

VITA
Elizabeth S. Cooperman, Ph.D.

EDUCATION

University of Georgia	Ph.D., Finance
University of Georgia	M.B.A, Finance
University of Denver	M.A., English
Tulane University	B.S., Psychology

PROFESSIONAL EXPERIENCE

Co-Director, Managing for Sustainability Program, The Business School, University of Colorado Denver, 2007 to present.

Interim Primary Unit Director, The Business School, University of Colorado, June 2015 to June 2016.

MBA Program Director, Business School, University of Colorado Denver, 2005 -Aug. 2011.

Finance Discipline Director, The Business School, University of Colorado Denver, 2000-2005.

M.S. Finance Director, The Business School, University of Colorado Denver, 2000-2005.

Full Professor, University of Colorado Denver, July 2010 to present.

Associate Professor, University of Colorado Denver, 1996 to present (tenured: June 1999).

Assistant/Associate Professor, University of Baltimore, 1988 to 1996 (tenured: June 1992).

Assistant Professor, Bowling Green State University, 1984 to 1988.

HONORS/AWARDS/EXTERNAL GRANTS

University of Colorado Denver

Outstanding Service Award, Business School, University of Colorado Denver, Dec. 2016

Golden Key Honor Society, Awarded, Honorary Faculty Membership, University of Colorado Denver Chapter, May 2016

Laube Community Impact Award for Managing for Sustainability Team, Business School University of Colorado Denver, Dec. 2015.

Jake Jobs Center for Entrepreneurship, Summer Research Grant, 2014

Petrie Grant for Faculty Research, Business School, University of Colorado Denver 2013

Outstanding Teacher Award, Business School, University of Colorado Denver, 2009.

Outstanding Service Award, Business School, University of Colorado at Denver, 2004

Chair, Dean's Council of Directors, The Business School, 2006 to 2007.

Business School, Shining Star Designation, 2005.

Outstanding Service Award to the Finance Profession as President of the MFA, 2002.

Oscar Goodman Award for the Best Paper in Financial Institutions and Markets, Midwest Finance Association Annual Meeting, 1999.

Fin. Economist Member, Board of Directors, Maryland State Banking Board, 1994 to 1996.

University of Baltimore

Outstanding Service Award, Merrick School of Business, University of Baltimore, 1995.

Hoffberger Center Ethics Teaching Award, University of Baltimore, 1993.

Outstanding Advisor of the Year Award, University of Baltimore, 1992.

Frank Baker Research Chair, University of Baltimore, 1993 to 1996.

Finalist, Dean James Teaching Award, School of Business, Univ. of Baltimore, 1991-92.

Bowling Green State University: Federal Home Loan Bank Board, Office of Policy and Economic Research, Research Grant (principal investigator, grant,, \$25,000), 1986.

LEADERSHIP/EDITORIAL POSITIONS IN FINANCE PROFESSIONAL ORGANIZATIONS

Co-Editor, *International Review of Accounting, Banking, and Finance*, Fall 2008 to present
Past-President, Advisory Council, Midwest Finance Association, 2002 to present.
President, Midwest Finance Association, 2001 to 2002
President-Elect, Midwest Finance Association, 2000 to 2001.
Vice President and Program Chair, Midwest Finance Association, 1999 to 2000.
Vice President of Membership, Midwest Finance Association, 1998 to 1999.
Track Chair for Financial Institutions and Markets, MFA, 1995 to 1996.
Board of Directors, Midwest Finance Association, 1992 to 1996.
Track Chair for Financial Institutions and Markets for Southern Finance, 1996 to 1997.
Board of Directors, Maryland State Banking Board, 1994 to 1996.
Editorial Board, *Journal of Economics and Finance*, 1998 to present.
Editorial Board, *Financial Decisions*, 1998 to present.

BOOKS AND REFEREED PUBLICATIONS/PROCEEDINGS:

- Cooperman, E.S. *Managing Financial Institutions: Markets and Sustainable Finance*, (Routledge), 2017.
- Cooperman, E.S. with Michael Mannino. “Benefit Enhancement in Public Employee Defined Benefit Pension Plans: Evidence from Three Sources.” *International Review of Accounting, Banking and Finance*, Vol. 7 (3), Fall/Winter 2015, 53-80.
- Cooperman, E.S. with John Byrd and Ken Bettenhausen. “Organizational Commitment to Climate Change and GHG Reductions.” *International Review of Accounting Banking and Finance*, Vol. 7 (2), Summer, 2015 114-145.
- Cooperman, E. S. with John Byrd. Carbon Bubble & Divestment Trouble: Investor Reactions: An Analysis, May 2015, *Journal of Environmental Investing* 6 (1), 75-86
- Cooperman, E.S. with John Byrd and Ken Bettenhausen, “Determinants of Corporate Carbon Reduction Targets,” *Interdisciplinary Environmental Review*, 2014, 10 (4), 271-289.
- Cooperman, E.S. with John Byrd. “Let’s Talk: An Analysis of the Vote vs. Negotiated Withdrawal Decision for Social Activist Environmental Health Shareholder Resolutions” *The Journal of Sustainable Finance and Investment*, June 2014 Vol. 4(3), 230-248.
- Cooperman, E.S. with John Byrd and Kenneth Bettenhausen. “Context-Based Sustainability And Corporate CO2 Reduction Targets: Are Companies Moving Fast Enough?” *International Review of Accounting, Banking and Finance* (Fall/Winter 2013), Vol. 5 (3/4), 87-104.
- Cooperman, E. S. “The Greening of Finance: A Brief Overview, *International Review of Accounting, Banking and Finance* (Spring 2013), Vo. 5 (1), 42-59.
- Cooperman, E.S. with John Byrd. Do Shareholder Proposals Affect Corporate Climate Change Reporting and Policies? *International Review of Accounting, Banking and Finance* (Summer 2012), Vol. 4 (2), 99-126.
- Cooperman, E.S. with Michael Mannino, “Surplus Deferred Pension Compensation for Long-

- term K12 Employees: An Empirical Analysis for the Denver Public School Retirement System and Four State Plans, “ *Journal of Pension Economics and Finance*, Cambridge University Press, (July 2011), Vol.10 (3). 457-483.
- Cooperman, E.S., Co-editor and Co-author with Graham Russell, Blair Gifford, and Fred Andreas, *A Simple Path to Sustainability*, Praeger (ABC-CLIO), 2011.
- Cooperman, E.S. with John Byrd and Kenneth Bettenhausen, “Environmental Risk and Shareholder Returns: Evidence from the Announcement of the Toxic 100 Index,” *International Review of Accounting, Banking, and Finance*, (Fall 2010), Vol. 2(3), 28-45.
- Cooperman, E.S. with Michael Mannino, “Deferred Compensation in Public Defined Benefits Plans: Evidence from Colorado PERA,” *Journal of Pension Economics and Finance*, Cambridge University Press (Jan. 2009), Vol. 8(1), 35-61.
- Cooperman, E.S. with John Byrd and Glenn Wolfe, “Director Tenure and the Compensation of Bank CEOs,” *Managerial Finance*, (2010), 36(2), 86-102.
- Cooperman, E.S. with John Byrd and Glenn Wolfe, “Another Look at Director Independence,” *International Review of Accounting, Banking, and Finance*, (April 2009), Vol. 1 (1), 76-91.
- Cooperman, E.S. with Fatma Cebenoyan and Sinan Cebenoyan, “Regulatory Regime Changes and Acquisition Attributes: The Case of Commercial Bank and Thrift Acquisitions of Thrifts,” *Quarterly Journal of Finance and Accounting*, University of Nebraska, (Winter 2009), Vol. 47 (1), 27-52.
- Cooperman, E.S., with John Byrd and Glenn Wolfe, “Governance Structure and the Compensation of Bank CEOs,” *Western Decision Science Association Proceedings*, 2007.
- Cooperman, E. S. “Managerial Cost Inefficiency and Takeovers of U.S. Thrifts,” with F. Cebenoyan and A. S. Cebenoyan, *Multinational Finance Journal*, Special Issue on Banking, (Anthony Saunders, editor), Vol. 9 (1 & 2, 2005), 23-42.
- Cooperman, E.S. *Managing Financial Institution*, 5th edition, Sole active author (with Mona Gardner and Dixie Mills, previous edition authors), Southwestern/Thomson Publishing).
- Cooperman, E. S., “Ownership Structure, Operating Inefficiency and Regulatory Reform: An Analysis of U.S. Thrifts,” with F. Cebenoyan, A. S. Cebenoyan, and C. A. Register, *Research in Banking and Finance*, (Curt Hunter and Iftekhar Hasan ed), Elsevier Journal, Volume 5, 2004, 71-88.
- Cooperman, E. S. “S&L Performance Persistence, Moral Hazard and Market Discipline,” with A. S. Cebenoyan and C. A. Register, *Managerial Finance*, Emerald Journal, Special Issue in Banking, (Elyas Elyasiani and Iqbal Mansur, Editors), (2004), Vol. 30, (9), 57- 70.
- Cooperman, E.S. *Managing Financial Institutions: An Asset and Liability Approach*, 4th

edition, Sole active author (with Mona Gardner and Dixie Mills, previous edition authors),
Harcourt Brace College Publishers, (Dryden Press), 2000.

- Cooperman, E. S. "Ownership Structure, Charter Value, and Risk-Taking Behavior for Thrifts," with A. S. Cebenoyan and C. A. Register. *Financial Management*, (Spring 1999), Vol. 28(1), 43-60.
- Cooperman, E. S. "Cost Inefficiency and the Holding of Nontraditional Assets by Solvent Stock Thrifts" with A. S. Cebenoyan, C. A. Register, and S. C. Hudgins. *Real Estate Economics*, (November 1998), Vol. 26(4), 696-718.
- Cooperman, E. S. "Further Evidence on Equity Market Contagion: The FSLIC's Solvency and the Liquidity Crisis of Financial Corporation of America" with W. B. Lee, G. A. Wolfe, and J. A. Verbrugge, *The Financial Review*, (November 1998), Vol. 33(4), 93-106.
- Cooperman, E. S. "Deregulation, Reregulation, Equity Ownership, and S&L Risk-Taking" with A. S. Cebenoyan and C. A. Register. *Financial Management* (Autumn 1995), Vol. 24, 63-76.
- Cooperman, E. S. "S&L Capital Market Contagion and the 1985 Ohio Thrift Crisis." with G. A. Wolfe, J. A. Verbrugge, and W. B. Lee. *The Financial Review*. (February 1995), Vol. 30, 61-82.
- Cooperman, E. S. "An Analysis of the Underwriter Selection Process for Initial Public Offerings" with G. A. Wolfe and S. P. Ferris. *Journal of Financial Research*. (Spring 1994), Vol. 17, 77-90.
- Cooperman, E. S. "Firm Efficiency and the Regulatory Closure of S&Ls: An Empirical Investigation" with A. S. Cebenoyan and C. A. Register. *Review of Economics and Statistics*. (August 1993), No. 3, 540-545.
- Cooperman, E. S. "The Relative Efficiency of Stock vs. Mutual S&Ls: A Stochastic Cost Frontier Approach" with A. S. Cebenoyan, C. A. Register, and S. C. Hudgins. *Journal of Financial Services Research*. (June, 1992), Vol. 7, 151-170.
- Cooperman, E. S. "An Analysis and Recommendation for Prestigious Underwriter Participation in IPOS" with S. P. Ferris, J. S. Hiller, and G. A. Wolfe. *Journal of Corporation Law*. (Spring 1992), Vol. 17, 581-603.
- Cooperman, E. S. "The 1985 Ohio Thrift Crisis, the FSLIC's Solvency, and Rate Contagion for Retail CDs" with W. B. Lee and G. A. Wolfe. *Journal of Finance*. (July 1991), Vol. 47: 919-941.
- Cooperman, E. S. "Geographical Integration and the Retail CD-Pricing Decisions of Large Depository Institutions" with W. B. Lee and J. P. Lesage. *Review of Economics and Statistics*. (August, 1991) Vol. 73, 546-552.
- Cooperman, E. S. "Excess Pension Asset Reversions and Corporate Acquisition Activity" with D. A. Cather and G. A. Wolfe. *Journal of Business Research*.

(December 1991), Vol. 23, 337-348.

Cooperman, E. S. “Commercial Bank and Thrift Interdependence and Local Market Competition for Retail Certificates of Deposit” with J. A. Lesage and W. B. Lee. *Journal of Financial Services Research* (March 1990), Vol. 4, 37-51.

Cooperman, E. S. “A Reassessment of the ‘Excess Return Phenomenon’ for Initial Public Offerings of Common Stock” with G. A. Wolfe. *Journal of Applied Business Research*. (Winter 1990), Vol. 6, 40-50.

Cooperman, E. S. “Conglomerates in the 1980s: A Performance Appraisal” with W. B. Lee. *Financial Management*. (Spring 1989), 45-54.

Cooperman, E. S. “Empirical Tests of Two Alternative Models of the Banking Firm” with J. F. Sinkey. *The Journal of the Midwest Finance Association*. (Spring 1989), Vol. 17, 95-111.

OTHER PUBLICATIONS/RECOGNITION:

“Ecological Limits, Technology and Stranded Coal Reserve Assets” with John Byrd, Selected as one of 10 papers for Presentation at the Geneva Summit on Sustainable Finance, Geneva, Switzerland, March 2016, <http://www.geneva-summit-on-sustainable-finance.ch/program-2016/>

Working Capital Management for the *International Encyclopedia of Business and Management*, 2nd edition, 2000, published by Thomson Learning of Berkshire House, London.

Financial Management Article, listed on website on article among top 20% of finance faculty worldwide in research productivity (based on core journal pages, 1990-2000).

Selected for *Critical Writings in Economics: The Regulation and Supervision of Banks*, edited by Maximilian J. B. Hall, Reader in Banking and Financial Regulation, “Firm Inefficiency and the Regulatory Closure of S&Ls: An Empirical Investigation,” from *Review of Economics & Statistics*, (2001), 75 (3), pp. 540-45.

Cooperman, E. S. “The Effect of the 1985 Ohio Thrift Crisis on the Interest Cost of Retail CDs,” with W. B. Lee and G. A. Wolfe, *FHLBB Research Policy Paper, No. 162, 1989*.

Cooperman, E. S. “The S&L Crisis, Bush’s Bailout Proposal, and Maryland Thrifts.” *University of Baltimore Business Review*. January/February, 1989.

Published Educational Materials for Textbooks/Websites:

Instructor’s Manual for *Managing Financial Institutions: Markets and Sustainable Finance*, New York/London: Routledge, 2017.

Test Bank for *Managing Financial Institutions: Markets and Sustainable Finance*, New York/London: Routledge, 2017.

Chapter Powerpoints Slides for *Managing Financial Institutions: Markets and Sustainable Finance Website*, New York/London: Routledge, 2017.

Instructor's Manual to *Managing Financial Institutions*, 5th edition, with Cindy Sutfin (Test Bank), Southwestern/Thomson Publishing, 2005.

Harvard Case Mapping for *Managing Financial Institutions*, 5th edition, Harvard Business Publishing Online, Text Case Mappings Online, 2005.

Instructor's Manual to *Managing Financial Institutions: An Asset and Liability Approach*, 4th edition, 2000 with Ronnie Phillips (test bank), Dryden Press, 2000.

Case Studies in the Management of Financial Institutions to accompany: Mishkin's Financial Markets and Institutions and Money (1995), Harpers College Publishers.

Social Science Research Network Online Working Paper E-Journals:

ERN Global Commodity Issues eJournal, Vol. 3, No. 1, January 2, 2017 and ERN: Other Econometric Modeling Capital Markets-Risk (Topic) , and Econometric Modeling: Commodity Markets eJournal, "Investors and Stranded Asset Risk: Evidence from Shareholder Responses to Carbon Capture and Sequestration (CCS) Events," paper listed as of January/February, respectively on top ten list for downloads.

COURSES TAUGHT AT THE UNIVERSITY OF COLORADO DENVER

Managing Financial Institutions (online and on campus) (Graduate level),
Financial Markets and Institutions (online and on campus) (Undergraduate level),
Entrepreneurial Financial Management (online and on campus) (Graduate level),
Short-term Financial Management (Working Capital Management, online and on campus) (Graduate level), CTM Course Associated with the Association of Finance Professionals (AFP) Seminar in Sustainability Management Research (Graduate level)
Entrepreneurial Small Firm Finance, (Graduate level),
Financial Management. (Undergraduate level)
Financial Management (Graduate level)

Other Courses Taught (University of Baltimore and Bowling Green State University)

Capital Markets (Graduate level),
Bank Management (Graduate and Undergraduate level)
Cases in Investment Banking (Graduate level)
Advanced Corporate Finance (Graduate level)

REFEREED PRESENTATIONS AT MEETINGS AND INVITED SEMINARS (Recent)

"Shareholder Activism for Stranded Asset Risk: An Analysis of Investor Reactions for Fossil Fuel Companies," with John Byrd, Research Roundtable Paper, 8th Annual Alliance for Research on Corporate Sustainability (ARCS) Research Conference, Boulder, Colorado, May 18-20, 2016.

"Authenticity in CO2 Reductions: The Impact of Women Directors." With Ken Bettenhausen and John Byrd, Research Sketch Session Paper, 8th Annual Alliance for Research on Corporate Sustainability (ARCS) Research Conference, Boulder, Colorado, May 18-20, 2016.

"Ecological Limits, Technology and Stranded Coal Reserve Assets" with John Byrd, Presentation at the Geneva Summit on Sustainable Finance, Geneva, Switzerland, March 2016

<http://www.geneva-summit-on-sustainable-finance.ch/program-2016/>

“Ecological Limits, Technology and Coal,” with John Byrd, Presentation at the 1st Global Conference on Stranded Assets and the Environment, September 24-15, 2015, Queen’s College, University of Oxford

“Fessing Up: How Companies Reveal Negative in Sustainability Reports,” with John Byrd, Presentation at 3rd CSEAR (Center for Social & Environmental Accounting Research), ESSEC Business School France, June 11-12, 2015.

“Determinants of Corporate Carbon Reduction Targets,” with John Byrd and Ken Bettenhausen, Presentation at the 20th Interdisciplinary Conference on the Environment, Denver, June 2014.

“Embedding Sustainability through Corporate Commitment: An Examination of Organizational Commitment to Climate Change and GHG Reductions,” (with John Byrd and Ken Bettenhausen) Presentation at Second Annual Sustainable Business Conference, University of Edinburgh Business School, Edinburgh, UK, May 2014.

“Let’s Talk: An Analysis of the Vote vs. Negotiated Withdrawal Decision for Social Activist Environmental Health Shareholder Resolutions” with John Byrd, Paper Presentation for the ARCs Conference, Yale University, May 2012; University of St. Andrews, Scotland, September 2012 and UN PRI Academic Conference, Paris, November 2013.

“Determinants of Corporate Carbon Reduction Targets,” with John Byrd presented at the 25th CSEAR International Congress on Social and Environmental Research, St. Andrews, Scotland, September 2013.

“Context-Based Sustainability and Corporate CO2 Reduction Targets: Are Companies Moving Fast Enough?” (with John Byrd and Ken Bettenhausen), Portland State University Sustainability Conference, November 2012.

“Do Shareholder Proposals Affect Corporate Climate Change Reporting and Policies” with John Byrd, Paper Presentation for the 23rd International Congress on Social and Environmental Accounting Research, University of St. Andrews, Scotland, September 2011.

Other Presentations at Regional/National/International Meetings

4th Annual International Conference on Business & Sustainability, November 2010
Portland State University (with John Byrd and Ken Bettenhausen).

Financial Management Association Annual Meeting, NYC, NY, October 2010.

Rutt Bridges Seminar, (Selected by Faculty Committee) Business School (with Mike Mannino), April 2009.

Invited Presentation (with Mike Mannino), State of Colorado Total Compensation Committee, January 25, 2009.

Midwest Finance Association (2 papers accepted for presentation, February 2008)

Financial Management Association Annual Meeting, Orlando, Florida, October 2007.

Rutt Bridges Seminar, Business School (Selected by Faculty Committee) (with John Bryd), October 2007.

5th International Conference on Corporate Governance: Shareholders and Other Stakeholders, July 2, 2007, University of Birmingham, U.K.

Western Decision Science Association Meeting, Denver, February 2007.
Invited, Denver Press Club, Presentation for the Independents Institute, 2007.
Invited, Special Research Presentation on Deferred Compensation at PERA, 2007.
Invited, Research Presentation for Representatives of the State Treasurer's Office, 2006.
Financial Management Association Presentation, 2006
Southern Finance Association Presentation, 2006
Invited, Front Range Finance Seminar, Colorado State University, 2005.
Financial Management Association, 2003.
Eastern Finance Association, 2003.
Midwest Finance Association, 2003.
Financial Management Association Meeting (two papers), 2002.
Midwest Finance Association Meeting, 2002.
Financial Management International European Meeting, 2001.
Midwest Finance Association Meeting, 2001.
Financial Management International European Meeting, 2000.
Midwest Finance Association Meeting, 2000.
Southern Finance Association Meeting, 1999.
Invited Presentation, Colorado State University Bank Research Seminar Series, 1999.
Midwest Finance Association Meeting, 1999.
Financial Management Association Meeting, 1998
Southern Finance Association Meeting, 1998.
Financial Management Association Meeting, 1997.
Southern Finance Association Meeting, 1997.
Financial Management Association Meeting, 1996.
Southern Finance Association Meeting, 1996.
Midwest Finance Association Meeting, 1995.
Financial Management Association Meeting, 1994.
Southern Finance Association Meeting, two papers, 1994.
Financial Management Association Meeting, two papers, 1993.
Invited Presentation Economic Research Division, Federal Reserve Board, Washington D.C., 1993.
Western Finance Association Meeting, 1992.
Financial Management Association Meeting, two papers, 1992.
American Finance Association Meeting, 1991.
NBER Bayesian Conference, University of Minnesota, invited, 1991.
Financial Management Association Meeting, 1991.
Southern Finance Association Meeting, 1991.
Financial Management Association Meeting, 1990.
Southern Finance Association Meeting, 1990.
North American Economic and Finance Association, invited session, 1990.
Financial Management Association Meeting, 1989.
Financial Management Association Meeting, 1988.
Midwest Finance Association Meeting, 1988.
Financial Management Association Meeting, 1987.
Southern Finance Association Meeting, 1986.

Eastern Economics Association, invited session, 1986.
Southwestern Finance Association Meeting, 1986.
Eastern Finance Association Meeting, 1986.
Southwestern Association in Decision Sciences Meeting, 1985.
Midwest Finance Association Meeting, 1985.

PROFESSIONAL ORGANIZATIONS

Alliance for Research on Corporate Sustainability
American Finance Association, Financial Management Association, Association for Financial Professionals, Midwest Finance Association, Southern Finance Association, Eastern Finance Association, Academy of Economics and Finance

UNIVERSITY COMPETITIVE RESEARCH/TEACHING GRANTS

2006: University-wide Competitive Research Grant (with Michael Mannino)
1998 to 2009: Recipient, Competitive Summer Research/Teaching Grants, Business School
University of Colorado Denver
1994 Masters in Finance Curriculum Development Grant, University of Baltimore
1992 Development Grant, University of Baltimore
1991 Competitive Research Grant, University of Baltimore, Merrick School of Business
1990 Competitive Research Grant, University of Baltimore, Merrick School of Business
1989 Competitive Research Grant, University of Baltimore, Merrick School of Business
1987 Federal Reserve Home Loan Bank Board, Principal Investigator, Grant \$25,000
1987 Competitive Research Grant, Bowling Green State University College of Business and University-wide Grant
1986 Competitive Research Grant, Bowling Green State University College of Business
1986 Cleveland Foundation Grant for Microcomputer Software

INTERNAL SERVICE

University of Colorado Denver

The Business School

2016 to present: MBA Curriculum Committee
Fall/Spring 2016: Co-Advisor for UCD Golden Key Honor Society Chapter
Feb. 2017: Committee for Selection of Outstanding Staff Award
Feb. 2016: Scholarship Committee for Managing for Sustainability Leitch Scholarship Award
Fall 2016 to Spring 2016: Interim Primary Unit Chair (handled and presided over 21 cases including emeritus applications, comprehensive reviews, T&P, full professor promotion cases, and post-tenure review cases for the year
Fall 2016: Reviewer for Jake Jobs Center Business Plan Competition, Preliminary Round Entries
Spring 2016: Initiated and organized Special Speaking Event for Two Classes for Finance CEOs.
Fall 2016: Chair Comprehensive Review Committee for Finance Candidate for Primary Unit
Spring 2016: Chair, Annual Review Appeals Committee, Business School
Fall 2015: Chair for Promotion and Committee Review for Finance Candidate, Committee Member for Review for Full Professor Promotion Candidate, Member for Review for Comprehensive Review for Finance Candidate, Chair for Comprehensive Review for Finance Candidate
Fall 2014: Primary Unit, Comp. Review (2), T&P (1), and Full Professor (1) Committees
Fall 2013-Spring 2014, Recruiting Chair, Finance Area
Spring/Summer 2014: Judge for Jake Jobs Center Business Plan Competition
Spring 2014 to 2016, Co-Advisor, UCD Net Impact Student Chapter Adviser
Summer 2013 to Spring 2014: Finance Area Recruiting Chair

Fall 2007 to present, Co-Director, Managing for Sustainability Program
 Fall 2005 to present: MBA Program Director
 Fall 2005 to 2016: MBASO Advisor
 Fall 2000 to 2005: M.S. Finance Program Director
 Fall 2000 to 2005: Finance Area Discipline Director
 Fall 2005 to 2006: M.S. Finance Online Courses, CUONLINE, Coordinator
 Fall 2009: Co-Chair, Strategic Planning Session, D1: Graduate Programs
 Fall 2008: Co-Chair, Strategic Planning Session, D1: Graduate Programs
 Fall 2009: Recruiting Committee for New Assistant/Associate Professor
 Fall 2008: Recruiting Committee for New Assistant/Associate Professor
 Fall 2000 to present: Bard Center Advisory Board Faculty Member
 Fall 2002 to present: Dean's Advisory Council of Directors
 Fall 2005 to present: MBA Scholarship Committee
 Fall 2005 to present: MBA Assessment Committee
 Fall 2007 to 2008: Annual Evaluation Subcommittee
 Spring 2002 to present: M.S. Finance Online Faculty/Coordinator 2002-2007.
 Fall 2005: Recruiting for new Management Instructor Committee Member
 Fall 2005 and 2006: August 2005: Strategic Planning Session Participant, The Business School
 Fall 2006 to Spring 2007, Chair of the Dean's Council of Directors
 1999-2005: Chair, Scholarship Committee-Finance Area
 MBA Advisory Committee
 Fall 2002-Present: Undergraduate Faculty
 2001-2002 Strategic Planning Committee and People's Subcommittee
 1999-2000 Primary Unit Subcommittee for Annual Faculty Evaluations for Tenured Faculty
 Fall 1999 MBA Faculty Subcommittee for Bard Center Entrepreneurial Track for MBA
 1999-present Mentor for honorarium faculty members
 1998-2000 Opportunity Breakfast for Denver Minority High School Students Committee
 1998-2005 Advisor and Assisted Student Financial Management Club
 1998-1999 FNCE 3100 and FNCE 3200 Curriculum Committee
 1997-2000 College of Business Recruiting Committee
 Summer 1997: Community Development Externship, Colorado Business Bank
 1997 Committee for Evaluation Structure for Teaching, Research, and Service
 1997 Committee for Award Structure for Teaching, Research, and Service
 1996-1997 Finance Area, Recruiting Committee
 1996: Pro Bono Assistance, Valuation for Small Business, Ken Tressinger for Lakewood
 Automotive

University Service

Fall 2015 to Jan. 2016: Budget Committee, Interim Representative for Business School to
 Substitute for Representative on Sabbatical
 Summer 2014: University Sustainability Committee DSST Cole High School Campus Day Visit
 Summer 2014: Vice Chancellor Academic Program Prioritization Unit Leader for Finance
 2011-2014 Business School Representative for the Vice Chancellor's Academic Advisory
 (Campus T&P) Committee
 Summer 2012: University Sustainability Committee DSST Middle School Campus Day Visit
 1999-2000: College of Business Representative, University Faculty Forum
 1998-2004 and other years: Served as Faculty Marshal for Commencement Ceremonies
 1996; Representative for College of Business, OSCAR Day

PROFESSIONAL ASSOCIATIONS SERVICE

2016 to 2017: Reviewer for ARCS 2016 Research Conference Submissions

2015 to 2016: Reviewer for UNPRI Conference Submissions
 2015 to 2016: Reviewer and Editor for about 30 articles for IRABF
 2016: Tenure and Promotion External Review for University of Washington-Bothell
 2016: Full Professor Promotion Review for University of Missouri-St. Louis
 2014 to 2016: Reviewer for Articles for *Journal of Sustainable Finance and Investment and Managerial Finance*
 2014: Tenure and Promotion External Review for Seattle University
 2014: Tenure and Promotion External Review for Wichita State University
 2013: Tenure and Promotion External Review for Colorado State University
 2011: Tenure and Promotion, External Review for The Ohio University
 2011: Tenure and Promotion, External Review for University of Massachusetts Boston
 2010: Full Professor External Review for Colorado State University
 2010: Tenure and Promotion External Review for University of Missouri-St. Louis
 2009: Tenure and Promotion External Review for Wichita State University
 2008: Program Committee, Financial Management Association, Session Chair, Discussant, three papers.
 2008: Discussant, Midwest Finance Association Meeting.
 2007: Chair, Committee Chair, Award for Best Paper in Financial Institutions and Markets, FMA
 2007: Program Committee, FMA
 2007: Program Committee, Reviewer for MFA Meeting
 2006: Program Committee, FMA, SFA, FMA Intl. European Meetings
 2006: Session Chair and Discussant, SFA Meeting
 2006: Discussant and Session Organizer, FMA Meeting
 2005: Awards Committee for Best Paper in Financial Institutions, MFA
 2005 Faculty Panel to Provide Advice for New Assistant Professors, MFA
 2005 Discussant (3 papers) and Session Chair, Midwest Finance Association
 2005: Program Committee, Financial Management Association
 2005: Program Committee, Southern Finance Association
 2004: Program Committee, Financial Management International, European Conference
 2004: External Reviewer (2 submissions) for Summer Grants , New York City Universities
 2003: Discussant (2 papers), Financial Management Association
 2003: Replacement Chair Session, Financial Management Association
 2003: Nominating Committee for MFA Officers and Directors for 2004
 2003: Chair, Committee for Evaluating MFA's Journal Situation and Potential Journal
 2003: Awards Committee, Midwest Finance Association
 2003 to present: Editorial Board, *Journal of Economics and Business*
 2003: External Review for University of Southern Florida for tenure and promotion
 2002-2003 Past President, Midwest Finance Association
 2003: Discussant (2 papers), Midwest Finance Association
 2003: Discussant (2 papers), Financial Management Association
 2002: Discussant Midwest Finance Association
 2002: External Review for Colorado State University for tenure and promotion
 2001: External Review for Colorado State University for tenure and promotion
 2001-2002 Editorial Board, Corporate Financial Decisions
 2001-2002 President, Midwest Finance Association
 2000-2001 President-Elect, Midwest Finance Association
 2000 Program Committee, Financial Management Association
 2000 Discussant, European Financial Management International Association Meeting
 1999 Discussant, Southern Finance Association Meeting
 1999-2000 1st. Vice President, Midwest Finance Assn. and Program Chair, MFA2000 Meeting
 1999-2000 Organizer for Special Session, MFA2000, Financial Modernization Act

1999-2003 Discussant, Financial Management Association Meeting
 1996-2009 Reviewer: *Financial Review*, *Journal of Banking and Finance*,
Quarterly Review of Economics and Finance, *Journal of Financial Services Research*,
Journal of Economics and Business, *Financial Services Review*, *Financial Management*
Financial Decisions, *Journal of Money, Credit and Banking*, *Quarterly Journal of Business and*
Economics, *Journal of Finance and Economics*, *Journal of Financial Stability*, *Financial*
Services Review, *Financial Management*, *International Review of Economics and Finance*,
Journal of Business Research, *Special Issue: Finance and Marketing*, *Journal of Risk and*
Insurance
 1996: Reviewer for *Growing & Managing an Entrepreneurial Business* by Kathleen
 Allen (Houghton Mifflin)
 1998 Program Committee, Discussant, Southern Finance Association
 1998-present Program Committee, Midwest Finance Association
 1996-1997 Track Chair, Financial Institutions and Markets, Southern Finance Association
 Judge for Selection of Best Paper in Financial Institutions and Markets
 1997 Session Chair, Annual Midwest Finance Association Meeting
 1996 Session Chair, Discussant, Association for Entrepreneurial Studies and Small Firm Finance
 1994-1997 Board of Directors, Midwest Finance Association
 1996 Discussant, Annual Southern Finance Association Meeting
 1996 Program Committee, Organizer, Midwest Finance Association

 1994-1996 Board of Directors, Maryland Bank Board
 1995-1996 Track Chair, Session Organizer, Midwest Finance Association
 1995 Judging Committee, Best Paper in Corporate Finance, Midwest Finance Association
 1996 Session Chair, Discussant, Annual Midwest Finance Association Meeting
 1995 Reviewer, *Financial Review*
Journal of Financial Services Research
Journal of Economics and Finance
Quarterly Journal of Economics and Finance
 1994 Reviewer, *International Review of Economics and Finance*
Journal of Financial Services Research
Journal of Economics and Business
Journal of Economics and Finance
Journal of Corporate Finance
 1994 Judging Committee, Best Paper in Financial Institutions, Midwest Finance Association
 Management Association
 External Reviewer for Tenure and Promotion University of Louisville, College of Business
 External Reviewer for Old Dominion University, College of Business
 1993 Reviewer, *Managerial Finance*, Special Issue, *Journal of Business and Economic Studies*
 Reviewer, *Journal of Financial Services Research*
 1993 External Reviewer for Tenure and Promotion, Portland State University
 1992 Reviewer, *Journal of Financial Services Research*
 1991 Discussant, Eastern Finance Association Annual Meeting
 1991 Reviewer, *Journal of Financial Services Research*
Journal of Business Research
Journal of Small Business Economics
 1990-1992 Reviewer, *Review of Economics and Statistics*
Journal of Business and Economics
 1990 Reviewer: *Review of Research in Banking and Finance*
 1989 Reviewer *Journal of Applied Business Research*
 1987-1989 Reviewer: *Journal of Midwest Finance Association*

1990-1993 Program Committee, Financial Management Association
1992-1993 Program Committee, Eastern Finance Association
1990-1991 Program Committee, Southern Finance Association
1991 Discussant, Eastern Finance Association Annual Meeting
1987, 1989-1990 Discussant, Financial Association Annual Meetings

PROFESSIONAL DEVELOPMENT ACTIVITIES

Cuonline Symposium, May 2017
UC Denver, JP Morgan Commodity Research Seminar Conferences at UC Denver, 2015 and 2016
International Business Roundtables Presentations, 2014 to 2016
Managing for Sustainability Program Speaker Events, 2014 to 2016
CUONLINE Seminars for Canvas, Winter Web Camp and Symposium, 2013 and 2014
CUONLINE Web Camp, Summer 2008.
MFA and FMA, attended teaching seminars for Entrepreneur Finance and on Excellence in Teaching
CU Teaching Boot Camp, Leadville, Colorado, Summer 2003
CUONLINE All Day Workshop and Online Seminars, Spring 2003 to 2007.
CLE Seminars on Entrepreneurial Finance, October 2002
Master Teaching & Teaching with Technology Seminars, MFA2000 Meeting
Teaching Seminars & Research Seminars on Executive Compensation, FMA 1999 Meeting
Seminars at University of Colorado-Denver on Online Teaching & CU Virtual, 1999-2000
Research Seminars at Colorado State University and University of Colorado at Denver, 1999-2000
Seminars on Investment Banking and Venture Capital, Student FMA Club, UCD, 1999-2000
1997 Externship, Colorado Business Bank (formerly Women's Bank)
1997 Teaching Seminars for Faculty Development, Office of Teaching Effectiveness and Seminars in Marketing, Finance, and Patent Development, Rocky Mountain Entrepreneurs and Inventors Association
1997 Seminar in Importing, Colorado Free University
1994-1996 Federal Reserve of Chicago Conference on Bank Structure and Competition
1994 Seminar in Bank Risk Management, New York University
1994 Seminar in Bank Capital, Sloan Research Center for Financial Institutions, Wharton School, University of Pennsylvania
1993 Faculty Development in International Business, University of South Carolina
1993 Entrepreneurial Institute Seminars, University of Baltimore
1993 Yale Gordon School Retreat for Assessing the Curriculum
1992 CIBER, University of Maryland, and Seminar: Internationalizing the Business Curriculum
1993 Georgia State University Seminars on Teaching Development
1992-1993 Hoffberger Center for Professional Ethics Seminars, University of Baltimore
1989 Seminar in Teaching Nontraditional Students, University of Baltimore
1986 Chicago Board of Trade Educators Seminar

Service--University of Baltimore

1994-1996 Secretary and Executive Committee, Faculty Senate, Merrick School of Business
1995 Proposal Writer and Member of Special Faculty Senate Committee for Exemption From University of Maryland System Mandate
1995 Acting Department Chair, January, March; Recruiting Committee
1994 Proposal Writer for Department Proposals for External Grants
1990-1996 Judicial Hearings Committee Member and Chair some sessions
1993-1996 Organizer, Department Research Seminar Series

1993-1994 M.S. Finance Curriculum Committee
 1994 Faculty Senate Ad Hoc Assessment Committee
 1994 Faculty Senate Ad Hoc Nomination Committee
 1994 Accreditation Team, Wrote Mission Implementation Section
 1993-1995 Member, Faculty Tenure & Promotion Committee, Secretary, 1993-1994
 1993-1994 Member, Ad Hoc Faculty Tenure & Promotion Committee for External Review
 1989-1994 Member, Department Recruiting Committee
 1994 Awards Committee for Black and Decker Research Award
 1993 Committee to Create New MBA Course in Business Environment
 1993 Undergraduate Curriculum Arts and Ideas Committee
 1993 University Search Committee for Vice President of Finance
 1992-1993 Hoffberger Center for Ethics Fellow
 1991-1992 University Assessment Committee
 1992-1993 One Person Ad Hoc Mission Statement Revision Committee
 1993 Department Committee for Developing the MBA Curriculum
 1993 Department Committee for Student Awards
 1991-1993 Advisor, Undergraduate Specialization in Finance
 1991-1993 Provost's Task Force on Student Integrity
 1989-1992 Advisor, Student Association for Finance and Economics
 1990-1992 Co-organizer, Secretary/Treasurer, Beta Gamma Sigma Student Honor Society
 1991-1992 Secretary and Senator, University Faculty Senate
 1991-1992 Member, Faculty Senate Executive Committee
 1991-1992 Provost's Task Force on Sexual Harrassment
 1992 Committee for Review of Special Faculty Contracts
 1990-1991 College Teaching Committee
 1991 Proposal Committee for Ethics Grant Application
 1991 Judge, Student Ethics Essay Contest
 1991 Department, United Way Solicitor
 1989-1991 College Admissions Committee
 1989-1991 Department Liaison to Library
 1989-1990 College Business Review Advisory Committee
 1989-1990 Department Graduate Program and Curriculum Committees
 1989-1990 University Telethon Volunteer
 1989-1990 Representative, Financial Planners Student Honors Dinner

SERVICE BOWLING GREEN STATE UNIVERSITY

1995-1988 Faculty Advisor, Student Financial Management Association
 1985-1988 Supervised, 12 MBA Master's Theses
 1987-1988 Library Committee, Faculty Merit Committee
 1986-1987 Bookstore Committee, Faculty Advisory Member
 1984-1988 Faculty Department Committees: Curriculum, Recruiting, and Evaluation
 Preview and Career Days; Department Research Symposiums