

Sandra C. Vera-Muñoz, Ph.D., MBA, CPA
Associate Professor of Accountancy
KPMG Faculty Fellow

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Education and Professional:

Ph.D. 1994, The University of Texas at Austin
Dissertation: “The effects of accounting knowledge and context on the omission of opportunity costs in resource allocation decisions” (Dissertation Advisor: W.R. Kinney, Jr.)
Received the American Accounting Association/ABO Section Outstanding Dissertation Award, 1995

M.B.A. The Pennsylvania State University

B.B.A. The University of Puerto Rico, *Summa Cum Laude*

Member American Accounting Association, American Institute of Certified Public Accountants, Society for Judgment and Decision Making

CPA Texas

Employment:

2002 – present Associate Professor, University of Notre Dame, Mendoza College of Business

1994 – 2002 Assistant Professor, University of Notre Dame, Mendoza College of Business

1992 (Summer) Instructor, The University of Texas at Austin

1987 – 1989 Assistant Professor, The University of Puerto Rico

1985 – 1987 Assistant Professor, The Interamerican University of Puerto Rico

1981 – 1983 Audit Associate, Arthur Andersen & Co., San Juan Office

Teaching, Course Development, and Course Coordination Assignments:

Sustainability: Accounting and Reporting—MSA and MBA programs (Spring 2017)

ACCT 30210 Strategic Cost Management—upper level undergraduate (Fall 2003 – present)

ACCT 616A, Strategic Cost Management—MSA program (Spring 2003, 2004, 2005)

ACCT 232, Fundamentals of Accounting and Accountancy II—undergraduate (in charge of course development and coordination, 1999 – 2002)

ACCT 380, Decision Processes in Accounting—undergraduate (in charge of new course development and coordination, 1994 – 1997)

Research and Publications:

Refereed Journal Articles

Vera-Muñoz, S. C. 2015. Commentary on “The effect of an audit judgment rule on audit committee members’ professional skepticism: The case of accounting estimates” (Kang, Trotman, and Trotman), *Accounting, Organizations and Society* 46.

Matsumura, E.M., R. Prakash, and S.C. Vera-Muñoz. 2014. Firm-value effects of carbon emissions and carbon disclosures. *The Accounting Review*, Vol. 89(2): 695-724.

O’Connor, N.G., S.C. Vera-Muñoz, and F. Chan. 2011. “Competitive forces and the importance of management control systems in emerging-economy firms: The moderating effect of international market orientation. *Accounting, Organizations and Society*, Vol. 36(4-5): 226-245.

Chow, C.W., J.L. Ho, and S. Vera-Muñoz. 2008. “Exploring the extent and determinants of knowledge sharing in audit engagements.” *Asia-Pacific Journal of Accounting and Economics*, Vol. 15(2): 141-160.

Vera-Muñoz, S., M. Shackell, and M. Buehner. 2007. “Accountants’ usage of causal business models in the presence of benchmark data—A Note.” *Contemporary Accounting Research*, Vol. 24(3): 1015-1038.

Vera-Muñoz, S., J.L. Ho, and C.W. Chow. 2006. “Enhancing knowledge sharing in public accounting firms.” *Accounting Horizons*, Vol. 20(2): 133-155.

Vera-Muñoz, S. 2005. “Corporate governance reforms: Redefined expectations of audit committee responsibilities and effectiveness,” *Journal of Business Ethics*, Vol. 62: 115-127.

Ho, J.L., and S. Vera-Muñoz. 2001. “Opportunism in capital budget recommendations: The Effects of past performance and its attributions.” *Decision Sciences*, Vol. 32(3): 473-497.

Vera-Muñoz, S., W.R. Kinney, and S.E. Bonner. 2001. “The effects of domain experience and task presentation format on accountants’ information relevance assurance.” *The Accounting Review*, Vol. 76(3): 405-429.

Vera-Muñoz, S. 1998. “The Effects of accounting knowledge and context on the omission of opportunity costs in resource allocation decisions.” *The Accounting Review*, Vol. 73(1): 47-72.

Other Publications:

Matsumura, E.M., R. Prakash, and S. Vera-Muñoz. 2013. *Carbon Footprint Stomps on Firm Value*. KPMG International/Global Valuation Institute (October): 1-24.

<http://www.kpmg.com/Global/en/IssuesAndInsights/ArticlesPublications/Documents/carbon-footprint-stomps-value-v2.pdf>

Vera-Muñoz, S. 2007. “Corporate government reforms: Redefined expectations of audit committee responsibilities and effectiveness,” reprinted in *Fundamentals of Corporate Governance* (Thomas Clarke and Marie dela Rama, Eds.): SAGE Publications, London.

Chow, C.W., J.L. Ho, and S. Vera-Muñoz. 2002. “Exploring the openness of information sharing in audits and its main impediments.” *Accounting Research Monthly* (August): 126-134.

Vera-Muñoz, S. 1998 “The role of peer relationships during CPA firm mergers” (Invited Commentary). *Behavioral Research in Accounting*, Vol. 10: 278-282.

Working Papers and Research in Progress:

To disclose or not to disclose climate-change risk in Form 10-K: Does materiality lie in the eyes of the beholder?, with E. M. Matsumura and R. Prakash; received Notre Dame/Deloitte Center for Ethical Leadership Research Grant of \$20,000 (working paper)

Can users infer the assurance level provided in variable-assurance reports? A study in greenhouse gas emissions assurance, with L. Gaynor, W. R. Kinney, Jr., and L. S. McDaniel (working paper)

Climate-change disclosures: The role of materiality, sustainability performance metrics linked to executive compensation, and corporate governance, with C. Andrews (working paper)

Employee compensation and turnover intentions: A field study of individual-based vs. team-based bonus incentives, with J. L. Ho and A. Wu (research in progress)

Do balanced scorecard incentive contract type and business life-cycle affect managerial effort and performance?, with H-C Yu and E. M. Matsumura (research in progress)

Understanding shareholder activism: Evidence from shareholder resolutions regarding climate change disclosures in SEC filings, with E. M. Matsumura and R. Prakash (research in progress)

Business Press and Practitioner-Oriented Citations:

Purcell, J. A. 2016. Climate change risk disclosure – where law and accounting might converge or continue to diverge. CCLI International Legal Symposium, University of Melbourne (August 29). *CPA Australia*.
file:///N:/Private/Research/ENV_DISCLOSURES/Business%20press/climate-change-risk-disclosure-transcript_CPA%20Australia-2016.pdf

American Accounting Association's Newsroom. 2014. "Wall St. exacts stiff penalties for carbon emissions – and failure to disclose them." Press Release (April 13, 2014): http://aaahq.org/newsroom/AR314-Carbon_PressRelease.html

UBS Financial Services, Inc. 2012. Evolution of Portfolio Management: The Impact of Corporate Environmental, Social and Governance (ESG) Information. The Arbor Group. The Arbor Group Portfolio Management and Institutional Consulting (December): <http://wacleanetech.org/wp-content/uploads/2012/12/ESG-Investment-Goes-Mainstream-Dec-20121.pdf>

BusinessGreen. April 27, 2011. High Carbon Emissions Could Sink Firm Values. Available at: <http://www.businessgreen.com/bg/news/2046064/carbon-emissions-sink-firm-values>

GreenBiz.com. April 26, 2011. High Carbon Emissions Could Sink Firm Values. Available at: <http://www.greenbiz.com/news/2011/04/26/high-emissions-could-sink-firm-values>

Environmental Leader. April 20, 2011. High Carbon Emitters 'Are Valued Lower.' Available at: <http://www.environmentalleader.com/2011/04/20/high-carbon-emitters-are-valued-lower/>

Invited Presentations:

- AAA/2017 Midwest Region Meeting, "To disclose or not to disclose climate-change risk in Form 10-K: Does materiality lie in the eyes of the beholder?," with E. M. Matsumura and R. Prakash, October 26 – 27, 2017, Chicago, IL
- Discussant, 2017 AAA/Management Accounting Section Research Conference, San Juan, PR, January 6, 2017
- Research workshop, Lynn Pippenger School of Accountancy, University of South Florida, Tampa, FL, November 18, 2016
- 2016 McCombs Accounting Fall Research Conference, University of Texas at Austin, Austin, TX, November 3-4, 2016
- Discussant, *Accounting, Organizations & Society* Conference on Accounting Estimates, October 23-25, 2014, Chicago, IL
- 20th Annual International Symposium on Audit Research (ISAR 2014), June 20-21, 2014, Maastricht, The Netherlands
- Research workshop series, Wisconsin School of Business at the University of Wisconsin – Madison, October 10, 2014
- 2013 AAA/Diversity Section Meeting, Invited Panelist, "Diversifying your research agenda," November 1 – 3, Atlanta, GA
- 2012 Production and Operations Management Society (POMS) Annual Meeting, Chicago, IL, April 20, 2012 (author), "Voluntary disclosures and the firm-value effects of carbon emissions," with E.M. Matsumura and Rachna Prakash (invited paper)
- University of Southern California, Leventhal School of Accounting, Los Angeles, CA, January 20, 2012 (author), "Voluntary disclosures and the firm-value effects of carbon emissions," with E.M. Matsumura and Rachna Prakash
- University of Texas—El Paso, El Paso, TX, November 18, 2011

Colorado State University, Fort Collins, CO, October 14, 2011

2011 Management Accounting Section Research and Case Conference, Atlanta, GA, January 7, 2011

Invited discussant of research paper, *Contemporary Accounting Research* Conference, Old Montreal, Quebec, Canada, November 5-7, 2009

Invited discussant of research paper, AAA Annual Meeting, Anaheim, CA, August 5, 2008

Accounting research workshop, University of Texas—San Antonio, TX, June 23, 2006

Accounting research workshop, University of Kentucky, Lexington, KY, March 24, 2006

2006 Management Accounting Research Conference, Clearwater Beach, FL, January 6, 2006

AAA Annual Meeting, San Francisco, CA, August 8, 2005

Invited discussant of research paper, AAA Annual Meeting, San Francisco, CA, August 10, 2005

2nd Annual Ethical Dimensions in Business Conference, Mendoza College of Business, University of Notre Dame, November 18, 2004

AAA/ABO Research Conference, Chicago, IL, October 16, 2004

Midyear Research Conference, Auditing section of the AAA, Clearwater Beach, FL, January 17, 2004

AAA Annual Meeting, San Antonio, TX, August 2002

McCombs School of Business/Center for Business Measurement and Assurance Services Conference III, The University of Texas, Austin, TX, March 9, 2001

American Accounting Association/Management Accounting Research Conference and Case Symposium, Mesa, AZ, January 2000

KPMG Ph.D. Project Accounting Doctoral Students Association Annual Conference, San Diego, CA, August 1999

American Accounting Association Annual Meeting, San Diego, CA, August 1999

American Accounting Association/Management Accounting Research Conference and Case Symposium, Orlando, FL, January 1999

American Accounting Association/Accounting, Behavior and Organizations Section's Research Conference, Orlando, FL, October 1998

American Accounting Association Annual Meeting, New Orleans, LA, August 1998

University of Miami School of Business/Behavioral Decision Research in Management Conference, Research Paper, Miami, FL, June 1998

American Accounting Association Annual Meeting, Management Accounting Session, Dallas, TX, August 1997

American Accounting Association Annual Meeting, Accounting, Behavior, and Organizations Session, Dallas, TX, August 1997

American Accounting Association/Accounting, Behavior and Organizations Section's Research Conference, Pittsburgh, PA, May 1997

American Accounting Association/Midwest Regional Conference

American Accounting Association/Management Accounting Research Conference and Case Symposium, San Antonio, TX, November 1996

Indiana-Notre Dame-Purdue Summer Research Workshop, Research Paper, Indiana University, Bloomington, IN, July 1995

University of Arizona, Accounting Research Workshop, Tucson, AZ, April 1993

Florida State University, Accounting Research Workshop, Tallahassee, FL, April 1993

University of Notre Dame, Accounting Research Seminar, Notre Dame, IN, April 1993

Georgia Institute of Technology, Accounting Research Workshop, Atlanta, GA, March 1993
Texas A&M University, Accounting Research Workshop, College Station, TX, February
1993

Other Invited Presentations:

Mendoza College of Business faculty seminar on non-financial reporting, University of Notre
Dame, December 2, 2015
Department of Accountancy's Advisory Board Spring Meeting, Mendoza College of
Business, University of Notre Dame, April 21, 2006
Department of Accountancy's Advisory Board Spring Meeting, Mendoza College of
Business, University of Notre Dame, October 4, 2002
KPMG Ph.D. Project, Accounting Doctoral Students Association, San Antonio, TX, August
2002
McCombs School of Business/Center for Business Measurement and Assurance Services,
Advisory Board Meeting, The University of Texas, Austin, TX, March 8, 2001
KPMG/Ph.D. Project Accounting Doctoral Students Association Annual Conference, San
Diego, CA, August 1999
CANDAX-ME McNair Program, University of Notre Dame, Notre Dame, IN, March 2001
and March 1998
KPMG/Ph.D. Project Accounting Doctoral Students Association Annual Conference, New
Orleans, LA, August 1998
University of Notre Dame President's Advisory Council Fall Meeting, UND, October 1994

Honors and Awards:

Honorary Inductee, Beta Alpha Psi, Department of Accountancy, University of Notre Dame.
Notre Dame, IN, February 6, 2012.
Featured in "Exceptional people doing exceptional things," written by W.R. Kinney, Jr. in
"*Journal Entries: Reflections on a century of accounting education excellence at The
University of Texas at Austin*" (Dorothy Brady, Editor). McCombs School of Business,
The University of Texas at Austin (2012): 74-75 (Excerpt available at:
<http://utexasaccounting100.org/stories/exceptional-people-doing-exceptional-things/>).

Invited academician, "Women's Dialogue Dinner," sponsored by the Ernst & Young
Foundation, Washington, D.C., August 12, 2012.
Notre Dame/Deloitte Center for Ethical Leadership Research Grant, \$20,000, June 2012
Honored by the Provost of the University of Notre Dame, Dr. Tom Burish, for research on the
firm-value effects of carbon emissions. Notre Dame vs. Navy football game, Notre Dame,
IN, October 29, 2011 (<http://www.youtube.com/watch?v=Q04Qss2keNo>).

KPMG's Global Valuation Institute Research Grant, \$5,000, September 2010
Invited academician, Experiential Learning Development Workshop, Ernst & Young LLP,
New York, NY, May 23, 2007
Featured in article published by *Accounting Today*, "PhD project working to diversify the
profession," by Glenn Cheney (January 30-February 12, 2006, vol. 20/2): pp. 1, 6-7

Invited scholar, 1st Annual Field Research in Accounting & Auditing: A North-American Focused Workshop,” Queen’s School of Business, Kingston, Ontario, Canada, September 16-17, 2005

2000 Dincolo Award for Excellence in Undergraduate Teaching, Mendoza College of Business, University of Notre Dame, Notre Dame, IN

Invited scholar, Business Measurement and Assurance Services Academic Conference I, “Experimental Research Opportunities in Information Quality Assurance,” McCombs School of Business, University of Texas, Austin, TX, March 1999

American Accounting Association/ABO Section’s Outstanding Dissertation National Competition, First Place Award (selected unanimously), awarded at the AAA Meeting, August 1995

Service to the University of Notre Dame:

Accountancy Department:

Department of Accountancy’s Committee on Appointments and Promotions, University of Notre Dame (2017 – 2021; 2008 – 2012; 2002 – 2006; 2017 – 2021)

Undergraduate Curriculum Committee, Department of Accountancy, Team leader Cost Accounting/Data Analytics (2004 – 2011; 2016 – present)

Lizzadro Chair Search Committee member (2013 – present)

Judge for Association of Latino Professionals for America (ALPFA); National Association of Black Accountants (NABA)/KPMG Case Competition, Mendoza College of Business, University of Notre Dame (February 27th, 2017; April 1st, 2016; April 24, 2015)

Faculty adviser and liaison—KPMG Future Diversity Leaders Program (2007 – present)

Peer review of teaching—reviewer for Professor Asís Martínez-Jerez (2015), Professor Jennifer Stevens (2014), and Professor Margaret Shackell (2006)

Department of Accountancy’s Research Workshop Committee chair (2006 – 2011)

Accountancy Department Chair Search—External Search Committee member (2006)

Ad hoc committee to recommend research-active criteria for Accountancy faculty, Department of Accountancy (2003)

Center for Accounting Research and Education Committee member, Department of Accountancy (2003)

Research Workshop Committee, Department of Accountancy (2001 – 2002)

Mendoza College of Business:

College Council member, Mendoza College of Business, University of Notre Dame (2005 – 2008)

Invited panelist, Mendoza College of Business Faculty Retreat, “The journey forward: Capacity, capability, coherence, community,” panel: “Advancing research, advancing teaching,” New Buffalo, MI (June 28th, 2007)

Andersen Chair Search Committee member, Mendoza College of Business (1999 – 2003)

Diversity Program Committee member, Mendoza College of Business (1997 – 1998)

Advisory Board member, Hispanic Business Students Association, Mendoza College of Business (1996 – 1999)

Advisory Board member, Students for Responsible Business, Mendoza College of Business (1996 – 1997)

University:

Sustainability Strategy Oversight Committee (Fall 2016 – present)
Sustainability Strategy Committee (Spring 2015 – Spring 2016)
Notre Dame Faculty Senate member (2013 – 2016)
Mendoza College of Business Dean Search Committee, appointed by Provost Tom Burish
(Fall 2011 – 2013)
University Committee on International Studies (2009 – 2012)
Faculty mentor, Building Bridges Mentoring Program, Office of the Provost and Student
Affairs Office (Fall 2008 – present)
Invited faculty participant, Discernment Dinner with First-year students, sponsored by the
Office of the Provost and the Office of Student Affairs; Morrissey Hall and Lewis Hall,
University of Notre Dame (March 7, 2007)
Invited faculty participant, Discernment Dinner with First-year students, sponsored by the
Office of the Provost and the Office of Student Affairs; O’Neill Hall, University of Notre
Dame (February 23, 2005)
Faculty mentor, CANDAX-MN McNair Program, UND (1998 – 2002)
Faculty mentor, Office of Multicultural Student Affairs (UND, 1998 – 1999)
Faculty mentor, Office of Student Affairs, UND (1994 – 1997)

Service to the Profession:

Academic Journals, Editorial Boards:

Advances in Accounting, Editorial Board (2006 – 2015)
Auditing: A Journal of Practice & Theory, Editorial Board (2014 – 2017)
Behavioral Research in Accounting, Editorial Board (2013 – 2015)
Contemporary Accounting Research, Editorial Board (2010 – 2013)
Journal of International Accounting Research, Editorial Board (2017 – 2020)
The Accounting Review, Editorial Advisory and Review Board (2002 – 2005)

Academic Journals, Ad hoc reviewer:

Accounting Horizons
Advances in Accounting Education
Advances in Accounting Behavioral Research
Auditing: A Journal of Practice & Theory
Behavioral Research in Accounting
Contemporary Accounting Research
Decision Sciences Journal
Issues in Accounting Education
Journal of International Accounting Research
Journal of Management Accounting Research
The Accounting Review

Research Conferences, Ad hoc reviewer:

AAA/Management Accounting Section Research Conference
2014 *Accounting, Organizations and Society* Conference

American Accounting Association Annual Meetings
American Accounting Association/Taiwan Accounting Association Globalization Conference
AAA/ABO Annual Research Conference
Business Association of Latin American Studies (BALAS) 2012 Conference
Contemporary Accounting Research Conference
Management Accounting Research Conference and Case Symposium

National Offices and Committee Appointments:

AAA/Grant Thornton Doctoral Dissertation Awards for Innovation in Accounting Education Committee (2015 – 2016)
New Faculty Consortium Planning Committee member, sponsored by the AAA and Ernst & Young LLP, Leesburg, VA (2008 – 2010)
Invited small group leader, New Faculty Consortium, sponsored by the AAA and Ernst & Young, Leesburg, VA (February 3 – 6, 2005)
Invited small group leader, New Faculty Consortium, sponsored by the AAA and Ernst & Young, Leesburg, VA (February 5 – 8, 2004)
AAA Council Member-at-Large (2002 – 2004)
Accounting, Behavior, and Organizations (ABO) Section, Outstanding Dissertation Award Selection Committee Chair/American Accounting Association (1998 – 2000)
Publications Committee member/American Accounting Association (1997 – 2000)
KPMG-Ph.D. Project, faculty mentor for accounting doctoral students (1999 – 2002)
ABO Outstanding Dissertation Award Selection Committee Member/American Accounting Association (1995 – 1998)
ABO Midwest Region Coordinator/American Accounting Association (1996 – 1998)

Promotion and Tenure (P & T) Letters:

Outside referee for P&T candidate at Wake Forest University (2017)
Outside referee for P&T candidate at The University of South Florida (2015)
Outside referee for P&T candidate at The University of Texas at San Antonio (2012)
Outside referee for P&T candidate at University of St. Thomas, Minneapolis, MN (2012)

Doctoral Candidate Supervision:

As Member: Candice T. Hux, Bentley University, January 2016 – present

Outside Thesis Reviewer:

Sudipta Bose, accounting Ph.D. candidate, University of New South Wales (Spring 2014)
Shan Zhou, accounting Ph.D. candidate, University of New South Wales (Fall 2014)

Research Support:

Notre Dame/Deloitte Center for Ethical Leadership Research Grant, \$20,000, June 2012
KPMG's Global Valuation Institute Research Grant, \$5,000 (shared with co-authors),
September 2010
KPMG Faculty Fellowship, Department of Accountancy, 2002 – present

China's Research Grants Council (HK\$331,000), 2004 – 2006
Center for Business Measurement and Assurance Services, McCombs School of Business,
University of Texas at Austin (1999 – 2001)
Ernst & Young LLP and Grant Thornton, Summer Research Grants, Department of
Accountancy, Mendoza College of Business (1996 – 2002)
KPMG-Peat Marwick Summer Research Grant, Department of Accountancy, Mendoza
College of Business (1995)

Professional Seminars, Conferences, and Courses:

2017 National Retail Federation Academic Symposium, Chicago, IL, July 31 – August 1,
2017
2017 Midwest Summer Accounting Research Conference, University of Wisconsin, Madison,
June 2 – 3, 2017
CPE Workshop, 2016 AAA Annual Meeting, “Developing a course in sustainability
accounting,” New York, August 7, 2016
KPMG National Faculty Symposium, June 21- 22, 2016, Chicago
Course audited, Sustainability: Accounting and Reporting (ACCT 70160/70161), taught by
Professor Bill Nichols, Mendoza College of Business, University of Notre Dame; March
14 – April 27, 2016; March 16 – April 29, 2015
Accountancy Department's Fall Research Conference, September 10 – 11, 2015, Notre Dame,
IN
CPE Workshop, 2015 AAA Annual Meeting, “Sustainability accounting and the global role
of accountants in integrated reporting,” Chicago, IL, August 8, 2015
KPMG National Faculty Symposium, June 23- 24, 2015, Philadelphia
KPMG National Faculty Symposium, June 25-26, 2013, New York
CPE workshop, 2012 AAA Annual Meeting, “Using social media in the classroom,”
Washington, D.C., August 5, 2012
KPMG National Faculty Symposium, June 23-24, 2010, Chicago, IL
PwC Accounting Symposium and Tax Colloquium, July 29th-30th, 2010, San Francisco, CA
PwC Accounting Symposium and Tax Colloquium, July 30th-August 1st, 2009, New York,
NY
PwC Accounting Symposium and Tax Colloquium, July 31st – August 2nd, 2008, Pasadena,
CA
KPMG Midwest Area Faculty Symposium, June 27-28, 2008, St. Louis, MO
“Making accounting relevant to lean enterprises,” 2007 AAA Annual Meeting, August 4,
2007, Chicago, IL (CPE Workshop)
PwC University for Faculty, July 9-12, 2007, Princeton, NJ
KPMG Midwest Area Faculty Symposium, June 27-28, 2006, Minneapolis, MN
“Securities and Exchange Commission Update,” AAA Annual Meeting, San Francisco, CA,
August 2005
KPMG Midwest Area Faculty Symposium, Detroit, MI, July 23-24, 2004
KPMG Midwest Area Faculty Symposium, St. Louis, MO, July 24-25, 2003
“Teaching Strategic Cost Management,” CPE Seminar, AAA Annual Meeting, San Antonio,
TX, August 2002

- “Implementing e-Business in the Accounting Curriculum,” Participant, AAA Annual Meeting, Philadelphia, PA, August 2000
- “Measuring the Path of Excellence: What Works Well in Accounting Education,” Participant, Department of Accountancy, University of Notre Dame, Notre Dame, IN, May 1997
- “Creating a Web Page-Windows,” Participant, Office of University Computing, University of Notre Dame, Notre Dame, IN, August 1996
- “Facilitating and Assessing Critical Thinking and Unstructured Problem Solving,” Participant, AAA Annual Meeting, Chicago, IL, August 1996
- “Twelfth Annual New Faculty Consortium” (sponsored by the American Accounting Association and Arthur Andersen & Co.), Participant, St. Charles, IL, February 1995

Other noteworthy items:

Fully bilingual, English and Spanish

Professional references:

Provided upon request