

Curriculum Vitae

Dr. Veronica Paz, CPA, CITP, CFF, CGMA

Website: www.drvpaz.com
www.AccountingTeachingTools.com

Education

August 2012

Doctorate Degree

Nova Southeastern University, Fort Lauderdale, FL

Doctorate in Business Administration

Concentration in Accounting

Dissertation Title:

The Impact of Stock Option Expensing as part of the CEO Compensation and Earnings Quality

Committee Chair: Dr. Joung Kim

[Link to Dissertation.](#)

December 1998

Master's Degree

Florida International University, Miami, FL

Concentration in Accounting Information Systems

April 1997

Bachelor's Degree

Florida International University, Miami, FL

Major: Accounting

Minor: Management

Graduated Cum Laude

Spring 2017

Foundations for Teaching Online Certificate

Penn State World Campus

June 2017

Learning Communities Faculty Scholars Course

Kennesaw State University

Summer 2017

Instructional Practice Certificate

Penn State World Campus

Summer 2018

Quality Matters Certifications

Independent Applying the QM Rubric March 2018

Improving Your Online Course April 2018

QM Rubric Update Sixth Edition July 2018

Summer 2019

Teaching Online Certification Course

Indiana University of Pennsylvania

Summer 2023

Digital Badge in Online Teaching Essentials

Online Learning Consortium

Certifications

1999	Certified Public Accountant (CPA) Pennsylvania and Florida
July 2007	Certified Information Technology Professional (CITP)
November 2009	Certified in Financial Forensics (CFF)
May 2012	Certified Global Management Accountant (CGMA)
2015	Certified Public Accountant (CPA) Pennsylvania.

Teaching & Research Interests

Teaching Interests: *Principles of Financial Accounting, Principles of Managerial Accounting, Intermediate Accounting, Auditing, Forensic Accounting, and Accounting Information Systems*

Research Interests: *Financial Reporting, CEO Compensation, Stock Options, Earnings Quality, BOD, Corporate Governance, Fraud Accounting, Classroom technology, Writing in Accounting courses, Scholarship of Teaching and Learning, Gamification in Accounting, Virtual Reality.*

Teaching Experience

2014 to Current

Indiana University of Pennsylvania

Title: Professor 2020 to Current

Title: Associate Professor 2014-2020

Courses: *Principles of Accounting I & II, Intermediate Accounting, Forensic Accounting, Accounting Information Systems, Auditing, Tax, Governmental and Non for Profit*

Responsibilities: Teaching several Undergraduate courses in accounting, including Managerial Accounting, Intermediate I & II, Auditing, Forensic Accounting, and Accounting Information Systems, developing syllabus and overall course structure, and administering all grades in an online format with the use of Desire to Learn (D2L) and Publishers platforms.

Teach in the Executive Master of Business Administration Managerial Accounting. Teach and develop courses for the Ph.D. in Business program, teaching Seminar in Managerial Accounting, Seminar in Accounting, and Dissertation of Accounting. Dissertation Chair for Ph.D. candidates. Dissertation Committee member of other business majors' Ph.D. candidates. Currently chaired 3 PhD candidates that graduated and served on. 3 other committees of Candidates that graduated. Currently chairing 12 Ph.D. Candidates in Accounting and Finance and serving on 5 other dissertation committees.

Provide service to the department, college, university, and community. Committee involvement includes: **Chair** of the Summer School Committee, **Chair** of the Online Test Integrity subcommittee of the Strategic Planning Committee, Alternative member of the Association of Pennsylvania State College and University Faculties (APSCUF), **Chair** of the Technology Council and Center for Teaching Excellence Advisory Board Information Technology member. Online Learning Committee. **Co-Director of the Center for Teaching Excellence for Online Learning and Technology.** Live Learning Liaison Committee, Enrollment Management Committee, Recruitment and Retention Committee, INSPIRE, Academic Program Review Committee, President's Commission Status of Women Committee, Ph.D. Review

Committee, Eberly College Dean's Search Committee, Middle states Accreditation Committee, AACSB Accounting Accreditation Committee.

2014 to 2014

Cameron University

Title: Visiting Online Professor

Courses: *Financial Accounting and Managerial Accounting*

Responsibilities: Teaching several Financial Accounting and Managerial Accounting sections at the Undergraduate level, developing syllabus and overall course structure, and administering all grades in an online format. In addition, assist lead professors with course development and standardizations. Assist the Assistant Dean of the School of business with additional teaching loads

2013 to 2014

Nova Southeastern University

Title: Adjunct Professor

Courses: *Financial Accounting and Managerial Accounting*

Responsibilities: Teaching several Financial Accounting and Managerial Accounting sections at the Undergraduate level, developing syllabus and overall course structure, and administering all grades. In addition, assist lead professors with course development and standardizations. Assist the Accounting Department Chair with additional teaching loads.

2013 to 2014

DeVry University

Title: Visiting Online Professor

Courses: *Advanced Accounting*

Responsibilities: Teach Advanced Accounting as part of the Graduate level MBA developing syllabus and overall course structure, and administer grade DeVry' s Online platform.

2013 to 2014

St. Thomas University

Title: Visiting Assistant Professor

Courses: *Intermediate Accounting I & II, Principles of Accounting I & II, Forensic Accounting, Computer Auditing and Investment, Advanced Accounting Information Systems and Auditing*

Responsibilities: Teaching several Accounting courses such as Intermediate Accounting, Forensic Accounting, and Auditing at the Undergraduate and Graduate level, developing syllabus and overall course structure, and administering all grades. Assist the Accounting Department Chair with additional teaching loads. Moreover, provide service to the university and School of business by servicing on committees.

2008

Everglades University

Title: Adjunct Professor

Courses: *Principles of Accounting and Financial Accounting*

Responsibilities include teaching Principles of Accounting, Financial Accounting, and other accounting courses as needed.

2003-2004

Florida Metropolitan University

Title: Adjunct Professor

Courses: *Intermediate Financial Accounting and Non for Profit & Cost Accounting*

Responsibilities include teaching the above courses and helping with curriculum development.

2002

Miami Dade Community College

Title: Adjunct Professor

Courses: *Principles of Accounting*

Responsibilities: Teaching Principles of Accounting, developing syllabus and overall course structure, and administering all grades.

Class Teachings

Classes Taught at Indiana University of Pennsylvania

ACCT 201 Principles of Accounting I

ACCT 202 Principles of Accounting II

ACCT 304 Intermediate Accounting I

ACCT 305 Intermediate Accounting II

ACCT 421 Individual Taxation

ACCT 422 Corporate Taxation

ACCT 431 Auditing

ACCT 432 Forensic Accounting

ACCT 441 Accounting for Government and Nonprofit Organizations

ACCT 461 Accounting Information Systems (Online Distance Education)

ACCT 840 Seminar in Managerial Accounting

ACCT 895 Doctoral Seminar in Accounting

ACCT 995 Doctoral Dissertation in Accounting

Classes Taught at Cameron University

ACT 2013 Principles of Financial Accounting-Online

ACT 2023 Principles of Managerial Accounting-Online

Classes Taught at Nova Southeastern University

ACCT 2200 Principles of Financial Accounting

ACCT 2300 Principles of Managerial Accounting

ACCT 5753 Fund Accounting-Online

Classes Taught at DeVry

ACG 559 Advanced Accounting-Online

ACG 505 Managerial Accounting-Online

Classes Taught at St. Thomas University

ACC-100 Fundamentals of Accounting-Online (Fully developed the course for first time implementation to curriculum)

ACC-201 Principles of Accounting I-Blended

ACC-202 Principles of Accounting II-Blended

ACC-301 Intermediate Accounting I

ACC-302 Intermediate Accounting II

ACC-402 Auditing

ACC-504 Advanced Accounting Information Systems

ACC-541 Forensic Accounting

ACC-543 Computer Auditing and Investigation

Other Experience

CFO

2009 to 2014

Puro Systems, Inc.

Title: Chief Financial Officer

Responsibilities: An executive management member providing strategic leadership for the company by working with the Board of Directors, the CEO, and Executive Management Team to establish long-range financial goals, strategies, plans, and policies for six entities in the corporate structure. Authenticate budgeting, forecasting, administration, finance, accounting, information technology, human resources, benefits, recruitment, legal affairs, and compliance functions.

Controller Positions

2008 to 2009

Trend Group USA

Title: Corporate Controller

Responsibilities: Senior management leader running the day-to-day accounting operations, overseeing the processing of revenue, expenditures, and account maintenance, establishing, and implementing monthly closing schedules, preparing accurate and timely consolidated financial reports for global operations in Australia, Germany, and Italy. Departments responsible for are financial reporting, Finance, Accounting, Information Technology, Compliance and, Banking.

2006 to 2008

Castle Group, Inc.

Title: Controller

Responsibilities: Corporate responsibilities include account receivable, accounts payable, billing and payroll functions on the homeowner's association accounting, financial reporting, completing and accurately submitting over 200 financial statements for various community associations, coordinating the external CPA audit, compilation, and review of the financials, and negotiating with the member's transition of banking institutions. Directed association accounting, corporate accounting, human resources, and information technology departments.

2005 to 2006

Blumberg Industries

Title: Controller

Responsibilities: Responsibilities include directing, coordinating, maintaining, and controlling an accounting system that properly reflects the company's financial position, participating in establishing business decisions, operational efficiency, and implementing goals and objectives, and serving as a resource in all aspects of accounting, overseeing and maintaining budgeting, general ledger, accounts payable and receivables, payroll, tax issues, cost accounting, and fixed asset management, ensuring that accounting activities are in accordance with established legal, regulatory compliance and company procedures.

2002 to 2005

Solar Cosmetic Laboratories

Title: Controller

Responsibilities: Responsibilities include managing accounting functions and preparation of reports and statistics detailing financial results, establishing and maintaining accounting practices to ensure accurate and

reliable data necessary for business operations, administering accounts receivable, cash, accounts payable, billing, invoicing, collections, sales tax returns, budget, and financial reporting.

Audit & Financial Accounting Position

1999-2002

Arthur Andersen, LLP

Title: Audit Senior

Responsibilities: Audits of 10k and 8K. Additional audit of banks both domestic and international, supervising staff, preparing work papers for the audit, handling all confirmations, assessing residual audit risk, conducting substantive testing and analytical procedures, conducting agreed-upon procedures, drafting engagement letters, management representation letters, worked on audit testing for taxes, related party transactions, investments, and conducting quarterly reviews of financials and conducting benefit and 401K audits.

1997-1999

American Bankers Insurance Group (Assurant Group)

Title: *Financial Accountant*

Responsibilities: Preparing the Statutory Annual Statements, special reports, and MD&A, preparing Statutory quarterly statements and special reports, preparing GAAP quarterly financial statements, aiding in the preparation of the Annual Report, 10K, and consolidated financial statements, assisting internal and external auditors and Insurance Department Examiners, preparing Life Risk-Based Capital diskette filing with the NAIC, preparing federal income tax returns and premiums tax payments, and analyzing and responding to correspondence and requests from various regulatory agencies.

Professional Associations & Memberships

Since 1999	The Institute of Management Accountants,
Since 1995-2014	The Florida Institute of Certified Public Accountants,
Since 1995	American Institute of Certified Public Accountants,
Since 1999	Florida International University Alumni Association
Since 2006	American Accounting Association,
Since 2012	Nova Southeastern University Alumni Association
Since 2014	Pennsylvania Institute of Certified Public Accountants
Since 2014	PICPA Southwest Chapter of Schools and College Committee
Since 2015	Institute of Management Accountants, Committee on Academic Relations
Since 2015	Strategic Emerging Technology in Accounting Section of the American Accounting Association
Since 2015	Forensic Accounting Section of the American Accounting Association
Since 2015	Teaching, Learning and Curriculum Section of the American Accounting Association
Since 2015	Accounting Information Section of the American Accounting Association
Since 2015	Management Accounting Section of the American Accounting Association
Since 2015	Financial Accounting and Reporting Section of the American Accounting Association
Since 2017	American Taxation Association Section of the American Accounting Association
Since 2017	Gender Issues and Work-life Balance Section of the American Accounting Association
Since 2017	Auditing Section of the American Accounting Association
Since 2018	Association of Certified Fraud Examiners (ACFE)
Since 2018	Institute of Internal Auditors

2018-2019	
2019-2020	Assistant Paper Chair and CPE Sessions Chair of the American Accounting Association MidAtlantic Region
2020-2021	Paper Chair and CPE Sessions Chair of the American Accounting Association MidAtlantic Region
2020-2024	American Accounting Association Curriculum for Teaching and Learning Accounting (CTLA) Steering Committee Member.
2021-2022	President-Elect and Program Chair of the American Accounting Association MidAtlantic Region
2022-2023	President of the American Accounting Association MidAtlantic Region
2022-2023	Chair of the Regional Meetings Committee for the American Accounting Association
2023-2024	Past President of the American Accounting Association MidAtlantic Region
2023-2024	Strategic Region Leader Committee Representative for the American Accounting Association
2023-2025	Chair of the American Accounting Association Meeting Models Committee for a three-year term

All American Accounting Association Membership Badges

American Accounting Association
Memberships



Publications

Presentations

Paper presented at Intellect base International Consortium, Dallas, Texas.
Dallas, Texas March 24-25, 2009

***How does the Agency and Shareholder Theory Affect the
Financial Statements?***

Abstract presented at the 14th FRAP Finance, Risk, and Accounting
Conference.

Oxford, England September 22-24, 2014

***How FASB 123 (R) Effects CEO Compensation,
Advertising and R&D Expenses.***

Paper presented at the XVI International Conference Governance: Changing
Paradigms in New Delhi, India January 3-4, 2015.

***BOD Members, Earnings Quality, Stock Option
Expensing as Per SFAS 123 (R) in CEO Compensation.***

Recipient of the Late Professor Om Prakash **Best Paper Award** in the
category of research paper presentations.

Paper presented at the 2015 Annual American Accounting Association Annual
Conference, Chicago, Illinois August 7-12, 2015. *Emerging and Innovative
Research Project.*

***How FASB 123 (R) Effects CEO Compensation,
Advertising and R&D Expenses.***

Paper presented at the 2015 Annual American Accounting Association Annual
Conference, Chicago, Illinois August 7-12, 2015. *Effective Learnings Strategies*

Writing in Auditing Made Tech Savvy

Paper presented at the 2nd Annual conference of IAMD & XVII Annual
International Seminar of DSPSR, India, January 3-4, 2016.

***Entrepreneurs vs. Managers-Evaluation of Life Choice
Comparison in India and US***

Paper presented at Delhi Institute of Advanced Studies Conference, India
January 9, 2016. *Faculty Development Programme*

Using Technology to Teach Accounting Interactively

Paper presented at the 2016 Southeast Region meeting of the American
Accounting Association, Atlanta, Georgia April 14-16, 2016.

***Using WTL in Auditing: Double Entry Writing Columns,
Free Writes, and Journals***

Paper presented at the 2016 MidAtlantic Region meeting of the American Accounting Association, Morgantown, West Virginia May 19-21, 2016.

Double Entry Writing Columns in Auditing with Double Entry Accounting

Paper presented at the 2016 MidAtlantic Region meeting of the American Accounting Association, Morgantown, West Virginia May 19-21, 2016.

Using Technology in the Accounting Classroom

Paper presented at the 2016 Annual meeting of the American Accounting Association, New York, New York August 8-10, 2016.

The Impact of Strong Corporate Governance and IFRS Adoption on the Economic Growth Rate of the IFRS Adoptee Countries

Paper presented at the 2016 Annual meeting of the American Accounting Association, New York, New York August 8-10, 2016.

Building Airplanes in Managerial Accounting

Presented at the 2016 Annual meeting of the American Accounting Association, New York, New York August 8-10, 2016.

Teaching Sustainability in the Accounting Classroom

Presented in the Sharpen Your Teaching Skills Track at the 2018 MidAtlantic meeting of the American Accounting Association, Baltimore, Maryland May 10-12, 2018.

Enthusiastically using H5P for Interactivity in the Classroom

Show & Tell: Infographic to Keep and Sustain Engagement

Tools to use for Asynchronous and Synchronous Learning

Poster presentation at the Effective Learning Strategies Session at the 2018 MidAtlantic meeting of the American Accounting Association, Baltimore, Maryland May 10-12, 2018.

Incorporating Writing into Auditing Classes using English Writing Tools

Paper presentation at the Concurrent Session at the 2018 MidAtlantic meeting of the American Accounting Association, Baltimore, Maryland May 10-12, 2018.

Enthusiastically Using H5P for Interactivity in the Classroom

Paper presentation at the Concurrent Session at the 2018 MidAtlantic meeting of the American Accounting Association, Baltimore, Maryland May 10-12, 2018.

Show & Tell: Infographics to Keep and Sustain Engagement

Paper presentation at the Concurrent Session at the 2018 MidAtlantic meeting of the American Accounting Association, Baltimore, Maryland May 10-12, 2018.

Tools to Use for Asynchronous and Synchronous Learning

Teaching Roundtable presentation at the Curriculum for Teaching and Learning (CTLA) of the Annual American Accounting Association Meeting, National Harbor, Maryland August 3-5, 2018.

Theater Students Roleplaying in Auditing Courses

Poster presentation at the Curriculum for Teaching and Learning (CTLA) of the Annual American Accounting Association Meeting, National Harbor, Maryland August 3-5, 2018.

Incorporating Writing into Auditing Classes using English Writing Tools

Technology Roundtable Presentation at the Curriculum for Teaching and Learning (CTLA) of the Annual American Accounting Association Meeting, National Harbor, Maryland August 3-5, 2018.

Enthusiastically Using H5P for Interactivity in the Classroom

Teaching Roundtable presentation at the Curriculum for Teaching and Learning (CTLA) of the Annual American Accounting Association Meeting, National Harbor, Maryland August 3-5, 2018.

Mock Audits of Student Organizations

Tour of Technology Roundtable Presentations at the Curriculum for Teaching and Learning (CTLA) of the Annual American Accounting Association Meeting, National Harbor, Maryland August 3-5, 2018.

Tools to Use for Asynchronous and Synchronous Learning

Teaching Roundtable presentation at the Curriculum for Teaching and Learning (CTLA) of the Annual American Accounting Association Meeting, National Harbor, Maryland August 3-5, 2018.

Show & Tell: Infographics to Keep and Sustain Engagement

Poster presentation at the Effective Learning Strategies Session of the Annual American Accounting Association Meeting, National Harbor, Maryland August 6-8, 2018.

Building Paper Airplanes to Illustrate Accounting Concepts

Poster presentation at the Effective Learning Strategies Session of the Annual American Accounting Association Meeting, National Harbor, Maryland August 6-8, 2018.

How to Successfully Use Movie and Television Clips to Promote Accounting Concepts in the Classroom

Poster presentation at the Effective Learning Strategies Session of the Annual American Accounting Association Meeting, National Harbor, Maryland August 6-8, 2018.

Tools to Use for Asynchronous and Synchronous Learning

Poster presentation at the Effective Learning Strategies Session of the Annual American Accounting Association Meeting, National Harbor, Maryland August 6-8, 2018.

Show & Tell: Infographics to Keep and Sustain Engagement

Award Winner of the 2018 George Krull/Grant Thornton Teaching Innovation Award issued by the AICPA and AAA.

Poster presentation at the Effective Learning Strategies Session of the Annual American Accounting Association Meeting, National Harbor, Maryland August 6-8, 2018.

Enthusiastically Using H5P for Interactivity in the Classroom

Poster presentation at the Effective Learning Strategies Session of the Annual American Accounting Association Meeting, National Harbor, Maryland August 6-8, 2018.

Incorporating Writing into Auditing Classes using English Writing Tools

Reception with the Scholarship and Art of Research and Teaching Forum
Poster Presentation at the 2018 Teaching, Learning and Curriculum Section
Midyear Colloquium. Dallas, Texas, November 9-10, 2018

10-Minute Training: Developing Critical-Thinking Skills with Logic Games

Reception with the Scholarship and Art of Research and Teaching Forum
Poster Presentation at the 2018 Teaching, Learning and Curriculum Section
Midyear Colloquium. Dallas, Texas, November 9-10, 2018

***The Impossible Interview: A Two-Stage Interview Case
for Auditing Students***

Concurrent Session presentation at the Curriculum for Teaching and Learning
(CTLA) of the 2019 Annual American Accounting Association Meeting, San
Francisco, CA August 10-11, 2019.

***10-Minute Training: Developing Critical-Thinking Skills
with Logic Games***

Concurrent Session presentation at the Curriculum for Teaching and Learning
(CTLA) of the 2019 Annual American Accounting Association Meeting, San
Francisco, CA August 10-11, 2019.

Using Move Clips in an Accounting Classroom

Concurrent Session presentation at the Curriculum for Teaching and Learning
(CTLA) of the 2019 Annual American Accounting Association Meeting, San
Francisco, CA August 10-11, 2019.

Accounting Has Game

Poster presentation at the Effective Learning Strategies Session of the 2019
Annual American Accounting Association Meeting, San Francisco, CA August
11-14, 2019.

***Using a Plant Tour in a Cost/Management Accounting
Class to Reinforce Accounting Concepts***

Poster presentation at the Effective Learning Strategies Session of the 2019
Annual American Accounting Association Meeting, San Francisco, CA August
11-14, 2019.

***The Impossible Interview: A Two-Stage Interview Case
for Auditing Students***

Poster presentation at the Effective Learning Strategies Session of the 2019
Annual American Accounting Association Meeting, San Francisco, CA August
11-14, 2019.

***10-Minute Training: Developing Critical-Thinking Skills
with Logic Games***

Poster presentation at the Effective Learning Strategies Session of the 2019
Annual American Accounting Association Meeting, San Francisco, CA August
11-14, 2019.

Accounting Has Game

Poster presentation at the Effective Learning Strategies Session of the 2019 Annual American Accounting Association Meeting, San Francisco, CA August 11-14, 2019.

Accounting Concepts via Storyboards

Poster Presentation Scholarship and Art of Research and Teaching Forum November 7 at the 2019 Teaching, Learning and Curriculum Section Midyear Colloquium in Tampa, FL.

Management Accounting: Using a Plant Tour to Teach Important Concepts

Game on: Using Gamification in Accounting Classes

Presentation in the Scholarship and Art of Research and Teaching Forum on Friday, November 8th at the 2019 Teaching, Learning and Curriculum Section Midyear Colloquium in Tampa, FL.

More Uses for Movie Clips in the Accounting Classroom

Paper Presenter 2020 Annual Western Pennsylvania West Virginia Chapter (WVPWVC) of the ACRL Spring Conference.

Snap Out of It: Cross-Campus Collaborations to Promote Mindful Online Sharing Practices

Paper and Poster Presentations Effective Learning Strategies (ELS) and Curriculum Teaching and Learning Accounting (CTLA). August 10-13, 2020, at the 2020 Virtual AAA Annual Meeting

Reinforcing Manufacturing Accounting Principles by Taking Students on a Plant Tour.

Using YouTube Videos in Accounting Classes to Reinforce Accounting Concepts

Make Excel Entertaining and Fun.

Pivot to Plan B.

Using the Paperless Classroom to Teach Sustainability and Accounting Principles in a Managerial Accounting Class

Paper, Panelist, and Poster Presentations for the 2021 American Accounting Association Spark: Meetings of the Regions. May 24-26, 2021, Program:
<https://aaahq.org/Meetings/2021/Spark/Program>

Presentation: Hybrid or Hyflex: Does It Work?

Panelist: COVID-19 Online Education Challenge, Spring 2020 and Teaching Methods: Coping with the COVID Crisis Personal Development

Poster Session: Using a Plant Tour to Teach Job Order Costing

Poster Session: How to Use Kahoot as a Review Tool in Accounting Classes

Poster Session: Distance Learning Teaching Tips and Best Practices.

Poster Session: Adding Free Writes to Auditing

Poster Session: Providing Accounting Students with 21st Century Skills

Poster Session: Timesavers: Audio and Video Feedback

Presentation: Is It Possible to Interact with Students in the Virtual Classroom?

Moderator, Reviewer and Presenter at the 2021 American Accounting Association (AAA) Conference on Teaching and Learning Accounting (CTLA) on July 8-9, 2021. Program:

https://aaahq.org/Portals/0/documents/AnnualMeeting/2021/2021_CTLA%20Program_1.pdf?ver=2021-07-07-145140-023

Presenter: How to Use Kahoot as a Review Tool in Accounting Classes

Presenter at the 2021 Annual America Accounting Association Meeting August 2-5, 2021, Program: <https://aaahq.org/Meetings/2021/Effective-Learning-Strategies>

Presenter: Using YouTube Videos in an Accounting Class

Presenter at the American Accounting Association TLC Midyear Colloquium. October 29-30, 2021. San Antonio, TX.

<https://aaahq.org/Meetings/2021/Teaching-Learning-and-Curriculum/Program>

Presenter: Deanna's Delights, Inc.: Data Analytics in the Audit of the Procurement Cycle.

Presenter at the 2022 Fifteenth Annual Conference on Teaching and Learning in Accounting (CTLA) July 30-31, 2022 San Diego, CA. Program at [chrome-extension://efaidnbmnnnibpcajpcgiclfndmkaj/https://aaahq.org/portals/0/documents/annualmeeting/2022/2022_CTLA_Program_Prelim.pdf](https://efaidnbmnnnibpcajpcgiclfndmkaj/https://aaahq.org/portals/0/documents/annualmeeting/2022/2022_CTLA_Program_Prelim.pdf)

Presenter: How to Create the Paperless Accounting Classroom

Presenter at the 2022 106th Annual Meeting of the American Accounting Association in San Diego, California. August 1-3, 2022

Presenter: Flipgrid: A Great Tool for Online Accounting Classes

Presenter: The Benefits of the Paperless Accounting Classroom

Presenter: DeAnna's Delights, Inc. Data Analytics in the Audit of the Procurement Cycle.

<https://aaahq.org/Meetings/2022/Annual-Meeting/ELS>

Presenter: Is There a Correlation between Corporate Social Responsibility Reporting and Marketing Expenses?

<https://aaahq.org/meetings/2022/Annual-Meeting/program/EIR>

Presenter, Reviewer, Discussant, Moderator, and Paper Program Chair for the 2022 MidAtlantic and Northeast Region Meeting.

Doctoral Faculty Exchange Discussant

Paper Presentation: Data Analytics in Excel Using XBRL Tags

Paper Presentation: Deanna's Delights, Inc.: Data Analytics in the Audit of the Procurement Cycle

Paper Presentation: Best Practices, Tips, and Tricks for Accounting Courses in a Distance Learning Modality

Paper Presentation: How Can Accounting Educators Integrate Environmental, Social, and Governance (ESG) Topics into the Classroom?

Paper Presentation: Virtual Plant Tours

Paper Presentation: Virtual Plant Tours

Paper Presentation: Is There a Correlation between Corporate Social Responsibility Reporting (CSR) and Marketing Expenses?

<https://aaahq.org/Meetings/2022/MAR-NE-Joint-Midyear-Meeting/Program>

Presenter, Reviewer, Discussant, Moderator, Panelist, and President of the 2023 MidAtlantic Region-2023.

Paper Presentation: Neurodiversity in Accounting-The "S" and "G" in ESG.

**Panelist: The High School Pipeline as a Feeder to
Accounting Majors
Paper Presentation: Creating Unique Risk Assessment
Data Sets**

<https://aaahq.org/Meetings/2023/Spark/Program>

Paper Presenter 2023 AAA Curriculum Teaching and Learning Accounting
(CTLA) Annual Meeting

YouTube Videos to Help Teach Accounting Principles

[https://aaahq.org/Meetings/2023/Annual-Meeting/CTLA/Preliminary-
Program](https://aaahq.org/Meetings/2023/Annual-Meeting/CTLA/Preliminary-Program)

Poster presentation 2023 American Accounting Association (AAA) Annual
Meeting

The Benefits of Using IMA Resources in the Classroom

<https://aaahq.org/Meetings/2023/Annual-Meeting/Program/ELS-Sessions>

Conference Proceedings

Paz, V., & Griffin, T. (March 25, 2009). *How the Agency and Shareholder Theory
Affect the Financial Statements?* International Handbook of Academic
Research and Teachings Conference Dallas, Texas.

Paz, V., & Weisfeld-Spolter, S. (September 22-24, 2014). How FASB 123 (R)
Effects CEO Compensation, Advertising and R&D Expenses. 14th FRAP
Finance, Risk, and Accounting Conference. Oxford, England.

Paz, V., Maheshwari, S., & Tickell, G. (January 3-4, 2015). BOD Members,
Earnings Quality, Stock Option Expensing as Per SFAS 123 (R) in CEO
Compensation. XVI International Conference Governance: Changing
Paradigms. New Delhi, India.

Conference Participation

AAA 2014 SOUTHEAST REGION. April 3-5, 2014.

<http://aaahq.org/southeast/2014/program.cfm>

AAA New Faculty Consortium January 29-February 1, 2015.

AAA 2015 Annual Meeting, August 8-12, 2015.

AAA 2016 Southeastern Region Meeting April 14-16, 2016

AAA 2016 Mid-Atlantic Region Meeting May 19-21, 2016

AAA 2018 Mid-Atlantic Region Meeting Liaison May 10-12, 2018

AAA 2018 Mid-Atlantic Region Paper Chair May 10-12, 2018

AAA 2018 Mid-Atlantic Region Presenter. May 10-12, 2018
<http://aaahq.org/Meetings/2018/Mid-Atlantic-Region-Meeting/Program>

AAA 2018 Annual Meeting Program Committee Chair for Forensic and Investigative Accounting Section August 3-8, 2018.

AAA 2018 Annual Meeting Presenter August 3-8, 2018. 100% 12/12 presentations accepted for CTLA and AAA.

CTLA Program <http://aaahq.org/Meetings/2018/Annual-Meeting/Program/CTLA-Program>

AAA Meeting Program
<http://aaahq.org/Meetings/2018/Annual-Meeting/Program>

2020 American Accounting Association Panelist for Online Learning and featured my Website. April 2020.

AAA 2020 Spark MidAtlantic Region Meeting June 11-12, 2020. Assistant Paper Chair and Moderator. Forensic Accounting Mid year Program Chair, ELS & Sharpening Teaching Skills Section Liaison and SET & AIS Paper Chair.
https://aaahq.org/Portals/0/documents/meetings/2020/20SPARK06/2020_Spark%20Web%20Program%20final.pdf?ver=2020-06-10-135428-823

2020 Annual Western Pennsylvania West Virginia Chapter (WVPWVC) of ACRL Spring Conference. Presenter. July 10, 2020.
<https://www.wpwvacarl.org/past-event-files.html>

Pennsylvania Institute of Certified Public Accountants (PICPA) Educators Conference July 23, 2020. <https://www.picpa.org/cpe-courses/44834/2020/online/webcast/accounting-education-conference-webcast>

RECAP 2020 Virtual Conference. July 29 & 30, 2020.
<https://www.wcupa.edu/recap/>

AAA 2020 Virtual Annual Meeting August 10-13, 2020. Presenter at 5 sessions.
<https://aaahq.org/Meetings/2020/Annual-Meeting/Program>

37th Annual Meeting of the Tennessee Society of Accounting Educators (TSAE). Invited Speaker. September 24, 2020. Virtual.

2020 Teaching, Learning, and Curriculum Section Midyear Colloquium. November 6-7, 2020. Dallas, TX

Pennsylvania Conference for Women November 11, 2020.

<https://www.paconferenceforwomen.org/2020-conference/>

JIS Workshop on Data Value Creation Research: Views from Industry Leaders and AIS Researchers AIS Section of the AAA and the University of Waterloo Center for Information Systems Assurance. February 4, 2021.

<https://uwaterloo.ca/uwaterloo-centre-for-information-system-assurance/workshops/jis-workshop-data-value-creation-research-views-industry>.

AAA 2021 Joint Midyear Meeting of the Accounting Information Systems and Strategic Emerging Technologies Sections. February 4-6, 2021.

<https://aaahq.org/Meetings/2021/AIS-SET-Joint-Midyear-Meeting/Program>

AAA 2021 Forensic Accounting Section Research Conference. March 4-5, 2021.

<https://aaahq.org/Meetings/2021/Forensic-Accounting-Research-Conference/Program>.

AAA 2021 Joint Conference and Doctoral/Early Scholar Consortium of the Public Interest and Gender Issues/Work life Balance Section of the American Accounting Association and the Canadian Alternative Accounts Conference.

April 15-17, 2021. <https://aaahq.org/Meetings/2021/Public-Interest/Program>

2021 Global Conference on Service and Retail Management. May 10-13, 2021.

<https://www.gloserv.org/schedule-1/gloserv-conference-2021>.

AAA 2021 Spark: Meeting of the Regions. May 24-26, 2021. Presenter at 9 sessions. <https://aaahq.org/Meetings/2021/Spark/Program>

AAA 2021 Accounting Information Systems Bootcamp June 3-4, 2021.

<https://aaahq.org/Meetings/2021/Accounting-Information-Systems-Bootcamp/Program>.

AAA CPA Evolution Model Curriculum Launch. June 15, 2021. Part of the Nominations Committee for this Conference.

<https://aaahq.org/Meetings/2021/CPA-Evolution-Model-Curriculum-Launch/Program>

AAA 2021 Virtual Conference on Teaching and Learning. July 8-9, 2021. One Presentation.

<https://aaahq.org/Portals/0/documents/meetings/2021/CTLA%20Prelim%20Program.pdf?ver=2021-05-21-144915-343>

22nd Accounting Information Systems Educators Association Conference. July 12-17, 2021. Virtual. <https://aiseducators.net/conferences/2021-online/>

2021 PICPA Accounting Education Conference. July 28, 2021. Virtual. <https://www.picpa.org/cpe-courses/51101/2021/online/webcast/accounting-education-conference-webcast>.

Adobe for Education Summit. July 27-29, 2021. Virtual.

AAA 2021 Annual Meeting. August 2-5, 2021 One Presentation. <https://aaahq.org/Meetings/2021/Effective-Learning-Strategies>.

2021 Fraud and Corruption Awareness Seminar. September 13-14, 2021. Virtual. <https://na.eventscloud.com/ereg/inactive.php?eventid=621514>

Scholarship of Teaching and Learning (SoTL) Summit. October 7-8, 2021. Virtual.

American Accounting Association TLC Midyear Colloquium. October 29-30, 2021. San Antonio, TX. <https://aaahq.org/Meetings/2021/Teaching-Learning-and-Curriculum/Program>

2022 Financial Accounting and Reporting Section (FARS) Virtual Midyear Meeting. January 20-24, 2022. <https://aaahq.org/Meetings/2022/Financial-Accounting-and-Reporting-Section>

2022 Forensic Accounting Research Conference. March 4-5, 2022. <https://aaahq.org/Meetings/2022/Forensic-Accounting-Research-Conference>

2022 AAA Ohio Region Midyear Meeting. March 31 to April 2, 2022. <https://aaahq.org/Meetings/2022/Ohio-Region-meeting/Program>

2022 14th annual Midyear Meeting of the Public Interest Section held jointly with the Gender Issues and Work-life Balance Section. May 20-21, 2022 <https://aaahq.org/Meetings/2022/Public-Interest>

The Ninth International Conference of the Journal of International Accounting Research (JIAR). June 22-24, 2022. <https://aaahq.org/Meetings/2022/JIAR>

Fifteenth Annual Conference on Teaching and Learning in Accounting (CTLA). July 30-31, 2022. 1 Presentation. <https://aaahq.org/Meetings/2022/CTLA>

2022 American Accounting Association Virtual Annual Meeting. August 11-12, 2022. <https://aaahq.org/Meetings/2022/Annual-Meeting>

2022 Transformative Technologies Workshop. Quantum Computing in Practice and Academia. September 16, 2022. <https://aaahq.org/meetings/2022/SET-Virtual-Workshop>

2022 Online Technology Workshop-Series 1. October 4, 2022. Virtual.

Joint Meeting of the Mid-Atlantic and Northeast Region Midyear Meeting. October 20-22, 2022. <https://aaahq.org/Meetings/2022/MAR-NE-Joint-Midyear-Meeting#:~:text=Meeting%20Details,site%2C%20using%20your%20Meeting%20Registration.>

2023 AAA MAS Midyear Meeting. AICPA CGMA Virtual Teaching Symposium. IMA Doctoral Colloquium. 2023 MAS Research Conference. January 3-7, 2023. <https://aaahq.org/meetings/2023/management-accounting-section-midyear-meeting>

2023 AAA Financial Accounting and Reporting Section Midyear Meeting. January 19 to 21, 2023. <https://aaahq.org/meetings/2023/Financial-Accounting-and-Reporting-Midyear-Meeting>.

22nd Annual Accounting Educator's Seminar Missouri State. March 3, 2023. <https://www.missouristate.edu/SOA/2023-Annual-Accounting-Educators-Seminar.htm>

2023 AAA Spark Meeting. AAA Regions and the Public Interest Section Meeting. June 1-3, 2023. President of the MidAtlantic Region. 2023 Strategic Region Leadership Committee Representative. <https://aaahq.org/Meetings/2022/Mid-Atlantic-Region-Meeting>

Refereed Journal Articles

- 1) **Paz, V.**, & Griffin, T. (2009). How the Agency and Shareholder Theory Affect the Financial Statements? International Journal of Accounting Information Science and Leadership, 2(2), 44-52. [Link to Article](#).
- 2) **Paz, V.**, & Griffin, T. (2009). Impact of IASB & FASB on Financial Statements. International Journal of Business & Economics Research, 8(8), 53-59. [Link to Article](#).
- 3) **Paz, V.**, & Griffin, T. (2014). Granting Stock Options as part of CEO compensation and the impact on earnings quality. Journal of Multidisciplinary Research, 6(1) 31-47. [Link to Article](#).

- 4) **Paz, V.**, & Zaidi, S. (2014). The Impact of CEO Stock Option Expensing as per SFAS 123 (R) on Earnings Quality. *Journal of Business, Economics and Finance* 3(2) 153-170. [Link to Article](#).
- 5) Zaidi, S., & **Paz, V.** (2015). Consequences of IFRS Adoption: A Literature Review. *Journal of Theoretical Accounting Research*. 10(2). [Link to Article](#).
- 6) Griffith, A. & **Paz, V.** (2015) What Can You Do with a Renegade Employee? *Non-Profit World*. 33(4).
- 7) **Paz, V.**, Maheshwari, S., & Tickell, G. (2015). BOD Members, Earnings Quality, Stock Option Expensing as Per SFAS 123 (R) in CEO Compensation. *Delphi Business Review*. 16 (1). [Link to Article](#).
- 8) **Paz, V.** (2017) Innovative Accounting Classroom Technologies: Including Fresh New Apps. *Journal of Emerging Technologies in Accounting*. 14 (1). [Link to Article](#).
- 9) Griffin, A & **Paz V.** (2017) Ask the Experts: What is a Consequence of Retaining a Renegade Employee? *Non-Profit World*. 35(2). [Link to Article](#).
- 10) Tickell, G, **Paz, V.** & Rahman, M. (2017) Teaching Corporate Social Responsibility in an MBA Program. *Journal of Sustainable Management*. 5(1), 1-10. [Link to Article](#).
- 11) **Paz, V.**, Moore, W. & Creel, T. (2017) Academic Integrity in an Online Business Communication Environment. *Journal of Multidisciplinary Research*. 9 (3). 33-47. [Link to Article](#).
- 12) Anantharaman, **Paz** & Kline (2017) Grade Distributions Under Different Testing Environments-Evidence from an Upper Level Accounting Class. *Review of Business Research*. 17 (4). 55-60. [Link to Article](#).
- 13) Creel, T. & **Paz, V.** (2018) Teaching Sustainability in the *Accounting Classroom. Discourse and Communication for Sustainable Education*. 9 (1). 79-85. [Link to Article](#).
- 14) Creel, T. & **Paz, V.** (2019) Building Airplanes in an Accounting Class: An Interactive Exercise in Managerial or Cost Accounting. *AccouInstructors'ctors' Report*. Winter 2019. [Link to Article](#).
- 15) Creel, T., **Paz, V.**, & Horne, K. (2020). Using Movie Clips to Help Teach Accounting Principles. *Journal of Accounting and Finance*. 19 (8). [Link to Article](#).

- 16) Souza, J., & **Paz, V.** (2020). 10-Minute Training: Developing Critical Thinking Skills with Logic Games. *Journal of Higher Education Theory and Practice*. 20 (2). [Link to Article](#).
- 17) Souza, J.L. **Paz, V.**, Zaidi, S. & Dzielski, S. (2021). *The Impossible Interview: A Two-Stage Interview Case for Auditing Students*. *Journal of Multidisciplinary Research*. [Link to Article](#).
- 18) Zaidi, S. & **Paz, V.** (2021). *Do Core and Non-Core Cash Flows from Operations Persist Differentially in Predicting Future Cash Flows? Analyses Based Upon Industry Membership*. *Journal of Business & Economics: Inquiries and Perspectives*. 11(November 1, 2020). [Link to Article](#).
- 19) Creel, T, **Paz, V.** & Olear, C. (2021) Using a Plant Tour to Help Teach Job Order Costing. *Journal of Accounting and Finance*. [Link to Article](#).
- 20) Creel, T, **Paz, V.** & Olear, C. (2021). Kahoot! Gamification in an Accounting Class. *Journal of Higher Education Theory and Practice*. Volume 2 Issue 20. [Link to Article](#).
- 21) Murrar, A., Batra, M., **Paz, V.**, Asfour, B. and Balmakhtar, M. (2021), "Employability of job applicants in skillful jobs: commonality in employer and employee perspectives," *International Journal of Manpower*, Vol. ahead-of-print No. ahead-of-print. <https://doi.org/10.1108/IJM-10-2020-0454>.
- 22) Muhtaseb, H, **Paz, V.**, Tickell, G. & Chaudhry, M. (2023). Capital Structure, Audit Firm size, and Earnings Management: Evidence from Palestinian Listed Companies, *Academy of Accounting and Financial Studies Journal*. [Link to Article](#).
- 23) Saleh, B & **Paz, V.** (2023). Credit Risk Management and Profitability: Evidence from Palestinian Banks. *Journal Banks and Bank Systems*. [Link to Article](#).
- 24) Muhtaseb, H, **Paz, V.**, Tickell, G. & Chaudhry, M. (2024). Leverage, Earnings Management, and Audit Industry Specialization: The Case of Palestinian Listed Companies. *Asian Journal of Accounting Research*. [Link to Article](#).
- 25) Murrar, A., **Paz, V.**, Batra, M., and Yerger, D. (2024), "Perceived Customer Value and Willingness to Pay: Strategies for Improving and Sustaining Water Service Quality. *The TQM Journal*. Forthcoming.
- 26) Murrar, A., **Paz, V.**, Batra, M., and Yerger, D. (2024), "Enhancing Financial Efficiency and Receivable Collection in the Water Sector: Analyzing Insights from Structural Equation Modeling. *Utilities Policy*. Forthcoming.

Papers under Review

Paz, V, Creel, T, Zaidi, S, Olear, C, and Dzielski, S. Using Virtual Tools in Accounting Classes to Create Gamification. Active Learning in Higher Education.

Grants

Technological Exploration and Innovation Fund for “Using Simple Robot” Kits.” \$1,059. With Theresa McDevitt, Elin Woods, Stephanie Taylor-Davis, Matthew Vetter, Crystal Machado, Lynn Botelho, and Waleed Farag. Academic Computing Policy Advisory Committee (ACPAC). Indiana University of Pennsylvania. 2018

Technological Exploration and Innovation Fund proposal “Mersive Pod Bringing Our Classrooms to a Collaborative ”hole.” \$1,060. With Ramesh Soni. Academic Computing Policy Advisory Committee (ACPAC). Indiana University of Pennsylvania. 2018

Newer Faculty Teaching Circle. \$500. With Mimi Benjamin, Sadie Mummert, Rachel Sternfeld, Maria Barefoot, Bryna Siegel Finer, Nancy Pipkin Hutchinson, Vicky Ortiz, Jacqueline McGinty, Valerie Long, Amber Racchini, Jen Perillo, Julie Ankrum, Rachel Porter, Melanie Duncan, Riah Hoffman, Jenna Hennessey, Stephanie Davis, Alicia Pence and Kaylee Wynkoop. Reflective Practices Teaching Circle. Indiana University of Pennsylvania. 2016-2017.

Reflective Practices Teaching Circle Mini-Grant. \$109.60 With Bryna Siegel Finer for the purchase of Peter Elbow books Writing without Teachers for the teaching circle members. Indiana University of Pennsylvania. 2018

Technological Exploration and Innovation Fund proposal “Adding Virtual Reality Experiences to the Accounting Class”oom .” \$2,398. Academic Computing Policy Advisory Committee (ACPAC). Indiana University of Pennsylvania. 2019

True to Life Virtual Classroom Experience Teaching Circle Mini-Grant. \$500. With Tim Flowers, Christoph Maier, Gary Stoudt, Amanda Faust, Francisco Alarcon, Shelly Bouchat, Charles Lamb, Kara Romance. Indiana University of Pennsylvania. 2019-2020

Resources for Fostering Diversity and Inclusion in Any Classroom Teaching Circle Mini Grant. \$500. With Anne Kondo, Nancy Pipkin Hutchinson, Jon Lewis, Ben Rafoth, Jennifer Perillo, Mary Stewart, Melanie Duncan, David Chambers, Rachel Jackson. Indiana University of Pennsylvania. 2019-2020

Healthy Lifestyle Initiative Wellness Grant \$1,384. Pennsylvania Faculty Health and Welfare Fund. 2020. Indiana University of Pennsylvania. 2020-2021

Electronic Ebooks for Online Teaching and Learning Teaching Circle. \$500. Center for Teaching Excellence. Indiana University of Pennsylvania. 2020-2021

Electronic books via the Library for Zoom Writing Group Teaching Circle. \$70. Center for Teaching Excellence Indiana University of Pennsylvania. 2020-2021

2022 APSCUF Wellness Grant – Healthy Lifestyle Initiative. \$1,500. Indiana University of Pennsylvania 2021-2022.

PASSHE Gear Up Grant. \$693. To present to Middle School Students How to Make Your Own YouTube Channel. 2021-2022

Working Papers

Paz, V and Mocek, L. Using Infographics in an Accounting Classroom to Keep and Sustain Engagement. *Journal of Higher Education*.

Paz, V and Olear, C. Storytelling to explain complex Auditing topics. *Journal of Theoretical Accounting Research*

Paz, V and Olear, C. Using Virtual Reality and Immersive Reality in Upper-Level Accounting Courses. *Journal of Emerging Technologies in Accounting*

Paz, V. and Igou, A. Using H5P in AIS, Auditing and Forensic Accounting. *AIS Educators*.

Paz, V. and Sieger-Finer Using Double Entry Writing Columns for Auditing.

Paz, V. How Auditing Student Organizations and Small Business Help Students apply auditing measures.

Paz, V. and Sieger-Finer Applying Journal writing to Auditing Vital Few Take Aways.

Creel, T. & Paz, V. Research Grant Proposal to the IMA. IMA Test Results: An Analysis of 10 years.

Book

Noordin, H. (2002) *Corporate Bold: What Every Corporate Professional Must Know!* : iUniverse Publishing.

Work published on Assumption 5

Crumbley, L., Ariail, D., David, J., & **Paz, V.** December 2018. *Costly Reflections in a Midas Mirror*. Carolina Academic Press.

Crumbley, L., Kerr, D., **Paz, V.**, & Murphy Smith, L. June 2021. *Trap Doors and Trojan Horses: An Auditing Action-Adventure, Second Edition*. Carolina Academic Press.

Crumbley, L., **Paz, V.**, David, J., & Walton, S. August 2021. *Computer Encryptions in Whispering Caves: An AIS Action Adventure*. Carolina Academic Press.

Editorial Review Board

1. Editorial Advisory Board Member and Reviewer Journal of Forensic and Investigative Accounting
2. Editorial Board Member for the Journal of Multidisciplinary Research
3. Editorial Board Member for Journal of Social Commerce.
4. Reviewer for China-USA Business Review and Chinese Business Review
5. Reviewer for Journal of Accounting and Finance
6. Reviewer for DIAS Technology Review-The International Journal of Business and IT
7. Reviewer for Journal of Emerging Technologies in Accounting Journal
8. Reviewer for Accounting Instructors Report Journal
9. Reviewer for Accounting Education Journal
10. Reviewer for the International Journal of Accounting and Information Management
11. Reviewer for Journal of Global Economics, Management and Business Research.
12. Reviewer for Journal of Business Ethics.
13. Reviewer for the AIS Educator's Journal.
14. Reviewer for the Canadian Journal of Learning and Technology.
15. Review for the Journal of Basic and Applied Research International.

Awards and Nominations

Best Paper Award in the category of Research Paper Presentation at the XVI International Conference Governance: Changing Paradigms in New Delhi, India, January 3-4, 2015.

BOD Members, Earnings Quality, Stock Option

Expensing as Per SFAS 123 (R) in CEO Compensation.

Recipient of the Late Professor Om Prakash **Best Paper Award** in the category of research paper presentations.

Award Winner of the 2018 George Krull/Grant Thornton Teaching Innovation Award issued by the AICPA and AAA for *Show & Tell: Infographics to Keep and Sustain Engagement*

2021 Achievement in Scholarship Recipient.

Nominated for **2022 Faculty Senate Award in Research.**

Nominated for 2021, 2022, 2023, and 2024 Distinguished University Professor.

2022 Outstanding Researcher in the Eberly College of Business.

Languages

English Native language
Spanish Speak fluently, and read write with proficiency

Qualifications or Skills

- Problem Solving skills
- Researching skills
- Data handling and data mining
- Interpersonal communication and organizational skills
- Knowledgeable in programming in Visual Basic, FRX, Crystal Reports, and Access
- Familiar with implementing a network structure to support the accounting software package
- Proficient with Access, Microsoft Excel, and the Microsoft Office package
- Familiar with QuickBooks, Quicken, MAS 200, and EMS Accounting Software Package.
- Proficient in Microsoft Great Plains Dynamics, NAV 5.0, and SAP
- Extensive knowledge of SAS, SPSS and NCSS statistical programs

Learning Management Systems

- Blackboard 9.1 and Blackboard Collaborate
- Desire 2 Learn (D2L)
- Angel
- E-college
- Moodle
- Sakai
- Canvas

Homework Management Systems

- McGraw Hill Connect, McGraw Hill Campus, LearnSmart and Tegrity
- Cengage, Cengage Brain, and Pearson's My Accounting Lab
- Cambridge Business Publishing
- Wiley Plus

References

Available upon Request