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Academic Positions:

- **Director**, Drake's Nelson Institute for Diplomacy & International Affairs (2019-2022).
- **Chair of Department**, Economics and Finance, Drake University (2016-2019).
- **Associate Professor of Finance**, Drake University (2006-).
- **Fulbright Scholar**, Uganda Martyrs University, fall 2011 – spring 2012
- **Assistant Professor of Finance**, Drake University, fall 2000 – spring 2006.
- **Visiting Professor**, Makerere University Business School – 2007 – 2014¹.
- **Instructor** Stalla CFA® Review Program (all levels), 2005 - 2009.
- **Instructor** – Washington State University (WSU), 1997 – 2000.
- **Research Assistant**, Washington State University, 1996 - 2000.

Education/Training:

- **Chartered Financial Analyst (CFA).**
- **Doctor of Philosophy (Ph.D.), June 2000.**
Business Administration (Finance) Washington State University
Thesis: *Changes in Institutional Ownership and Abnormal returns when stocks change trading Market.*
- **Masters of Business Administration (MBA)** Finance concentration, May 1996
Washington State University.
- **Bachelors of Business Administration (B.B.A.), (*summa cum laude*),** May 1993
Washington State University.
- **Associate Degree in Tourism & Hotel Management**, May 1992
Institute of Tourism Management (ITM), Krems, Austria
- **Bachelor of Arts (*Hons*),** 1989 Political Science and Social Administration,
Makerere University Kampala.

¹ Required two-week visit every academic year.

Research

Published Work (Refereed):

“Under Armour, Inc.: Will a fallen titan recover?” with I. Suh and T. White. ***International Journal of Teaching and Case Studies***, Volume 11, Number 4, 2020.

“Battling the Oil 'Death Spiral': ConocoPhillips vs. Antero Resources Corp.,” with Inchul Suh and Toby White, ***Southeast Case Research Journal***, Volume 16, Issue 1, Fall 2019.

“J.C. PENNEY CORPORATION: Reinventing Retail”, with Richard Long, Inchul Suh and Toby White. ***Journal of Finance Case Research***, Volume 18, Issue 1, 2018/2019.

“Characterizing Risk Tolerance By Nationality,” with Thomas Root and Toby White. ***Journal of Business and Behavioral Sciences***, pp. 7-24, Volume 26, Number 2, Summer 2014.

“Overcoming Challenges from running a faculty-led Short-term Study experience in sub-Saharan Africa: Case Study Uganda,” with Debra Bishop, Thomas Root, and Glenn McKnight of Drake University. ***International Business: Research, Teaching and Practice***, Volume 71. 2013.

“A Model for Running an Undergraduate Business-Focused Case Competition,” with Jill Bale of University of Nebraska Lincoln, and Toby White of Drake University. ***International Research Journal of Applied Finance, Case Studies Series***, January 2013.

“The Finance Curriculum in the New Millennium: A Comprehensive Survey,” with Thomas Root, John Rozycki and Inchul Suh of Drake University. ***Journal of Financial Education*** Volume 33 Spring 2007.

“Teaching Evaluation: Does the Switch to an Online Process Make a Difference in how Dick and Jane Rate Their Professor,” with Delaney Kirk, Thomas Root, Bradley Meyer and Chip Miller of Drake University. ***Journal of the Academy of Business Education*** Volume 7 Fall 2006.

“Learning Styles and Attitude towards Technology: Focus on Business Students,” with Joyce Njoroge and Inchul Suh of Drake University. ***Journal of College Teaching and Learning*** Volume 3 #5 May 2006.

“Earnings management: Do large investors care?” with Joyce Njoroge of Drake University and Susan Gill of Washington State University. ***Financial Decisions*** Volume 17 - Number 3 Fall 2005.

“Institutional Price Pressure: Evidence from NASDAQ-NYSE listings.” ***The Journal of Applied Business Research***, Vol. 20 Number 2, Spring 2004.

“Hedonic Estimates of Regional Constant Quality House Prices.” with Marvin Wolverton, in the *Journal of Real Estate Research*, Vol. 19 Number 3 2000.

On-going Research:

“Under Armour, Inc.: Will a Fallen Mighty Recover?” with I. Suh and T. White, Under review at the *Journal of Case Studies*.

“Idiosyncratic Volatility and Extreme Price Movements in US Equity Markets,” with Toby White (*Data supplied by The Russell Company courtesy The Principal Global Investor. Draft available upon request*).

“Sony Pictures Entertainment: Fallout from the Hacking Scandal” with I. Suh and T. White

Non-Refereed Proceedings:

"Stock Exchange Listing, Investor Recognition, and Institutional Ownership," *Academy of Financial Services*, Fall 2000.

Conference/Workshop/Meeting Presentations:

Rotary Meetings Presentations (various clubs in Uganda) - Sample Topics:

- My Behavior and My Finances.
- Investing in Financial Discipline.
- What weak Prices Mean to Uganda’s Oil Sector (2015 – Jan 2016).

“Designing and Executing an undergraduate business case competition,” with Jill Bale and Toby White. **Financial Education Association Meetings, San Antonio, October 2010.**

“Are corporate executives really ‘overcompensated’? An analysis of executive compensation and stakeholder benefits”, with Roger Otting, **at Drake University’s CBPA Research Colloquium , April 2010.**

“The Psychology of Investing: An Introduction to Behavioral Finance,” **College of Business and Public Administration, Professional Lecture Series** at Drake University, **November 2009.**

“Disparities in Instructional Technology Familiarity and Usage: A comparative study of US and African institutions of Higher Education,” with Thomas Root and Thomas Walter. **College of Business and Public Administration Colloquium Fall 2008** at Drake University.

Key Note Speaker: Contemporary Issues in Managing Fixed Income Investments, Iowa Trust Association Annual Meeting, **October 2006.**

“The Finance Curriculum in the New Millennium: A Comprehensive Survey,” with Thomas Root, John Rozycki and Inchul Suh of Drake University at the **Midwest Finance Association Meetings**, Milwaukee WI, **March 2005.**

“Incorporating Research Insight Data into the Finance Curriculum: Basic valuation,” with Thomas Root and Inchul Suh of Drake University at the **Financial Education Association Meetings**, Mystic, CT, **April 2004**.

“Earnings management: Do large investors care?” with Joyce Njoroge of Drake University and Susan Gill of Washington State University, presented at the **Midwest Finance Association Meetings**, Chicago IL, **March 2002** and at the **Financial Management Association Meetings**, Denver CO, **October 2003**.

“The Impact of Earnings Management on Credit Spreads,” with Thomas Root of Drake University, presented at the **Midwest Finance Association Meetings**, St. Louis, MO, **March 2003**.

“Informed Trading and Heterogeneity in information signals when stocks list on exchanges from OTC markets,” with Padmaja Pillutla of Western Illinois University, presented at the **Midwest Finance Association Meetings**, Chicago IL, **March 2002**.

“Stock Exchange Listing, Investor Recognition, and Institutional Ownership,” presented **Academy of Financial Services (AFS)** Annual meeting and the **Financial Management Association (FMA)** Annual meeting in Toronto in **October 2001**.

“Moving from the OTC Market to the NYSE or AMEX: Abnormal Returns and Changes in Institutional Ownership,” presented at the **Midwest Finance Association Meetings**, Chicago IL, **April 2000**.

“Secondary listing: The cross-sectional relationship between abnormal returns and changes in institutional holdings,” at **College of Business and Public Administration** Drake University IA, **December 1999**.

“Hedonic Estimates of Regional Constant Quality House Prices: A Second Look,” presented at the **American Real Estate Society Meetings**, Monterey CA, **April 1998**.

Program Committee:

Reviewer for the Investments Track of the **Midwest Finance Association Meetings (2002-current)**.

Discussant /Session Chair:

Guest Discussant: “The Role of the IMF in managing the Financial Crisis,” Iowa Youth Symposium at Iowa State Capital, Des Moines IA. **December 2009**.

Discussant: “A comparison of Liquidity and Asymmetric Information of US and non-US stocks,” Christine X. Jiang and Jang-Chul Kim at the Midwest Finance Association Meetings in Chicago IL, **March 2004**.

Discussant: “On the market perception of information asymmetry: How does the market react to litigation announcements and post-IPO price adjustments in relation to the ownership by different types of institutional investors,” Sergey Barabanov, Onem Ozocak, and Thomas Walker at the Financial Management Association Meetings in Denver, CO, **October 2003**.

Chaired Sessions: (1) Market Behavior and (2) Investment Analysis at the Midwest Finance Association Meetings, Chicago IL, **March 2002**.

Discussant: “Selectivity Overconfidence, Institutional Investors, and Individual Investors,” Megan Y. Sundaram at the Midwest Finance Association Meetings in Chicago IL, **March 2002**.

Discussant: “A Stochastic Model of Superstardom: Evidence from Institutional Investor’s All-American Research Team,” Raymond Cox and Robert Kleiman at the Academy of Financial Services (AFS) Meeting in Toronto, **October 2001**.

Discussant: “Testing Rationality and Efficiency in College Football Betting Markets,” Greg Durham at the Financial Management Association (FMA) Annual Meeting in Toronto Canada **October 2001**.

Discussant: “Analysts Coverage and Forecast Dispersion Surrounding ADR Listings,” by Kent Ragan and John Stowe, at the Midwest Finance Association meetings in Cleveland **Ohio March 2001**.

Editorial Board/Book Reviews

- **Fellows Academic Consultant** - The Macroeconomic and Financial Management Institute of Eastern and Southern Africa (or MEFMI) – since Nov. 2017.
- Editorial Board: Makerere Journal of Business and African Journal of Business and Law (until 2014).
- “Investment Analysis and Portfolio Management,” by Frank K. Reilly and Keith C. Brown, 8th Edition, Thompson Southwestern (2006).
- “Fundamentals of Multinational Finance”, by Michael Moffett, Arthur Stonehill, and David Eiteman 2nd Edition, Pearson Addison Wesley (2006).
- Reviewed cases for “Financial Management: Theory and Practice by E.R. Brigham, L.C. Gapenski, and M.C. Ehrhardt, 9th Edition, The Dryden Press (1999).
- “Finance” by Zvi Bodie and Robert C. Merton (1998). Prentice Hall.

Research Grants and Honors:

- Honorary Rotarian – Rotary Club of Kampala South – Kampala, Uganda (2016)
- Nelson Institute Research Grant (2016) with students performing water study in Uganda.
- Olson Outstanding Global Service Learning Faculty/Staff Award - 2015
- Fulbright Scholar – Uganda Martyrs University 2011 – 2012
- Roger Brooks Scholar – 2010 – 2011.
- Drake University Grant (2004) for a project entitled “The Finance-Curriculum in the New Millennium: A Comprehensive Survey”
- Drake University Grant (2002) for a project entitled “Audit-Client Relationship: How CFOs view corporate responsibility.”
- Summer research (2002 and 2003) grants from the College of Business and Public Administration, Drake University.
- Achievement Award (CBE, Washington State University 1998-1999)
- Nominated for the CBE Graduate Student Research Award of the Year (97-98)
- Certificate of Merit, MBA Association at Washington State University (1996)
- WSU Hotel and Restaurant Academic Fellowship (1994-96)
- Tourism Management Scholarship (Austrian Sponsored) (1990 – 1992)

Teaching Portfolio

- Investment Analysis and Portfolio Management (Graduate Course)
- Fixed Income Analysis (Graduate Course)
- Empirical Methods in Finance (Graduate Course)
- Portfolio Analysis (Undergraduate Course)
- Corporate Finance (Undergraduate Course)
- Managing Individual Finances (Undergraduate Course)
- Sustainable Development in sub-Saharan Africa (Uganda- Interdisciplinary) – Developed the most substantive study abroad experience for Drake University, involves Drake students and staff spending time in Uganda on research a service learning experiences and the reciprocal engagement of Ugandan students and staff on the Drake campus since 2006.

Service:

- *University:* Faculty Senator, Faculty Advisor for the African Students Association, Budget Committee, Honors Faculty Advisory Board, Madeline Levitt Mentor Award Selection Committee, Fulbright Faculty Committee, Internationalization Planning and Advisory Committee.
- *College:* Advising, Teaching Award Committee, Actuarial Science Search Committee, Diversity Committee, Finance Faculty Search Committee, Library Liaison, Undergraduate Curriculum Committee, Graduate Curriculum Committee,
- *Other:* Supervisory committee, Washington State Employees Credit Union (approximately \$600m in assets) March 99 - Jun 00.

Professional Affiliations:

- CFA Society of Iowa.
- CFA Society of East Africa.
- Midwest Finance Association (MFA).