

## ***Education***

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**Ph.D. Finance**, University of Memphis, August 2013

Dissertation: “*Three essays on financial markets.*”

**Ph.D. Instructional Design and Technology (Minor: Statistics)**, University of Wyoming (UWYO), December 2008; Dissertation: “*Building learning communities: facilitating interaction in computer mediated online courses.*”

**J.D.**, West Virginia University, December 2025 (anticipated); Cali Awards: Legal Research and Writing, Appellate Advocacy, AI & Law, Human Rights Law, Housing law; 2022 LCLD Scholar

**American Institute of Certified Public Accountants Business Valuation**, March 2025  
**AICPA® Blockchain certification**, Dec 2019-present

**Chartered Financial Analyst (CFA®)**, August 2016-present

**Certified Financial Planner (CFP®)**, April 2017-present

**Dual M.S. Economics and Finance, and M.S. Education**, UWYO, May 2008

**Master of Commerce**, Chatrapati Sahuji Maharaj (CSM) University, India, July 2002

**Bachelor of Commerce**, CSM University, Kanpur, India, July 2000

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## ***Research***

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### ***Refereed Journal Articles (Finance)***

1. Vishaal Baulkaran and Pawan Jain (2025). US Congress members’ trading activities: A case of NANC and KRUZ. *Economics Letters*, forthcoming
2. Vishaal Baulkaran and Pawan Jain (2024). Behavioral Biases of financial planners: The case of retirement funding recommendations. *Journal of Behavioral Finance*, forthcoming.
3. Vishaal Baulkaran and Pawan Jain (2024). Home Equity and Retirement Funding: Challenges and Opportunities. *Global Finance Journal*, 61, 100969.
4. Pawan Jain, Mohamed Mekhaimer, Ronald Spahr, and Mark Sunderman (2024). Impact of investor autonomy and freedom of choice on international stock market liquidity commonality. *Review of Quantitative Finance and Accounting*, 63 (1), 265-309.
5. Sridhar Gogineni, Pawan Jain, and Arun Upadhyay (2024). Global REIT regulations and valuation. *International Review of Economics & Finance*, 93, 152-166.

6. Pawan Jain (2023). From Crypto Wild West to Regulated Frontier: Unleashing the Potential of Blockchain Technology. *West Virginia Law Review*, 126 (2), 1-26.
7. Vishaal Baulkaran and Pawan Jain (2023). COVID-19, home equity and retirement funding. *Finance Research Letters*, 58 (B), 104390.
8. Vishaal Baulkaran and Pawan Jain (2023). Robo advising: An exploratory analysis. *Financial Review*, 58 (1), 65-89.
9. Vishaal Baulkaran and Pawan Jain (2023). CDS Contract Initiations: REIT board monitoring and corporate decision outcome. *Journal of Financial Research*, 46 (1), 217-246.
10. Abu Amin, Pawan Jain, and Arun Upadhyay (2022). CDS, CEO Compensation, and Firm Value. *Finance Research Letters*, 46 (B), 102445.
11. Ebenezer Asem, Vishaal Baulkaran, Pawan Jain, and Mark Sunderman (2022). Are institutional investors informed? The case of dividend changes. *Review of Quantitative Finance and Accounting*, 58 (4), 1685-1707.
12. Cecen Aydin, Pawan Jain, and Linlan Xiao (2021). High Frequency Trading and Stock index Returns: A Nonlinear Dynamic Analysis. *Communications in Nonlinear Science and Numerical Simulation*, 97, 105710.
13. Jain Pawan and Arun Upadhyay (2021). J-REIT Market Quality: Impact of High Frequency Trading and the Financial Crisis. *Japan and the World Economy*, 58, 101069.
14. Sridhar Gogineni and Pawan Jain (2021). "The Role of Target Termination Fees in REIT Mergers" *Journal of Real Estate Finance and Economics*, 63 (1), 1-39. (Lead article).
15. Amin Abu, Pawan Jain, and Mahfuja Malik (2020). "Stock Market Reaction to Credit Rating Changes: Evidence from a Frontier Market." *Asia-Pacific Journal of Accounting and Economics*, 27 (6), 667-84.
16. Vishaal Baulkaran, Pawan Jain, and Mark Sunderman (2019). Housing "Beta": Common risk factor in returns of stocks. *Journal of Real Estate Finance and Economics* 58 (3), 438-456.
17. James Felton and Pawan Jain (2019). True Returns: Adjusting Stock Prices for Cash Dividends and Stock Splits. *Advances in Financial Education*, 17 (1), 192-205.
18. Jain Pawan and Spenser Robinson (2018). Professional Ownership Premiums in Real Estate. *Journal of Real Estate Portfolio Management*, 24 (1), 35-49.
19. Jain Pawan and Steven Jordan (2017). Cancellation Latency: The Good, the Bad, and the Ugly. *Financial Management* 46(2), 377-407.
20. Jain, Pawan, Mark Sunderman, and Karen J. Westby-Gibson (2017). REITS and Market Microstructure: A Comprehensive Analysis of Market Quality. *Journal of Real Estate Research* 39(1), 65-98.
21. Jain Pawan and Wenjun Xue (2017). Global Investigation of return autocorrelation and its determinants. *Pacific-Basin Finance Journal* 43, 200-217.

22. Jain Pawan, Spenser Robinson, Arjun Singh, and Mark Sunderman (2017). Hospitality REITs and Market Microstructure. *Journal of Property Investment and Finance* 35(3), 277-289.
23. Jain Pankaj, Pawan Jain, and Thomas H. McInish (2016). Does high-frequency trading increase systemic risk? *Journal of Financial Markets* 31, 1-23 (Lead article).
24. Jain Pawan, Christine Jiang, and Mohamed Mekhaimer (2016). Executives' horizon, internal governance and stock market liquidity. *Journal of Corporate Finance* 40, 1-23 (Lead article).
25. Jain Pawan and Christine Jiang (2014). Predicting Future Price Volatility: Empirical Evidence from an Emerging Limit Order Book Market. *Pacific-Basin Finance Journal* 27, 72-93.
26. Jain Pawan and Quentin, C. Chu (2014). Global Investigation of Dividend Yields: Shareholder Demand, Agency Problem, and Market Quality. *Review of Quantitative Finance and Accounting*, 42(3), 509-534.
27. Jain Pawan and Mark Sunderman (2014). Stock Price movement around merger announcements: Insider trading or market anticipation?" *Managerial Finance*, 40(8), 821-843.

#### Refereed Journal Articles (pedagogy)

1. Sunderman, Mark, Smita Jain, and Pawan Jain (2018). Designing and delivering effective online instruction. *International Journal of Research in Management & Social Science* 6(1), 134-140.
2. Jain, Smita and Pawan Jain (2015). Designing interactive online nursing courses. *Education* 136(2), 179-191.
3. Jain, Smita and Jain, Pawan (2014). Factors affecting technology integration in K-12 classrooms. *Journal of Instructional Psychology* 43 (1), 43-51.
4. Jain, Pawan, Sachin Jain, and Smita Jain (2011). Interaction among Online Learners: A Quantitative Interdisciplinary Study. *Education*, 131(3), 538-544.
5. Book Chapter 19: Pawan Jain and Smita Jain (2011). "Developing Learning Communities" in Instructional Design: Concepts, Methodologies, Tools and Applications, publisher: IGI Global, 255-269.
6. Book Chapter 15: Pawan Jain and Smita Jain (2010). "Developing Learning Community: Improving interactivity of an Online Class" in Strategic Pervasive Computing Applications: Emerging Trends, publisher: IGI Global, 280-294.
7. Jain, Pawan (2006). Offshore Outsourcing "India Vs China": An Empirical Investigation. *The Business Review*, 6(2), 316-324.

#### Manuscripts under Review

1. Pawan Jain and Brent Smith "New Pricing, New Rules: The Market Impact of the 2024 NAR Settlement."
  - Under Review at *Real Estate Economics*.

2. Suman Banerjee, Mark Humphrey-Jenner, Pawan Jain, and Vikram Nanda “Safety First! Overconfident CEOs and Reduced Workplace Accidents.”
  - Under Review at *Critical Finance Review*.
3. Quentin C. Chu and Pawan Jain “The Convergence of Inflation Expectation through Security Trading: A Study of Maturing TIPS”
  - Under Review at the *Journal of Financial Intermediation*.
4. Ahmed Elnahas and Pawan Jain “Hedging Executive Compensation Risk and the Investment Decision”
  - Under Review at *the Journal of Corporate Finance*.
5. Arti Chandani and Hory Mukherjee “Robo Advisory Services: A view from a financial advisor’s lens”
  - Revise and Resubmit at the *Journal of Financial Counseling and Planning*

#### Working Papers

1. “*Whales vs. Minnows: How Token Concentration Impacts DeFi Stability.*”
2. “*Mediation Analysis in Financial Research: Foundations, Methods, and Applications.*”
3. “*Retiree Directors and Firm Valuation*” with Arun Upadhyay.
4. “*Parking Congestion: Blockchain-enabled Transit Incentivization*” with Randy Schauer.
5. “*Supervised Machine Learning: Identifying High-Frequency traders*” with Srinjoy Das and Daniil Lenkov.
6. “*A Comprehensive Assessment of Cointegration in Cryptocurrencies*” with Ashok Abbott and Yang Yang.
7. “*Do Organizational Values Matter to Investors?*” with Anil Kumar and Amy Sweeney. Presented at the AAA meeting.
8. “*Leveraging Equity in Residential Property to Provide Retirement Income*” with Vishaal Baulkaran. Presented at the Financial Planning Conference.

#### Refereeing Activities

- Ad Hoc Referee for the Journal of Banking and Finance, Journal of Financial Research, Journal of International Business Studies, International Review of Finance, Decision Science, Financial Review, Managerial Finance, Journal of Real Estate Finance and Economics.
- Editorial advisory board member for Journal of Cyber Society and Education.
- Judge of ARES best paper Award in Real Estate Market Analysis.
- Reviewed papers for FMA annual meetings and Hewlett- Packard Innovate Award.
- Conference organizing committee: Symbiosis Institute of Management Studies

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## ***Grants***

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Co-PI: FP Canada Research Foundation, 2021-2024 (Funded, \$ 22,900).

Co-PI: West Virginia Sustainable Energy Center for Smart Communities and Cities (WVSEC<sup>2</sup>): Multidisciplinary Research Center (Rejected, West Virginia Higher Education Policy Commissions: \$1,984,625.00), 2023

Deep Financial ANomaly deTection (DEFIANT) U.S. Special Operations Command  
22.4 Small Business Innovation Research (SBIR) Phase I Proposal Solicitation:  
Topological Anomaly Detection (SOCOM\_22.4\_R2) (rejected: \$150,000), 2022

FT3 Blockchain-enabled Transit Incentivization, U.S. Department of Transportation SBIR  
Phase I Solicitation 6913G622QSBIR1 (rejected: \$200,000), 2022

PI: Universal Design for Learning Course Development Grant, June 2021; \$3,500.

Co-PI: Open Learning WV grant – WVHPEC, June 2021; \$1,000

PI: WVU Technology Integration Grant, May 2021

College of Business Academy of Research competitive grant, 2019; \$4,000.

College of Business Academy of Research competitive grant, 2018; \$4,500.

Principal Investigator “*Trading on Technology Freeway: Evolution of Market Quality and Systemic Risks*” Funded by ORSP, Central Michigan University, 2014-2016; \$28,420.

“*Faculty Research and Creative Endeavors*” Sponsored by Central Michigan University, \$3,000.00 (2013-2015).

“*Summer Research Grant*” Sponsored by the University of Memphis, \$1,000.00 (May 15, 2012 - August 15, 2012).

Principal Investigator “*Seeing with a Cultural eye: Exploring the cultural diversity*” Funded by ASUW, University of Wyoming, November 2007.

### **Grants Evaluated**

“Instructionally Supportive Assessment: The implementation and effects of the new assessment system in Wyoming”, a \$220,000 project, funded by the Wyoming Department of Education and University of Wyoming.

“Defining New Rural Clientele for Extension in the West,” a \$60,000 project funded by the Western Center for Risk Management Education.

“Risk Management Education for Agricultural Producers in Wyoming,” a \$150,000 project funded by the United States Department of Agriculture.

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## ***Honors and Awards***

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Dean's Research Scholar, Virginia Commonwealth University, 2024-2025.

Expert Witness, West Virginia Office of Tax Appeals, December 2023-Feb 2024.

Distinguished Professor, Symbiosis Institute of Management Studies, Pune, 2022-present.

HyFlex Teaching Excellence endorsement, West Virginia University, 2021.

Daniels Fund Ethics Initiative Fellow, 2017-20.

2019 College of Business Junior Research Award, University of Wyoming.

Best paper in Journal of Real Estate Portfolio Management, 2018.

Outstanding Academic Paper in Empirical Finance Award at the Southern Finance Association Annual Meeting (2018), \$1,000.

Semifinalist for the best paper award in the Investments category, Financial Management Association (FMA) (October 2017).

Burns Endowment Fund Visiting Fellow, University of Lethbridge, August 2017.

AT&T Innovation and Excellence in Teaching, Central Michigan University, \$4,000.

2016 Hazelton MBA Faculty Excellence, Central Michigan University, \$2,500.

2015 National Association of Real Estate Investment Trust (NAREIT) and the American Real Estate and Urban Economics Association (AREUEA) Real Estate Research Conference Distinguished Research Prize (June 8, 2015), \$5,000.

Semifinalist for the best paper award in the Institutions and Markets category, Financial Management Association (FMA) (October 17, 2014).

Best Paper: 1st prize, Indian Institute of Management, Indore (May 13, 2014), Rs. 25,000.

Best Paper: 1st prize, Indian Institute of Management, Indore (May 12, 2013), Rs. 25,000.

Outstanding Academic Paper in Investments Award at the Eastern Finance Association annual Meeting (2011), \$1,000.

American Finance Association (Chicago), Student Travel Grant (2012), \$1,500.

Financial Management Association (FMA) Doctoral Student Consortium (2012).

Best Presentation Award at the 2008 University of Wyoming Graduate Student Symposium.

2007 Best Economics Graduate Student Award, University of Wyoming.

References in Popular Media: *Richmond Times-Dispatch* (2025), *Newsweek* (2025), *US News* (2025), *CBS News* (2024, 2025), *Carinal News* (2024), *Moneycontrol* (2023), *The Conversation* (2023); *Scientific American* (2023); *Fortune* (2023); *International Business Times* (2023); *New Currency Frontier* (2020); *Branding Iron* (2019,2020); *Conkers3.com* (2019); *Wyoming Public Media* (April 6, 2018); *Wyoming Business report* (March 29, 2018); *9 and 10 News* (August 24, 2015; July 1, 2016); *Central Michigan Life* (September 22, 2014); *REIT Magazine* (July/August, 2014 and November/December, 2016); *Columbia Law School blog* (October 28, 2016)

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## ***Courses Taught***

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### *University of Memphis*

FIR 3410: Business Finance (online and face-to-face)

FIR 1220: Personal Financial Planning (online and face-to-face)

### *Virginia Commonwealth University*

FIRE 391: Financial Data Analytics I

OMBA 520: Financial Management

EMBA 605: Analysis and Decisions

### *West Virginia University*

FIN 520: Quantitative Finance (HyFlex)

FIN 315: Financial Data Analytics

FIN 315: Financial Data Analytics (Online)

### *University of Wyoming*

FIN 3310: Investment Management

FIN 3310: Investment Management (Online)

FIN 4600: Ethics in Finance (Online)

MBAM 5401: Investment Management and Analysis (Online)

FIN 5310: Investment Management and Analysis (Online)

MBAX 5510: Financial Management (Online)

FIN 5800: CFP Capstone

ITEC 2360: Teaching with Technology

### *Central Michigan University*

FIN 448: Fundamental Financial Analysis

FIN 448: Fundamental Financial Analysis (Online)

MBA 670: Financial Analysis and Risk Management

FIN 425: Options and Futures

FIN 472: Money and Capital Markets

FIN 573: International Finance

### *University of Memphis*

FIR 3410: Business Finance (online)

FIR 4820: Life and Health Insurance

Fall 2009      Graduate Teaching Assistant, Department of Finance, Insurance and Real  
-Fall 2011      Estate, University of Memphis

	Responsibilities: Facilitating instruction for FIR 3310, “Real Estate Principles” FIR 3410, “Business Finance” FIR 4320, “Real Estate Finance” FIR 4350, “Real Estate Investments” FIR 6340, “Real Estate Appraisal” and FIR 7301, “Contemporary Real Estate Theory and Practice” online classes.
Spring 2005 --Fall 2007	Graduate Teaching Assistant, Department of ALT, University of Wyoming. Responsibilities: Redesigning and Facilitating instruction for 2 face-to-face undergraduate courses: ITEC 2360, “Teaching with Microcomputers,” EDST 3000 “Teacher as Practitioner” and 3 graduate online classes: ITEC 5160, “Introduction to Instructional Design” ITEC 5510, “Instructional Telecommunication” and ITEC 5550, “Theory of Change”
Fall 2008- Spring 2009	Technology Trainer, Fort Hays State University, Hays, KS Responsibilities: Developed and delivered the professional development workshops on Blackboard course management system and effective use of technologies in teaching (articulate presenter, web 2.0, DyKnow, Tablet pc)

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### ***Conferences (2013-2025)***

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- 2025: *Indian Institute of Management, Ahmedabad, India (Author and Presenter)*  
*European Real Estate Society Annual Meeting, Athens, Greece (Author)*  
*University of Memphis (Author and Presenter)*  
*Symbiosis Institute of Management (SIMS), Pune, India (Advisory Committee, Invited panelist).*
- 2024: *Symbiosis Institute of Management (SIMS), Pune, India (Advisory Committee, Invited panelist).*  
*Christ University, Bangalore (Author, Presenter)*  
*Jain University, Bangalore (Author, Presenter)*  
*Indian Business School, Bangalore (Author, Presenter)*  
*European Financial Management (Author, Presenter)*  
*CFP Board Connections Conference (Author, Presenter)*  
*Academy of Financial Services Annual Conference (Author)*  
*ICACECS 2024 (Keynote address)*
- 2023: *Symbiosis Institute of Management (SIMS), Pune, India (Advisory Committee, Invited panelist).*  
*American Real Estate Society (ARES), San Antonio, TX (Author, Presenter, Session chair).*  
*Christ University, Bangalore and Delhi NCR (Author, Presenter)*
- 2022: *Symbiosis Institute of Management (SIMS), Pune, India (Advisory Committee, Invited panelist).*  
*European Financial Management Association, Rome, Italy (Author)*  
*American Real Estate Society (ARES), Bonita Springs, FL (Author)*  
*Financial Management Association, Atlanta, GA (Author, Presenter)*  
*World Finance & Banking Symposium, Miami, FL (Author)*



- Financial Management Association- Asia-Pacific, Australia (Author, Presenter)*  
*Monash University (Author)*
- 2021: *Symbiosis Institute of Management (SIMS), Pune, India (Advisory Committee, Invited panelist)*  
*Financial Management Association (FMA), New York (presenter)*  
*New Zealand Finance Meeting (NZFM), Auckland, NZ (author)*  
*University of New South Wales (UNSW), Sydney, Australia (Author)*  
*WVU Banking Summit (invited speaker)*
- 2020: *Symbiosis Institute of Management (SIMS), Pune, India (Advisory Committee, Invited panelist)*  
*Financial Management Association (FMA), New York (presenter, program committee (invited))*  
*American Real Estate Society (ARES), Sanibel, FL (Presenter, canceled)*  
*Southwestern Finance Association annual meeting, San Antonio, TX (author)*
- 2019: *Symbiosis Institute of Management (SIMS), Pune, India (Advisory Committee, Invited panelist)*  
*Financial Management Association (FMA), New Orleans (presenter, forthcoming)*  
*Eastern Finance Association, Miami, FL, (Author)*
- 2018: *Symbiosis Institute of Management (SIMS), Pune, India (Advisory Committee, Invited panelist)*  
*FMA, San Diego (Program committee, Session organizer, Session chair)*  
*Southern Finance Association annual meeting, Ashville, NC (author)*  
*Southwestern Finance Association annual meeting, Albuquerque, NM (author)*  
*American Real Estate Society (ARES), Bonita Springs, FL (Presenter)*
- 2017: *FMA, Boston (Presenter, Program committee, Session organizer)*  
*ARES, Coronado, CA (Presenter)*  
*Western Economic Association, San Diego, CA (Author)*  
*Southern Economic Association, Tampa, FL (Author)*  
*SIMS International Research Conference, Pune, India (Invited Panelist)*
- 2016: *AAA Annual Meeting, New York (Author)*  
*AAA Midwest Region Meeting, Chicago (Author)*  
*SFA, Sandestin (Author)*  
*ARES, Denver (Presenter)*
- 2015: *ASSA, Boston (Presenter)*  
*FMA, Orlando (Presenter)*  
*ARES, Fort Myers (Presenter and Discussant)*  
*ABE/FEA 2015 National Conference (Author)*  
*SFA, Key West (Author)*  
*India Finance Conference, India (Presenter)*  
*NAREIT/AREUEA Real Estate Research Conference, New York (Presenter)*

2014: *ASSA, Philadelphia (Presenter)*  
*FMA, Nashville (Presenter and Discussant)*  
*MFA, Orlando (Presenter and Discussant)*  
*Indian Institute of Management (IIM), India (Author)*  
*EFA, Pittsburg (Author)*  
*SWFA, Dallas (Author)*  
*IFMA, Indonesia (Author)*  
*World Finance Conference, China (Author)*  
*India Finance Conference, India (Presenter)*  
*Emerging Markets Finance, India (Presenter)*

2013: *FMA, Chicago (Presenter and Discussant)*  
*EFMA, Luxembourg (Author)*  
*SFA, Puerto Rico (Presenter and Discussant)*  
*Indian Institute of Management (IIM), India (Presenter)*  
*ARES, Hawaii (Author)*  
*EFA, St. Pete Beach, FL (Presenter and Discussant)*  
*SWFA, Albuquerque (Author)*  
*GFC, Shanghai (Author)*

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### ***Invited Presentations***

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*“Intro of Blockchain”* Joint Commission on Technology and Science, General Assembly, Richmond, VA, September, 2024.

*“Decentralizing the Future: Blockchain Technology and DeFi Innovation”* 5<sup>th</sup> International Conference on Advances in Computer Engineering and Communication Systems, August, 2024.

*“Blockchain technology: Real Estate Applications”* Christ University and Indian Business School, December 2024.

*“An Introduction to Blockchain technology”* Jain University, December 2024.

*“Blockchain technology: the good, the bad, the ugly”* Christ University and Indian Business School, December 2023.

*“Use of Artificial Intelligence in Financial Advisory”* Indian Institute of Finance, December 2022.

*“Leveraging Equity in Residential Property”* Financial Planning Conference, FP Canada, November 2022.

*“FinTech Regulatory Changes”* WVU Banking Summit, November 2021.

*“How to make online teaching effective”* Symbiosis Institute of Management Studies, December 2020.

*“National Webinar on e-examination”* Ministry of HRD and National Project Implementation Unit, April 2020.

*“Impact of investor autonomy and freedom of choice on international stock market liquidity commonality”* Indian Institute of Management, Bangalore, September 2019.

*“Crypto Portfolio Economics”* Wyoming Blockchain Stampede, September 2019.

*Financial Infrastructure Stability and Cyber-security (FISC) Center*, University of Memphis, May 2019

*“Blockchain & Transactive Energy”* National Association of Regulatory Utility Commissioners Policy Summit, Scottsdale, Arizona, July 2018.

*“Marketing in a High-Speed, Post-Fact World”* Macromarketing Conference panel, Leipzig, Germany, July 2018.

*“Extending the Big Thinking of Bob Lusch”* Macromarketing Conference panel, Leipzig, Germany, July 2018.

*“Future of Blockchain”* Energy Trends Conference, Wyoming, March 2018

*“Government Initiatives for Transforming India: Implications on Business and Society”* Symbiosis Institute of Management Studies, December 2017.

*“Systemic microstructure risks of high frequency trading”* University of Lethbridge, Canada, August 2017.

*“Systemic microstructure risks of high frequency trading”* Securities and Exchange Commission (SEC), May 2017.

*“Taxation and REIT market valuation”* RICS School of Built Environment, Amity University, January 2016

*“Does high-frequency trading increase systemic risk?”* Marquette University, December 2015.

*“Taxation and REIT market valuation”* Securities and Exchange Board of India (SEBI), March 2015.

*“Systemic Microstructure Risks of High Speed Trading”* National Stock Exchange of India (NSE), December 2014.

*“Powerful Subordinates: Internal Governance and Stock Market Liquidity”* Clarkson University, January 2013.

*“Reduced Latency and Market Quality on the Tokyo Stock Exchange”* Securities and Exchange Commission (SEC), November 2012.

*“Reduced Latency and Market Quality on the Tokyo Stock Exchange”* Worcester Polytechnic Institute, November 2012.

*“Reduced Latency and Market Quality on the Tokyo Stock Exchange”* University of Wisconsin, Whitewater, November 2012.

*“Reduced Latency and Market Quality on the Tokyo Stock Exchange”* Fairfield University, November 2012.

*“Effective Online Teaching”* Organized professional development workshop at the University of Memphis, Memphis, TN, October, 2011

*“Effective Online Teaching”* Organized professional development workshop at LeMoyne Owen College, Memphis, TN, January, 2011

*“Technology in Teaching”* Invited speaker at the Institute of Professional Studies (IPS), India, October, 2008 and December, 2011

*“Subprime Crisis”* Guest lecture at the IPS, India, November, 2008.

*“Best Practices in Online Teaching”* Organized 4 professional development workshops for instructors teaching online at Fort Hays State University, Fall 2008

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### ***Work Experience***

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2025-present Principal, QuantiMetrics Financial Services, Richmond, VA

Fall 2025 Visiting Professor of Finance, University of Memphis, Memphis, TN  
-present

Fall 2023 Department Chair and Associate Professor of Finance  
-2025 Virginia Commonwealth University, Richmond, VA

Dec 2023 Expert Witness, West Virginia Office of Tax Appeals.  
-Feb 2024

Fall 2020 Assistant Professor of Finance, West Virginia University, Morgantown, WV  
-Summer 23

Summer 22 & Summer Associate, Clark Hill PLC.  
Summer 23

2018-2024 Consultant, NextGen Federal Systems, Morgantown, WV  
Yerguide LLC, Jackson Hole, WY  
Thermopolis Partners, Thermopolis, WY

Fall 2016 Assistant Professor of Finance, University of Wyoming, Laramie, WY  
-Aug 2020

Fall 2013 Assistant Professor of Finance, Central Michigan University, Mount  
-Aug 2016 Pleasant, MI

Fall 2009 Graduate Assistant, University of Memphis  
-Spring 13

June 2008 Technology Support Specialist/Instructional designer, Fort Hays State  
- Aug, 2009 University, Hays, KS

July 2009 Consultant for an Agricultural Economics project funded by the University  
- Aug, 2009 of Wyoming (UWYO), Colorado State University, the University of  
Arizona, and the US Department of Agriculture.

June 2008      Research Scientist, Department of Agriculture and Applied Economics,  
 - Aug, 2009      University of Wyoming.

Spring 2005-   Graduate Assistant, College of Business, Nightingale center, School of  
 Summer 2008   Nursing, the Outreach School, Community Service education, College of  
                          Education, University of Wyoming.

Jan 1999        Entrepreneur, Shri Shyamji Food Products, Royal Chemicals, and Royal -  
 Dec 2004        Internationals, India

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## ***Service***

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### **Virginia Commonwealth University**

#### ***Department***

- Department Chair
- Curriculum Review Committee
- International student recruitment
- Robinhood experiential learning committee
- CFP Program Director

#### ***School of Business***

- Executive Council
- Hiring Committee: Chief Operating Officer, School of Business
- Fintech initiative lead
- Strategic Plan committee
- AACSB reaccréditation and Assurance of Learning

### **State of Virginia**

- Virginia Blockchain Council

### **State of West Virginia**

- West Virginia Department of Health and Human Resources (DHHR): Blockchain application in the Medical Cannabis industry.
- Virginia and West Virginia Water Science Center, U.S. Geological Survey: Blockchain and Water rights.

### **State of Wyoming**

- Wyoming Blockchain Coalition

## **Profession**

CFA Level I Standard Setting Group: The function of a standard setting is to provide a recommended MPS for each level of exam to the CFA Institute Board of Governors. The Board will then establish the final MPS, or cutoff score, on each level of the exam.

Committee Member, Conference organizer: Planet, People And Profits: Promoting Sustainable Businesses For Triple Bottom-Line. Conference organized by Florida International University (Feb 29-March 2, 2024).

### **West Virginia University**

#### ***University***

- Shared Governance Committee: Faculty Senate

#### ***Department***

- Faculty hiring committee (2 positions)
- Department Chair hiring committee
- M.S. Finance Program Committee
- Coordinator, department seminar series
- Led the 2022 banking summit
- SMIF New York Trip
- WVU CFP Advisory Board
- Welcome week wellness presentation
- CFA Institute Career fair
- International student recruitment

#### ***College***

- Technology Committee
- AeSC me about my plan, October 2021
- WVU Decide Day, 2022
- Standards for minimum expectations for synchronous/online undergraduate courses

### **Community**

- Financial literacy lecture series to High school students, Morgantown, WV, 2022.
- Board of Directors: Vice chair, Snowy Range Academy, Laramie, WY (2017-2020).
- Hiring committee: Business manager, 3<sup>rd</sup> grade teacher, Art teacher and Language teacher at Snowy Range Academy, Laramie, WY (2017- 2019)

### **University of Wyoming**

#### ***Department***

- Committee Member: Search committees for Department Chair of Accounting and Finance (2018-2019)
- Committee Member: Search committees for two Assistant Professor of Finance positions and the Guthrie chair in banking (2018).
- Undergraduate curriculum committee (2017).
- FMA student club faculty advisor (February 2017-Present).
- Faculty Mentor: CFA Research Challenge (2016-2018)
- WRDS Representative

#### ***College***

- Committee Member: College of Business Online task force

- Committee Member: College of Business International studies committee
- College of Business Showcase Saturday event, January 2017, 2018.
- Attendee: Daniel's Ethics Forum, 2017, 2018, 2019

#### ***University***

- Committee Member: University Studies Program Committee
- Attendee: Governor's Business Forum, Cheyenne, WY

### **Central Michigan University**

#### ***Department***

- Master Course Syllabi Revisions (FIN 448) (May 2014).
- Committee Member, Search Committee (April 25, 2014 – December 2015).
- Committee Member, Bylaws Committee (March 2014 - August 2016).
- FMA student club faculty advisor (August 2015- August 2016)
- CFA Institute contact person: worked on getting the university CFA recognized and mentored a group of students for the CFA Institute research challenge.

#### ***College***

- Faculty Development Committee (January, 2015 – August 2016)
- CBA curriculum Committee (August 19, 2014 - August 2016).

#### ***University***

- Grant Proposal Reviewer, Internal, Faculty Research and Creative Endeavors Committee (August 2014 - August 2016).
- Faculty Advisor, CMU & You Day (September 13, 2014).
- Faculty Advisor, New Student Orientation (May 28, 2014 - June 5, 2014).

### **Ph.D. Student Dissertation Committee**

- Shaji Y., Noorul Islam University, 2014
- Cristian Sepulveda, University of Wyoming, 2019
- Thilak Venkatesan, Bharathiar University, 2021
- Prashant Bajirao Ubarhande, Symbiosis International, 2022

### **Masters Student Thesis Committee**

- Nonso Monwuba, University of Lethbridge, Canada, 2021 (Co-advisor)
- Murad Ziyatkhanli, University of Lethbridge, Canada, 2022

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### ***Professional Affiliations***

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Virginia Bar Association, Virginia Blockchain Council, Richmond Bar Association, Tennessee Bar Association, Memphis Bar Association, American Finance Association, Financial Management Association, Eastern Finance Association, Southern Finance Association, Midwestern Finance Association, Southwestern Finance Association, Sloan Consortium (Sloan-C), American Educational Research Association (AERA), Beta Gamma Sigma (the international honor society for collegiate schools of Business), Association for the Advancement of Computing in Education (AACE), Kappa Delta Pie (the international honor society in Education), CFA, CFP®, AICPA