA: Academy of Finance, March, 2010.

“A Comparative Performance Analysis of Four Model Portfolios of Value Line: A Proposal, co-authored with Jamshid Mehran, Annual Meeting, MBAA: Academy of Finance, March, 2010.

“Performance of Target Date Funds,” sole author, Annual Meeting, Academy of Economics and Finance, February, 2010.

“A Critique of Excel in Introductory Corporate Finance Textbooks,” sole author, Annual Meeting, Academy of Economics and Finance, February, 2010.

“Reverse Event Study: Bank Stocks and the Financial Crisis,” sole author, 12th International Conference On Finance and Banking, Ostravice, Czech Republic, October, 2009

“Excel Chart Best Practices,” sole author, Annual Meeting, Academy of Financial Services, Anaheim, California, October 2009.

“Benjamin Graham Revisited,” co-authored with Jamshid Mehran, Annual Meeting, Academy of Financial Services, Anaheim, California, October 2009.

“International Diversification,” co-authored with Jamshid Mehran, Annual Meeting, Academy of Finance, Chicago, April, 2009.

“Gradual Incorporation Of Information: Bank Stocks and the Financial Crisis,” co-authored with Jamshid Mehran and Inayat Mangla, Annual Meeting, Academy of Finance, Chicago, April, 2009.

“Correct Quick Ratio,” sole author, Annual Meeting, Academy of Economics and Finance, Pensacola Beach, Florida, February, 2009.

“Finance Case: Metropolitan Incorporated,” sole author, Annual Meeting, Academy of Economics and Finance, Pensacola Beach, Florida, February, 2009.

“Historic Cash Holdings of U.S. Firms,” sole author, Annual Meeting, Academy of Economics and Finance, Pensacola Beach, Florida, February, 2009.

“Performance of Value Line Model Portfolios,” co-authored with Jamshid Mehran, Annual Meeting, Academy of Economics and Finance, Pensacola Beach, Florida, February, 2009.

“International Diversification, co-authored with Jamshid Mehran, Annual Meeting, Academy of Financial Services, Boston, October 2008.

“Benjamin Graham Revisited,” co-authored with Jamshid Mehran, Annual Meeting, Academy of Finance, Chicago, April, 2008.

“The Impact and Drawbacks of Reverse Mortgages on Senior Homeowner’s Lifestyle in the United States – An Empirical Study,” co-authored with Jamshid Mehran, Annual Meeting, Academy of Finance, Chicago, April, 2008.

“Women Directors and Stock Performance,” co-authored with Jamshid Mehran, Annual Meeting, Academy of Finance, Chicago, April, 2008.

“International Equity Diversification,” sole author, 11th International Conference on Finance and Banking, Silesian University, Karvina, Czech Republic, October, 2007.

“Excel Charts: When? What kind? Why? How?” co-authored with Jamshid Mehran, Annual Meeting, Academy of Finance, Chicago, March, 2007.

“A Comparative Analysis of the Housing Markets in Six Metropolitan Cities: Chicago, Cleveland, Indianapolis, Miami, San Francisco and South Bend: An Empirical Study,” co-authored with Jamshid Mehran, Annual Meeting, Academy of Finance, Chicago, March, 2007.

“Day of Week Studies and Ex-dividend Days,” sole author, Annual Meeting, Academy of Economics and Finance, Jacksonville, Florida, February, 2007.

“Simulation using Excel,” sole author, Annual Meeting, Academy of Economics and Finance, Jacksonville, Florida, February, 2007.

“Excel Models,” co-authored with Jamshid Mehran, Annual Meeting, Academy of Financial Services, Salt Lake City, October 2006.

“Impact of NASCAR Sponsorship Announcements on Shareholder Wealth: A Replication, co-authored with Jamshid Mehran, presented at Annual Meeting of Academy of Finance, Chicago, March, 2006.

“The Impact on a Firm’s Stock Price of an Earnings Restatement to Adhere to Lease Accounting Standards – An Empirical Study,” co-authored with Jamshid Mehran, presented at Annual Meeting of Academy of Finance, March, 2006.

“Stock Markets in Transition Economies in Central and Eastern Europe, Presented at Banking Conference, sole author, presented at Silesian University, Karvina, Czech Republic, October, 2005.

“An Empirical Study of the Housing Market in Five Metropolitan Cities: New York, Chicago, San Francisco, Cleveland, and Miami, co-authored with Jamshid Mehran, presented at Annual Meeting of Academy of Financial Services, Chicago, October, 2005.

“Investor Relations Web Sites, co-authored with Jamshid Mehran, presented at Annual Meeting of Academy of Financial Services, Chicago, October, 2005.

“Using Financial and Accounting Data on the Web in Excel,” co-authored with Jamshid Mehran, presented at Annual Meeting of Academy of Finance, Chicago, March 2005.

“Excel Best Practices,” sole author, presented at Annual Meeting Academy of Economics and Finance, February, 2005.

“Loan amortization way to model time value of money problems on Excel,” sole author, presented at Annual Meeting of Economics and Finance, February 2005.

“Stock Markets in Central Europe, sole author, presented at Annual Meeting of Economics and Finance, February 2005.

“Samuelson’s Dictum on Stock Market Efficiency,” sole author, presented At Annual Meeting of Academy of Financial Services, New Orleans, October, 2004.

“International Equity Diversification,” co-authored with Jamshid Mehran, presented at Annual Meeting of Global Finance Conference, Los Angeles, California, April, 2004.

“Long-Term Performance of American Depositary Receipts,” co-authored with Lalitha Kadiyala, presented at Annual Meeting of Academy of Finance, Chicago, March, 2004.

“Designing Financial Models Using Excel,” co-authored with Jamshid Mehran and Raj Kohli, presented at Annual Meeting of Academy of Finance, Chicago, March, 2004.

“Excel Spreadsheet For Capital Budgeting,” sole author, presented at Annual Meeting of Academy of Economics and Finance, Biloxi, Mississippi, February 2004.

“A Test of Samuleson’s Dictum on Stock Market Efficiency,” sole author, presented at Annual Meeting of Academy of Economics and Finance, Biloxi, Mississippi, February 2004.

“International Equity Diversification using American Depositary Receipts,” sole author, Presented at Annual Meeting of Academy of Financial Services, October, 2003.

“Supervision and Regulation of Financial Markets and Institutions in Emerging Countries: A Review,” sole author, Presented at Annual Banking Conference, Silesian University, Karvina, Czech Republic, October 2003.

“The Effect of Changes in Federal Reserve Discount Rate on Changes in Foreign Exchange Rates,” co-authored with Jamshid Mehran, 2003 Annual Meeting, Academy of Finance, Chicago, March, 2003.

“Cross Checking the Accuracy of Basic Models with Actual Quotations from the Wall Street Journal in Classroom,” helped prepare paper, co-authored with Jamshid Mehran and Raj Kohli, presented by co-author Raj Kohli, 2003 Annual Meeting, Academy of Finance, Chicago, March, 2003.

“International Equity Diversification via Closed End International Funds, American Depositary Receipts and Common Stock of United States Multinational Corporations,” co-authored with Samant, Edwards and Ruppel, Presented at Annual Meeting of Association for Global Finance, Las Vegas, November 2002.

“Total Stock Returns for DRIP and non-DRIP Firms around Ex-Dividend and Dividend Payment Dates,” co-authored with David Burnie, Presented at Annual Meeting of Academy of Financial Services, October,

2002.

“Financial Institution Mergers and Acquisitions in Czech Republic, Hungary, Poland, and Slovak Republic, 1989-2001,” sole author, Presented at Annual Banking Conference, Silesian University, Karvina, Czech Republic, October 2002.

“Post Listing Long-Run Abnormal Stock Returns for American Depository Receipts,” co-authored with Jamshid Mehran, Presented at Annual Meeting of Global Finance Conference, Los Angeles, April, 2001.

"Using Excel to Create Financial Models," sole author, Presented at Annual Meeting of Midwest Business Administration Association, Chicago, March, 2001.

"Layoff Announcements and Long-term Shareholder Wealth," sole author, Presented at Annual Meeting of Midwest Business Administration Association, Chicago, March, 2001.

“Layoff Announcements and Long-Term Stock Performance,” sole author, Presented at Annual Meeting of Academy of Economics and Finance, Biloxi, Mississippi, Thursday, February, 2001.

“Web and Excel Tips and Tricks for Finance Teachers and Students,” sole author, Presented at Annual Meeting of Academy of Economics and Finance, Biloxi, Mississippi, Thursday, February, 2001.

“The Changing Face of Finance,” co-authored with Jamshid Mehran, Presented at Annual Meeting of Midwest Business Administration Association, March, 2000.

“Hedging Over Time,” sole author, Presented at Annual Meeting of Midwest Business Administration Association, March, 2000.

“Real Exchange Rates in Central and Eastern Europe,” sole author, Presented at Annual Meeting of Academy of Economics and Finance, February, 2000.

“The Changing Role of Finance,” sole author, Presented at Annual Meeting of Academy of Economics and Finance, February, 2000.

“Explaining Real Exchange Rates in Latin America,” co-authored with Morella Ramirez-Illaraza, Presented at Annual Meeting Midwest Economics Association, March, 1999.

“Event Study of Financial Crisis in East Asia,” sole author, Presented at Annual Meeting of Midwest Business Administration Association, March, 1999.

“Corporate Governance in Central Europe,” sole author, Presented at Conference Brno 1998, Business and Economic Development in Central and Eastern Europe: Implications for Economic Integration into Wider Europe, September 1998.

“Intraday Trading Patterns of Exchange Rates,” sole author, Presented at Annual Meeting of Midwest Business Administration Association, March, 1998.

“Using Simulation to Study the Investment Strategy and Withdrawal Rate at Retirement,” co-authored with James DMello, Presented at Annual Meeting, Academy of Financial Services, October, 1997.

“Teaching Time Value of Money,” sole author, Presented at Annual Meeting of Midwest Business Administration Association, March, 1994.

"Teaching Time Value of Money," sole author, Presented at Finance Conference, Economics University, Ostrava, Czech Republic, April, 1996.

"Tests of Boundary Conditions for CBOE Options," sole author, Presented at 1994 Annual Meeting of Midwest Business Administration Association, March, 1994.

"Quality Awards and Stock Performance," co-authored with Inayat Mangla and Jamshid Mehran, Presented at 1994 Annual Meeting of Midsouth Academy of Economics and Finance, February 1994.

"Monetary Policy and Macroeconomic Activity: The Case of the Peoples Republic of China," co-authored with Inayat Mangla, Presented at 1994 Annual Meeting of Midsouth Academy of Economics and Finance, February 1994.

"Stock Market Reaction to Changes in Executive Compensation," co-authored with Jamshid Mehran, Presented at 1994 Annual Meeting of Midsouth Academy of Economics and Finance, February 1994.

"Stock Market Reaction to Performance Plan Announcements," co-authored with Jamshid Mehran, Presented at 1993 Annual Meeting of Financial Management Association, October, 1993.

"Do Stocks React to Voluntary Purchase Options?," co-authored with Jamshid Mehran, Presented at 1993 Annual Meeting of Academy of Financial Services, October, 1993.

"Stock Price Reaction to the Announcement of Voluntary Purchase Plans," co-authored with David Burnie and Jamshid Mehran, Presented at 1993 Annual Meeting of the Midwest Finance Association, April, 1993.

"Testing Put-Call Parity For American Options," sole author, Presented at 1993 Annual Meeting of Midwest Business Administration Association, March, 1993.

"Stock Market Reaction to Name Changes: Another Look," co-authored with Jamshid Mehran, Presented at 1993 Annual Meeting of Midsouth Academy of Economics and Finance, February, 1993.

"A Comparative Analysis of the Performance of High P/E and Low P/E Ratio Common Stocks: An Empirical Study," co-authored with Jamshid Mehran, Presented at 1993 Annual Meeting of Midsouth Academy of Economics and Finance, February, 1993.

"The Performance of Social Mutual Funds," coauthored with Jamshid Mehran, Presented at 1992 Annual Meeting of Academy of Financial Services, October, 1992.

"Quality Awards and Shareholders Wealth," sole author, Presented at Dean's Research Conference, April, 1992.

"Social Investing," sole author, Presented at 1992 Annual Meeting of Midwest Business Administration Association, March, 1992.

"Executive Stock Options," co-authored with Inayat Mangla and Jamshid Mehran, Presented at 1992 Annual Meeting of Midsouth Academy of Economics and Finance, February, 1992.

"A Quantitative Comparison of Inflation Hedge Protection in Three Equity Dominated Institutional Portfolios," co-authored with Jamshid Mehran, Presented at 1992 Annual Meeting of Midsouth Academy

of Economics and Finance, February, 1992.

"Privatization of Banking Industry in Pakistan: Some Financial Implications," co-authored with Inayat Mangla, Presented at 1992 Annual Meeting of Midsouth Academy of Economics and Finance, February, 1992.

"Social Investing," Coauthored with J. Mehran, Presented at 1991 Annual Meeting of Academy of Financial Services, October, 1991.

"Do Executive Compensation Contracts Really Matter?," sole author, Presented at Dean's Research Conference, April, 1991.

"A Test of the Stakeholder Theory of Stock Splits," coauthored with Jamshid Mehran and Inayat Mangla, Presented at 1991 Annual Meeting of Midwest Finance Association, April, 1991.

"The Profitability of Hedged Dividend Capture Strategies," co-authored with Jamshid Mehran, Presented at 1991 Annual Meeting of Midsouth Academy of Economics and Finance, February, 1991.

"Insights into Dividends Per Share," co-authored with Jamshid Mehran, Presented at 1991 Annual Meeting of Midsouth Academy of Economics and Finance, February, 1991.

"Capital Adequacy Standards for Commercial Banks," co-authored with Jamshid Mehran, Presented at the 1990 Annual Meeting of Allied Financial Services, October, 1990.

"Put-Call Parity Test of S&P 500 Index Options," co-authored with Jamshid Mehran, Presented at the 1990 Annual Meeting of the Eastern Finance Association, April, 1990.

"Capital Adequacy Standards for Banks," An Abstract, sold author, Presented at Dean's Research Conference, April, 1990.

"The Use of Option Pricing Models to Determine Capital Adequacy Standards for Banks," co-authored with Inayat Mangla, Presented at the 1990 Annual Meeting of the Midwest Finance Association, March, 1990.

"An Investigation of the Extrapolated Determinants of Corporate Earnings Per Share," co-authored with Jamshid Mehran, Presented at the 1990 Annual Meeting of Midwest Business Administration Association, March, 1990.

"Ethical Standards and Stock Market Performance," co-authored with Jamshid Mehran and Inayat Mangla, Presented at the 1990 Meeting of Midwest Business Administration Association, March, 1990.

"Do Ethical Firms Have Superior Stock Market Performance?," co-authored with Jamshid Mehran, Presented at the 1990 Annual Meeting of the Midsouth Academy of Economics and Finance, February, 1990.

"Financial and Business Implications of International Banking Reforms and Measures of Risk Based Capital," co-authored with Inayat Mangla and James D'Mello, Presented at the Second Annual Meeting Michigan/Ontario Finance and Accounting Conference, November 10, 1989.

"Empirical Estimation of the Early Exercise Premium", co-authored paper with James D'Mello and Inayat Mangla, Annual Meeting of Financial Management Association, October, 1989.

"Empirical Evidence of the Early Exercise Premium", co-authored with James. D'Mello, Annual Meeting of the Midwest Finance Association, March, 1989, and Dean's Research Grant Conference, April, 1989.

"Relationship Between Interest Rates and Age Distribution," coauthored with Jamshid Mehran, Annual Meeting of Midsouth Academy of Economics and Finance, February, 1989.

"Estimating the Hedge Ratio for Treasury Bond Futures Contracts," coauthored with Jamshid Mehran, Annual Meeting of Midsouth Academy of Economics and Finance, February, 1989.

"Applications of Duration and Convexity in the Analysis of Convertible Fixed Income Securities," co-authored with Jamshid Mehran, Annual Meeting of Midsouth Academy of Economics and Finance, February, 1989 and Annual Meeting of Midwest Business Administration Association, March, 1989.

"Capital Adequacy Standards for Commercial Banks," co-authored with Jamshid Mehran and Inayat Mangla, Annual Meeting of Midwest Business Administration Association, March, 1989.

"Financial and Accounting Management of Islamic Banking: Some Preliminary Assessment," co-authored with Inayat U. Mangla and James D'Mello, Annual Meeting of Michigan/Ontario Finance and Accounting Conference, November, 1988.

"Common Stock Returns when a Firm Changes its Name," co-authored with Jamshid Mehran, Annual Meeting of the Association of Human Resources Management and Organizational Behavior, October, 1988 and Annual Meeting of the Southwestern Finance Association, March 1989.

"Financial Managers Roles in Achieving Corporate Goals in an Inflationary Environment," coauthored with Jamshid Mehran, Annual Meeting of the Association of Human Resources Management and Organizational Behavior, October, 1988.

"Capital Adequacy Standards for Banks," co-authored with Jamshid Mehran, Annual Meeting of Midsouth Academy of Economics and Finance, February, 1988.

"A Study of the Stakeholder Theory of Stock Splits," sole author, Annual Meeting of Midsouth Academy of Economics and Finance, February, 1988 and Annual Meeting of the Midwest Finance Association, April, 1988.

"Efficiency of CBOE Foreign Currency Options," sole author, Annual Meeting of the Midwest Finance Association, February, 1987.

"The Effect of Changes in the Federal Reserve Discount Rate on Changes in Foreign Exchange Rates," co-authored with Jamshid Mehran, Annual Meeting of the Association of Human Resources Management and Organizational Behavior, November, 1987.

"Forecasting Changes in the Money Supply," co-authored with Jamshid Mehran, Annual Meeting of the Southwestern Finance Association, March, 1987.

"Risk Adjusted Rates of Return on Hedged Dividend Capture Strategy," co-authored with Sandra Planisek, Annual Meeting of Financial Management Association, October, 1986.

"The Relationship Between Common Stock Returns and Price to Sales Ratios," co-authored with Sandra Planisek, Annual Meeting of Midwest Finance Association, March, 1986.



## Committees & Activities

At Western Michigan University, 1996 - Present

University and AAUP

Member of Graduate Program Review Committee, ad hoc committee of Graduate Studies Council, 2000.

Observer, group problem solving exercises for Medallion Scholarship Competition, 1998-2000.

Member of Budget and Finance Committee, 1996-1997.

College

Served on Curriculum Committee, 2009 - Present.

Served on IBEC Committee, 2006-Present.

Served on Promotion Committee, 2001.

Served on E-commerce Study Task Force Committee, 1999-2000.

Served on Technology Committee, 1998 to 2005.

Served on Curriculum Committee, 1998.

Served on AACSB BBA Program Curriculum Review Committee, 1997-1998.

Attended Western's induction of members into Beta Gamma Sigma, 1998, 2000.

Department

Served on Committee selecting Graduate Assistants.

Served on Tenure Committee.

Served on Promotion Committee.

Served on Curriculum Committee.

Served on Computer Committee.

Community

Member Breakfast Optimist Club of Kalamazoo.

At Western Michigan University, Prior to 1996

University and AAUP

Member of Budget and Finance Committee, 1995.

Provided Ac Hoc Computer Services, Ad hoc Lotus 1-2-3 consultant for faculty, staff, students. 1992-1995.

Member, Quality Steering Task Force, 1994.

Participated in University Total Quality Management Proposal, 1992.

Member of Ad Hoc Committee on Teaching Excellence Awards, Fall 1991.

Taught University 101, Fall 1991.

Member, Sabbatical Committee, 1991.

Observer, group problem solving exercises for Medallion Scholarship Competition, 1991.

Participated in graduation ceremony, 1988.

Worked for Mentor/Mentee Program, 1985-1988.

Served on Faculty Senate Ad Hoc Committee on Academic Conduct, 1987-1988.

Participated in Western's Friday, 1987.

Selected as Faculty Teaching Fellow, 1985.

College

Served on Computer Committee, 1989-1994.

Participant at Western's induction of members into Beta Gamma Sigma, 1992.

Attended Western's induction of members into Beta Gamma Sigma, 1989-1994.

Department

Chair, Promotion Committee, 1991-1993.

Chair, FCL 320 Textbook Committee, 1991-1993.

Served on Class Size Committee, 1991.

Served on Committee selecting Graduate Assistants, 1991-1994.

Co-advisor for the Finance Club, 1989-1991.  
Faculty advisor for three Honors College Research Reports, 1988, 1989, and 1991.  
Served on Tenure Committee, 1988-1994.  
Served on Promotion Committee, 1988-1991 and 1994.  
Prepared request for funds for Visiting Scholar, 1988.  
Served on Curriculum Committee, 1987-1994.  
Served on Computer Committee, 1986-1994.

#### Community

One of select few members of Breakfast Optimist Club of Kalamazoo members to receive  
Volunteer Recognition Award for Outstanding Service to the Community, March, 1993.  
Co-editor of newsletter for Breakfast Optimist Club of Kalamazoo, 1992-1993.  
Selected "Optimist of Year," Breakfast Optimist Club of Kalamazoo, 1991.  
Selected Finance Director, Breakfast Optimist Club of Kalamazoo, 1991-1993.  
Member of Breakfast Optimist Club of Kalamazoo, 1989-1992.  
Served on Finance Committee of Breakfast Optimist Club of Kalamazoo, 1990-1991.  
Worked for Habitat For Humanity, Western Michigan University Chapter and Kalamazoo Valley  
Chapter, 1989.

#### At The University of North Dakota

Served on the College of Business and Public Administration Faculty Promotion Committee.

#### At Western Michigan University (1974-1978)

Served as Secretary, Treasurer, and Organizer of Western's Chapter of the Financial Management  
Association.

Served on College of Business Faculty Promotion Committee.

Participated in the Big Brothers/Big Sisters Program.

## **Membership in Organizations**

American Finance Association.  
Financial Management Association.  
Academy of Financial Services.  
Midwest Finance Association.  
Midwest Academy of Finance and Insurance.  
Academy of Economics and Finance.  
Western Finance Association.

## **Teaching**

Courses taught at Western Michigan University:

FCL 594/BUS 5940, International Business Seminar.  
FCL 691, FIN 6910, Seminar in Finance.  
FCL 645, Computer Applications in Finance.  
FCL 644, Quantitative Finance.  
FCL 608, BUS 612, FCL 612, FIN 6120, Financial Management.  
FCL 425, Asset Management: Theory and Practice.  
FCL 412, Advanced Financial Markets.  
FCL 345, FIN 3450, Computer Applications in Finance.  
FCL 344/420, Quantitative Applications in Finance.  
FCL 320/FIN 3200, Business Finance.  
BUS 275, Analytical Foundations for Business Decision Making.

## **Grants And Fellowships**

Faculty Development Account, \$1,000, Fall, 2009.  
Faculty Development Account, \$1,000, Fall, 2008.  
Faculty Development Account, \$750, Fall, 2007.  
Fulbright Senior Specialist, Fall 2006, \$8,000..  
Faculty Development Account, \$750, Fall, 2006.  
Faculty Development Account, \$750, January, 2003.  
IDS/Sheer Grant, Member of grant team, \$120,000, Fall, 2002.  
Western's Teaching and Learning with Technology, SAP, Member of grant team, \$45,000, January, 2002.  
Western's Teaching and Learning with Technology, Using Math Type 5, \$1,000, 2001.  
Faculty Development Account, \$750, January, 2002.  
Faculty Development Account, \$750, January, 2001.  
Faculty Development Account, \$750, January, 2000.  
Leading Market Technologies Software Grant, \$25,000, 1998.  
Haworth College of Business Dean's Research Grant, \$700, 1998.  
WMU President's Technology Grant, Notebook Computer, \$3,500, 1998.  
College of Business Dean's Research Grant of \$700, 1996.  
Fulbright Commission of Germany, Grant to lecture at Potsdam University, \$300.  
Fulbright Lectureship, \$35,000, 1995-1996.  
Haworth College of Business Dean's Research Grant of \$700, 1993.  
Haworth College of Business Dean's Research Grant of \$800, 1992.  
Haworth College of Business Dean's Research Grant of \$800, 1991.  
Western Michigan University/Apple Computer Matching Grant, \$3,750, 1991.  
College of Business Dean's Research Grant of \$500, 1990.  
College of Business Dean's Research Grant (with J. D'Mello) of \$1,000, 1989.  
Western Michigan University Faculty Research and Creative Activities Support Fund, Fellowship of 3,000 and Grant of \$1,500, 1989.  
Western Michigan University Unrestricted/Undesignated Fund (with J. D'Mello), Grant of \$1,000, 1989.  
College of Business Dean's Research Grant (with J. D'Mello) of \$1,000, 1988.  
College of Business Dean's Research Grant of \$1,000, 1987.  
Western Michigan University Faculty Research Fellowship of \$2,000, 1976.

## **Honors**

At Western Michigan University (1985-Present)

Elected to honorary membership in Western Michigan University Chapter of the Financial Management Association's National Honor Society, 1989.

Presented Financial Management Association's National Honor Society award at Finance club banquet, 1989.

At The University of Iowa

Selected for membership in Beta Gamma Sigma.

At The University of Utah

Selected for membership in Beta Gamma Sigma.

## Seminars Presented

Excel Charts: Teacher Training Program, 2007 Annual Meeting of Academy of Economics and Finance, Jacksonville, February, 2007.

Lotus 1-2-3 for University Computing Center, 10 seminars, each 2 hours, 1993.

Lotus 1-2-3 for Continuing Education, Course ED 500, one time, one credit hour, 18 class hours, 1992.

Lotus 1-2-3 for University Computing Center, 8 seminars, each 2 hours, 1992.

Lotus 1-2-3 for Academic Computer Services, 12 seminars, each 2 hours, 1991.

Lotus 1-2-3 for Computer Academy, Continuing Education program, 7 seminars, each 15 hours, 1988-1991.

Lotus 1-2-3 for faculty and staff at Western Michigan University, 10 seminars, each 12 hours, 1986-1988.

Topics in Corporate Finance to Product Managers at Heath Division of Zenith Corporation in St. Joseph, Michigan, May, 1987.

Lotus 1-2-3 for members of the Finance Club at Western Michigan University, October, 1986.

## Professional Activities

Journal Editor and Editorial Board:

Co-editor, with Jamshid Mehran, Special Issue of *Journal of Contemporary Business Issues*, Volume 17, Number 1, Spring 2009, ISSN = 1553-5347.

Co-editor, with Jamshid Mehran, Special Issue of *Journal of Contemporary Business Issues*, Volume 16, Number 1, Spring 2008, ISSN = 1553-5347.

Member of Editorial Board, *American Journal of Finance and Accounting*, 2008 and 2009, Reviewed three papers.

## Offices/Committees

Interim President, Academy of Finance, May 2006 through February 2007.

Webmaster for Academy of Finance web site, 2002 to present.

Secretary of Midwest Academy of Finance and Insurance, 1996-1997.

President Midwest Academy of Finance and Insurance, 1994-1995.

Member of Academy of Financial Services Nominating Committee, 1994.

President Elect and Program Chair of the Midwest Academy of Finance and Insurance for 1993-1994, Associated with Midwest Business Administration Association.

Secretary/Treasurer of the Midwest Academy of Finance and Insurance, 1990-1991, 1991-1992, and 1992-1993, Associated with Midwest Business Administration Association.

## Sessions Chaired

One session, Academy of Finance, Annual Meeting, April, 2010.

One session, Academy of Economics and Finance, Annual Meeting, February, 2010.

One session, Academy of Economics and Finance, Annual Meeting, February, 2009.

One session, Academy of Financial Services, Annual Meeting, October, 2008.

One session, Academy of Finance, Annual Meeting, April, 2008.

One session, Midwest Business Administration Association, March, 1994.

One session, Midsouth Academy of Economics and Finance, February, 1993.

Two sessions, Midsouth Academy of Economics and Finance, February, 1992.

One session, Academy of Financial Services, October, 1990.

One session, Midwest Finance Association, March, 1990.

One session, Midwest Business Administration Association, March, 1990.

One session, Midwest Business Administration Association, March, 1989.  
One session, Midwest Business Administration Association, March, 1988.  
One session, Human Resources Management and Organizational Behavior Association, October, 1988.

#### Papers Discussed:

One paper, Annual Meeting, Academy of Finance, March, 2010.  
Two papers, Annual Meeting, Academy of Economics and Finance, February, 2010.  
Two papers, Annual Meeting, Academy of Finance, March, 2009.  
Two papers, Annual Meeting, Academy of Economics and Finance, February, 2009.  
Two papers, Annual Meeting, Academy of Finance, April, 2008.  
One paper, Annual Meeting of Academy of Financial Services, October, 2003.  
One paper, Annual Meeting of Academy of Finance, March, 2003.  
Two papers, Annual Meeting of Academy of Economics and Finance, February, 2000.  
One paper, Annual Meeting of Midwest Business Administration Association.  
One paper, Annual Meeting, Academy of Financial Services, October, 1997.  
Three papers, Midwest Business Administration Association, March 1994.  
One paper, Financial Management Association, October, 1993.  
One paper, Academy of Financial Services, October, 1993.  
One paper, Midwest Finance Association, April, 1993.  
One paper, Midsouth Academy of Economics and Finance, February, 1993.  
One paper, North American Economics and Finance Association, January, 1993.  
One paper, Academy of Financial Services, October, 1992.  
One paper, Midwest Finance Association, March, 1992.  
One paper, Midwest Business Administration Association, March, 1992.  
Two papers, Midsouth Academy of Economics and Finance, February, 1992.  
One paper, Academy of Financial Services, October, 1991.  
One paper, Midwest Finance Association, March, 1991.  
One paper, Midsouth Academy of Economics and Finance, February, 1991.  
One paper, Financial Management Association, October, 1990.  
One paper, Midsouth Academy of Economics and Finance, February, 1990.  
One paper, Financial Management Association, October, 1989.  
One paper, Midsouth Academy of Economics and Finance, February, 1989.  
Three papers, Human Resources Management & Organizational Behavior Association, October, 1988.  
One paper, Midsouth Academy of Economics and Finance, February, 1988.  
One paper, Financial Management Association, October, 1987.  
One paper, Midsouth Academy of Economics and Finance, February, 1987.  
One paper, Southern Finance Association, November, 1986.  
One paper, Midwest Finance Association, March, 1986.

#### Other Professional Activities

Attended organizational meeting for 1992 Annual Meeting of Michigan/Ontario Finance and Accounting Association, 1991.  
Corporate Finance organizer for 1992 Annual Meeting of Midsouth Academy of Economics and Finance, 1991.

## Papers Reviewed

Academy of Financial Services, Annual Meeting, five papers for presentation, May 2007.  
Academy of Finance, Annual Meeting, two papers for presentation, October 2005.  
Academy of Finance, Annual Meeting, three papers for presentation, October 2004.  
Academy of Finance, Annual Meeting, three papers for presentation, October 2003.  
Academy of Finance, Annual Meeting, three papers for presentation, October 2002.  
Academy of Finance, Annual Meeting, three papers for presentation, October 2000.  
Academy of Finance and Insurance, Annual Meeting, four papers for presentation, October 1999.  
Academy of Finance and Insurance, Annual Meeting, four papers for presentation, October, 1998.  
Midwest Finance Association, Annual Meeting, four papers in best paper category, February, 1998.  
Financial Services Review, one journal submission, 1998.  
Academy of Finance and Insurance, Annual Meeting, four papers for presentation, October, 1997.  
Midwest Review of Finance and Insurance, Annual Meeting, three papers for presentation, October, 1996.  
Journal of Financial Education, one paper, January, 1996.  
Journal of Asia-Pacific Business, one paper, 1992.  
Michigan/Ontario Finance and Accounting Conference, one paper for Annual Meeting, November, 1991.  
Midwest Finance Association, reviewed 14 papers for participation in Annual Meeting, 1991.  
Midwest Finance Association, reviewed 12 papers for participation in Annual Meeting, 1989.  
Midsouth Journal of Economics and Finance, two journal submissions, 1990.  
Journal of the Midwest Finance Association, one paper submission, 1987.

## International Experience

Invited Speaker, Ryskulov Readings conference, Kazakh Economic University, Almaty, Kazakhstan, May 19, 2010.

Co-offered with Dr. Betty Parker, May, 2010, BUS 5940, International Business Seminar. Visited Prague and Warsaw.

Invited Speaker, Economics University Prague, Prague, Czech Republic, November 2009.

Lecturer, University of Economics, Prague, Czech Republic, June, 2009, 25 hours of lectures, topics:  
Guidelines for Excel Charts and Tables.

Best Practices for financial modeling with Excel.

Current financial crisis,

Role of finance in international trade,

New financial products,

Current and future for financial institutions.

Professor, Silesian University, Karvina, Czech Republic, October and November 2006. Gave  
Excel Modeling and Finance lectures to Ph.D. students.

Capital budgeting lectures to Ph.D. students.

Lecture on future of the United States Dollar.

Co-offered with Dr. McCarty in 1998, FCL 594, International Business Seminar. Visited  
Amsterdam and Prague

Professor, Silesian University, Karvina, Czech Republic, 1995-1996. Courses taught:  
International Money and Capital Markets.

International Finance.

Financial Derivatives.

Financial Decisions.

Technische Hochschule Darmstadt, Darmstadt, Germany, 1994. Courses taught:

Seminar in Finance.

Financial Derivatives.

Financial Management.

## Professional Development

### Finance Seminars and Presentations Attended:

Seminar on the Capital Markets in the Czech Republic, Prague, Czech Republic, February, 1996.  
Seminar on Applications of Financial Futures and Options for Educators, Chicago Board of Trade, April, 1993.  
Seminar on Applications of Financial Futures and Options for Educators, Chicago Board of Trade, April, 1991.  
Seminar on Applications of Financial Futures and Options for Educators, Chicago Board of Trade, December, 1988.  
Financial Futures Applications, Chicago Board of Trade, May, 1988.  
Financial Futures Applications for Educators, Chicago Board of Trade, March, 1987.  
Financial Futures for Educators, Chicago Board of Trade, May, 1986.

### Education and other Seminars and Presentations Attended:

IT Education & Careers, Western Michigan University, Fetzer Center, April 3, 2009.  
Wiley Workshop, New York, March 13, 2009.  
Corporate Finance: Student-Focused Text, Focus Group, South-Western/Cengage Learning, Chicago, March 18, 2009.  
Teacher Training Program Workshop, Annual Meeting of Academy of Economics and Finance, February, 2009.  
Teacher Training Program Workshop, Annual Meeting of Academy of Economics and Finance, February, 2007.  
Teacher Training Program Workshop, Annual Meeting of Academy of Economics and Finance, February, 2006.  
Learning SAP, One week of Training presented by SAP Canada, St. Francis, Antigonish, Nova Scotia, Canada, June, 2003.  
Learning SAP, One week of Training presented by SAP Canada, St. Francis, Antigonish, Nova Scotia, Canada, June, 2002.  
Enhancing Your PowerPoint Presentation, Center for Teaching and Learning, Western Michigan University, December, 2000.  
E-business conference, sponsored by Haworth College of Business, Western Michigan University, November, 2000.  
WebCt and DreamWeaver, sponsored by Office of Information Technology at Western Michigan University, July, 2000.  
Ubiquitous Computing at WMU, sponsored by Haworth College of Business, June, 2000.  
Teacher Training Program Workshop: Using Technology to Teach Finance, Annual Meeting of Academy of Economics and Finance, February, 2000.  
Teacher Training Program Workshop: Technology in the Classroom, Annual Meeting of Economics and Finance, February, 1999.  
Technology in Education, University of California, Berkeley, May 1998.  
Building an Educational Experience Through Applications of Computer-Based Technologies conference, St. Paul, Minnesota, February, 1997.  
Computer Users for Learning and Teaching (DOS & Windows), Sponsored by University Computing Services, Western Michigan University, February 18, 1994.  
Computer Users for Learning and Teaching (Macintosh), Sponsored by University Computing Services, Western Michigan University, November 6, 1993.  
DeBartolo and Beyond, Notre Dame University, January, 1992.  
Lilly Conference, Miami University, November, 1991.