

CURRICULUM VITAE
STEPHEN R. CHRISTIE, Ph.D., CMA

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<u>Education</u>	Claremont Graduate University 2009-2015 Doctor of Philosophy in Higher Education <ul style="list-style-type: none">Dissertation – “The Influence of Student-Faculty Interaction on Academic Performance: A Comparative Study of Faith-Based and Secular Institutions”
	California State University, Fullerton 1979-1985 <ul style="list-style-type: none">Master of Business Administration – FinanceBachelor of Arts, Business Administration – Accounting
<u>Professional Certifications</u>	Certified Management Accountant (CMA) 1987 Institute of Management Accountants
<u>Academic Experience</u>	<u>Point Loma Nazarene University, San Diego, CA</u> 2020 to Present Adjunct Professor, Accounting + Finance
	<u>California Baptist University, Riverside, CA</u> 2017 to Present Associate Professor, Accounting + Finance
	<u>California Baptist University, Riverside, CA</u> 2006 to 2016 Assistant Professor, Accounting + Finance
	<u>California Baptist University, Riverside, CA</u> 1998-2006 Adjunct Professor, Accounting + Finance
	<u>Vanguard University, Costa Mesa, CA</u> 1997-1998 Adjunct Professor, Accounting + Finance
<u>Administrative Responsibilities</u>	<u>California Baptist University, Riverside, CA</u> 2006 to 2010 Associate Dean, School of Business
<u>Professional Affiliations</u>	American Institute of Certified Public Accountants-Member 2008 to 2018 Editorial Advisory Board, <i>Strategic Finance Magazine</i> 2007 to Present Financial Executives International – Member 2001 to 2018 Certified Management Accountant-CMA 1987 to Present Institute of Certified Management Accountants-Member 1987 to Present
<u>Business History</u>	<u>SMITH+NOBLE, LLC, Corona, CA</u> 1997-2006 Subsidiary of Cornerstone Brands; \$85 million direct marketer of custom home furnishing products; employs 170. <i>Chief Operating Officer & Chief Financial Officer</i> Responsible for leading growth initiatives and operating improvements; responsible for 75 seat call center, finance and accounting, information systems and warehouse operations; during tenure guided growth of firm from \$22 million to over \$85 million in revenues in nine years.
	<u>OPAL CONCEPTS. INC., Anaheim, CA</u> 1994-1997 Privately owned \$33 million owner and franchisor of hair salons (Fantastic Sam's, Hair By Stewarts, Pro-Cuts) with 91 owned locations and over 1,275 franchised locations throughout the United States and Canada; employs 1,100. <i>Vice President, Finance & Treasurer</i> Developed financial & information systems capabilities to support acquisitions and strategic growth initiatives; implemented financial controls, cash flow analysis & planning systems to

enhance operational capabilities; completed system conversion to client-server integrated software solution.

MANDARIN GEMS OF CALIF., INC., Huntington Beach, CA 1993-1994

Privately owned \$10 million retail jewelry operation with 8 retail locations and a manufacturing operation in Southern California; employs 70.

Chief Financial Officer

Developed and implemented operational and financial reorganization of this ten-store retail operator resulting in over 45% cash requirement reduction in first year.

DEL MAR WINDOW COVERINGS, Westminster, CA 1991-1993

Division of Home Fashions, Inc. (\$180 million privately held Window Coverings Company.) \$80 million manufacturer and fabricator of custom and made-to-measure alternative window coverings; employs 800, with fabrication and manufacturing facilities in California and Georgia.

Vice President, Finance

Successfully overhauled financial function; implemented product / channel profit analysis and initiated strategic planning / forecasting processes in first year. Redesigned budgeting and cash management systems to support operational requirements.

Other financial management positions held at various sized firms in Southern California throughout period from 1980 through 1991.

Consulting

Institute of Management Accountants, Inc. 2007 to Present
Editorial Board - Member

WaterRounds, Inc. 2010 to 2018
Member, Board of Directors, assisted in strategy, cost containment, and other issues.

Global Tracking Communications 2009-2011
Strategic Planning for Temecula-based privately held business.

Scholarly Activities

Publications

- *Leading Transformation*; Harvard Business Press, 2018. Reviewed in *Strategic Finance*, 101-10, April 2020: 12 – a publication of the Institute of Management Accountants.
- *Personal Success*; HarperCollins Publishing, 2016. Reviewed in *Strategic Finance*, September 2018 – a publication of the Institute of Management Accountants.
- Christie, S. (2015). *The Influence of Student-Faculty Interaction on Academic Performance: A Comparative Study of Faith-Based and Secular Institutions*. Doctoral dissertation.

Presentations

- Christie, S. (2014). Financial Planning & Personal Financial Management. Presented to California Baptist University married students, Riverside, CA.
- Christie, S. (2012). Personal Financial Management Issues. Presented to the Investment Club, California Baptist University, Riverside, CA.
- Christie, S. (2009). Strategic Planning. Presented at National Association of Church Business Administrators (NACBA), National Conference, Long Beach, CA.
- Christie, S. (2008). Time Management. Presented at National Association of Church Business Administrators (NACBA), Western Region Seminar at California Baptist University, Riverside, CA.
- Christie, S. (2008). Church Strategic Planning. Presented to Orange County Chapter, NACBA, Orange, CA.
- Christie, S. (2008). Financial Statements: What's Behind the Numbers. Presented to business owners, members - Corona Chamber of Commerce, Corona, CA.
- Christie, S. (2007). Stewardship of Self – Time management, spiritual priorities, etc. Presented at National Association of Church Business Administrators (NACBA), Western Region Seminar at California Baptist University, Riverside, CA.

- Christie, S. (2007). Time Management. Training seminar presented to leadership of The Grove Church, Riverside, CA.
- Christie, S. (2008). *Financial Statements: What do all the numbers mean?* Presented to members of the Corona Chamber of Commerce

Reviewer – Reviewed manuscripts for IMA Publications

Article reviews for 2019:

- "Theoretical Developments of Management Accounting Perspectives: Theories and Methodological Issues"
- "Financial Reporting Implications of ASC 606 on Airline Financial Statements"
- "Enhancing decision-making skills: know and avoid frame dependence bias"
- "Management Accountants Role in Entrepreneurial Success"
- "Does Carbon Performance Matter in Firm Performance?"
- "Asset Capitalization Thresholds: The Case for Disclosure"
- "Gather Your Crowd: A Guide to Equity Crowdfunding"
- "Cryptoasset Accounting and Reporting: Options and Implications for Practitioners"
- "Non-GAAP Reporting: Improvement but Selective Disclosure Persists"
- "Peter Drucker and the Managerial Accountant"
- "Reporting Uncertainty in Managerial Accounting"

Article reviews for 2018:

- "The Predictive Ability of S&P's Core Earnings: An In-Sample Out-of-Sample Estimation Approach"
- "Application of Activity-Based Costing on Commercial Flights Operated by the US Airline Industry"
- "Helping Health Care Organizations Address Their Accounting Challenges"
- "The Activities of Management Accountants: Results from a Survey Study"
- "Goodwill Accounting: The Matter of Serial Non-Impairment"
- "The Budget Game: An Experiment Determining the Behavioral and Spending Choice Differences Given Budget Format, Benchmarking Information and Collaboration"
- "Index Investing and the Future of Financial Reporting"
- "A New Vista for Strategic Management: Continuously Aligning the Inside with the Outside"

Article reviews for 2017:

- "Budgeting: Useful Add-ons"
- "Using CVP for Back-of-a-Napkin Decision-Making"
- "Management Control System Traits of Successful Innovators"
- "To Use Innovative Tools and Approaches both Effectively and Efficiently for both Financial Reporting and Operations Management"
- "Why Do People Lend Money, Online, to Strangers?"
- "Theoretical Developments of Management Accounting Perspectives: Theories and Methodological Issues"
- "Budget Lost and Found"
- "Small & Medium-Sized Manufacturing Enterprises in Sweden Use of Strategic Management Accounting Practices: Impact of EO and Firm Size"
- "Cost-Volume-Profit Analysis and Price Elasticity of Demand: Does the Newsboy Problem Exist? - A Case of Secondary Schools in Northern Uganda"

Article reviews for 2016:

- "Integrated Financial Reporting & Management Accounting – An Opportunity for Leadership"
- "Interpreting the Impact of Share Based Compensation on Firm Performance"
- "Building Financial Capability in Your Community"
- "Earnings Management Thresholds Motives: The Case of Tunisian Listed Firms"
- "Auditing the Strategy Formulation Process"
- "The Domination of Financial Accounting Over Product Costing"

Article reviews for 2015:

- "How Does Your Practice Measure Up? The Importance of Benchmarking Physician Practices' Medicare Services"
- "The Continuing Saga of Goodwill Accounting"

- "Goodwill Impairment Adequacy: Perspectives of Accounting Professionals"
- "Encouraging the Healthy Promotion of Management Accounting's Role"
- "Capital Budgeting and Measures of Performance"

Article reviews for 2014:

- "Abenomics and Value-Based Management in Japan: A view on Japanese-version of Stewardship Code and Capital Efficiency Implications of Global Investor Survey and Proposition of Equity Spread"
- "Strategic Analysis of Operating Income: An Instructor's Note"
- "Implications of the FDIC's Recent Sale of Trust Preferred CDO Securities"
- "Unfunded Pension Liabilities Are we on the Precipice?"
- "To Groupon or Not to Groupon"
- "Finance or Strategy? Where should accountants focus their skills?"

Article reviews for 2013:

- "Opportunity Costs: A Tool to Make Better Business Decisions"
- "DuPont Analysis II: An Order of Magnitude Better"
- "Why Should Accountants Care About Science?"
- "Applying BSC in the Public Sectors to Enhance Public Performance: A Case of Egyptian University"
- "Effective Financial Management of Non-Profit Projects"
- "Nonprofits: How Financial Data Affect Foundation Granting Decisions"
- "Finance or Strategy? Where should accountants focus their skills?"
- "From Deficit to Surplus: The CAL U Turnaround in an Otherwise Distressed PASSHE"

Article reviews for 2012:

- "The Use and Future Use of Data Mining in the Practice of Management Accounting"
- "Transformation in Earnings Guidance in Japan with Beyond Budgeting Consideration"
- "A New Framework for Capacity Costing and Inventory Variance Analysis"
- "Some Perspectives on the Role of an Ethical Accounting Culture in Corporate Sustainability"
- "Controlling Legal Costs"
- "Evaluating Business Process Costs: Standard Costs and the Direct Materials Variance"
- "Using your Financial Skills to do Good in Small and Midsize Nonprofits"
- "Some Empirical Evidence on Pedagogy of Knowing, Doing and Being in Management Accounting"
- "Core Activity and Governance Cost"
- "A Simple Tool for Ratio Analysis"

Article reviews for 2011:

- "Creating a Dynamic Formula in Microsoft Excel"
- "Using XBRL to Transform Existing Financial Statements into the Proposed Presentation Format"
- "Prevalence of Whistleblowing and the (Unexpected?) Effects of Staying Silent"
- "Experiencing the Accounting Profession in the Russian Federation"

Article reviews for 2010:

- "Financial Officers as Organizational Leaders: Lessons Learned from Implementing Performance-Based Budgeting"
- "Free Cash Flow for Valuation: Reconciling Theory and Practice"
- "RFID and EPC Technologies Enable a New Era of Inventory Management"
- "Confirming Early Fraud Detection: Validating Management Accounting's Role"

Article reviews for 2009:

- "The Indirect Function"
- "Outsourcing of Information Technology: for better or for worse?"
- "Implications of performance evaluation systems on risk-taking and creativity"
- "Budgeting for International Operations: Its Impact on and Integration with Strategic Planning"
- "The Economic Downturn in the Context of German Controlling"

Article reviews for 2008:

- “Finance's Partnering Role in a Climate of Increased Internal Control”
- “Why Every Company Needs a Chief Data Officer aka Data Czar”
- “Strategic Organizational Culture Audits as an Integral Component of Risk Management”
- “The Role of Management Accountants in Enterprise Optimization - Have They Lost Their Way?”

Article reviews for 2007:

- “Does Your Costing System Need a Tune-up?”
- “The Impact of ERP Systems on Management Accounting”
- “Use of a Participative Management Style Can Improve Month-End Close Process”
- “Measuring Operating Performance in a Multinational Company”

Other Information

Seminar Leader, National Association of Church Business Administrators
California Baptist University West Coast Training Site 2006 - 2010

Board Treasurer, Centerpoint Church of Murrieta, CA 2005 to 2017

University Service:

- Chair of School of Business Dean Search Committee – 2015 through 2016
- Chair of School of Business Faculty Search Committee – 2014 to 2016
- Member and Secretary/Treasurer, Faculty Senate – 2012 to 2016
- Member of Student Academic Appeals Committee – 2011 to 2015
- Member of School of Business Faculty Search Committee – 2011 to 2015
- Faculty Advisor for Senior Class – 2009
- Member of Athletic Committee – 2008 through 2010
- Associate Dean, School of Business – 2006 through 2010
- Member of Undergraduate Curriculum Committee – 2006 through 2010
- Coordinator of School of Business Scholarship Program – 2006 through 2010

Other Service:

- President, Don Bernardo Homeowner Association – 2019 to Present
- Member, Property & Finance Committee for Free Methodist Southern California Conference - 2016
- Mentor to Murrieta Valley High School Virtual Enterprise teams – 2014 to 2016
- Judge for Future Business Leaders of America regional competition – 2011 to 2018
- Member, Alvord Unified School District Budget Advisory Committee – 2009 through 2011