

Vita
January 2025

Jocelyn D. Evans
Henry W. Bloch Endowed Professor of Finance
Bloch School of Management
Department of Finance
University of Missouri in Kansas City
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Education

Ph.D. Major: Finance
 Minor: Economics
 University of South Carolina,

M.B.A. Washington University, St. Louis, Finance

B.S. Barat College, Business Administration

Courses Taught

Introduction to Financial Management, Commercial Bank Management and Analysis,
Advanced Finance and Valuation Analysis, Corporate Finance in the Master of
Accounting Program, Strategic Policy

Academic and Work Experience

Associate Dean of Enrollment and Academic Integrity, Bloch School of
Management, University of Missouri in Kansas City, August 2022- Present

Henry W. Bloch Endowed Professor of Finance, Bloch School of Management,
University of Missouri in Kansas City, August 2022- Present

Director of the Banking Leaders of Tomorrow (BLOT) Program, Bloch School of
Management, University of Missouri in Kansas City, August 2024-Present

Associate Dean of Undergraduate Studies, School of Business, College of
Charleston, July 2011-August 2012; Fall 2016-June 2022

Interim Director of the Department of Hospitality and Tourism Management-
Spring 2022

Interim Director of the Carter Real Estate Center-Fall 2016

Interim Director of the Student Success Center-Fall 2016

Chairperson, Department of Economics and Finance, College of Charleston, South Carolina, September 2009-June 2011; Fall 2012-Spring 2015

Professor, Department of Finance, College of Charleston, Charleston, South Carolina, August 2009-present (tenured March 2009)

Associate Professor, Department of Economics and Finance, College of Charleston, Charleston, South Carolina, August 2005-July 2009 (tenured May 2005)

Visiting Scholar, Research Department, Federal Reserve Bank of Atlanta, Atlanta, Georgia, January 2007-2009

Associate Professor, Department of Finance, South Carolina State University, Orangeburg, South Carolina, August 2001-June 2005 (tenured June 2005)

Assistant Professor, Department of Finance, Georgia State University, Atlanta, Georgia, August 1993 - August 1998; June 1999-August 2001

Visiting Assistant Professor, College of Business Administration, Emory University, Atlanta, Georgia, August 1998-June, 1999.

Lecturer, Iowa School of Banking, Iowa City Iowa, 1991-1993

Assistant Professor, Department of Finance, The University of Iowa, Iowa City, Iowa, August 1991-June 1993.

Assistant Professor, Department of Finance, Johnson C. Smith University, Charlotte, North Carolina, 1989 - 1991

Lending Officer, NCNB National Bank, Charlotte, North Carolina, 1983 - 1985

Teaching Assistant, Washington University, St. Louis, Missouri, 1982 – 1983

Fellowship and Awards

Recipient of United Negro College Fund Fellowship, University of South Carolina, 1987-1988

Recipient of Consortium for Graduate Studies in Management Fellowship, Washington University, 1981-1983

Recipient of FMA Student Consortium, 1991

Recipient of Chester A. Spatt College of Business Teaching Award, University of Iowa, 1991-1992

Recipient of Outstanding Paper Award, Global Finance Association Meeting, 1995

Recipient of Best Paper Award in Financial Institutions, Eastern Finance Association Meeting, 1996

Who's Who Among America's Teachers, 1998

Recipient of the Governor's Teaching Fellows Award in Georgia, 1999

Recipient of Outstanding Paper Award, Global Finance Association Meeting, 1995

Recipient of Best Paper Award, Financial Management Association International Meeting, 2001

Recipient of Best Paper Award, International Business and Economics Research Meeting, 2001

Recipient of Outstanding Researcher Award, South Carolina State University's School of Business, 2002

Recipient of Best Paper Award, Southern Finance Association Meeting, 2005

Recipient of Best Paper Award, ASBBS Meeting, 2006

Recipient of School of Business and Economics Distinguished Research Award, College of Charleston, 2008

Multicultural ExCEL Business School Faculty of the Year Award, College of Charleston, 2009

Outstanding Service to First Year Students Award, College of Charleston, 2012

Recipient of Best Practitioner Paper Award, American Real Estate Society (ARES), 2016

Recipient of Outstanding Paper Award, Global Finance Conference, 2017

Recipient of Service to the Community Award for Microfinance volunteer work for indigent elderly group homes, Trident Area Aging Association, 2018 (Make a difference while learning to make a profit)

Recipient of School of Business Service/Advising Award, College of Charleston, 2018

Elsevier Reviewer Recognition Award, 2018

Recipient of Best Practitioner Paper Award, American Real Estate Society (ARES), 2018

Outstanding Service Fellow Award, Academy of Economics and Finance, 2018

Outstanding Research Fellow Award, Academy of Economics and Finance, 2019

Master Teacher Certificate from the Robinson College of Business at Georgia State University, 2021

Recipient of Best Paper at Conference Award, Global Finance Conference, 2021

Remarkable Women of the Low Country Finalist, Channel 2 News, 2022

Recipient of Best Academic Paper Award, American Real Estate Society (ARES), 2023

2024 Responsible Research in Business & Management Honor Roll Award (Publications selected as example of rigorous and relevant research that offers credible insights for society chosen by a journal editor review panel)

International Travel:

China, South Africa, England, France, Kenya, Netherlands, Belgium, Australia, Italy

Publications and Working Papers at the University of Missouri in Kansas City

Evans, J. D and T Jones. (2025). Ethical Considerations in the Cryptocurrency ATM Industry: Unveiling a New Form of Predatory Financial Service, *Journal of Business Ethics*. (Second revised and resubmit)

Dowdy, Z, Evans, J.D. and Sauley, Beau. (2025). Spatial Distribution of Cryptocurrency ATMs in Urban Center: A Central Place Theory Perspective of Predatory Inclusion. Research in progress.

Kangkang, Qi, Yen-Yao Wang, Brian Lee and Jocelyn Evans. (2025). Gender Gap in Nurturing Venture Capital Investments for IT Startups. Major revised and resubmitted in the *Journal of Management and Information Systems* (JIMS).

DeLisle, Jared, Evans, J.D, and Shank, Corey. (2025). A New Look at How Natural Disasters Affect Analysts' Forecasts: The Impact of Earnings Management. Work in progress.

Evans, Jocelyn, Corey Shank, and Jared DeLisle. (2025). Extreme Weather Bull Whip Effect on Suppliers' Operations: The Need for Greater Disclosure. Work in Progress.

Evans, Jocelyn, (2025).The SME Supply Chain Killing Zone: Diverse IT Founders, Independent Sharks and Corporate VCs. Work in progress.

Evans, J. D., Jones, T., & Keys, P. Y. (2025). Navigating the Digital Divide in Higher Education through the Lens of Maslow's Hierarchy of Needs: Implications for the Alpha Generation. Work in Progress.

Evans, J. D., Jones, T., & Keys, P. Y. (2024). The significance of diversity positioning in higher education for branding and marketing. *Journal of Marketing for Higher Education*, 1–24.

Chacon, R. G., & Evans, J. D. (2023). Investor Inattention to Earnings Surprises: Evidence from REIT and Tenant Information Transmission. *Journal of Real Estate Portfolio Management*, 29(1), 61–77.

Supervision of Doctoral Dissertations

Stephen Everhart, Mexico: The Management of Oil Windfalls, A General Equilibrium Analysis, member, Georgia State University (economics)

John Thornton, An Analysis of the Determinants of Mutual Fund Performance, Fee Structure, and Cash Flows, member, Georgia State University (finance)

Peter Dadalt, Board Structure, Ownership, and Asset Sales, member, Georgia State University (finance)

Chenyang Feng, Three Essays on Price Formation, Technical Trading, and Price Stabilization of IPOs, member, Georgia State University (finance)

Ying Yan, Three Essays on Financial Economics, co-chair, University of Iowa (finance)

Hyuntai Choo, Essays on Defense Mechanisms, chair, University of Iowa (finance)

Partha Gangopadhyay, member, University of Iowa (economics)

Past Publications: Refereed Scholarly

Evans, Jocelyn, Thomas Noe, and John Thornton, Jr. "Regulatory Distortion of Management Compensation: The Case of Golden Parachutes for Bank Managers", *Journal of Banking and Finance* Vol. 21 1997: 825 - 848.

Evans, Jocelyn and Kofi Dadzie "Corporate Governance and the Fragility of Banking Systems in Developing Countries: An Analysis of a Rural Credit Market in Ghana", *Global Finance Journal* Vol. 9 no. 1 1998: 109-125.

Evans, Jocelyn and Corliss Green "Marketing Strategy, Creditor Influence, and Resource Allocation: An Application of the Miles and Snow Typology to Closely-Held Firms in Chapter 11 Bankruptcy", *The Journal of Business Research* Vol. 49 no. 3 2000: 225-231.

Evans, Jocelyn and Marion Sillah, "Analysis of Chapter 11 Bankruptcy for Some Closely-Held Firms", *The Research Journal Business Disciplines* Vol. 7 2002: 1-8.

Evans, Jocelyn "Evidence on Judicial Discretion in Chapter 11 Bankruptcy", *The Journal of Corporate Finance* Vol. 9 2003: 115-128.

Evans, Jocelyn and Innocent Nkochwa, 2004, "Bank Receivership: Evidence from Small Firms", *The Research Journal of Business Disciplines* Vol. 10 2004: 40-53.

College of Charleston Publications: Refereed Scholarly

Evans, Jocelyn and George Benston "Stockholders of Publicly Traded Corporations do not Shift Risk to Debtholders: Evidence from the Banking Industry," *Journal of Economics and Finance* Vol. 30 no. 1 2006: 70-92.

Evans, Jocelyn and Roxane DeLaurell, "The Bankruptcy Reform Act: The Entrepreneur's Dilemma," *The Journal of Economics and Finance Education* Vol. 5 No. 1 2006: 38-46.

Evans, Jocelyn and Kofi Dadzie, "Indigenous Entrepreneurial Development: An Empirical Analysis of Foreign Multinational, Domestic National, and Rural Cooperative Banks," *Global Review of Business and Economics Research* Vol. 2 No. 2 2006: 127-138.

Evans, Jocelyn and Timothy Koch, "Surviving Chapter 11: Why Small Firms Prefer Supplier Financing", *Journal of Economics and Finance* Vol. 31 No. 2 2007: 186-206.

Evans, Jocelyn, Jamin Hujik, and Phil Siegel, "Using the Sarbanes-Oxley Act (SOX) of 2002 to Teach Corporate Governance in Bank Management Classes," Forthcoming at the *Southwestern Business Administration Journal* Vol. 6 No. 2 2007: 84-94.

Evans, Jocelyn, Rhonda Mack, and Evelyn Winston, "Financial Intermediation in an African Setting: Perceived Differences in Performance between Domestic and Multinational Banks in Ghana," *Journal of African Business* Vol. 8 No. 2 2007: 91-104.

Evans, Jocelyn and Evelyn Winston, "Loan Delinquency and Default among Small Business Owners in Ghana: The Role of Gender", *International Journal of Entrepreneurship and Small Business* Vol. 5 2008: 318-336.

Evans, Jocelyn, "A Cross Disciplinary Approach to Undergraduate Corporate Valuation Instruction," *Journal of Financial Education* Vol. 34 2008: 111-127.

Evans, Jocelyn, "Real Estate Bankruptcies: A Pedagogical Supplement for Teaching Bankruptcy from a Commercial Real Estate Perspective, *Southwestern Business Administration Journal* Vol.9 No. 2 2009: 58-69.

Evans, Jocelyn, Mark Pyle, and Hyuntai Choo, "Antitakeover Techniques and Corporate Ownership Structure," *Managerial Finance Journal* Vol. 35 2009: 6-24.

Evans, Jocelyn and Frank Hefner, "Business Ethics and the Decision to Adopt Golden Parachute Contracts: Empirical Evidence of Concern for All Stakeholders," *Journal of Business Ethics* Vol. 86 (1) 2009: 65-79.

Bryant, Lonnie, Jocelyn Evans, and Philip H. Siegel, "Analysts Reliance on the Capital Market's Estimate for Firm Growth Potential: An Empirical Analysis of Forecast Error and Bias" *i-manager's Journal of Management* Vol. 4 (2) 2009: 21-36.

Evans, Jocelyn, Kofi Dadzie, and Rhonda Mack, "An Examination of the Impact of Product and Service Quality Perceptions on Customer Loyalty in Rural Banks in Ghana: Some Empirical Insights," *Global Business and Economic Review Management* 10 (1/2) 2010: 100-114.

Evans, Jocelyn, David Henderson, and Brad Trinkle, "The Link between Financial Internet Reporting and Information Asymmetry for American Depository Receipts" Forthcoming at the *Journal of Modern Accounting and Auditing* 7 (9) 2011: 947-965.

Evans, Jocelyn, Weishen Wang, and Joan Lin, "Comprehensive Study of the Stock Market's Reaction to Fairness Opinions" *Journal of Investing* 20 (3) 2011: 75-84.

Evans, Jocelyn, "An Ethical Analysis of the Personal Financial Manager's Dilemma in a Bankruptcy Case" *Journal of Financial Education* 38 (1/2) 2012 34-45.

Bryant, Lonnie, Evans Jocelyn and Anthony Bishari, "Status Quo Bias in the Mutual Fund Market: Consumer Inertia Amidst Benefitless Fee Increases" *The Banking and Finance Review* 3 (2) 2012: 90-107.

Evans, Jocelyn and Leila Borders, Strategically Surviving Bankruptcy during a Global Financial Crisis: The Impact of Government Policies, *Journal of Business Research* 2014: 2738-2742.

Evans, Jocelyn, Marcia Snyder and Weishen Wang, Negative Externalities of Student Debt: The Impact on Human Capital Development, *Journal of Economics and Finance Education* 2014: 68-80.

Hogan, Robert and Jocelyn Evans, Does the Strategic Alignment of Value Drivers Impact Earnings Persistence? 2015, *Sustainability Accounting, Management and Policy Journal* 6, 2015, 374-396.

Jones, Timothy, Justin Benefield, and Jocelyn Evans, Should Investors Buy Bankrupt Properties from Private REITs and RELPs? An Empirical Examination, *Journal of Real Estate Portfolio Management*, 2016 22 (1), 31-46.

Evans, Jocelyn, Timothy Jones, and James Malm, The New AACSB Faculty Qualification Criteria: The Impact on a Teaching Focused Public and Private School of Business, 2016, *Journal of Higher Education Theory and Practice* 16 (3), 43.

Evans, Jocelyn, and Timothy Jones, The Effectiveness of Stock Simulations and Technology: The Importance of Kolb Student Learning Styles in Introduction to Finance Courses, 2016, *Journal of Economics and Finance Education*, 2016 15 (3), 56-67.

Evans, Jocelyn, Timothy Jones, and Garrett Mitchener, An ownership network framework for managers' accelerated SEO decisions: The importance of connected institutional investors in the real estate industry, *Journal of Real Estate Portfolio Management*, 2016 22 (2), 159-178.

Evans, Jocelyn, Timothy Jones, and Glen Mueller, When Passive Index Investors Engage in Activist Corporate Governance: The Existence of Correlated Institutional Ownership across the REIT Industry, *Journal of Accounting and Finance*, 2016 16 (7), 46-72.

Evans, Jocelyn, Elise Perrault-Crawford, and Timothy Jones, Managers' Moral Obligation of Fairness to (All) Shareholders: Does Information Asymmetry Benefit Privileged Investors at other Shareholders' Expense? *Journal of Business Ethics*, 2017 140 (1), 81-96.

Evans, Jocelyn and Dominique Gehy Outlaw, Why Trade Credit Financing is More Important than Developing Large Customer Relationships for Video Game Suppliers, *Journal of Entrepreneurial Finance*, 2017 19 (1), 1-38.

KhasadYahu ZarBarbal and Jocelyn Evans, Does Wall Street affect Main Street? Examining Potential Spillovers from Investor Stock Market Sentiment to Personal Consumption Expenditures, *Journal of Economics and Finance*, 2018 42 (2), 293-314.

Evans, Jocelyn and Dominique Gehy, The Information Content of Short Selling Around Close Supply Chain Relationships, *Financial Review*, 2018 53 (3), 627-655.

Evans, Jocelyn, and Mari Robertson, The Effects of the Fed's Monetary Tightening Campaign on Nonbank Mortgage Lending, *Economic Letters*, 2018 171, 164-168.

Evans, Jocelyn, Kent Gourdin, and Alan Shao, Financial Analysis of the Beer Industry: A Unique Interdisciplinary Finance Travel Course, *Journal of Economics and Finance Education* 2019 18 (1), 54-66.

Service:-University of Missouri-Kansas City

UMKC

- Implementing a lunch and learn workshop for Men of Color in Spring 2025
- Developed and implemented two lunch and learn School of Business workshop events for the Multicultural Center for minority and other non-traditional students for Black History month in 2024.
- Helped with the Diversity in Business Program offered jointly by Bloch School of Management, Multicultural Center, and the Financial Wellness Center in 2024.
- Bloch Workshop Series on Curriculum and Career Opportunities for Black History Month-February 20 and 21 during the lunch hour in 2024.
- Part of the UMKC Career Bridge Program in 2024 and 2025.

Associate Dean of Retention and Academic Integrity

- Attend the Dean's Student Advisory meetings.
- Attend the Dean's Advisory Board meetings.
- Developed a credit underwriting internship with AltCap for graduate students placed in 2024 that will be continued in 2025.
- Faculty advisor to DECA in 2024 and 2025.
- Attended 2024 United States Hispanic Chamber of Commerce National Conference in Kansas City on October 6-8, 2024.
- Member of Junior League of Kansas City (C3KC Committee)
- Awarded a UMSAEP Travel to Grant with Marvin Carolina to South Africa to teach budgeting & financial statement preparation to entrepreneurs in 2024 to be implemented in 2025.
- PREP-KC Math Relay judge at Grandview High School in 2024
- I have several academic integrity cases each semester.
- Continue to lead the Career Accountability Track (CAT) in Finance for graduate students to improve academic success and exposure to career opportunities, with a particular focus on international students who are often disengaged.
- Member of the Tenure and Promotion Committee for Nathan Mauck (Professor) who wrote the panel letter.
- Member of the Tenure and Promotion Committee for Jeff Johnson (Professor) who wrote the panel letter in Fall 2024.
- Member of the OBHR Endowed Chair Search Committee in Fall 2024

- Member of the Entrepreneurship Chair Search Committee in Fall 2024
- Member of the marketing recruitment committee for Fall 2022-Spring 2023.
- Member of the entrepreneurship recruitment committee for Fall 2022-Fall 2024.
- Member of the Business, Analytics, Data Science, and MIS for two positions in Fall 2024
- Led and Lecture at the first of two Prep KC Banking and Financial Institute (BFI) workshop series (a student was given a \$1,000 scholarship for winning the financial literacy competition) and attend monthly design team board meetings in the Fall and Spring of 2023, 2024, and 2025.
- Working closely with Pathway Financial to co-develop financial literacy and small business training programs in 2023, 2024, and 2025.
- C3KC Economic Inclusion committee member for the Junior League of Kansas City in 2024.
- C3KC Economic Inclusion panel moderator in 2023.
- Assist students with resolving grade and other complaints to improve the quality of the undergraduate student experience within the School of Management.
- A member of Women in Business (WIBE) for academic administrators of business schools in 2023, 2024, and 2025.
- Judge in the BSSA Financial Literacy competition (invited by Hayley Prins) in 2023.
- Worked closely with Susan Opp to develop a community engagement general education class for nonprofits in 2024.
- Received approval for the Global Health-Wealth general education class taught for the first time in the Fall of 2024.
- Co-lead Summer and other High School initiatives to recruit students into the finance program or another major at the School of Management.
- Facilitator for session at the 2023 UMKC Real Estate Symposium.
- Attended the LWREC Real Estate Advisory Board meetings.
- Worked closely with Brandlab to introduce diverse students to careers in marketing and advertising prior to dissolution.
- Designed several Bloch School & Management general education courses that generate substantial profit for UMKC (Global and Health-wealth gap, Medical and Financial literacy, Community Through Home Ownership).
- Attended GlobalMindEd Conference in June 2022-diverse high school students interested in business (June 2022).

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Henry W. Bloch Endowed Chair of Finance & Director of BLOT Program

- Developed Banking Leaders of Tomorrow (BLOT) program and scholarship initiative to recruit low-income and first-generation high school students into the Banking and Financial Services interest area. The first cohort of 12 students was celebrated in August 2024.
- Created a BLOT Canvas page for students, mentors, and board members to document activities.

- Worked with Bloch recruitment team to zoom with 2025 UMKC applicants who are potentially interested in the BLOT or other programs in the Bloch School of Management in 2024 and 2025.
- Visited several organizations with Matt McDonald to pitch the named scholarship proposal in 2024.
- Member of the Prep KC Banking & Finance Institute (BFI) Planning Committee in 2023, 2024, and 2025.
- Participated in meetings to change the scholarship criteria and incorporate more experiential learning into the BLOT program.
- Networked with strategic industry partnerships such as the Bank of America, Commerce Bank, Country Club Bank, Digital Drive, FDIC, Federal Reserve, Hispanic Chamber of Commerce, Key Bank, NBKC, Urban Financial Services Coalition, etc.
- Received \$35,000 to buy computer equipment and pay for SIE asynchronous training program/fee for FINRA SIE test at the end of 2024.
- Twenty students are in the Bank of America FINRA program in 2025.
- Equitable-sponsored CeriFi program with 20 students completed in 2024.
- Bank participants increased to 7 from institutions in 2024. (Academy Bank, Arvest Bank, Bank of America, Commerce Bank, Lead Bank, and UMB) in addition to 2 anonymous foundations.
- Three BLOT students received scholarships of \$2,000 (1 person) and \$1,000 (2 persons) from the Urban Financial Services Coalition Bronson Scholarship program.
- 2024 BLOT Activities: Orientation and Kick Off, a mentor activity each month, Academy Bank Holiday party, Launchpad Banking Panel: Careers in Banking, BLOT Board meetings
- 2024 CAT Activities: Finance Careers with the City of Kansas City, Herron Consulting and Wealth Management, The state of Securitization & Mortgage Lending with Key Bank, Coffee and Careers with AltCap
- FDIC Event: The Future of Financial Professionals & Career Resources in 2024
- Participated in the US Bank Day of Empowerment (Financial Literacy) for the community in 2024
- Lectured in a financial literacy class at several high schools.
- Participated in numerous Prep KC high school career fairs
- Working with Pathway Financial on Financial Literacy and small business development training programs. (Summer 2025)
- Joint Banking Career Panel with Launchpad in 2024.
- Received two BLOT interns as part of the UMKC Career Bridge Program in the Spring of 2024 and 2025
- Invited speaker to the second 2023 Cultural conference at the College of Charleston (zoom)
- Co-created the Sumner High School program initiative that introduces students to academic and career opportunities at the Bloch School of Management (program from 9:00am-2:20 pm)

- Guest on Ezra Woods What's Really Going On Podcast-discussed the Bloch Banking & Finance Interest Area and financial literacy
- CAT Finance Real Estate Career event with Charles Connelly and Margaret Latshaw
- CAT Finance real estate banking event held by Andrew Johnson, LWREC board member
- Held presentation on the Banking and Finance interest area for all Bloch Students and for the Financial Management Association
- Held a Financial Literacy workshop for 40 students from KC Prep's Banking and Finance Institute
- Co-arranged Bloch School of Management field trip for 40 students at Argentine Middle School
- Lecturer in Bloch First Year Experience courses each semester
- Involved in discussions to redesign the First Year Experience course
- Banking Career Bridge Assessment Program with UMKC career center (\$1,500 grand to interns)
- Launchpad Banking Panel with five banks (October 10, 2024).
- The Future of Financial Professionals & Career Resources with the FDIC (September 26, 2024).
- Venture Management Presentation at the Financial Management Association Club Meeting
- Breakfast and Discussion with KeyBank Real Estate Capital. The relationship with the bank has given the opportunity to students at UMKC Bloch School to be hired in the Overland Park, KS office.

Director of the Banking Leaders of Tomorrow Program

- Authored Banking and Financial Services Leadership program and scholarship initiative to recruit diverse high school students into the Banking and Financial Services interest area.
- Visited Commerce and Country Club bank to pitch the named scholarship proposal
- Prep KC Banking & Finance Institute board.
- Networking with new finance strategic industry partnerships such as the Commerce Bank, Country Club Bank, Digital Drive, FDIC, Federal Reserve, KeyBank, etc.
- Lectured in a financial literacy class at Argentine High School
- Participated in numerous Prep KC high school career fairs
- Acquired funding for the Banking Leaders of Tomorrow Scholarships Opportunities (\$10,000) for 12 incoming students who are interested in completing the Banking and Financial Services Interest area. (Academy Bank, Arvest Bank, Bank of America, Commerce Bank, Lead Bank, NBKC Bank, UMB Bank, two anonymous foundations)
- Three BLOT Students received UFSC-GKC Bronston scholarship awards from the Urban Financial Services Coalition and established relationships with the entity.

- Develop a relationship with the Hispanic Chamber of Commerce to recruit high school students into the program.
- Financial Literacy with the Bloch Advising Committee for Individual High Schools such as Sumner High School: Ruskin High School, Center High School, Crossroads Academy, and Allen Village.
- Urban Financial Services Coalition member in Kansas City
- Bank of America-sponsored CeriFi SIE program for the BLOT program started in 2025
- Participate in PREP-KC BFI planning meetings
- Guest speaker in several high school business classes

Department of Finance

- Actively involved in every curriculum committee decision within the Department of Finance
- Developed a Financial Literacy general education course that was taught for the first time in Spring 2023 (40 students)
- Developing a Banking, Finance and Real Estate redlining and gentrification general education course targeted for Fall 2023
- Advisor to Financial Management Association club
- Engage college alumni to speak to my classes and participate in CAT Finance
- I supervised a bachelor's essay in Fall 2022
- Created an experiential learning and career opportunity at Hallmark in collaboration with Charles Connelly and Margaret Latshaw
- Developed new Credit Analysis course
- Redesigned Commercial Bank Management course
- Designing a Bank Relationship Management in the Digital Era course targeted for Spring 2023

Community

- Free consulting assistance to WeDevelopment Credit Union [About - WeDevelopment Federal Credit Union \(wedevelopmentfcu.com\)](https://www.wedevelopmentfcu.com)
- Financial literacy lecturer for Georgetown University's PIVOT scholar program for formerly incarcerated individuals [Pivot Program | Georgetown University](https://www.georgetown.edu/pivot-program)
- Participated in Law School Digital Equity Activists Workshop – digitalization in corporate America and equitable access for underrepresented communities (KC Region Digital Equity Activists Community of Practice Workshop)
- Career Fair at Olathe West High School
- Junior Achievement of Greater Kansas City volunteer
- Junior League member and 3CKC committee member for 2024
- Attended the 2024 UFSC-GKC Annual Awards Soiree
- Helped Organize the U.S. Bank Financial Literacy & Resource Empowerment for the Community Day (August 30, 2024).
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Profession

- Speaker and faculty advisor at the 2023 ASSA/AFA KPMG PhD minority doctoral student conference in New Orleans in January
- Ad hoc reviewer for several journals including SEDSI Conference, Business & Society, Issues in Accounting Education, Applied Economics, Journal of Business Research, Quantitative Finance and Economics, Applied Economics, Business & Society, Journal of Business Ethics, Journal of Business Research, Journal of Economics and Finance, Journal of Economics and Finance Education, International Journal of Financial Research, Journal of Financial Service Management, Journal of Real Estate Research, Managerial and Decision Economics, Journal of the International Society of Business Disciplines, Financial Management Journal, Journal of Decisions Sciences, Financial Review, Journal of Finance, Accounting, and Economics, Journal of Small Business, North American Journal of Economics and Finance, Quantitative Finance and Economics
- Paper presented at 2022 American Real Estate Society (ARES) conference in Spring 2022
- Presenter and Discussant at several conference meetings
- Organizer and Faculty Mentor, KPMG Minority Student Ph.D. Conference
- FMA Program Selection Committee
- External reviewer for other universities' tenure and promotion committees
- Judge for doctoral paper competition for the Academy of Economics and Finance

COLLEGE OF CHARLESTON

Selected Associate Dean Activities: School of Business

AACSB/SACS Accreditation Activities

- Created template for research quality evaluation
- Evaluate faculty research sufficiency under School of Business determined AACSB requirements every semester
- Evaluate faculty and adjunct credentials based on SACS requirements each semester
- Assist with AACSB and SACS goals and assessment each year
- Assist with documentation for AACSB accreditation and maintenance by reviewing the assessment and closing the loop procedures for each department.
- Created an annual report template for Directors of Programs for both assessment and faculty annual reviews
- Led the development of AACSB faculty qualification standards
- Assist with AACSB reaccreditation for the School of Business
- Led the development of the Finance and Commercial Real Estate Finance majors at the School of Business when Dr. Elaine Worzala temporarily left the College of Charleston, which required the development of goals, values and assessment measures
- Actively involved in every curriculum committee decision within the Department of Finance and as a member of the School of Business Curriculum committee
- Attend AACSB and the Southern Business Dean's Association conferences

Operational Duties

- Responsible for maintaining operations for a college with 6 academic units (Accounting, Economics, Finance, Hospitality and Tourism Management, Management and Marketing, and Supply Chain with approximately 70 faculty/instructors and 20 adjuncts)
- Assist with defining and implementing the School of Business 5-year teaching, research, service and innovation strategic plan
- Assist with the allocation of annual instructional and research budget for each department and the School of Business
- Direct reports include an administrative assistant, department chairs and 10 program directors
- Assist students with obtaining courses and resolving complaints regarding professors in order to improve the quality of the undergraduate student experience within the School of Business
- Work closely with the Assistant to the Dean and Budget coordinator to allocate resources and develop annual salary plan for faculty and staff (Certification of Credentials)
- Work with the Director of International Business to develop new, College-level, interdisciplinary undergraduate study abroad programs
- Work closely with the Dean to develop and refine School of Business vision and goals in preparation for AACSB visits, SACS visits and capital campaigns
- Work closely with Dean, chairs and Faculty Development to create a School of Business Faculty Handbook as a supplement to the College of Charleston Faculty Manual that outlines AACSB Faculty Qualifications
- Work with departments in the creation of research quality statements that will be implemented August 2019 as well as Assurance of Learning/Continuous Improvement initiatives and results
- Annually assist with faculty hiring plans, with special focus on departments with growing enrollments due to student demand and joint needs by other departments within the College of Charleston (e.g., SB students with Arts Management minor (12 hours in ARTM) and majors in Arts Management must take BLAW 205 and MKTG 302 and can choose ECON 200 or ACCT 203)
- Liaison for SPECTRA program that provides an academic and transition experience for recent African American, Latino, Asian and Native American high school graduates who have been accepted to the College of Charleston for the fall semester. (Multicultural ExCEL Business School Faculty of the Year Award)
- Attend Dean's meetings led by the Provost when needed
- Assisted with the development of a new, cross-disciplinary MBA focus group that will draw courses from departments in the School of Business and the School of Mathematics and Computer Science (ongoing, awaiting School of Business faculty approval)
- Assisting with efforts to make data-driven decision about the level of math sufficiency needed to School of Business statistics and decision science courses (working closely with the Math department at the College of Charleston)
- Lead hiring initiative in population of faculty and students based on race and ethnicity within the School of Business (the Department of Finance has the most

- diverse faculty- 1 African American female Professor, 1 Caucasian female Professor, 1 male Caucasian professor, 2 Asian Associate Professors, 1 Hispanic Assistant Professor, 2 Ghanaian Assistant Professors, and 1 Caucasian male Assistant Professor - within the School of Business and the Department of Hospitality and Tourism Management has the most diverse students)
- Diversity within the School of Business has increased substantially partly due to relationship with the KPMG PhD Association (e.g., 1 African American female Assistant Professor in Accounting who is a former student of mine at another university)
 - Created School of Business Diversity Report as member of College of Charleston Diversity Committee
 - Assisted Dean with bringing about closer alignment between departmental goals and School of Business initiatives in undergraduate education and community service
 - Developed and implemented School of Business event for the Multicultural Overnight Visit Experience (MOVE) for minority and other non-traditional students
 - Form relationships with business community for every department and members of the Board of Governors
 - Developed new finance strategic industry partnerships with organizations such as the FDIC and Vanguard
 - Engage college alumni to create new industry partnerships for student internships and provide advice on curriculum proposals (Interim Director of the Student Success Center while Associate Dean)
 - Research and faculty development initiative: assisted with the development innovation grants for multidisciplinary research in Supply Chain and Information Management to enhance research productivity in this department
 - Completed all assignment for the real estate curriculum, student real estate club and industry membership/interaction (Interim Director of the Carter Real Estate Center while Associate Dean)
 - Assisted with the development of the Certiport Microsoft Excel certification center and hired a faculty member to implement the initiative
 - Developed and implemented School of Business co-sponsorship event with the Office of Sustainability as part of the College of Charleston sustainability education initiative (speakers from the South Carolina Department of Natural Resources and South Carolina Aquarium Good Catch Program talk about their involvement with local businesses.)
 - School of Business Annual Report and Annual Evaluations
 - Created the Inaugural Crossing the Cistern Program for the School of Business

Service Activities: Department

1. I liaised with Mark Pyles and Perry Woodside to increase the membership of the Investment Club during the Fall 2005-Spring 2006
2. I supervise and mentor students within an independent study or research forum (over 50 proposals).
3. Presented research papers in the Department of Finance and Economics seminar.

4. Department of Finance recruitment committee Chair, Department of Economics, Finance, and newly created Department of Finance
6. Chair, tenure, promotion, 5th year instructor renewal, and 3rd year review panels
7. Advisor to over 30 finance majors each semester
8. Took 15 students to FDIC for College of Charleston recruitment trip
9. Created a Mentorship Program aimed to connect top junior, seniors, and MBA finance students at the College of Charleston to the business and community leaders in Charleston with the Charleston Breakfast Rotary Club.

Service Activities: College

1. Advisor to the Rho Sigma Fraternity. The membership of this Fraternity consists of African American students and other non-majority students who are interested in pursuing business-related careers. To date, most students are non-business majors.
2. Chair, Mission Focus Group, “Identity of College”
3. Academic advisor to twenty-four students
4. Entrepreneurship recruitment committee
6. Business School Career Services employee selection committee
7. Chair, School of Business Curriculum committee
8. Member, MBA development committee
9. Outside Member, 3rd year review, tenure and promotion, and post-tenure review panels
10. Outside Member, T&P review panel for Robert Frash and
11. Advisor, Microfinance Club
12. Helped implement Career Launch (Simplicity) with Erin Simmons in the career center (Justin McLain)
13. Helped design and solicit the Steadman Scholarship for insurance (Paul Steadman)
14. Member of committee tasked with redesigning and hiring for the Student Success Center within the School of Business
15. Member of Committee Search Committee for Assistant Dean of the Bachelor of Professional Studies and Continuing Education as well as extensively working with the transition process in the summer of 2020
17. Member, School of Business MBA committee
18. Member, Search Committee for the Director of MBA
19. Member of the Marketing Director search committee
20. Created the Inaugural Crossing the Cistern Program for the School of Business

Service Activities while at UMKC: Profession and Community

1. KPMG PhD Project Planning Committee 2023-Present
2. KPMG PhD Faculty and Alumni Association 2022-Present
3. KMPG PhD Faculty Mentor 2022-Present
4. PhD Project Research Series Member 2023-Present
5. Presenter and Discussant at several conference meetings (AEF, AFA & FMA)

6. Women in Business Education Leadership (WiBE) 2022-Present
7. Business School DEI Collaborative Member 2022-Present
8. 2024 Business School DEI Conference-Fort Worth, Texas. (March 6th, 2024)
9. AEF PhD Competition Faculty Judge-Charleston, South Carolina Conference
10. Panelist Participant at the AFA/FEDSA Conference (2024-San Antonio, Texas)
11. Presenter at the FMA Diversity Workshop Conference (2023-Chicago, Illinois)
12. Reviewer for the *Journal of Entrepreneurial Finance*

Service Activities: University

1. Member of the 2020 Provost search committee
2. Financial Literacy workshop for the College of Charleston Sustainability Week Workshop with the Microfinance Club

Service Activities while at the College of Charleston: Profession and Community

1. Board Member (Director) and President-Elect, 2nd Vice President of the Academy of Economics and Finance
2. Presenter and Discussant at several conference meetings
4. Ad hoc reviewer for the Journal of Corporate Finance, Journal of Economics and Finance Education, Journal of African Business, International Journal of Financial Service Management, Managerial and Decision Economics, Journal of the International Society of Business Disciplines, Financial Management Journal, Journal of Decisions Sciences, Financial Review, Journal of Finance, Accounting, and Economics, and the Journal of Small Business
7. Organizer and Faculty Mentor, KPMG Minority Student Ph.D. Conference
8. FMA Program Selection Committee
9. ReStart, Seacoast Church, unemployment seminar for the Charleston and Mount Pleasant communities
10. External reviewer for other universities' tenure and promotion committees
11. Board of Directors for Charleston Moves-Lead the primary Fundraising Campaign in 2020 (\$20,000)
12. Board of Directors Holy City Treks-member

Presentations while at UMKC

“Positioning Diversity in Higher Education: Carnegie Benchmarking & Faculty Hiring,” co-authored with Phyllis Keys and Timothy Jones, February 2024, Academy of Economics and Finance Association Meeting, Charleston, South Carolina

“Positioning Diversity in Higher Education: Carnegie Benchmarking & Faculty Hiring,” co-authored with Phyllis Keys and Timothy Jones, February 2024, Cornell University, April 2024, New York.

“Ethical Considerations of Cryptocurrency ATM Technology; Principles, Issues, and Dilemmas” co-authored with Timothy Jones, June 2024, 2024 Finance & Accounting Research Symposium, Cambridge University, London, England.

Midwest Symposium on Social Entrepreneurship Attendee; UMKC School of Law, Kaufman Foundation (May 22nd, 2023)

ADSA Professional Development Series Attendee 2023-Present

UMKC Woman of Color Dealership Conference Attendee (April 14th, 2023)

AACSB's Principles of Business Schools: Evidence from the Finance Department- Coauthor with Phyllis Keys (February 2023) Academy of Economics and Finance Association Meeting in Orland Florida

Speaker and Faculty Panel about Diversity in Academia AFA-FEDSA 2022

Presentations while at the College of Charleston

“Stockholders of Publicly Traded Corporations do not Shift Risk to Debtholders: Evidence from the Banking Industry,” by Benston and Evans, Academy Economics and Finance Association, February 2006, Houston, Texas.

“Surviving Chapter 11: Why Small Firms Prefer Supplier Financing,” Southern Finance Association Conference, by Evans and Koch November 2005 (Session Chair, Presenter, Discussant), Best Paper Award, Key West, Florida.

"The Role of Marketing Strategy in the Diffusion of Financial Services in Emerging African Economies: Some Empirical Insights from Ghana," by Dadzie, Evans and Mack, 13th Annual ASBBS Conference, January 2006 (Presenter, Discussant), Best Paper Award, Las Vegas, Nevada.

“The Impact of the New Bankruptcy Law on Mortgage Lending,” by Sillah and Evans, 20th American Real Estate Society Annual Meeting April 2006, San Francisco, California.

“Golden Parachute Contracts: A Method for Minimizing Human Capital Risk,” by Evans and Hefner, Southern Finance Association Meeting November 2006 (Session Chair, Presenter, Discussant), San Destin Florida.

“Antitakeover Techniques and Corporate Ownership Structure,” by Evans and Pyle, Academy of Economics and Finance Association February 2007 (Presenter and Discussant), Jacksonville, Florida.

“Firm and Industry Specialization as a Determinant of Analyst Forecast Accuracy: A Comparative Evaluation of Firms with Different Diversification and Growth Levels,” by Evans and Siegel, American Accounting Association Southwest Region April 2007 (Presenter), San Antonio, Texas.

“Loan Delinquency and Default among Small Business Owners in Ghana: The Role of Gender”, by Evans and Winston, International Academy of African Business and Development Association May 2007 (Presenter, Discussant, Program Committee), London, England.

“A Cross Disciplinary Approach to Undergraduate Corporate Valuation Instruction” by Evans, Financial Management Association and the Financial Education Association, October 2007 (Presenter, Discussant, Program Committee), Orlando, Florida and Bermuda.

“Abandoned REITs and Limited Partnerships: Empirical Evidence on Privately Held Trusts in Bankruptcy” by Evans, Academy of Economics and Finance Association February 2008 (Presenter and Discussant), Nashville, Tennessee.

“Empirical Evidence of Cognitive Framing by Analysts when Investors have Psychological Schema,” by Evans and Siegel, American Accounting Association national conference, August 2008 (Presenter), Anaheim, California.

“The Impact of the New Bankruptcy Law on Commercial Real Estate Transactions,” by Evans, Financial Education Association conference September 2008 (Presenter), Hilton Head, South Carolina

“Analysts Reliance on the Capital Market’s Estimate for Firm Growth Potential: An Empirical Analysis of Forecast Error and Bias” co-authored with Lonnie Bryant and Philip H. Siegel, Academy of Economics and Finance Association February 2009 (Presenter and Discussant), Pensacola, Florida.

“The Link between Financial Internet Reporting and Information Asymmetry for American Depository Receipts” co-authored with David Henderson and Brad Trinkle, American Accounting Association national conference, August 2009 (Presenter), Anaheim, California.

AASCB Conference on Business Ethics, January 2009 (Attendee), Tampa, Florida.

McKnight Florida Education Fund Association Conference, January (2009), Tampa, Florida.

“An Ethical Analysis of the Personal Financial Manager’s Dilemma in a Bankruptcy Case” by Evans, Financial Education Association, October 2009 (Presenter, Discussant, Program Committee), Pensacola, Florida.

“Status Quo Bias in the Mutual Fund Market: Consumer Inertia Amidst Benefitless Fee Increases” co-authored with Anthony Bishara and Anthony Bryant, Southern Finance Association conference, November 2010 (Presenter, Discussant), Asheville, North

Carolina, and the Economics and Finance Association conference, February 2011 (Presenter, Discussant), Jacksonville, Florida.

Financial Education Association Conference, October 2012 (Program Coordinator, Discussant), Charleston, South Carolina

Economics and Finance Association Conference, February 2012 (Site Selection Coordinator, Discussant), Charleston, South Carolina

Southern Finance Association Conference, November 2012 (Discussant), Charleston, South Carolina

Atlantic Marketing Conference, September 2012, (Presenter), Williamsburg, Virginia

“Strategically Surviving Bankruptcy during a Global Financial Crisis: The Importance of Understanding Chapter 15” ,Marketing & Public Policy Conference, June 2012 (Presenter), Atlanta, Georgia, co-authored with Leila Borders

Economics and Finance Association Conference, February 2013 (Program Coordinator), Mobile, Alabama

“Negative Externalities of Student Debt”, Financial Education Association Conference, October 2013 (Program Coordinator, Discussant), Charleston, South Carolina, co-authored with Marcia Snyder and Weishen Wang

Economics and Finance Association Conference, February 2014 (President), Chattanooga, Tennessee

“Assurance of Learning in an Era of Accountability: The Role of Simulations”, Financial Education Association Conference, October 2014 (Program Coordinator, Discussant), Charleston, South Carolina, co-authored with Marcia Snyder, Penny Bruner and Karin Roof

“Moral Obligation of Fairness to (All) Shareholders: Does Information Asymmetry benefit Privileged Investors at other Shareholders’ Expense”, co-authored with Elise Perrault and Timothy Jones, Academy of Economics and Finance Conference, January 2015 (Presenter, Discussant), Jacksonville, Florida.

“When Passive Index Investors Engage in Activist Corporate Governance: The Existence of Correlated Institutional Ownership across the REIT Industry”, co-authored with Timothy Jones and Glen Mueller, American Real Estate Society Conference, April 2015 (Session Chair, Presenter), Fort Meyers, Florida

“The New Faculty Qualification Criteria: The Impact on a Public and Private School of Business”, co-authored with Timothy Jones and James Malm, Academy of Economics

and Finance Conference, January 2016 (Presenter, Discussant), Pensacola Beach, Florida.

“A social and business network framework for managers’ SEO decisions: The importance of connected institutional investors in the real estate industry”, co-authored with Timothy Jones and Garrett Mitchener, American Real Estate Society Conference, April 2016 (Session Chair, Presenter), Denver, Colorado and Special Issue Conference in London for JREPM, May 2016 and the World Banking & Finance Symposium in Dubai, December 2016

“The Role of Cross-Ownership in the REIT Industry: Why Passive Institutional Blockholders are not Passive Owners,” co-authored with Timothy Jones, Eastern Finance Association, April 2016, Baltimore Maryland

“Does Wall Street affect Main Street? Examining Potential Spillovers from Investor Stock Market Sentiment to Personal Consumption Expenditures”, co-authored with KhasadYahu Zarbal, Midwest Economics Association Conference, April 2016, Chicago, Illinois and Financial Management Association 2016, Las Vegas, Nevada

Economics and Finance Association Conference, February 2017 (Location Chair), Charleston, South Carolina

“Why Trade Credit Financing is More Important than Developing Large Customer Relationships for Video Game Suppliers”, co-authored with Dominique Gehy Outlaw, Eastern Finance Association, April 2017, Jacksonville, Florida

“Monetary Policy Shocks throughout the Real Estate Economy”, co-authored with Timothy Jones and Mari Robertson, Midwest Economics Association Conference, April 2017, Cincinnati, Ohio and the American Real Estate Society Conference, April 2016 (Session Chair, Presenter, Discussant), Coronado, California

“The Big Short: Illusionary Benefits of Trade Credit”, co-authored with Dominique Gehy Outlaw, Global Finance Conference, May 2017, Hempstead, New York and the Financial Management Association, October 2017, Boston, Massachusetts

"Calculated exuberance: Monetary policy and the Great Recession", co-authored with Mari Robertson, International Atlantic Economic Society, September 2017, Montreal Canada

“The Information Content of Short Selling around Close Supply Chain Relationships”, co-authored with Dominique Outlaw, Midwest Finance Association Conference, April 2018, San Antonio Texas

“The Rising Tide of Cross-Blockholder Dominance and Funding Stability within the Equity Capital Market,” co-authored with Timothy Jones, FMA International Association

Conference, June 2018, Kristiansand, Norway, American Real Estate Society
Conference, April 2018, Bonita, Springs, Florida, the Academy of Economics and
Finance Association Conference, Houston, Texas (Session Chair, Presenter, Discussant),
2018 FMA Conference (San Diego, California)

“Short Sellers Avoid Economically Linked Tenants in the SNL Limelight and Stay Away
from REITs in Indices,” co-authored with Mahsa Khoshnoud, American Real Estate
Society Conference, April 2018, Bonita Springs, Florida, and the Southern Finance
Association, November 2018, Asheville, North Carolina.

“Cross Block Ownership of Traded Commercial Real Estate”, co-authored with Timothy
Jones, 3rd Sydney Banking and Financial Stability Conference, December 2019, Sydney
Australia.

“Extreme Weather Bull Whip Effect on Suppliers’ Operations: The Need for Greater
Disclosure”, co-authored with Jared DeLisle and Corey Shank, 37th International
Conference of the French Finance Association (Presenter and Discussant), Paris, France
(online), May 2020. Global Finance Association, (Presenter and Discussant online), May
2020.

“Diversity in Accounting and Finance Education,” co-authored with Phyllis Keys and
Timothy Jones, February 2021, Virtual Academy of Economics and Finance Association
Meeting

Selected Highlights/Innovations

- Extensive academic personnel management and external relations development
- Led the reaccreditation effort for the Department of Economics and Finance 2012-2014
- Established the Finance Concentration for the MBA Program (wrote curriculum) 2010
- Wrote and Established Finance Major (starts August 2013) from development stages, college and state approvals to advisory board structure
- Facilitated the Establishment of the Marketing Major (starts August 2013)
- Re-wrote and Facilitated the Proposal for a Real Estate Major (2016)
- Assisted with AACSB Re-affirmation activities and Assessment for AACSB (2010 and 2015)
- Assisted with Assessment for SACSOC Accreditation (2016)
- Hosted numerous guest speakers from the business community
- Worked on special projects with firms and individuals from the School of Business Board of Governors
- Created and Advised the Microfinance Club-3 service-learning trips to Honduras and the Dominican Republic
- Worked closely with the Dean’s Student Forum
- Visited Chinese Universities as part of a delegation to establish a cooperative agreement with the College of Charleston 2011-2012
- Several speaking engagements to community groups

- Assisted students with numerous Honors Bachelor's Essays and Independent Studies
- Chair of the Curriculum Committee 2009-2010
- Created and taught a class for the First Year Experience (freshmen) and SPECTRA (minority student) programs
- Taught in the MBA Program (advanced valuation analysis and financial feasibility)
- President's Commission on Diversity 2013
- BizEd article "Sowing the Seeds of Success"
- Taught in the Master of Accountancy Program at the College of Charleston
- Outstanding Service to First-Year Award 2012
- Member of All School of Business committees 2011-2012
- Honor Board Advisor 2009-2012
- President, Academy of Economics and Finance 2013-2014
- Local Arrangements coordinator for the Academy of Economics and Finance (Charleston-February 2012 and 2017; First Vice President) and Academy of Financial Education (Charleston-September 2012).
- Created and Designed the Think Differently Forum
- Implemented Simplicity career software for School of Business
- Finance course evaluator for the Department of Economics and Finance
- Taught online course in summer 2011
- Participated in the Reach Program (students with disabilities)
- Assisted Departments with creating Research Quality Policies Created Re-Certification packages for Directors of Centers and performed an annual for the first time
- School of business analysis and control
- Board Member and co-Treasurer, Charleston Moves, pedestrian and bicycle nonprofit advocate
- Board Member, Holy City Treks, nonprofit homeless advocate
- Spectra and Crossing the Cistern programs dedicated to first generation and minority student success
- Leading the development, implementation, and assessment of the new School of Business strategic plan
- Member of the College of Charleston committee developing, implementing and assessing the school wide strategic plan for diversity, equity and inclusion.

Professional Affiliations

- Academy of Economics and Finance, Former President, Program Chair, Local Arrangement Coordinator, current Board Member
- Academy of Financial Education
- AACSB
- Financial Management Association
- Eastern Finance Association
- Global Finance Association
- American Social Science Association

- American Real Estate Society Association, mentor for doctoral program
- College of Charleston Graduate Faculty
- KPMG minority Ph.D. Association
- Beta Alpha Psi
- Women in Business Academic Association
- SC Women in Higher Education Association

AACSB/SACS Accreditation Activities

- Created template for research quality evaluation
- Evaluate faculty research sufficiency under School of Business determined AACSB requirements every semester
- Evaluate faculty and adjunct credentials based on SACS requirements each semester
- Assist with AACSB and SACS goals and assessment each year
- Assist with documentation for AACSB accreditation and maintenance by reviewing the assessment and closing the loop procedures for each department.
- Created an annual report template for Directors of Programs for both assessment and faculty annual reviews
- Assist with AACSB reaccreditation for the School of Business (three)
- Led the development of the Finance and Commercial Real Estate Finance majors at the School of Business, which required the development of goals, values and assessment measures
- Actively involved in every curriculum committee decision