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**HEBA ABDEL-RAHIM, PhD, CMA**

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2801 W Bancroft  
Toledo, OH 43606

**Associate Professor (Tenured)**  
**Department of Accounting**  
**Neff College of Business and Innovation**  
**University of Toledo**

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### **Education and Training**

Ph.D. in Accounting, Georgia State University, USA, 2016  
Master of Accountancy, University of Florida, USA, 2009  
Bachelor of Accounting, Assiut University, Egypt, 2005

### **Academic Positions Held**

2022-present Associate Professor, Accounting, The University of Toledo, Ohio, USA  
2016-2021 Assistant Professor, Accounting, The University of Toledo, Ohio, USA

### **External Positions Held**

Director of the Management Accounting Section (MAS section) for the Ohio Region of the American Accounting Association (AAA). (2020 – ongoing).

### **Publications**

- ① Abdel-Rahim, H., & Hales, J., & Stevens, D. (November 2021). How Far Will Managers go to Look Like a Good Steward? An Examination of Preferences for Trustworthiness and Honesty in Managerial Reporting. *Contemporary Accounting Research* (FT50)–*Funding Grant*: GSU-CEAR (\$5000)
- ② Abdel-Rahim, H., Lorenz, M., & Zaher, A. (June 2021). How Do Cultural Difference, Cultural Exposure, and CQ Affect Interpretations of Trust from Contract Choices? Evidence from Dyadic Cross-Country Experiments. *Accounting, Organizations and Society* (FT50) – *Funding Grant*: U of Toledo URFO Grant & the American U in Cairo Grant (\$4000)
- ③ Abdel-Rahim, H., & Stevens, D. (January 2018). Information System Precision and Honesty in Managerial Reporting: A Re-examination of Information Asymmetry Effects. *Accounting, Organizations, and Society*, Volume 64 (31-43) (FT50)– *Funding Grant*: GSU-CEAR (\$5000)
- ④ Abdel-Rahim, H. (July 2021). The Effectiveness of Online Teaching and Learning Tools: Students' Perceptions of Usefulness in an Upper-Level Accounting Course. *Learning and Teaching in Social Sciences*
- ⑤ Abdel-Rahim, H., & Lill, J. (September 2021). The Role of Empathy in In-person Budget Reporting Behavior versus Remote Budget Reporting Behavior. *Strategic Finance Magazine* – *Funding Grant*: IMA Grant (\$6750)
- ⑥ Abdel-Rahim, H. & Abdel-Rahim, Y. (April 2012). Green Accounting: A proposition for Environmental Accounting/Reporting Conceptual Implementation Methodology. *Journal of Sustainability and Green Business*, 1(1-18). <https://www.aabri.com/manuscripts/10449.pdf>

### Book Chapters

Abdel-Rahim, H. & Hong P. (July 2022). Impact of Technologies and Populist Demand on the Future World of Work. *Encyclopedia Chapter – Springer Publications, Accepted.*

### Research Under Review

- (1) Abdel-Rahim, H., Liu, J., & Stevens, D. "The Moderating Effect of Social Norm Sensitivity on Organizational Control: An Experimental Examination Using a Participative Budgeting Setting." **Under 1<sup>st</sup> Round Review at *Journal of Accounting Research – Funding Grant: Chapman U Grant Award (\$5000)***
- (2) Abdel-Rahim, H., & Liu, J. "An Experimental Study on the Effect of Penalties on Employers' Trust and Employees' Reciprocity and the Moderating Effect of Communication." **Received 2<sup>nd</sup> Revise and Resubmit at *Journal of Applied Accounting Research***
- (3) Abdel-Rahim, H., Hollie, D., & Shaokun, Yu. "Early Evidence of Critical Audit Matters and ESG: Trends in ESG Reporting." **Under 2<sup>nd</sup> Round Review at *Journal of Forensic Accounting Research***

### Completed Research Papers Scheduled for Journal Submission

- (1) Abdel-Rahim, H., Kuang, J., & Lill, J. "The Behavioral Effects of Remote Work on Budget Reporting under Managers' Approval Authority in Hierarchical Organizations." Scheduled for submission to **Contemporary Accounting Research – Funding Grant: UT-URFO Summer Grant for First Author & IMA Research Grant (\$6,750 for Data Collection Expenses)**
- (2) Abdel-Rahim, H. "The Effect of Risk Management Systems on Honesty in Managerial Reporting: An Experimental Examination." Scheduled for submission to **Accounting, Organizations and Society - Funding Grant: IMA's Grant (\$6000)**
- (3) Abdel-Rahim, H., Majerczyk, M., Stevens, D., & Wilhelm, J. "The Effect of Outcome Uncertainty on Budgetary Slack and Risk Sharing: An Experimental Examination." Preparing for submission to **The Accounting Review – Funding Grant: GSU-CEAR (\$5000)**
- (4) Abdel-Rahim, H., & Hollie, D. "Do Self-Recorded Video Discussions Learning Platforms Increase Learners' Connectivity? The Effect of Learners' Introversion and Work Experience." Preparing for submission to **Computers for Human Behavior**

### Working Papers

- (1) "The Effect of Pre-Hiring Information and Environmental Openness on Customization of Managerial Controls (with W. Choi & J. Liu). *Status: Writing up the paper. Funding Grant: U of Wisconsin at Madison Research Grant (\$5000)*
- (2) Abdel-Rahim, H., Lorenz, M., and Khattab, A. "Does Remote Working Impact Trust and Reciprocity? Experimental Evidence." Writing Stage.– *Funding Grant: UT-URFO (\$1200)*

- (3) Abdel-Rahim, H., & Said, A. "Content Analysis of Management Accounting Research in Practice and Academia over the Past Decade". Preparing for submission to Journal of Management Accounting Research

### **Work In Progress**

- (1) "Do Biometric-Based Compensation Contracts Outperform Output-Based Contracts? An Experimental Examination using Eye-Tracking" (with K. Huo & A. Khattab). Data to be collected in the Fall 2022.
- (2) "How Do Cultural Values Impact Perceptions of Intrusiveness and Legitimacy of AI Surveillance in the Workplace? A Cross-Country Examination" (with A. Khattab, E. Jung, & P. Hong). Data to be collected in the Fall 2022. Funding Grant: UT-URFO: \$1000.
- (3) "Employee Volunteer Programs in Corporations: Willingness to Volunteer, and Spill-over Effects on Employees' Performance in Main Tasks" (with J. Liu, and A. Khattab). Data to be collected in the Fall 2022. Funding Grant: Chapman University.
- (4) "Can Auditors' ESG-CAMs Have Real Impacts on Corporate Sustainability Actions? A Conceptual Framework Based on Analysis of ESG-CAMs" (with D. Hollie, and A. Khattab).

### **Conference Proceedings :**

- (1) Abdel-Rahim, H. (2020, Proceedings, A). COVID-19 Impact on Internal Controls. The 8th GSCM. [https://docs.google.com/presentation/d/1FleCTfwL6kmDigK1hnPE5p\\_Gkb3GzsYJ/edit#slide=id.p1](https://docs.google.com/presentation/d/1FleCTfwL6kmDigK1hnPE5p_Gkb3GzsYJ/edit#slide=id.p1)  
<https://docs.google.com/document/d/1FkZGVHmZQwSCAo2u1f9EITEu8MwnqFpV/edit>
- (2) Abdel-Rahim, H. (2020, Proceedings, B). Experimental Research in Accounting: An Introduction to the Methodology. Egyptian Online Seminars in Business, Accounting, & Economics. [https://www.youtube.com/watch?v=MQV9RrJi3ww&ab\\_channel=MohammadElsalkh](https://www.youtube.com/watch?v=MQV9RrJi3ww&ab_channel=MohammadElsalkh)  
<https://www.facebook.com/photo?fbid=3310277542382294&set=g.220516175726944>

### **Awards and Honors:**

- University of Toledo Summer Research Grant (U Toledo-Wide Competitive Grant), 2022.
- URFO (University Research Funding Opportunities) Small Grant Award, U Toledo, 2022.
- MAS (Management Accounting Section) Director of the Ohio Region, AAA, 2020-present.
- Innovation Award by College of Business and Innovation, 2021.
- College of Business and Innovation Best Paper Award, U Toledo, 2018.
- Inducted Faculty for the Beta Gamma Sigma Chapter (Voted for by students), U Toledo, 2018.
- Kohler International Travel Grant (competitive grant), U Toledo, 2018.
- URFO (University Research Funding Opportunities) Small Grant Award, U Toledo, 2018.
- University of Toledo Summer Research Grant (U Toledo-Wide Competitive Grant), 2017.
- Center of the Economic Analysis of Risk (CEAR) Doctoral Fellowship (AYs 2013/14/15/16).
- Dean's Teaching Fellowship, Georgia State University (AY 2015/16).
- Institute of Management Accountants (IMA) Competitive Summer Scholarship Award, 2014.
- BI-National Fulbright Commission Master Degree Grant at the U of Florida (AY 2008/09).

- IASCA (International Arab Society of Certified Accountants) Scholarship (Covers IACPA Exams & Certification) upon nomination by Assiut Univ., Egypt. (2005-2006).
- Ranked “the Second with Honors,” in B.S. Accounting, Assiut University, Egypt, 2005.

**Invited Workshop Presentations:**

	<i>Invited Workshop</i>	<i>Year</i>	<i>Manuscript Presented</i>
1	University of Waterloo, Canada	2021	Abdel-Rahim, H., J. Liu, & D. Stevens (WP)
2	Amsterdam Business School, Netherlands	2021	
3	Egyptian Online Seminars in Business, Accounting, & Economics, Cairo, Egypt	2021	
4	Clemson University	2020	
5	Chapman University	2020	
6	Chapman University *	2019	
7	University of Alabama	2019	
8	UCLA	2019	
9	University of Miami	2019	
10	University of San Diego	2019	
11	University of Texas at Austin	2018	Abdel-Rahim, H., M. Majerczyk, D. Stevens, & J. Wilhelm (WP)
12	University of Virginia	2018	
13	National University of Singapore Business School, Singapore	2019	
14	Chapman University	2019	
15	Georgia State University	2019	Abdel-Rahim, H., M. Lorenz, & A Zaher (AOS 2021)
16	Georgia Tech *	2018	
17	Georgia State University *	2018	Abdel-Rahim, H., & D. Stevens (AOS 2016)
18	Georgia State University *	2017	
19	University of Emory Brown Bag	2016	Abdel-Rahim, H. (WP)
20	Michigan State University *	2016	
21	University of Toledo *	2016	
* Presented by H. Abdel-Rahim.			

**Conference Presentations:**

	<i>Conference Presentations</i>	<i>Month, Year</i>	<i>Manuscript Presented</i>
1	IMA Annual Conference June 2022 - Pecha Kucha Presentation	June 2022	Abdel-Rahim, H., & A. Said (WP)
2	2021 ABO (Accounting, Behavior and Organization) Section Midyear Meeting	Oct 2021	Abdel-Rahim, H., J. Kuang, & J. Lill (WP)
3	37 <sup>th</sup> Eurasian Business and Economics Society Conference in Berlin	Oct 2021	Abdel-Rahim, H., A. Said, & N. Soliman (WP)
4	New Populism & Responses of the 21st Century Conference	Sep 2021	Abdel-Rahim, H., & P. Hong (WP)

5	2021 AAA Annual Meeting Conference (Virtual)	Aug 2021	Abdel-Rahim, H., J. Kuang, & J. Lill (WP)
6	20th Annual SEAT Conference (Society for the Advancement of Economic Theory) (Virtual – Seoul, South Korea) ‡	June 2021	Abdel-Rahim, H., J. Liu, & D. Stevens (WP)
7	2021 GMARS (Global Management Accounting Research Symposium) (Virtual – Copenhagen Business School, Denmark) ‡	June 2021	Abdel-Rahim, H., J. Kuang, & J. Lill (WP)
8	2021 Southwest Virtual Region Meeting ‡	March 2021	Abdel-Rahim, H., & J. Lill (WP)
9	The 8th GSCM (Global Supply Chain Management Conference) Presentation Title: The COVID-19 Pandemic Impact on Internal Controls: What Can we Learn from Past Management Accounting Research and What do we Need to Research Further	Dec 2020	Abdel-Rahim, H., Conference Proceedings (A)
10	Egyptian Online Seminars in Business, Accounting, & Economics (Virtual – Cairo, Egypt) Presentation Title: An Introduction to Experimental Research in Accounting	Sep 2020	Abdel-Rahim, H., Conference Proceedings (B)
11	2019 GMARS (Global Management Accounting Research Symposium (East Lansing, MI) ‡	June 2019	Abdel-Rahim, H., J. Liu, & D. Stevens (WP)
12	The 2019 Wharton Spring Accounting Conference (Philadelphia, PA) ‡	May 2019	Abdel-Rahim, H., J. Hales, & D. Stevens 2021
13	2019 AAA Annual Meeting Conference (San Francisco, CA)	Aug 2019	Abdel-Rahim, H., J. Liu, & D. Stevens (WP)
14	Western Regional Meeting - AAA (New Port Beach, CA) ‡	April 2019	Abdel-Rahim, H., J. Liu, & D. Stevens (WP)
15	2019 MAS (Management Accounting Section) Midyear Meeting (Fort Lauderdale, FL)	Jan 2019	Abdel-Rahim, H., M. Lorenz, & A. Zaher (2021)
16	2018 Academy of International Business SE Conference ‡	Nov 2018	Abdel-Rahim, H., M. Lorenz, & A. Zaher (2021)
17	2018 ABO (Accounting, Behavior and Organization) Section Midyear Meeting (Phoenix, AZ)	Oct 2018	Abdel-Rahim, H., J. Liu, & D. Stevens (WP)
18	2018 ABO (Accounting, Behavior and Organization) Section Midyear Meeting	Oct 2018	Abdel-Rahim, H., M. Lorenz, & A. Zaher (2021)
19	2018 AAA Annual Meeting Conference – 23rd Annual Ethics Research Symposium (National Harbor, MD)	Aug 2018	Abdel-Rahim, H. (WP)
20	2018 AAA Annual Meeting Conference (Emerging Scholars Session) (National Harbor, MD)	Aug 2018	Abdel-Rahim, H., M. Lorenz, & A. Zaher (2021)
21	2018 Academy of International Business Conference (Minneapolis) ‡	June 2018	Abdel-Rahim, H., M. Lorenz, & A. Zaher (2021)
22	2017 Ohio Midyear Regional Conference - AAA (Columbus, OH)	April 2017	Abdel-Rahim, H. (WP)
23	The 2017 Effects of Formal and Informal Controls on Organizational and Market Risk Conference (Atlanta, GA)	Mar 2017	Abdel-Rahim, H. (WP)
24	2017 MAS (Management Accounting Section) Midyear (San Juan, PR)	2017	Abdel-Rahim, H. (WP)
25	2016 AAA Annual Conference (New York City, NY)	Aug 2016	Previous Version of Abdel-Rahim, H., J. Hales, & D. Stevens

26	2016 GMARS (Global Management Accounting Research Symposium) (East Lansing, MI)	June 2016	Previous Version of Abdel-Rahim, H., J. Hales, & D. Stevens
27	South East Region Meeting – AAA (Atlanta, GA)	April 2016	Abdel-Rahim, H. (WP)
28	2016 MAS (Management Accounting Section) Midyear Conference & Doctoral Consortium – AAA (Dallas, TX)	Jan 2016	Previous Version of Abdel-Rahim, H., J. Hales, & D. Stevens
29	2016 FARS (Financial Accounting & Reporting Section) Midyear Conference & Doctoral Consortium – AAA (Newport Beach, CA)	Jan 2016	Previous Version of Abdel-Rahim, H., J. Hales, & D. Stevens
30	2015 GMARS (Global Management Accounting Research Symposium) (Copenhagen, Denmark)	June 2015	Previous Version of Abdel-Rahim, H., J. Hales, & D. Stevens
31	2015 ABO (Accounting, Behavior and Organization) Section Midyear Meeting & Doctoral Consortium (Nashville, TN)	Oct 2015	Abdel-Rahim, H, & D. Stevens (2018)
32	Graduate Research in Accounting Conference at Emory University, (Atlanta, GA)	Oct 2015	Previous Version of Abdel-Rahim, H., J. Hales, & D. Stevens
33	AAA – Annual Conference, Chicago, IL	Aug 2015	Abdel-Rahim, H, & D. Stevens (2018)
34	Academic and Business Research Institute Conference (Orlando, FL)	2010	Abdel-Rahim, H., & Y. Abdel-Rahim (2012)
‡ Presented by a co-author. All others are presented by H. Abdel-Rahim.			

### **Conference Participation:**

- 2021 AAA – Annual Conference, Virtual.  
**Discussant** – “A Boo is Louder Than a Cheer.. ” by F. Becker, & B. Weißenberger.  
**Moderator** – for two concurrent sessions.
- 2021 AAA – MAS Midyear Meeting.  
**Discussant** – “Enhancing the sorting role of promotions..” by V. Galester, Schaeffer, & Van Pelt.  
**Moderator** – for one concurrent sessions.
- 2021 Lean Leadership Management Summit by Lean Frontiers. **Participant.**
- 2021 Center for Accounting Research and Education (CARE) Conference, virtual. **Participant.**
- 2021 The 8th GSCM (Global Supply Chain Management Conference). **Session Chair**
- 2020 AAA – MAS Midyear Meeting Conference, Houston, TX. **Moderator**  
**Discussant** – “Time perspective & intertemporal..” by E. Pugh, D. Marginson, & A. McDermott.
- 2018 AAA – ABO Midyear Conference, Phoenix AZ.  
**Discussant** – “Testing the effects of incentives...” by J. (Willie) Choi, J. Clark, and A. Presslee.
- 2018 AAA – Annual Conference, Washington DC. **Moderator**  
**Discussant** – “Does measurement...?” by P.Black, T.Meservy, W.Taylor, and J.Williams.

- 2018 AAA – Ohio Midyear Conference, Cleveland, OH. **Moderator.**
- 2017 AAA – Annual Conference, San Diego, CA.  
**Discussant** – “Decoding effort...” by G.Hecht, K.Rotaru, A.Schulz, K.Towry, & A.Webb.  
**Discussant** – “Does Investment Efficiency Improve...” by Y.Liu, H.Gan, & K.Karim.
- 2017 AAA New Faculty Consortium, Washington DC. **Participant.**
- 2017 AAA – MAS Midyear Conference, San Juan, PR. **Moderator**  
**Discussant** – “Technical Debt...” by R.Banker, Y.Liang, N.Ramasubbu, & X.Ma.  
**Discussant** – “The Effect of Superiors’ Prior Task Experience...” by C. Feichter.
- 2016 AAA – Annual Conference, New York City, NY.  
**Discussant** – “Effects of Performance-Based Pay...” by Bailey, Fessler, and Laird.
- 2015 AAA – Annual Conference, Chicago, IL. **Moderator**  
**Discussant** – “Actual and Perceived Level of ERM...” by E. Braumann and A. d’Arcy.
- 2015 2<sup>nd</sup> Annual CEAR–Huebner Risk Institute Conference, Atlanta, GA. **Participant.**
- 2014 AAA – Annual Conference, Atlanta, GA.  
**Discussant** – “Selectivity in Subjective...” by D. Fehrenbacher, A. Schulz, and K. Rotaru.
- 2014 Southeast Summer Accounting Research Conference, Atlanta, GA. **Participant.**
- 2014 AAA – MAS Midyear Conference and IMA Doctoral Colloquium, Orlando, FL. **Participant.**
- 2013 Financial Risk Conference “Indices of Riskiness: Management and Regulatory Implications”  
by Federal Reserve Bank of Atl., CEAR & Univ. of Zurich, Atlanta, GA. **Participant.**
- 2013 Strategic Management Society 33rd Annual International Conference “Strategy and  
Sustainability,” Atlanta, GA. *Student Ambassador and Participant.* **Participant.**
- 2013 Southeast Summer Accounting Research Conference, Atlanta, GA. **Participant.**
- 2013 AAA – MAS Midyear Conference & IMA Doctoral Colloquium, New Orleans, LA. **Participant.**
- 2012 AAA – ABO Midyear Conference and Doctoral Consortium, Atlanta, GA. **Participant.**
- 2012 Southeast Summer Accounting Research Conference, Atlanta, GA. **Participant.**
- 2012 Foundations & Applications of Risk & Decision Theory Conference, Atlanta, GA.  
**Student Coordinator and Participant.**
- 2012 Atlanta Competitive Advantage Conference 9th Annual, Atlanta, GA. **Student  
Coordinator and Participant.**

### **Reviewer for Journals**

Accounting, Organizations, and Society	2022, 2021
Management Accounting Research	2021, 2022
Review of Accounting Studies	2020

Behavioral Research in Accounting	2020, 2021, 2022
Accounting Research Journal	2020
Accounting Horizons	2019, 2018

### **Reviewer for Conferences**

MAS Midyear Meeting	2020, 2019, 2018, 2017, 2016, 2015
ABO Midyear Meeting	2021, 2020, 2019, 2018, 2017, 2016, 2015
AAA Annual Meeting	2021, 2020, 2019, 2018, 2017, 2016, 2015, 2014
Ohio Region Meeting	2019, 2018, 2017
AAA South East Region Meeting	2016, 2015

### **Academic and Teaching Experience**

#### **University of Toledo**

2022	Instructor, Management Accounting (ACCT 3320 Dist. Learning), Spring, ( <i>Evals. 3.40/4.00</i> )**
2021	Instructor, Intro to Managerial Acc. (BUAD 2050 Distance Learn.), Spring, ( <i>Evals. 3.33/4.00</i> )**
2021	Instructor, Management Accounting (ACCT 3320 Dist. Learning), Spring, ( <i>Evals. 3.21/4.00</i> )**
2020	Instructor, Advanced Managerial Acc. (Graduate Level – ACCT 6310), Fall, ( <i>Evals. 3.91/4.00</i> )**
2020	Instructor, Management Accounting (ACCT 3320 Face-to-Face), Fall, ( <i>Evals. 3.48/4.00</i> )**
2020	Instructor, Management Accounting (ACCT 3320 Dist. Learning), Spring, Dist. Learning (901)
2019	Instructor, Advanced Managerial Acc. (Graduate Level – ACCT 6310), Fall, ( <i>Evals. 4.64/5.00</i> ) *
2019	Instructor, Management Accounting (ACCT 3320), Fall, Face-to-Face, ( <i>Evals. 4.37/5.00</i> ) *
2019	Instructor, Management Accounting (ACCT 3320), Fall, Dist. Learning (901), ( <i>Evals. 4.125/5.00</i> )*
2018	Instructor, Advanced Managerial Acc. (Graduate Level – ACCT 6310), Fall, ( <i>Evals. 4.17/5.00</i> ) *
2018	Instructor, Intro. to Managerial Acc. (BUAD 2050), Fall, one Big section, ( <i>Evals. 4.11/5.00</i> ) *
2018	Instructor, Intro to Managerial Acc. (BUAD 2050 Distance Learn.), Spring, ( <i>Evals. 4.07/5.00</i> ) *
2017	Instructor – Lecturer Research Seminar Series, Fall.
2017	Instructor, Intro. To Managerial Acc. (BUAD 2050), Fall, 3 sections, ( <i>Avg Evals. 4.22/5.00</i> ) *
2017	Instructor, Intermediate Acc. I (ACCT 3110), Spring, Face-to-Face (001), ( <i>Evals. 4.81/5.00</i> ) *
2016	Instructor, Intermediate Acc. I (ACCT 3110), Fall, Distance Learning (901) ( <i>Evals. 3.84/5.00</i> ) *
2016	Instructor, Intermediate Acc. I (ACCT 3110), Fall, Face-to-Face (001), ( <i>Evals. 3.50/5.00</i> ) *

\* Scale of evaluation is as follows (1 “Very Poor,” 3.00 “Acceptable,” 5.00 “Very Good”)

\*\* Scale of evaluation is as follows (1 “Highly Dissatisfied,” 4.00 “Highly Satisfied”)

### **External Professional Services**

Director of the Management Accounting Section for the Ohio Region Meeting of the American Accounting Association (AAA). (2020 – ongoing).

Moderator of Concurrent Sessions at MAS Midyear; Ohio Region Meeting; AAA Annual; ABO Midyear. (2015 – Ongoing).

### **Graduate Students Supervision**

— Dissertation Committee Member for the Doctoral student *Issa Wehbi (since 2020)*. Dissertation title “American Manufacturing Competitiveness Practices in COVID-19 World: Empirical Examination of SMEs.”

- Dissertation Committee Member for the Doctoral student *Ambon Zuhier* (since 2018).  
Dissertation title “Strategic and Operational Practices for Competitiveness: An Examination of Firms of Kingdom of Saudi Arabia.”
- Supervision of the Honors Masters Thesis for the MSA student *Constance Baumgartner*.

**Professional and Honorary Affiliations:**

- Certified Management Accountant (CMA), accredited by the Institute of Management Accountants (IMA) – IMA member since 2008.
- International Arab Certified Public Accountant (AICPA), accredited by the IASCA.
- American Accounting Association (AAA) – member since 2011.
- Management Accounting Section (MAS) – member since 2011.
- Accounting, Behavior, and Organization section (ABO) – member since 2011.

**Committees and Service** (at the *University of Toledo*)

- Neff COBI Budget Council (Spring 2022)
- Neff COBI Committee of Research Awards Selection (Spring 2021)
- Neff COBI Undergraduate Programs and Retention Committee (Fall 2020 – present).
- Diversity/Affirmative Action Committee (Fall 2019 – present).
- Doctoral Program Committee – College of Business and Innovation – Spring 2020-Present.
- Department of Accounting Recruiting Search Committee – Summer 2019-Present.
- Organizer of the Accounting & Finance Research Series Seminar for the Accounting Dept.
- College of Business and Innovation Dean Search Committee – Nov. 2017-Present.
- Alan & Barry Endowed Professorship in Account. Search Committee – Nov. 2017- April 2018.
- COBI Group Representative for Areas of Research Excellence Program at the University level.
- COBI Strategic Research & Excellence Incentive Plan Committee – January 2018-Present.
- AACSB Accreditation Committee, Accounting Depart.& College – August 2016-August 2017.
- Retention and Recruiting Committee, Accounting Depart. – August 2016-Present.
- Library Liaison, Accounting Department – August 2016-Present.

**List of Research Grants/Funding Received**

	<i>Research Grant</i>	<i>Year</i>	<i>Granting Institution</i>	<i>Amount (in USD)</i>
1	URFO Small Awards Program	2022	University of Toledo	\$1,000
2	Competitive University Summer Fellowship	2022	University of Toledo	\$15,000
3	Research Funding – University of Wisconsin at Madison	2020	University of Wisconsin at Madison	\$5,000
4	IMA Research Grant	2019	Institute of Management Accountants	\$6,750
5	Research Funding from Chapman University	2018	Chapman University	\$5,000
6	Kohler Travel Grant	2018	Center for International Studies and Programs, U of Toledo	\$1,300
7	Competitive University Summer Fellowship	2017	University of Toledo	\$17,000
8	URFO Small Awards Program	2017	University of Toledo (\$850 for each of 2 coauthors)	\$1,700
9	Research Grant - CEAR	2016	Center for the Economic Analysis of Risk, Georgia State Univ.	\$5,000
10	IMA Doctoral Research Grant	2016	Institute of Management Accountants	\$4,100
11	Research Grant - CEAR	2015	Center for the Economic Analysis of Risk, Georgia State Univ.	\$5,000
12	Competitive Summer Support Grant for Doctoral Students	2014	Institute of Management Accountants	\$5,000
13	Research Grant - CEAR	2013	Center for the Economic Analysis of Risk, Georgia State Univ.	\$5,000
	Total Grants & Funding Received (to date)			\$76,850

**List of Co-Authors and their Affiliations**

	<i>Name of Co-author</i>	<i>Position</i>	<i>Affiliation (University)</i>
1	Jeffrey Hales	Professor	University of Texas at Austin
2	Paul Hong	Professor	University of Toledo
3	Douglas Stevens	Professor	Georgia State University
4	Amal Said	Professor	Northern Kentucky University
5	Shaokun (Carol) Yu	Professor	Northern Illinois University
6	Willie Choi	Associate Professor	University of Wisconsin at Madison
7	Jason Kuang	Associate Professor	Georgia Institute of Technology
8	Angie Abdel Zaher	Associate Professor	American Univ. in Cairo, Egypt
9	Jeremy Lill	Associate Professor	Kansas University
10	Melanie Lorenz	Associate Professor	Florida Atlantic University
11	Dana Hollie	Associate Professor	Louisiana State University
12	Euisung Jung	Associate Professor	University of Toledo
13	Michael Majerczyk	Associate Professor	Georgia State University
14	Karen Green	Associate Professor	University of Toledo
15	Jing Liu	Assistant Professor	Chapman University
16	Kun Hao	Assistant Professor	Western University, Canada
17	James Wilhelm	Assistant Professor	Chapman University
18	Nancy Snow	Senior Lecturer	University of Toledo
19	Akram Khattab	Doctoral Student	University of Toledo
20	Nora Soliman	Assistant Lecturer	Assiut University, Egypt