

January 6, 2005

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Director – School of Accountancy
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EDUCATION:

New York University Graduate School of Business Administration, NY, NY -- Ph.D. in Accounting and Management (1977).

NYU-Graduate School of Business Administration -- MBA with distinction (1971). Major in Management (Minor in Economics minor). Thesis: "Management of the Environmental Protection Administration."

University of New Hampshire, Durham, New Hampshire -- MS Degree (1968) in Physics. Thesis: "Shock Wave Reflection from a Water-Sand Interface."

Loyola College, Baltimore, Maryland -- BS Degree (1965) in Physics (Minor in Mathematics).

DISSERTATION TITLE:

"Predicting Enterprise Earning Power: Replacement Value Accounting vs. Historical Cost Accounting -- A Case Study."

TEACHING EXPERIENCE:

September 1976 to present -- University of Denver, School of Accountancy. Responsible for developing and teaching management and accounting information systems, procedures and internal control courses as well as financial, managerial, and cost accounting courses at both undergraduate and graduate levels including the Executive MBA program. Developed the accounting information systems component of the Accounting Core Curriculum and supervise the School of Accountancy's internship program. Also, teach for the Daniels College Institute for Professional Education and Development (various accounting, finance, and information systems courses).

Administrative head of the School of Accountancy since July, 1996. Responsible for budgetary affairs, scheduling, student and faculty recruitment, fund raising, advising of all students in the Master's of Accountancy program, etc. for group consisting of 11 full time and several part time faculty.

March 1978 to June 1978 -- Held Willard L. Eccles Distinguished Chair of Business -School of Business and Economics - Weber State College, Ogden, Utah. Taught information systems design and introductory data processing courses.

February 1976 to August 1976 -- New York University, Graduate School of Business Administration, Assistant Project Director - Management Decision Laboratory. Responsible for coordination of development of computer based management simulation. Project was joint effort between groups from NYU, Poland, Holland, Hungary, and Romania. Duties included involvement in initial design stages of new simulation, coordination, and planning, establishment and monitoring of project control mechanisms and preparation of technical manuals and other documentation. In addition, served as consultant to Management Decision Laboratory Staff.

January 1975 to January 1976 -- Price Waterhouse Dissertation Fellowship in Accounting (New York University Graduate School of Business Administration) -- Dissertation Internship at Financial Accounting Standards Board in Stamford, Connecticut.

September 1970 to January 1975 -- New York University Graduate School of Business Administration. Associated with the NYU-GBA Management Game (later renamed Management Decision Laboratory) in various capacities. Responsible for administration of day-to-day operations for a complex, man-machine simulation of business enterprises. Work included liaison with and evaluation of students; supervision of six graduate teaching assistants; development and implementation of improvements in the simulation models and the simulation environment. Responsible for writing student documentation, manuals for external participants, and general documentation. Worked with staff in planning, developing, testing and implementing business simulations reflecting a variety of economies (Hungary, Poland, Romania, and Turkey).

PROFESSIONAL CERTIFICATION:

Certified Management Accountant (CMA) -- Institute of Management Accounting - Awarded 1978. Certificate of Distinguished Performance on June, 1977 Exam (one of 13 awarded nationally).

PROFESSIONAL DEVELOPMENT EXPERIENCE:

External:

AAA Accounting Programs Leadership Group/FSA Meeting – Scottsdale, AZ -- 2/13-15/05.

AAA Management Accounting Section Meeting – Scottsdale, AZ – 1/6-9/05.

CSCPAs Faculty Conference – Front Range Community College – 10/23/04.

PricewaterhouseCoopers University for Faculty – Princeton, NJ – 7/6-9/04.

AACSB Maintenance of Accreditation Seminar – Salt Lake City – 5/10-11/04.

AAA Accounting Programs Leadership Group – Las Vegas, NV -- 2/8-10/04.

AACSB Assessment Seminar -- Malibu, CA – 2/18-20/04.

AAA Management Accounting Section Meeting – Miami, FL – 1/8-10/04.

AACSB Annual Meeting – Montreal, Canada – 4/18-20/04.

AACSB Accreditation Seminar & Site Visit Training – St. Louis, MO – 11/17-19/03.

IMA/AAA Colloquium – Sedona, AZ – 10/31–11/02/03.

CSCPAs Faculty Conference – Denver, CO – 10/31/03.

Federation of Schools of Accountancy Annual Meeting – Denver, CO – 10/17-18/03.

AACSB Annual Meeting – New Orleans, LA – 4/24-26/03.

AAA Accounting Programs Leadership Group – New Orleans, LA -- 2/2-4/03.

Continuing Education for Professionals – Fraud Seminar – Lakewood, CO – 12/18/02.

Leading in the New Corporate Environment – Sarbanes Oxley – University of Denver – 12/5/02.

AAA Accounting Programs Leadership Group – Austin, TX -- 2/3-5/02.

Colorado Society of CPAs – Leadership Council – 11/5/01.

AACSB Annual Meeting – New York, NY – 4/22-24/01.

AAA Accounting Programs Leadership Group – Ft. Lauderdale, FL -- 2/4-6/01.

Federation of Schools of Accountancy Annual Meeting – San Antonio, TX – 12/3-5/00.

Federation of Schools of Accountancy -- Claude Rodgers Symposium – St. Charles, IL – 5/19-20/00.

AACSB Annual Meeting – San Diego, CA – 4/9-11/00.

AAA Accounting Programs Leadership Group – Las Vegas, NV -- 2/6-8/00.

AAA Annual Conference – Philadelphia, PA -- 8/13-16/00.

AAA Annual Conference – San Diego, CA -- 8/15-18/99.

AAA Accounting Programs Leadership Group -- Orlando, FL -- 1/31-2-2/99.

AAA Annual Conference -- New Orleans, LA -- 8/16-19/98.

Association of Information Systems – Annual Conference, Baltimore, MD – 8/14-16/98.

KRKA Grad. Student Consortium & Educ. Symposium – Otocec, Slovenia – 6/11-12/98.

11th International Bled Electronic Commerce Conference. Bled, Slovenia – 6/7-10/98.

IMA/AAA Management Accounting Conference – Los Angeles, CA -- 3/27-28/98.

AIS Research Symposium -- Arizona State University West -- Phoenix, AZ – 2/19-21/98.

AAA Accounting Programs Leadership Group – San Antonio, TX -- 2/1-3/98.

AAA Annual Conference – Dallas, TX – 8/17-20/'97.

AACSB Annual Conference – Boston, MA – 4/13-16/'97.

AAA Administrator's Conference – Las Vegas, Nevada – 2/2-4/'97.

IMA/AAA Management Accounting Conference -- Costa Mesa, CA -- 3/14-15/'96.

AIS Research Symposium -- Arizona State University West -- Phoenix, AZ – 2/15-17/'96.

'Research Directions in Managerial Accounting' -- half day symposium at

American Accounting Association Conference -- Orlando, FL -- 8/13/'95.

IMA/AAA Management Accounting Conference -- Charleston, SC -- 3/9-11/'95.

AIS Research Symposium. Arizona State University West, Phoenix, AZ, 2/3-4/'95.

AIS Research Symposium. Arizona State University West, Phoenix, AZ, 2/4-5/'94.

Fourth Trends in Computerized Accounting Education Conference. Loyola College, Baltimore, MD, 6/6-8/'94.

Institute of Management Accountants. Atlanta, April, 1993. Two day seminar on Activity Based Costing in Service Industries.

Coopers & Lybrand, CPAs -- Information Technology Audit Services Group --

Denver Office. April -- August, 1992. Acquired five months of hands-on experience in evaluating internal controls in large computer system environments. Worked with manufacturing, telecommunications, computer leasing and computer service bureau companies. Participated in two internal control evaluation training seminars (one for two weeks, and one for one week).

Workshop on Information Systems and Economics. New York University Stern School of Business -- New York, NY, December 15, 1991. Focus of workshop sessions was on research in inter-organizational systems (EDI, for example), cost and value of information technology, information value, and systems development.

Accounting Research and World Manufacturing Symposium -- An International Symposium on Changing Accounting Environs. The Boston University Institute for Accounting Research and Education -- Tyngsboro, MA, August 23, 1990.

Federation of Schools of Accountancy Faculty Consortium. "Restructuring the Curricula: Effecting Change" -- Arthur Andersen & Co. Center for Professional Education, St. Charles, Illinois, May 23-24, 1990.

American Accounting Association Management Accounting Section Case Seminar. "Management Accounting in the Service Sector -- Current Issues and Challenges" -- March 15-17, 1990 -- Atlanta, Georgia. Provided case and other material related to activity based costing in the service sector.

Federation of Schools of Accountancy Faculty Consortium. "Innovative Teaching Techniques -- Doing It Differently and Better." Arthur Andersen & Co. Center for Professional Education, St. Charles, Illinois, May 24-25, 1989.

American Accounting Association Management Accounting Section Case Seminar. "Measuring Product Costs: New Teaching Material from Innovative Practice" -- March 10-12, 1988 - Vanderbilt University. Provided new case materials for managerial and cost accounting courses, insights into the appropriate way to teach using the case method, and insights into teaching specific cases.

Computer Advances in Accounting Symposium -- Memphis State University March 27-29, 1988 -- Provided updates on computer advances in a variety of areas of accounting (accounting and other software, teaching aids, new hardware, etc.).

AACSB Advanced Information Systems Faculty Development Institute, 7/5-25/87 -- Indiana University. Intensive three week residential program designed for terminally qualified business school faculty whose specialization and training is not in MIS, but who have both taught basic MIS courses and plan to teach advanced MIS courses. Attendees are selected competitively. Program content includes in depth coverage in the areas of Advanced Systems Analysis and Design, Database Management Systems, Management and Administration of MIS, Telecommunications and Networking, MIS Research Issues, and Curriculum and Pedagogy.

National Association of Accountants/American Accounting Association Management Accounting Symposium -- Orlando, FL, March 20-22, 1986. Focus of conference was on business presentations of actual management accounting scenarios, the management solutions, and the reasons for the courses of action selected. The business situations came in case form and are available for class use.

Schneider & Shuster, CPA's -- Denver, CO. June, 1984 - August 1985. Faculty Resident and Manager -- Management Advisory Services Division. Responsible for practice development and client service in the areas of accounting and management information systems, microcomputers, and cost accounting. Developed small systems expertise in wholesale distribution and retail industries. Concentrated on systems planning, software and hardware identification and selection, and internal control issues. Wrote information systems section of Consultant's Handbook published by Warren, Gorham & Lamont (1988).

Arthur Andersen & Company -- Denver Office. June - August and December, 1981. Faculty Resident - Management Information Consulting Division. Member of team responsible for developing preliminary systems design for an accounting order-entry, membership system for a professional membership organization. Responsibilities included hardware and software identification. Reviewed Oil and Gas oriented software package to define specifications for development of audit-assist module.

Internal:

IPE -- Integrative Challenge -- August, 1994.

Faculty Friday -- Teaching With Cases, March, 1994.

Faculty Friday -- Nonparametric Statistics, October, 1993.

Faculty Friday -- Case Writing, April, 1993.

Faculty Friday -- February, 1993.

Faculty Friday -- November, 1992.

Faculty Friday Student Evaluation & Testing Methods, November 15, 1991.

Creativity Seminar -- Peter McGlaughlin, January 19-20, 1990.

Case Teaching Approaches -- Jim Davis, October 27, 1989.

Team Building & Excellence Seminar -- Larson & Goldberg, Sept. 6, 1989.

Cross-Cultural Understanding -- Adrienne Hines, May 13, 1989.

Inquiry & Discovery Teaching Seminar -- Jim Davis, February 17, 1989.

Audio Visual Methods -- Don Cohen, January, 20 1989.

Lecturing & Explaining Teaching Seminar -- Jim Davis, January 13, 1989.

Learning Theory Seminar -- Jim Davis, November 4, 1988.

Kick-off Luncheon -- Frank Dance, September, 1988.

Other:

CSCPA Educators Conference -- October, 2001

CSCPA Educators Conference -- October, 2000.

CSCPA Educators Conference -- October 14, 1995.

AICPA Annual Meeting -- Teaching AIS -- August 10, 1994

CSCPA Educators Conference -- **CSCPAS**, October 13-14, 1989.

Mainstay Workshop -- Mainstay Corp., April 19-21, 1989 (software instructional seminar).

CSCPA Educators Conference -- **CSCPAS**, October 21-22, 1988.

BUSINESS AND CONSULTING EXPERIENCE:

During the period 9/70 to the present, I have been engaged as a consultant for the following:

First Data Corporation. Teach introductory financial accounting and basic finance concepts to mid-level managers nationwide as part of a contract awarded to the Daniels College of Business Institute of Professional Education and Development.

CoorsTek. Taught full day seminar (with Professor James Sorensen) to CoorsTek senior management group on financial and management accounting basics.

Herbert Bachmann. Evaluated Mr. Bachmann's background to determine if he had the equivalent of an undergraduate business degree to permit him to obtain an appropriate visa.

InfoBank, Inc. Evaluated the background of a potential new hire to determine if the individual had the equivalent of an undergraduate business degree to permit the company to obtain an appropriate visa the individual.

RentX. Evaluated the background of a potential new hire to determine if the individual had the equivalent of an undergraduate business degree to permit the company to obtain an appropriate visa the individual.

Western Automation. Advised management on the creation of a cost system Appropriate to a JIT manufacturing environment.

Gonzales Consulting & American Management Systems. Advised programmers and analysts on specifications for a process costing system.

Cyprus Minerals Company. One of 4-person team which developed a customized training program for middle and upper level financial and accounting managers. The 5 1/2 day seminar (offered to two different groups of 30 managers each) covered international business issues, financial analysis, accounting and strategic planning. The accounting component

consisted of modules on JIT, Activity Based Costing and Cost System Evaluation. Cases were developed to stimulate discussion of the direct impact of these issues on Cyprus Minerals Company.

CTech, Inc. -- Denver, CO. Worked with software group to evaluate UNIX based accounting package written in 4GL-database language. Also reviewed client accounting specifications relative to the software. Developed new chart of accounts and reporting structure for client and trained client personnel in the use of the accounting software.

CTech, Inc. -- Denver, CO. Worked with software group to develop accounting system specifications for client in the business of matching hospitals and nurses willing to travel. Also evaluated UNIX based database accounting package for applicability to the client environment.

Painters Supply, Inc. -- Denver, CO. Provided hardware and software installation and maintenance assistance.

CNA Insurance Company -- Denver, CO. Reviewed claim for damage to computer system suffered as result of power outage caused by CNA policyholder.

Design Dynamics -- Denver, CO. Assisted in design and implementation of computer based job cost accounting system.

Department of Finance & Administration -- State of Tennessee. Member of 3-person group which provided assistance in analyzing existing and establishing new reimbursement rates for Community Mental Retardation Programs administered by the State Division of Mental Health & Mental Retardation.

Steven J. Shuster, CPA -- Denver, CO. Provided on-going microcomputer hardware and software support.

Adolph Coors Company. Member of two-person group which identified MIS productivity measures.

North American Limousin Foundation -- Denver, CO. Assisted in review & selection of desktop publishing system.

Schneider & Shuster, CPAs -- Denver, CO. Part-time member of consulting staff - provided accounting & information systems, litigation support, and cost accounting services.

Overlook Center, Inc. -- Knoxville, Tennessee. Provided assistance in identifying information systems needs, in evaluating hardware and software proposals, and in selecting hardware and software.

Schneider & Shuster, CPAs, -- Denver, CO. Provided assistance in areas of in-house computer training, software and hardware evaluation and selection, and client support in the

areas of accounting and management information systems, microcomputers and cost accounting.

Ozark Guidance Center -- Springdale, Arkansas. Provided assistance in planning and developing an automated MIS.

Huntsville-Madison County Mental Health Center -- Huntsville, Alabama. Reviewed and evaluated a software/hardware package designed for mental health applications.

Lakeview Center, Inc. -- Pensacola, Florida. Provided assistance in planning and developing an automated MIS.

Prairie View, Inc. -- Newton, Kansas. Assessed adequacy of existing hardware relative to overall organizational needs including estimates of future cash outlays; assessed effectiveness of overall computer system (hardware and software) in meeting organizational needs; and assessed qualifications required for the data processing staff for a medium-size health service organization.

Front Range Graphics -- Denver, CO. Analyzed cost behavior, developed break-even models, analyzed job costs and made recommendations with regard to cost savings and control.

Community Mental Health Resource and Technical Assistance Center. Presented one and one-half day seminar on income certification to executive directors and business managers of Kansas and Missouri Community Mental Health Centers.

State of Colorado, Division of Mental Health. Member of two-person team responsible for a study on: "The Feasibility of Assessing the Costs and Outcomes of Community Support Programs."

State of Kentucky, Division of Mental Health. Member of three-person group responsible for developing accounting and auditing guidelines for state community mental health centers and for providing technical assistance in the areas of MIS development.

Mid-Bergen Community Mental Health Center -- Paramus, New Jersey. Technical assistance contract to aid center in redesigning its MIS including conversion of accounting functions to a computer based system.

United Airlines -- Denver Region. Presented half-day seminar to 175 travel agents on topics of cost behavior, break-even analysis, relevant costing and cost finding.

Mountain States Employers' Council, Inc. -- Denver, CO. Presented two-day seminar on "Budgeting and Cost Control Principles and Selected Applications."

F.D. Combs and Associates -- Frankfort, Kentucky. Presented one-day seminar in conjunction with Combs staff on aspects of financial management to group of executive directors of community mental health centers.

State of Arkansas, Division of Mental Health. Part of team responsible for developing accounting auditing and statistical guidelines for community mental health centers. Specific duties consisted of providing technical assistance to centers in area of implementation of guidelines and refining MIS.

Columbia Area Mental Health Center -- Columbia, South Carolina. Provided Technical assistance in area of designing and implementing computer based MIS.

Department of Health, Education and Welfare, Public Health Service, DADAMH, Region II. Conducted two and one-half day technical assistance seminar with James Sorensen and Glyn Hanbery. Discussion topics included MIS Design, Computer Selection, development of Effective Accounting, Statistical and Internal Control Systems, Improving Financial Statement Analysis and Presentation, Use of Break-even Analysis, Budgeting, etc.

A.L. Nellum and Associates -- Washington, DC Member of group responsible for providing technical assistance in the area of accounting information systems including analysis and recommendations with respect to computer needs to Region III (Delaware, Maryland, Pennsylvania, Virginia, Washington, DC and West Virginia) Community Mental Health Centers. Technical assistance provided relative to the Fiscal Management & Cost Analysis Requirements (Section 26 - Public Law 94-63).

Colorado -Association of Community Mental Health Centers and Clinics, Denver, CO. Responsible for reviewing cost accounting systems of CACMHCC members for compliance with the Colorado Division of Mental Health Accounting and Auditing Guidelines and for determining unit costs of mental health services offered. Work performed in association with Professor James E. Sorensen as project director.

United Banks Service Company -- Denver, CO. Responsible for supervising work of two students engaged in evaluating and redesigning the company's internal management reporting systems.

Investors Management Sciences, Inc. -- Denver, CO. Advised IMS on accuracy and adequacy of certain internal accounting definition as they applied to collection of database items.

Organization for Economic Cooperation and Development -- Paris, France. Received appointment as OECD consultant for month of December, 1976. In this capacity assisted in the adaptation of the New York University Management Game to the Turkish business environment and advised the Bogazici University School of Administrative Sciences on curriculum development.

Tetratrend Associates, Inc. -- New York, NY. Project Consultant for development of executive training programs. Responsible for writing all technical manuals. Aided in

installation of program at client's site and was responsible for supervising initial run of program and for training client's staff to operate the program.

Japan-American Institute of Management Science -- Honolulu, Hawaii. JAIMS is an institute devoted to the improvement of business relations and transactions between the US and Japan. Oversaw installation of NYU Management Game at JAIMS and was responsible for supervising its initial run and for training JAIMS staff to handle all administrative aspects.

National Blank Book Co. -- Holyoke, MA. Co-developer and author of user instructions for household budget system, check keeping system, tax record information system and appliance warranty storage system.

Peat, Marwick, Mitchell & Co. -- New York, NY. Aided in organization of conference on audit research. Was responsible for general administrative tasks and for editing of conference proceedings.

PROFESSIONAL ORGANIZATIONS:

- The American Accounting Association
- The Institute of Management Accounting
- Financial Executives International (Academic Relations Committee Chair – '03-'04 & '04-'05
- Information Systems Audit & Control Association (formerly the EDP Auditors Association) -- Denver Chapter
- Colorado Society of CPAs – Careers Committee ('02...); Summit Group ('02-'04); Leadership Council ('01- ...); Computer Services Comm. ('88-'90); Comm. on Accreditation of Computer Systems Specialists ('86-'87, '87-'88 - Chair); Management Consulting Comm. (Chair -- '85-'86, '86-'87); and MAS Roundtable
- Institute of Management Accountants (formerly the National Association of Accountants) - Centennial Chapter ('85-...) -- Scholarship Committee ('91-'92)
- National Association of Accountants -- Denver Chapter -- Manuscripts Director ('78-'80), Director -- Professional Development ('80-'81), Vice President -Education and Professional Development ('81-'82), Vice President -- Meetings ('82-'83), Director-at-large ('83-'84)
- Society of Information Management -- Denver Chapter
- Board of Editorial Advisors -- Accounting Systems Journal
- EDI Roundtable (Denver, CO) ('89-'94)
- International Academy of Information Management -- '90 Program Committee
- Federation of Schools of Accountancy -- Newsletter Editor ('83)
- AAA Notable Contributions to Accounting -- Literature Comm. -- Nomination Group ('82-'83)

AWARDS AND HONORS:

- Colorado Society of CPAs – Selected to CSCPA Leadership Council – 2001.
- Daniels College of Business Outstanding Contribution Award -- 1999-2000 – Business Reaffirmation Process.

- Case Writing Grant -- Daniels College of Business, June, 1995.
- Case Writing Grant (with R. Farina & T. Dalton) – Undergrad. Curriculum Comm., Dec. '94.
- Case Writing Grant -- College of Business Administration, June, 1994.
- College of Business Administration Outstanding Faculty Research Award -1990.
- Research Proposal Grant -- College of Business Administration -- 1990-91.
- John C. Willemssen Distinguished Professor -- 1989-90.
- Research Award -- School of Accountancy -- 1988-89.
- Research Proposal Grant (with J. E. Sorensen) -- College of Business Admin. -- 1988-89.
- Research Proposal Grant (with R. A. Scudder) -- College of Business Admin. -- 1988-89.
- Willard L. Eccles Distinguished Chair of Business -- School of Business and Economics -- Weber State College -- Spring 1979.
- Certificate of Distinguished Performance -- June, 1977, Certified Management Accountant Examination.
- Full-tuition scholarship -- NYU-GBA -- 1969-70; NYU-GBA Price Waterhouse Dissertation Fellowship in Accounting -- 1975-76.
- Beta Alpha Psi -- 1977; Beta Gamma Sigma -- 1971; Sigma Xi -- 1968.

COLLEGE AND UNIVERSITY ACTIVITIES:

- Hyde Interviews – 1/'03; 2/'04; 12/'04; 2/'05
- Daniels College Management Group ('96 -... 0
- Search Committee – Vice Provost for Technology & Director for the Center for Teaching and Learning
- DCB Management Group ('96-...)
- AACSB Accreditation Committee ('97-...)
- Undergraduate Council ('93-'96)
- Faculty Senate ('94--...) - Personnel Subcommittee ('94-'95); Finance Committee ('95-'97); Personnel Committee ('97-'98)
- DCB Technology Committee ('91-'95)
- CBA Undergraduate Programs Committee ('92-'93)
- DCB International Committee ('91-...)
- CBA Student Appeals Committee ('91)
- Faculty Advisor - Accounting Students Association ('87-'92)
- University Faculty Review Committee ('88-'91)
- MBA Enhancement Committee ('89-'90)
- MIS Program Committee ('85-'89)
- CBA Management Information Systems Task Force - Chair ('81)
- CBA MIS Committee - Chair ('81-'82, '82-'83)
- Faculty Senate Computer Policy Committee - Chair ('82)
- Faculty Senate Bookstore Committee - Chair ('79-'82)
- Faculty Senate ('79-'83)
- Graduate Academic Performance Review Committee ('78-'80)
- Strategic Planning Committee ('78-'79)
- Faculty Advisor - Beta Alpha Psi Chapter ('78-'83)
- Computer Services Committee - Chair ('77-'78)
- MBA Program Committee ('76-'77)

- American Accounting Association Convention ('78) - Responsible for organization & operation of Placement Service function

COMMUNITY ACTIVITIES:

- Donor Alliance Inc. – member of the Board of Directors ('03-...) -- Finance Committee & Nominating Committee ('03); (Treasurer & Chair - Finance Committee ('04); Vice President – ('05)
- Most Precious Blood Parish, Denver, CO – Finance Council ('01-...)
- FBLA Judge – Regional Competition -- Overland High School (2/17/04)
- National Association of Black Accountants Annual Meeting – Accounting Careers panel (10/3/03)
- American Transplant Association (Rocky Mountain Chapter), Founding Member and Treasurer (1999-2001)
- TRIO (Rocky Mountain Chapter) 1997-1999; Treasurer (1998-'99)
- Board of Community Mental Health Corporation of Denver ('90-94) - Treasurer ('91-'94), Finance Comm. ('90-'94), & Managed Care Comm. ('94), Personnel Comm. ('91-'94)
- Committee for Croatian & Slovenian Democratic Independence ('91) -Treasurer
- Denver Community Mental Health Commission ('85-'86, '86-'87) -- Fin. Comm. Chair
- Mayor's Ad Hoc Committee on Mental Health ('84-'85)
- Denver Solution Group -- Mental Health Service Delivery Issues ('83-'84)
- Citizens' Advisory Board Denver Health and Hospitals Mental Health Program ('82-'83, '83-'84 -- Chair)
- Supervisory Committee -- University Cooperative Credit Union ('81-'85)
- Volunteer -- Denver Area Special Olympics Track & Field Competition ('77)

PERSONAL:

Born: United States -- August 13, 1943

PAPERS, LECTURES AND CONFERENCES:

Refereed Articles:

Scudder, Richard A. & A. Ronald Kucic. "Productivity Measures for Information Systems." Information and Management, Volume 20, Fall, 1991.

Grove, Hugh D., Frank Selto & A. Ronald Kucic. "Assessing the Effectiveness of Information Systems Planning." Accounting Systems Journal, Vol. 1, 2, Fall, 1990.

Scudder, Richard A. and A. Ronald Kucic. "Measuring and Improving Systems Development Productivity." Computer Programming Management, Auerbach Publishers, September, 1989.

Scudder, Richard A. and A. Ronald Kucic. "Teaching Software Skills at the Graduate Level: A Comparison of In-Class and Out-Of-Class Approaches." Interface -- The Computer Education Quarterly, Spring, 1989.

Scudder, Richard A. and A. Ronald Kucic. "Information Systems Productivity Measures." Organizacija in Kadri (Organization and Management), Kranj, Republic of Slovenia, Summer, 1989.

Grove, Hugh D., A. Ronald Kucic, & Thomas Obremski. Organizacija in Kadri (Organization and Management), "Participation in Systems Development: Impact on Performance and Satisfaction." Kranj, Republic of Slovenia, Summer, 1989.

Sorensen, James E., William Zelman, Glyn Hanbery & A. Ronald Kucic. "Managing Mental Health Organizations with 25 Key Performance Indicators." In Evaluation and Program Planning edited by Frederick L. Newman, Vol. 10, 1987.

Kucic, A. Ronald, James E. Sorensen & Glyn W. Hanbery. "Computer Selection for Human Service Organizations." Administration in Social Work, Vol. 7(1), Spring 1982.

Hanbery, Glyn W., James E. Sorensen & A. Ronald Kucic, "Management Information Systems and Human Services Resource Management." Administration in Social Work, March-April, 1982.

Kucic, A. Ronald & Samuel T. Battaglia. "Matrix Accounting for the Statement of Changes in Financial Position." Management Accounting, April, 1981.

Chapters in Books, Monographs & Book Reviews:

Scudder, Richard A. and A. Ronald Kucic. "Measuring and Improving Systems Development Productivity." Reprinted in the 1990 supplement to the Handbook of MIS Management. Auerbach Publishers, New York: 1990.

Scudder, Richard A. and A. Ronald Kucic. "Measuring and Improving Systems Development Productivity." Reprinted in the supplement to the Handbook of Systems Management: Development and Support. Auerbach Publishers, New York: 1990.

Management Advisory Services Manual (Glenn H. Van Doren and Stephen D. Nadler, Editors). Warren, Gorham and Lamont, NY, 1988. Developed four chapters on management information systems topics: "Information Systems Consulting," "Information Systems Planning," "System Selection and Acquisition," and "Systems Design and Implementation."

Sorensen James E., William Zelman, Glyn H. Hanbery, & A. Ronald Kucic. "Key Performance Indicators to Manage Mental Health Organizations" in Mental Health Program Performance Measurement (Charles Windle, Judith Jacobs, and Paul S. Sherman, editors). National Institute of Mental Health, Series BN No. 7, DHHS Pub. No. (ADM) 86-1441. Washington, DC: Supt. of Docs., US Govt. Printing Office, 1986.

Kucic, A. Ronald, James E. Sorensen, & Glyn Hanbery. "Computer Selection for Human Service Organizations." In Managing Finances, Personnel, and Information in Human Services, edited by Simon Slavin, New York: Haworth Press, 1985.

Sorensen, James E., Glyn W. Hanbery & A. Ronald Kucic, Accounting and Budgeting Systems for Mental Health Organizations. National Institute of Mental Health, Series FN6. DHHS Pub No. (ADM) 83-1046. Washington, DC: Supt. of Docs., US Government Printing Office, 1983.

Kucic, A. Ronald. Book Review of Fess and Niswonger, Accounting Principles, 13th edition. The Accounting Review, January, 1982.

Proceedings:

Scudder, Richard, A. Ronald Kucic, and Beryl Pretty. "Electronic Commerce in the University." Proceedings of the 11th International Bled Electronic Commerce Conference -- Electronic Commerce in the Information Society, Bled, Slovenia, June 8-10, 1998.

Strategic Systems in the Global Economy of the 90s -- Sixth International EDI Conference, Bled, Republic of Slovenia, June 7-9, 1993.

Kucic, A. Ronald. "EDI Audit and Control Issues." Proceedings -- EDI: Strategic Systems in the Global Economy of the 90s -- Sixth International EDI Conference, Bled, Republic of Slovenia, June 7-9, 1993.

Kucic, A. Ronald and Richard A. Scudder. "Decision Criteria For and Against EDI." - Proceedings -- EDI: Business Strategies for the 90s -- 4th Electronic Data Interchange Conference, Bled, Republic of Slovenia, June 10-12, 1991.

Sorensen, James E. and A. Ronald Kucic. "Cost-Outcomes and Cost-Effectiveness Applied to Non-Profit Organizational Performance Evaluation." Proceedings of the Annual Conference - The American Accounting Association, Hawaii, Aug. 14-16, 1989.

Scudder, Richard A. & A. Ronald Kucic. "A Comparison of Approaches to Obtaining Software Skills." Annual Conference of Administrative Sciences Association of Canada, Nova Scotia, June 5, 1988.

Kucic, A. Ronald (Editor). Proceedings of the 2nd Annual Conference on Trends in Management Information Systems. Cosponsored by the MIS Departments of the University of Maribor & the University of Denver (Bled, Republic of Slovenia, June 2-4, 1988).

Scudder, Richard A. & A. Ronald Kucic. "Two Approaches to Obtaining Software Skills: A Comparison." Annual Conference of the International Academy of Information Management, Pittsburgh, Dec. 6, 1987.

Sorensen, James E. & A. Ronald Kucic. "Cost-Outcomes and Cost Effectiveness: An Empirical Example in Health Care." Annual Meeting of the American Institute of Decision Sciences, Toronto, Nov., 1984.

Sorensen, James E. & A. Ronald Kucic. "Assessing the Cost Outcomes and Cost Effectiveness of Community Support Programs: A Feasibility Study." Annual Meeting of the American Accounting Association, San Diego, Aug., 1982.

Other Publications:

Sorensen, James, William Zelman, Glyn Hanbery, & A. Ronald Kucic. Key Performance Indicators for Community Mental Health Organizations: Managing with Key Indicators. National Council of Community Mental Health Centers. Rockville, MD: The Council, 1985.

Sorensen, James E., William Zelman, Glyn Hanbery, & A. Ronald Kucic. "Key Performance Indicators for Community Mental Health Organizations: A Conceptual Framework." National Council of Community Mental Health Centers. Rockville, MD: the Council, 1984.

Sorensen, James E., Glyn W. Hanbery, William Zelman & A. Ronald Kucic. Key Performance Indicators for Community Mental Health Organizations: Demonstration Findings. National Council of Community Mental Health Centers. Rockville, MD: the Council, 1984.

Completed Case Writing Grants

Kucic, A. Ronald, Ronald Farina, and Terry Dalton. "The Pioneer Bottling Company." Daniels College of Business Undergraduate Curriculum Committee Research Case Grant -- 12/94 – 5/95.

Workshops, Seminars & Other Presentations:

AAA Accounting Programs Leadership Group – Austin, TX -- 2/4/02 – Presentation entitled: **Raising Fundraising Activities to a Priority Endeavor**

KRKA Graduate Student Consortium and Educational Symposium – Optec, Slovenia – 6/11-12/98. Presented lecture entitled "The Electronic Commerce Course at the University of Denver." Also served as faculty member for the Graduate Student Consortium.

Institute of Management Accountants -- Activity Based Costing Seminar -- Denver, 5/18/94.

Accounting & Finance Association -- Ljubljana, Slovenia. Presented lectures entitled: "Performance Evaluation in a Market Based Economy," and "Internal Control in Computer Based Systems," June 5, 1991.

Accounting & Finance Association -- Novo Mesto, Slovenia. Presented lectures entitled: "Performance Evaluation in a Market Based Economy," and "Internal Control in Computer Based Systems," June 4, 1991.

Symposium on Research & Teaching EDI -- Bled, Slovenia. Research workshop to explore international research and teaching opportunities in EDI. Sponsored by the University of Maribor (Kranj). June 8-9, 1991.

Decision Sciences Institute -- 1990 Annual Meeting. *Ad-Hoc* Reviewer and Discussant -- Computers in Small Business Session. San Diego, CA -November, 1990.

3rd Annual Conference on Trends in Management Information Systems. Cosponsored by the MIS Departments of the University of Denver and the University of Maribor (Yugoslavia) -- Bled, Slovenia, June 6-7, 1990. Presented sessions on Computer Assisted Software Engineering (C.A.S.E.) Tools, Status of C.A.S.E. in US, Programmer Productivity, and Information Systems Effectiveness.

Accounting & Finance Association -- Ljubljana, Slovenia. Presented lecture entitled: "Introduction to Activity-Based Costing." Ljubljana, Slovenia -- June 5, 1990.

Accounting & Finance Association -- Novo Mesto, Slovenia. Presented lecture entitled: "Introduction to Activity-Based Costing." Novo Mesto, Slovenia -- June 4, 1990.

Colorado Society of CPAs -- 1989 Faculty Symposium. Chaired panel on topic of "The Role of Accounting Systems Courses in the Accounting Curriculum." Denver, CO -- October, 1989.

Decision Sciences Institute -- 1988 Annual Meeting. Discussant -- International Accounting Research Session. Also served as reviewer for the Accounting Section. Las Vegas, NV - Nov., 1988.

2nd Annual Conference on Trends in Management Information Systems. Cosponsored by the MIS Departments of the University of Denver and the University of Maribor (Slovenia) - Bled, Slovenia, June 8-9, 1988. Presented sessions on Computer Assisted Software Engineering Technology, Electronic Data Interchange, and Executive Information Systems.

Accounting & Finance Association -- Novo Mesto, Slovenia. Presented lecture entitled: "Accounting Education & Training in the US" Novo Mesto, Slovenia -- June 7, 1988.

Society of Economists -- Ljubljana, Slovenia. Presented lecture on "Strategic Information Planning." Ljubljana, Slovenia -- June 6, 1988.

Accounting & Finance Association -- Ljubljana, Slovenia. Presented lecture entitled: "The Accountants Role in the US." Ljubljana, Slovenia -- June 6, 1988.

Decision Sciences Institute -- 1986 Annual Meeting. Chairperson - Accounting, Information Systems, and Simulation Session -- Honolulu, Hawaii -- Nov., 1986.

Sorensen, James E. & A. Ronald Kucic. "Key Performance Indicators Study: System Concepts, Colorado Baseline Data, and Plans for System Phase-in Nationally." Organization for Program Evaluation in Colorado, Annual Winter Meeting, March, 1985.

Sorensen, James E. & A. Ronald Kucic. 'Evaluating the Success of Programs for the chronically Mentally III.' Regional Conference on Community Support Programs, Lincoln, Nebraska, 1984.

Sorensen, James E., Glyn Hanbery, William Zelman, & A. Ronald Kucic. "Key Performance Indicators for Community Mental Health Organizations: A Conceptual Framework and Demonstration Findings." Colorado Mental Health Conference, Annual Meeting, Keystone, CO, October, 1984.

Kucic, A. Ronald. "Audit Implications of Cost Accounting Systems." Speech before the Institute of internal Auditors - Denver Chapter, March 2, 1982.

Sorensen, James E. & A. Ronald Kucic. "Community Support Programs (CSP): Assessing Their Cost-Outcomes and Cost Effectiveness." Colorado Mental Health Conference, Keystone, CO, October 14-16, 1982.

Kucic, A. Ronald. "Financial Management for Human Services Agencies." Workshop presented to the National Conference on Social Welfare, San Francisco, CA, June 7-10, 1981.

Kucic, A. Ronald. "Developing and Using Unit Costs in a Mental Health Setting." National Conference on Mental Health Statistics, Washington, DC, September 14-16, 1981.

Kucic, A. Ronald. "Your Tax Dollars -- Unit Costing for Community Mental Health Centers." Speech before the Colorado Accounting and Finance Council of the Motor Carriers Association, Denver, May 2, 1978.

Kucic, A. Ronald. "Effective Manuscript Writing." Workshop presented to the National Association of Accountants -- Denver Chapter, Nov. 15, 1978.

Kucic, A. Ronald. "Replacement Costs and the FASB." Speech before the Colorado Accounting and Finance Council of the Motor Carriers Association, Denver, May 3, 1977.

National Association of Accountants, Denver Chapter. One of three individuals responsible for technical session dealing with business simulations (3/16/77).

Kucic, A. Ronald. "Predicting Enterprise Earning Power: Replacement Value Accounting vs. Historical Cost Accounting -- A Case Study." Invited lecture before the Financial Accounting Standards Board, Stanford, July 1976.

Kucic, A. Ronald. "Economic Decisions Using Computer Simulations." Invited paper before the Chesapeake Section of the American Association of Physics Teachers, Baltimore, November 1971.

SEMINAR PARTICIPATION:

Participated in Peat, Marwick, Mitchell & Co. Information Systems Design and Development seminar -- Atlanta, Georgia -- Nov. 7-11, 1983.

Participated in Deloitte Haskins & Sells sponsored seminar on Audit Scope -- San Diego, CA - - August 13-14, 1982

Participated in Peat, Marwick, Mitchell & Co. and American Accounting Association sponsored Auditing Practice and Research Seminar -- Anaheim, CA - April 29, 1982.

Participated in Ernst & Whinney Computer Controls Evaluations Seminar -- Cleveland, Ohio - - 3/11-13/81.

Participated in Peat, Marwick, Mitchell & Co. Health Care Audit Level 11 Professional Development Program -- New York, NY -- 9/6-8/78.

Participated in Deloitte Haskins & Sells Audit SCOPE Seminar -- Vail, CO -8/14 -8/18/78.

Participated in Touche Ross & Co. STRATA Training Program -- Atlanta, GA -6/5-9/78.

Participated in NAA Computer Security and Internal Control Seminar -- Denver, CO -- 4/12/78.

Participated in Polish-American Management Conference, Warsaw, Poland -- 3/21-26/77. The Conference was held under the auspices of a Ford Foundation grant administered by the International Research and Exchange Board of New York. The purpose of the conference was to explore ways to encourage joint research efforts in the area of management training and development.

University of Denver representative at AACSB sponsored seminar on International Business held in Washington, DC, 8/16-20/76.