

Venkateshwar K Reddy
Interim Chancellor & Professor of Finance
University of Colorado Colorado Springs

Education

Ph.D. Business Administration (Finance) The Pennsylvania State University, University Park, PA	1992
M. S. Agricultural Economics The Pennsylvania State University, University Park, PA	1987
B. S. Agriculture Andhra Pradesh Agricultural University, India	1983

Administrative Positions & Accomplishments
University of Colorado Colorado Springs

Interim Chancellor

February 2017 - Present

Responsibilities: Work with the stakeholders in executing the mission of the University of Colorado Colorado Springs. Serve over 12,000 students that includes over 3000 on-line students, 440 faculty and 770 staff. In addition, the campus employs over 350 lecturers and visiting faculty. Work closely with the President's office, Board of Regents, and the Vice Chancellors in setting the strategic direction for the campus. Engage and collaborate with both campus and community citizens.

Selected Accomplishments:

- Engaging the campus community through town hall meetings
- Spreading a culture of respect, compassion, and safety
- Listening and learning about various aspects of the campus from a variety of stakeholders
- Ensuring that community engagement continues to stay on target
- Working closely with leadership team and sub-teams to think strategically and execute functionally as well as working in cross-functional teams
- Working closely with the President's office to ensure alignment with the University of Colorado System and other CU campuses
- Working on continuing key initiatives over the interim period
 - Continue the online programs expansion
 - Ensure that the construction projects and program planning are on track – Ent Center for the Arts and William J. Hybl Sports Medicine and Performance Center
 - Prepare the campus for leadership in the Cybersecurity area through programs and training; Work with the National Cybersecurity center leadership to transition smoothly into the former TRW building
 - Recognized as one of 17 to watch in 2017 by the *Colorado Springs Business Journal*
 -

Dean, College of Business
Interim Dean, College of Business

April 2005 - February 2017
August 2004 – March 2005

Selected Accomplishments:

- Established a vision for the College of Business in 2007: *We are in the Business of Building Successful Futures™*. This vision continues to guide the college in helping build successful futures for our students, faculty, staff, alumni, campus, community, and all our stakeholders.
- Actively participated in the fundraising and renovation of Dwire Hall, home of the College of Business (2005-2008).
- Student Credit Hours (SCH) in the college increased by 70.75% between 2004 and 2016 (20,091 to 34,306).
- Engaged students through the Student Advisory Board as well as “Donuts with the Dean” informal events.
- Recruited and supported a high caliber group of faculty and staff in the college.
- Promoted diversity by increasing the number of female and faculty of color as well as encouraging visiting international faculty to the college.
- Increased numbers of faculty and staff members by 36%, from 42 in 2004 to 67 (36 tenure track, 10 non-tenure track, 21 staff) in 2016.
- Made significant investments in the professional development of faculty and staff.
- Guided the college successfully through the Association to Advance Collegiate Schools of Business International (AACSB) maintenance of accreditation process in 2009 and 2015.
- *US News and World Report* ranked the College of Business in the top third of AACSB International accredited business schools, moved up in ranking from 154 in 2011 to 113 in 2014.
- College of Business was one of only four business programs in Colorado named “Best for Vets: Business School 2016” ranking. We received an overall rank of 34 relative to 77 “Best for Vets” business schools in the nation.
- Launched the very first UCCS fully online undergraduate business degree program in Fall 2016.
- Worked with the campus and the community in bringing back financial stability to the college.
- Increased the total financial resources received brought by the College of Business from \$6.5M in 2004 to over \$18M in 2016.
- Launched, the Bachelor of Innovation degree in collaboration with the College of Engineering in 2004, the first of its kind in the nation. Since then this program has expanded to other colleges and now resides under the Provost office.
- Launched the Sport Management area of emphasis in Fall 2013. Added the Soccer Management track in collaboration with Colorado Rapids in Fall 2016.
- Successfully moved the college from a significant deficit situation with non-existent alumni and community relations in 2003-04 to a healthy financial situation with strong alumni and community relations within a short period of time.
- Served as member of the University of Colorado Executive MBA Deans’ Council (Boulder, Colorado Springs, and Denver).

- Worked with campus leaders and Colorado state officials in bringing the Enterprise Zone status to our campus, allowing enhanced fundraising efforts for several buildings under construction at UCCS.
- Established
 - College of Business Deans' Executive Advisory Board in 2005
 - College of Business Alumni Association in 2006 to engage alumni for the first time
 - College of Business Career Development Center in 2007, to expand internship and job placement opportunities for our students and alumni
 - Office of Professional and Executive Development in 2012 to offer non-credit programs to our community
 - Dual-degree program with a school in Germany, the Frankfurt School of Finance and Management
 - Several international school partnerships
- Community Engagement
 - Served on several boards: Greater Colorado Springs Economic Development Corporation; Goodwill Industries; Wells Fargo Community Board; Colorado Springs Technology Incubator; Colorado Springs Chamber and EDC; Colorado Springs Police Foundation, among others
 - Worked on Workforce development projects with the Pikes Peak Workforce Center and Pikes Peak Community College
 - Served as facilitator for Dream City 2020
 - Attended the Colorado Springs Leadership Institute
 - Collaborated with Junior Achievement to bring 21st century skills event for District 20 and other school districts' middle school students
 - Engaged in CEO panels to understand the needs of our local business and community leaders
- Fundraising
 - Secured funds to support the Daniels Ethics Initiative (\$1.25M five-year grant 2010-14). In 2015, the Daniels Fund renewed this funding for five more years for another \$1.25M
 - Created the College of Business Lifetime Entrepreneurship Award event in 2009. Over \$100,000 in donations have been received every year to support alumni activities and student scholarships
 - UCCS Southern Colorado Economic Forum raises over \$100,000 every year from the community
 - Raised \$500,000 to support the Wilcox Professorship Endowment in 2012
 - Raised over \$500,000 in support of the renovation of Dwire Hall over the 2005-2008 period, the current state-of-the-art home of the College of Business
 - Raised money to support a variety of scholarships in the college
 - In total raised \$9.46M over my tenure as Dean

Associate VC for Online Education and Initiatives

August 2014 – February 2017

Selected Accomplishments:

- Worked with several colleges on the campus to successfully launch five fully online undergraduate degree programs in Fall 2016
- Provided strategic leadership to the Online and Academic Outreach office along with the Executive Director in marketing our online programs and launching the UCCS online programs website – <http://www.uccs.edu/connect>
- Developed the online programs development budget template for supporting growth of online programs by working closely with the Senior VCAF
- Online Student Credit Hours (SCH) for the campus grew from 21,107 in 2011-12 to 34,733 in 2015-16, a 64.55% increase over that period
- The double-digit growth continued with 31% growth in SCH between Spring 2016 and Spring 2017
- For Spring 2017, online SCH accounted for 14% of total SCH for the campus, with over 3,000 students taking online classes
- Online graduate programs in Business (41/221), Education (48/252), Engineering (29/81), and Nursing (13/147) received high national rankings by *US News and World Report* relative to public and private university online graduate programs
- Led the University of Colorado system-wide Academic Online Committee comprised of provosts and campus leads from Boulder, Colorado Springs, and Denver from 2013-2015. This committee tackled issues such as concurrent enrollment, new program proposal process, and smooth working relationship across the campuses
- Supported the three-year intercampus online degree program proposal that received Regent approval in February 2017

Assistant VC of Online Programs

July 2013 – July 2014

Executive Director of Online Undergraduate Programs

October 2011 – June 2013

Selected Accomplishments:

- Supported VCAF and VCSS offices in developing templates for acceptance of our existing online classes at various community colleges around the states of Colorado and California.
- Created the Campus Online Task Force (COTF) in 2012, consisting of faculty and staff from across the campus.
- Reorganized COTF into several action groups to build the online infrastructure:
 - Training – faculty and staff workshops
 - Student Assistance – online application, registration, billing and payment systems; student advising and front desk, student training, library and bookstore, financial aid, serving a variety of students
 - Marketing
 - Learning Management System and Web Management – Blackboard and online programs website

- Online Program Management – administration, budget, community college relationships, online program offerings, policies and procedures, long term and short term IT and Educational tech planning, course offerings, and faculty incentives
- The COTF was instrumental in leading toward significant improvements that helped launch five online undergraduate degree completion programs.
- Represented UCCS on the CU Online Technology Taskforce and the special CU Online Education Committee.

Associate Dean

July 2003 – July 2004

Selected Accomplishments:

- Supported the Interim Dean in this role at a very difficult time for the College of Business both in terms of financial challenges and morale issues
- The following year assumed the responsibilities of Interim Dean

Extended Studies Coordinator, College of Business

August 2002 – July 2004

Selected Accomplishments:

- Worked with the campus in strengthening the Online MBA program
- Instrumental in developing goals, objectives, policies, and action items for the university-wide Distance Education program

**Associate Dean of Graduate Programs, College of Business
Assistant Dean for Distance Education**

**November 1999 – June 2003
April 1999 – November 1999**

Selected Accomplishments:

- Supported faculty in making the transition from on-campus to online environment as we were developing the online MBA program.
- Developed a compensation model that encouraged faculty to develop and teach online courses.
- Successfully offered an easy way for students to complete their MBA through all on-campus classes, all online classes, or a combination of the two. Students had the flexibility and convenience of completing the program no matter where they were.
- The online MBA program went on to become a multi-million dollar revenue source for the college and the campus. This is especially significant when the state of Colorado was reducing funding for higher education institutions.

Chair, Accounting and Finance, College of Business

August 1997 – August 1998

Selected Accomplishments:

- Led the Finance and Accounting area faculty in this role
- Helped with class scheduling as well as evaluation of faculty

Academic Positions
University of Colorado Colorado Springs

Professor of Finance	August 2004 – Present
Associate Professor of Finance	August 1999 – August 2004
Assistant Professor of Finance	August 1992 – August 1999
Instructor of Finance	August 1991 – August 1992
Graduate Teaching Assistant at Penn State	August 1989 – August 1991

Service

Over the last 25 years, I served on several committees, some as chair, which spanned the department, college, campus, system, professional, and community levels. These service commitments allowed me to work with a variety of stakeholders, giving me a rich experience of understanding issues working with stakeholders who are critical to the success of our campus, system, and community.

University Service

UCCS Chancellor Leadership Team	<i>2017-present</i>
University of Colorado Connect Team	<i>2016-present</i>
UCCS Strategy Team	<i>2015-present</i>
UCCS Strategic Communications Taskforce	<i>2015-present</i>
UCCS Enrollment Management Team	<i>2015-present</i>
Co-Chair, Assistant VC for Information Technology search	<i>2015-2016</i>
Member of Assistant VC for Information Technology Search	<i>2014-2015</i>
South Denver Strategy campus team	<i>2014-present</i>
CU Online Education Committee	<i>2013-present</i>
UCCS Academic Affairs Committee	<i>2013-2017</i>
Reviewer, Campus Program Prioritization	<i>2013-2014</i>
Regional Connect Steering Committee	<i>2013-2014</i>
CU Vice President of Academic Affairs Search	<i>2013-2014</i>
Chair, Campus Online Task Force	<i>2012-2015</i>
EMBA Director Search	<i>2012-2013</i>
CU Technology Task Force	<i>2012-2013</i>
Executive Director, Campus wide Undergraduate Online Programs	<i>2011-2013</i>
CU Russia Initiative Team	<i>2011-2012</i>
College of Education Dean Search Committee	<i>2010-2011</i>
Human Resources Advisory Board	<i>2007-2011</i>
CU President Search	<i>2007-2008</i>

Chair, CITTI Advisory Board	2006-2009
University Budget Advisory Committee	2006-2008
Science/Engineering Steering Committee	2006-2007
Faculty Co-Advisor, Mu Chi Chapter of Delta Sigma Pi	2006-2007
Dwire Renovation Steering Committee	2006-2007
Innovation and Research Park Task Force	2005-2006
CU Tenure Review Committee, Internal Working Group	2005-2006
Center for Study of Government and Individual Advisory Board	2005-present
Executive MBA Council of Deans	2004-2017
Deans' Council	2004-2017
Extended Studies Advisory Board	2004-2009
Co-Chair, Base Salary Incentive Committee	2004-2005
Radio UCCS, Campus Radio Station Advisory Board	2004-2010
Co-Chair, Graduate Schools Task Force Committee	2003-2004
MBA Admissions Committee	2002-2004
Associate Deans' Council	2002-2004
Chair, Web Development Team	2002-2003
Academic Chair, Executive MBA Program	2002-2003
Faculty Minority Affairs Committee	2001-2004
UCCS Strategic Plan Review Committee	2001-2002
El Pomar Faculty Search	2001-2002
Chair, Small Business Development Center Director Search	2001-2002
Chair, El Pomar Chair in Finance Search	2001-2002
Chair, Search Committee for MBA Director	2001-2003
Network Information and Space Security Center Task Force	2002-2003
Graduate Fellowship Sub-Committee	2000-2004
Assessment Committee	2000-2004
Network Information and Space Security Center Director Search	2000-2001
Finance Faculty Search	2000-2001
Distance Education Task Force	2000-2001
Promotion and Tenure Appeals Committee	2000-2001
Graduate Fellowship Sub-Committee	2000-2004
College of Business Strategy Team	1999-2017
Graduate Executive Committee	1999-2004
College of Business Promotion and Tenure Committee	1999-2004
Chair, Graduate School of Business Administration Graduate Team	1999-2003
Board Member, CU Interlocken Committee	1999-2001
International Business Faculty Search	1997-1998
Chair, College of Business Information Technology Team	1995-1998
Multimedia Teaching Team	1995-1997

Co-Chair, International Business Team	1994-1997
Leader of Benchmarking Sub-Team	1992-1993
Undergraduate Curriculum Committee	1992-1999

Community Service

Demand Driven Workforce Member	2013-2014
Colorado Springs Chamber and EDC Board Member	2012-2016
Colorado Springs Police Foundation Board Member	2012-2016
Daniels Scholarship Selection Committee	2012 -2015
Advanced Industries Council Member	2011-2014
UCCS University Club Board Member	2008-2009
Board Member, Goodwill Industries	2007-2012
Wells Fargo Community Board Member	2006-2014
Center for the Study of Government and the Individual Board Member	2005-present
Colorado Springs Technology Incubator Board Member	2004-2012
Colorado Springs Insurance/Finance Task Force Member	2004-2007
Economic Vitality Group of Economic Development Center Member	2004-2006
Colorado Springs E-Commerce Readiness Assessment Committee	2004-2005

Association to Advance Collegiate Schools of Business International Service

Chair of Peer Review Team for AACSB Continuous Improvement Review
 Midwest school in 2016
 Southeast school in 2015
 East Coast school in 2014
 East Coast school in 2013

Member of these Peer Review Teams for AACSB International:
 Initial Accreditation, *a school in Europe, 2014*
 Maintenance of Accreditation, *a school on the West Coast, 2011*
 Maintenance of Accreditation, *a school on the East Coast, 2009*
 Maintenance of Accreditation, *a school on the West Coast, 2008*

Honors and Awards

- Best Practices in Teaching Award 2003
- CU Emerging Leaders Program 2002-2003
- 40 under 40 Rising Star - Colorado Springs Business Journal 2001

- Outstanding Teacher Award, UCCS College of Business 2000-2001
- Outstanding Teacher Award, UCCS College of Business 1996-1997

Professional Affiliations

- Financial Management Association (FMA) 1991-2003
Served as discussant and chairperson at annual conferences
- Academy of Financial Services (AFS) 1991-2008
Served as discussant and chairperson at annual conferences
- American Academy of Accounting and Finance 1993-2006
Served as discussant and chairperson at annual conferences
- Editorial Board Member, *International Quarterly Journal of Finance* 2000-present

Research and Publications

Peer-Reviewed Publications

"Teamwork and Student Learning: An Exploratory Study of the Use of Teams in Distance Education," with Ethlyn Williams and Rebecca Duray, *Journal of Management Education*, Vol. 30, Issue 4, August 2006.

"Good Sport: Manchester United is no Longer Just a British Brand," with Eric Olson, Stan Slater, and Rachel D. Cooper, *Marketing Management*, Volume 15, Number 1, Jan/Feb 2006.

"Critical Success Factors for Distance Education Programs: Factors for Operational Success," with William B. Martz, *Encyclopedia of Information Science and Technology*, 2004.

"When Marketing Efforts Go Flat," with Eric Olson and Stan Slater, *Marketing Management*, Volume 13, Number 3, May/June 2004.

"Looking for Indicators of Success for Distance Education," with William B. Martz, *Distance Learning and University Effectiveness: Changing Educational Paradigms for Online Learning*, Editors: Caroline Howard, K. Schenk, and R. Discenza, Information Science Publishing, 2004, 144-162.

"Effective Periodic Investment Strategies in Mutual Fund Families," with Thomas Zwirlein, *Journal of Financial Planning*, Volume 13, Issue 8, August 2000, 106-114.
This publication was quoted in several national newspapers and financial magazines across the country, including the New York Times.

"Predicting the Performance of Equity Mutual Funds," with Margaret Gagne, *Journal of*

Accounting and Finance Research, Volume 6, Number 2, 1999, 53-64.

“Evaluating Strategic Investments: Complementing Discounted Cash Flow Analysis with Options Analysis,” with Stanley Slater and Thomas Zwirlein, *Industrial Marketing Management*, Volume 27, Number 5, 1998, 447-458.

“Strategy-Based Performance Measurement,” with Stanley Slater and Eric Olson, *Business Horizons*, Volume 40, 1997, 37-44. *This paper received the “Citation of Excellence” by ANBAR Electronic Intelligence.*

“Impact of the FASB’s Stock Compensation Proposal on Computer Industry Stock Prices,” *Journal of Accounting and Finance Research*, with Glen Larsen Jr., Margaret Gagne, and Paul Miller, Volume 1, Number 2, 1995, 82-91.

"Follow the Winner: Periodic Investing Strategies," with Thomas Zwirlein and Barry Doyle, *Journal of Financial Planning*, Volume 8, Number 4, 1995, 160-167.

“An Investigation of Equity Fund Performance Using Canonical Correlation,” with Margaret Gagne, *Journal of Accounting and Finance Research*, Volume 1, Number 1, 1995, 129-140.

"Determinants of Off-Farm Labor Force Participation: Implications for Low Income Farmers," with Jill Findeis, *North Central Journal of Agricultural Economics*, Volume 10, Number 1, 1988, 91-102.

"Decomposition of Income Distribution among U.S. Farm Families," with Jill Findeis, *Northeastern Journal of Agricultural and Resource Economics*, Volume 16, Number 2, 1987, 165-173.

Non-Peer Reviewed Publications

"Formulating Rural Development Programs to Aid Low Income Farm Families" with Jill Findeis, *Government Intervention in Agriculture: Cause and Effect* (International Association of Agricultural Economists Occasional Paper V) B. Greenshields and M. Bellamy (Eds.) Gower Publishing C. Ltd., England, 1989.

"Determinants of Off-Farm Labor Force Participation: Impacts on Income Distribution Among U.S. Farm Families,” with Jill Findeis and Milton Hallberg, The Pennsylvania State University, College of Agriculture, Agricultural Experiment Station, Bulletin 868, University Park, December 1988.

"Regional Aspects of Off-Farm Income: Distributional Issues and Impacts," with Jill Findeis, Staff Paper No. 130, Department of Agricultural Economics and Rural Sociology, The Pennsylvania State University, March 1987.

"Determinants of Off-farm Labor Force Participation: Implications for Low Income

Farmers," with Jill Findeis, Staff Paper No. 129, Department of Agricultural Economics and Rural Sociology, The Pennsylvania State University, March 1987.

"Off-Farm Income: Implications for the Distribution of Income," with Jill Findeis, Staff Paper No. 125, Department of Agricultural Economics and Rural Sociology, The Pennsylvania State University, February 1987.

Presentations and Proceedings

"Using Tablet PC to Facilitate Learning Strategies in Online Courses," with Andrew Czaplewski. Presented at the 15th Annual TeleCoop Distance Learning Conference, Colorado Springs, CO, August 2004.

"Factors Affecting Satisfaction with Distance Finance Courses," with William B. Martz, Presented at the 2003 Academy of Financial Services Meetings, Denver, Colorado.

"Factors Affecting Satisfaction with Distance MBA," with Ben Martz and Karen Sangermano. Presented at the 6th International Conference on Business Information Systems, Colorado Springs, Colorado, June 4-6, 2003.

"An Exploration of Information Technology Infrastructure as Related to Knowledge Management Performance," with Gary Klein, William B. Martz, and James Jiang. *Refereed Proceedings of Business Information Systems*, Fall 2002.

"Factors Affecting Satisfaction with Distance MBA" with William B Martz and Karen Sangermano. *Refereed Proceedings of Business Information Systems*, Summer 2002.

"Exploring the Link Between Knowledge Management and Information Technology Infrastructure: Implications for Education" with Ben Martz, Gary Klein, and Morgan Shepherd. Presented at the 9th Annual EDINEB International Conference, Guadalajara, Mexico, June 2002.

"An Exploration of Information Technology Infrastructure as Related to Knowledge Management Performance" with Gary Klein, William Martz, James Jiang. Presented at the 5th International Conference Business Information Systems Conference, Poznan, Poland, April 2002.

"Searching for Intellectual Capital: A Comparison of Manufacturing and Software Firms." Presented at the 2001 Academy of Financial Services Meetings, Toronto, Canada.

"Team Processes and their Impact on Learning: An Examination of Face-to-Face and Virtual Teams," with Ethlyn Williams. Presented at the 2001 Academy of Management Meeting, Washington D.C.

“The Global University: Lessons Learned from Around the World,” with Larry Cross, Maria Teresa Martinez, Kenneth Mubu, Y. Sadamori, and Firuzeh Saidi. Panel Session at the 2001 NAFSA's 53rd Annual Conference, Philadelphia, PA.

“Variation in the Stock Price Reaction of Large Firms to Earnings Announcements,” with Robert Weigand. Presented at the 1999 Financial Management Association Meeting, Orlando, FL.

“Assessing the Quality of Earnings from Financial Statements,” with Margaret Gagne. Presented at the 1998 Annual Meeting of the American Academy of Accounting and Finance, New Orleans, LA.

“The Role of Stock Options in Increasing Intellectual Capital,” with Margaret Gagne. Presented at the 1998 Annual Meeting of the American Academy of Accounting and Finance, New Orleans, LA.

“Effective Periodic Investment Strategies in Mutual Fund Families,” with Thomas Zwirlein. Presented at the 1997 Academy of Financial Services Meetings, Honolulu, Hawaii.

“Are Aggressive Mutual Funds Really Aggressive?” with Margaret Gagne. Presented at the 1996 Annual Meeting of the American Academy of Accounting and Finance, New Orleans, LA. An abstract published in the *American Academy of Accounting and Finance Proceedings*.

“When Choosing a Mutual Fund What Should You Look for?” with Margaret Gagne. Presented at the 1996 Annual Meeting of the American Academy of Accounting and Finance, New Orleans, LA. Paper Published in the *American Academy of Accounting and Finance Proceedings*.

“Consider Strategic Options When Evaluating New Products,” with Stanley Slater and Thomas Zwirlein. Presented at the 1996 AMA Educators' Conference, San Diego, CA,

“Short Run vs. Long Run Performance of Mutual Funds,” with Margaret Gagne and Tom Zwirlein. Presented at the 1995 Annual Meeting of the American Academy of Accounting and Finance, New Orleans, LA. Paper published in the *American Academy of Accounting and Finance Proceedings*.

“Predicting Mutual Fund Performance Using Past Fund Information,” with Margaret Gagne. Presented at the 1995 Annual Meeting of the American Academy of Accounting and Finance, New Orleans, LA. Published in the *American Academy of Accounting and Finance Proceedings*.

"Is the Risk Worth the Return: Consequence of Investing in Retirement Mutual Funds with

Different Investment Objectives." Presented at the 1995 Academy of Financial Services Meetings, New York, NY. Abstract published in the *Academy of Financial Services Proceedings*.

"Applications of Neural Networks in the Financial Industry: A Survey," with Paul Tatman. Presented at the 1995 Academy of Financial Services Meetings, New York, NY. Abstract published in the *Academy of Financial Services Proceedings*.

"Transaction to Transaction Behavior of Stock Prices: Market Reversals Revisited," with Omesh Kini. Refereed *Proceedings of Decision Sciences Institute*, Volume 1, 1994.

"Impact of the FASB's Stock Compensation Proposal on Computer Industry Stock Prices," with Glen Larsen Jr., Margaret Gagne, and Paul Miller. Presented at the 1994 Annual Meeting of the American Academy of Accounting and Finance, New Orleans, LA. Abstract published in the *American Academy of Accounting and Finance Proceedings*.

"An Investigation of Equity Fund Performance Using Canonical Correlation," with Margaret Gagne. Presented at the 1994 Annual Meeting of the American Academy of Accounting and Finance, New Orleans, LA. Abstract published in the *American Academy of Accounting and Finance Proceedings*.

"Alternative Investment Strategies to Dollar Cost Averaging," with Tom Zwirlein and Barry Doyle. Presented at the 1993 Academy of Financial Services Meetings, Toronto, Canada. Abstract published in the *Academy of Financial Services Proceedings*.

"Impact of Direct Rights Offers on Shareholder Wealth," with John R. Ezzell. Presented at the 1993 Financial Management Association Meetings, Toronto, Canada.

"Transaction to Transaction Behavior of Stock Prices: Market Reversals Revisited," with Omesh Kini. Presented at the 1990 Financial Management Association Meetings, Orlando, FL.

"Formulating Rural Development Programs to Aid Low Income Farm Families," with Jill Findeis. Presented at the 1988 XX International Conference of Agricultural Economists, Buenos Aires, Argentina.

"Regional Aspects of Off-Farm Income: Distributional Issues and Impacts," with Jill Findeis. Paper presented at the 1987 American Agricultural Economics Association Annual Meeting, East Lansing, MI.

"Determinants of Off-Farm Labor Force Participation: Implications for Low Income Farmers," with Jill Findeis. Paper presented at the 1987 American Agricultural Economics Association Annual Meeting, East Lansing, MI.

"Off-Farm Income: Implications for the Distribution of Income," with Jill Findeis. Paper presented at the 1987 Southern Regional Science Association Annual Meeting, Atlanta, GA.

TEACHING

- Taught a total of 68 classes at UCCS between 1991-2003
- Developed and taught distance MBA courses 1996-2003
- Taught in the CU Executive MBA program from 1998-2004
- Taught in the International BBA Program at the Helsinki School of Economics and Business, Finland 1996-1998

Courses Taught at UCCS

Undergraduate

FIN305: Basic Finance

FIN420/433: Investment and Portfolio Management

Graduate

FIN505: Corporate Finance

FIN601: Cases and Concepts in Finance

FIN605: Maximizing Company Value through Financial Management

FIN620: Investment Management and Analysis

XBUS6420: Financial Management (Executive MBA)

FNCE609: Corporate Financial Management (Distance MBA)

FNCE629: Investment Management and Analysis (Distance MBA)

Study Guides & Videos

Study Guide for the Distance MBA Course “Investments and Portfolio Management”.
University of Colorado at Colorado Springs, College of Business, 2001-02.

Study Guide for the Distance MBA Course “Financial Management Strategy.”
University of Colorado at Colorado Springs, College of Business, 1999.

Study Guide for the Distance MBA Course “Advanced Financial Reporting and Management,” with Paul Miller. University of Colorado at Colorado Springs, College of Business, 1997.

Study Guide for the Distance MBA Course “Financial Reporting and Management,” with Paul Miller. University of Colorado at Colorado Springs, College of Business, 1996.

Study Guide for Haim Levy’s *Introduction to Investments*, South-Western College Publishing, 1996.

Significant Grants Received

- Bill Daniels Southern Colorado Higher Education Consortium Ethics Champion Pilot Program Grant for \$130,000 (2016-17)
- Bill Daniels Business Ethics Initiative submitted to Daniels Fund for \$1.25M over five years (2010-14); recently renewed for another five years (2015-2019) for an additional \$1.25M
- Small Business Development Grants, 2005-2013, ranging from \$30,000 to \$50,000 per year
- UCCS College of Business Faculty Research Grants, 1993, 1995, 1997, 1998, 1999, 2000, 2001 ranging from \$3,000 to \$5,000 each.