

Dr. Yusuf Mohammed Nulla, Ph.D., D.Phil., MSc, MBA, B.Comm.

<https://www.scopus.com> http://www.researchgate.net/profile/Yusuf_Nulla2 <http://ssrn.com/author=2081064>
<https://scholar.google.ca/citations?user=UBX8teoAAAAJ&hl=en> Editorial Board Member SCOPUS Publications
Undergraduate to Postgraduate Teaching Experience Internationally Management Industry Experience

ACHIEVEMENTS

- ****Graduate of top accredited/membership **EFMD (EQUIS)** business school, Monarch University Switzerland.*
- ******19 Years** of Academic and Management Experience & AACSB Academically Qualified.*
- ******30+ publications** (Indexes - ABS & ABCD); (Databases - Schimago, ISI, & EAR).*
- ******Editorial Board Member**, Risk Governance and Control: Financial Markets and Institutions.*
- ******Certified Doctor of Business Administration Thesis Supervisor**, University of Liverpool, UK.*
- ******Trained Teacher**, Doctor of Business Administration (DBA), and Master of Public Administration (MPA) programs, Laureate Education, Netherlands.*
- ******Ranked** among top 10% of the Social Science Research Network (SSRN) Authors International ranking for the last 12 months. 101 citations in the last 3 years.*
- ****Significant teaching experience for second language students, especially, **Arabic/Chinese** and **English** languages, bilingual students.*
- ******Community Service**, Coordinated Canadian Income Tax filling events for low income elderly and disabled individuals.*

EDUCATION

- 2018 Certified Doctor of Business Administration Thesis Supervisor, University of Liverpool, UK
- 2013/2014 (Joint Doctoral Programs)
 - ***Ph.D. in Business Administration (Distinction)**, Azteca University, Mexico, Accredited by European Council for Business Education, Belgium, and ASIC USA)*
 - ***Doctor of Philosophy (D.Phil.) in Accounting (Distinction)**, Monarch University Switzerland, EFMD (EQUIS) Membership (Belgium), ACBSP Accredited, USA. (Ranked #10 in the 2016 International Doctoral Programs).*
 - Supervised by: Dr. David Bevan, Senior Researcher and Professor, University of London Royal Holloway College, Grenoble Graduate School of Business France, & Monarch University Switzerland.
- 2010 - ***M.Sc. (Strategic Planning)**, Edinburgh Business School, Heriot-Watt University, Scotland, UK (Ranked #312 in the 2018 World International Rankings)*
- 2007 - ***M.B.A.**, Edinburgh Business School, Heriot-Watt University, Heriot-Watt University, Scotland, UK (Ranked #312 in the 2018 World International Rankings)*
- 1999 - ***B.Comm.**, University of Toronto (Ranked #22 in the 2018 World International Rankings)*

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ACADEMIC EXPERIENCE

Online Part-Time (May 2017 - Present)

1. DBA Thesis Supervisor, University of Liverpool Online, UK (AACSB Accredited)

- Awarded in April of 2018, Certification of Doctor of Business Administration Thesis Supervisor qualification, through successfully supervising DBA Executive Students.
- Supervise DBA Thesis Students (Executives) on Action Research Management Case Studies. Monitor phases of students' research journey to meet quality control and policies and procedures of the University. Provide technical, scientific, and presentation feedback on thesis work. Highly interactive supervision environment – synchronous and asynchronous online sessions. Managed online thesis classes. Excellent user of technology - Black Board 9.1 and Office 365 Exchange programs.

Full-Time (August 2016 - Dec. 2017)

2. Faculty Member, High Colleges of Technology (HCT), Ras Al Khaimah, UAE (ACBSP Accredited)

- Supervised/Mentored Research Students on Dissertation Development, Viva Voice, and Final Dissertation Report.
- Performed the role of Examiner for the Oral Dissertation Defense of Accounting students.
- Subject matter expert in Accounting and Management.
- Teach/taught courses and performed the role of the Course Team Leader in Financial and Managerial cohorts.
- Developed courses materials and syllabus. Conducted Curriculum Review. Assigned e-text book, and instructor and student resources. Academic Advising to students. Trained to use the Blackboard system to disseminate course deliveries.
- Taught under Blended learning system – Face to Face and Online using Blackboard 9.1 & In-house systems.
- Expert in using Technology to deliver academic and administrative assignments.
- Research Activities: participated as research examines for oral defense of thesis.
- Excellent interpersonal skills and demonstrated ability to work with the students and staff from a diverse range of backgrounds.

May 2015 – July 2015

Graduate and Postgraduate Teacher Training Completed

- **Doctor of Business Administration Training.** Successfully completed the training, University of Liverpool University Online, (AACSB Accredited).
- **Master of Public Administration Training** Successfully completed the training, University of Roehampton (London) Online, (AACSB Accredited).

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August 2014 – August 2015

**Assistant Professor, Business (Accounting), Arab Open University Kuwait (AACSB Accredited),
Partnership with Open University, United Kingdom**

- Taught courses in Financial Accounting, Accounting Strategy, Strategy Make Sense, Auditing, and Money and Banking.
- Developed course materials and syllabus according to AACSB guidelines.
- Academic Advising to students.
- Performed the role of the Branch Courses Chair of the Accounting, Accounting Strategy, and Auditing courses.
- Research Activities: conducted and published research papers in Elsevier Scopus journals on IFRS and Corporate Social Responsibility and Performance. Reviewed research articles for the Business Faculty.
- Blended learning approaches – Face-to-face and Online uses LMS & Turnitin.

March 2002 – Dec. 2007

**Computerized Accounting Instructor, Canadian All Care College, Scarborough
Instructor, Expert Tutors, Toronto**

- Conducted curriculum review, developed course materials, and assisted in meeting accreditation standards.
- Set priorities and sustain an environment of academic excellence in business education, through participating in research, workshops, and interdisciplinary initiatives organization-wide.
- Instructed Accounting courses for Diploma program.
- Developed close ties with other business schools in the region to promote business programs and economic competitiveness of the region.
- Prepared Course Materials and developed computer Business Cases for presentation. Instructed how to setup Chart of Accounts for new companies. Instructed modules of Accounts Payable, Accounts Receivable, Payroll and General Ledger. Instructed how to prepare Budgets, Financial Statements, Graphical presentation, and Year-End closing.
- Assisted in writing reports, and solving Business Cases. Assisted students in preparing for Tests and Exam.

Jan. 2000 – April 2000

Teaching Assistant (Small Business Management), University of Toronto

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MANAGEMENT EXPERIENCE

Dec. 2007 – Oct. 2013

Chief Financial Officer, Ile-a-La-Crosse School Board Division, Saskatchewan, Canada

Director of Finance, Student Federation of University of Ottawa, Ontario, Canada

Director of Finance, Canadian Association of Occupational Therapists, Ontario, Canada

Financial Officer/Analyst, Correctional Services Canada (Saskatchewan)/Health Canada (Ontario)/RCMP (Alberta), Canada

- Advised to Senior Management on Corporate Governance, Strategic Planning, and Management Reporting.
- Managed 4 retail businesses and 50 associations funding and reporting of 35,000 members' organization. Had provided consultations on the business management and funding.
- Prepared financial materials for the Board for review such as forecasting/budgeting report, financial statements report, and analysis. Managed large multi-million dollar budget.
- Advised to Senior Management on IFRS/GAAP financial policy matters.
- Managed Contribution Agreements valued of \$40 million, and liaison with government agencies and donors.
- Designed Risk Management Framework and Internal Control systems. Assessed current financial controls and processes. Flow-charting current organizational processes and Risk Management system. Analyzed gap in the processes and controls.
- Successfully completed Multi-Capital projects (CAPEX) up to \$5 million, for Hostel building construction and maintenance of nursing homes. Supervised and trained staff.

Sept. 1997 - Feb. 2002

Accounting Manager, The Millwork House Inc., Mississauga, Canada

Controller, Harpur's Clothing Ltd. (Manufacturing), Toronto, Canada

RESEARCH ACTIVITIES

1. SERVICE ON DISSERTATION COMMITTEE

- Member, Viva Voice/Oral Defense Research Committee, 2016, Higher Colleges of Technology.
- Supervised accounting research projects, 2017, Higher Colleges of Technology.

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2. EDITORIAL

- ***Editorial Board Member***,
 - ❖ Risk Governance and Control: Financial Markets and Institutions Journal, (2017-Present).
- ***Reviewer Roles (2013-Present)***
 - ❖ Had reviewed articles for American Accounting Association (AAA), Corporate Ownership and Control, Journal of Accounting, Organizations, and Change (Emerald), Universal Journal of Accounting and Finance, International Journal of Management Reviews, International Journal of Business Performance Management, International Journal of Business Governance and Ethics, International Journal of Business Excellence, Asia Journal of Management Science and Applications, and International Journal of Productivity and Performance Management, and Monarch Management Review.

3. CURRENT RESEARCH PROJECT

- Resources Management and Sustainability Development
- Corporate Governance in Arab Countries

4. WORK IN PROGRESS RESEARCH ARTICLES

- Social Accounting Influences in Management Reporting: An Empirical Review, 2017.
- Accruals, Value Relevance, Predictability, Persistency, & Fair and Book Market Values: A Canadian IFRS Perspective, 2017.

5. STATISTICAL FACTS (2017)

- ***30+ publications and 103 citations*** over the last 3 years.
- **Ranked among top 10%** of the Social Science Research Network (SSRN) Authors International for the last 12 months.

6. BOOK

- Nulla, Yusuf Mohammed (2016), *Chapter 5 - Industrial Contributions, 'Theory and Practice of Directors' Remuneration: New Fundamentals and Challenges'*, **Emerald Book Publication**.
<http://www.emeraldgroupublishing.com/products/books/notable/page.htm?id=9781785606830>

7. WORKING PAPER

- Nulla, Yusuf Mohammed (2014), '*IFRS impact on Accounting Quality in Telecommunication Industry*', **University of Liverpool, International Business School Xi'an Jiaotong working paper series**, April.

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8. CONFERENCE PAPER

- Nulla, Yusuf Mohammed, 'Does IFRS adoption improve Financial Reporting Quality?', *2014 Global Accounting and Organizational Change Conference (Sponsored by Journal of Accounting and Organizational Change)*, American University of Sharjah, UAE, **presented on November 18, 2014, in Sharjah, UAE.**

9. RESEARCH LINKS

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- <http://ssrn.com/author=2081064>
- <https://scholar.google.ca/citations?user=UBX8teoAAAAJ&hl=en>
- <https://www.scopus.com/>

10. PUBLICATIONS LISTED in ABDC, SCHIMAGO, SCOPUS, ISI, & EAR (DATABASES)

- Nulla, Yusuf Mohammed (2015), 'Institutional Ownership and Social and Sustainable Reporting in Green Companies', ***Corporate Ownership and Control***, Volume 13, Issue 1, Autumn, pp. 844-854. (SCOPUS - Schimago, ISI, & EAR Indexes)
- Nulla, Yusuf Mohammed (2015), 'Corporate Citizenship Reporting and Managers' Pay: A Study of Senior Management and Board Influence', ***Corporate Board: Roles, Duties, and Composition***, Volume 11, Issue 3, pp. 25-36. (SCOPUS - Schimago, ISI, & EAR Indexes)
- Nulla, Yusuf Mohammed (2015), 'Financial Reporting Quality in Large Energy & Mining Companies: A Canadian Case', ***Corporate Ownership and Control***, Volume 12, Issue 3, Spring, pgs. 428-440. (SCOPUS - Schimago, ISI, & EAR Indexes)
- Nulla, Yusuf Mohammed (2015), 'Pay for Performance: An Empirical Review', ***Corporate Ownership and Control***, Volume 12, Issue 4, Summer, pp. 69-79. (SCOPUS - Schimago, ISI, & EAR Indexes)
- Nulla, Yusuf Mohammed (2015), 'Board Influence and CEO Power to Executive Compensation System in American SMEs', ***Corporate Board: Roles, Duties, and Composition***, Volume 11, Issue 2, pp. 147-155. (SCOPUS - Schimago, ISI, & EAR Indexes)
- Nulla, Yusuf Mohammed (2015), 'The Role of Corporate Governance in Executive Compensation', ***Corporate Ownership and Control***, Volume 12, Issue 4, Summer, pp. 466-478. (SCOPUS - Schimago, ISI, & EAR Indexes)
- Nulla, Yusuf Mohammed (2014), 'Does IFRS adoption influence Financial Reporting?: An Empirical Study on Financial Institutions', ***Journal of Business and Management***, Chapman University, USA, Vol. 20 (1). (ABDC & EAR Indexes)

OTHER PUBLICATIONS

- Nulla, Yusuf Mohammed (2014), 'The Comparative Study Between CEO Compensation, CEO/Chairman Role, and Accounting Performance in New York Stock Exchange (NYSE) Companies: An Empirical Study', **Strategic Management Quarterly**, April.
- Nulla, Yusuf Mohammed (2014), 'The Effect of CEO Age on CEO Compensation using Accounting Performance as a Benchmark: An Empirical Study on NYSE Index Companies', **Journal of Management Policies and Practices**, March, Vol. (2), 1.
- Nulla, Yusuf Mohammed (2013), 'The Empirical Study of the Relationship between CEO Cash Compensation and CEO Power in American Companies', **Journal of Marketing Management**, June 1(1), pp. 1-12.
- Nulla, Yusuf Mohammed (2013), 'IFRS adoption in Research and Development Companies', **Journal of Administrative Sciences and Policy Studies**, Vol. 1 (1), 34-48, December.
- Nulla, Yusuf Mohammed (2013), 'A Combined Study of Canada's Top CEO Compensation Sectors - Energy, Metal, & Mining: An Empirical Study', **Strategic Management Review**, Vol. 1 (1), December.
- Nulla, Yusuf Mohammed (2013), 'The Examination of Top Manager Compensation System of New York Stock Exchange (NYSE) Energy Companies', **Strategic Management Review**, Vol. 1 (1), December.
- Nulla, Yusuf Mohammed (2013), 'A myth vs. fact on the influence of Firm Size on CEO Cash Compensation: A longitudinal study', **Journal of Management Policies and Practices**, Vol. 1 (2), December.
- Nulla, Yusuf Mohammed (2013), 'Ownership Structure and CEO Compensation in North America: A Combined Study Approach of NYSE and TSX/S&P Index companies', **International Journal of Scientific and Engineering Research**, Volume 4, Issue 9 (October).
- Nulla, Yusuf Mohammed (2013), 'CEO Compensation System of New York Stock Exchange Financial Services Companies: An Analysis with Firm Size, Accounting Performance, and Corporate Governance', **International Journal of Scientific and Engineering Research**, Volume 4, Issue 9 (October).

- Nulla, Yusuf Mohammed (2013), 'An Empirical Study Between CEO Cash Compensation and CEO Power in TSX/S&P companies', **International Journal of Scientific and Engineering Research**, Volume 4, Issue 9 (October).
- Nulla, Yusuf Mohammed (2013), 'The Effect of Earnings Per Share and Cash Flow Per Share on CEO Cash Compensation: An Empirical Study of TSX/S&P And NYSE Indexes Companies', **Review of Contemporary Business Research**, June, Volume 2 (1), pp. 20-29.
- Nulla, Yusuf Mohammed and Koumparoulis, Dimitris Nikolaou (2013), 'CEO Compensation System in Large Canadian Financial Institutions', **International Journal of Economics Business and Administration (IJEBA)**, Volume 1, Issue 1.
- Nulla, Yusuf Mohammed (2013), 'An Examination of CEO Compensation System in the Toronto Stock Exchange (TSX/S&P) Retail Companies', **International Journal of Scientific and Engineering Research**, Volume 4, Issue 2 (February).
- Nulla, Yusuf Mohammed (2013), 'CEO Age and Top Executive Officer Compensation: An Empirical Study on Canadian Companies', **International Journal of Scientific and Engineering Research**, Volume 4, Issue 2 (February).
- Nulla, Yusuf Mohammed (2013), 'The Comprehensive Examination of the Effect of Ownership Structure on CEO Compensation in TSX/S&P Index Companies', **International Journal of Scientific and Engineering Research**, Volume 4, Issue 2 (February).
- Nulla, Yusuf Mohammed (2013), 'The Effect of Return on Assets (ROA) on CEO Compensation System in TSX/S&P and NYSE Indexes Companies', **International Journal of Scientific and Engineering Research**, Volume 4, Issue 2 (February).
- Nulla, Yusuf Mohammed (2013), 'CEO, CEO/Chairman Duality, and Compensation: An Empirical Study of Toronto Stock Exchange Companies', **International Journal of Scientific and Engineering Research**, Volume 4, Issue 2 (February).
- Nulla, Yusuf Mohammed (2013), 'Is ROE a Good Proxy for Firm Performance to Understand CEO Compensation System: A Comparative Study on TSX/S&P and NYSE Indexes Companies', **International Journal of Scientific and Engineering Research**, Volume 4, Issue 2 (February).
- Nulla, Yusuf Mohammed (2012), 'Is Accounting Net Profit Margin (NPM) a valid measure of CEO Cash Compensation?: A Comparative Analysis on TSX/S&P and NYSE Companies', **International Journal of Scientific and Engineering Research**, Volume 3, Issue 8 (September).

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- Nulla, Yusuf Mohammed (2012), 'The Importance of Firm Ownership on CEO Compensation: An Empirical Study of New York Stock Exchange (NYSE) Companies', **International Journal of Scientific and Engineering Research**, Volume 3, Issue 8 (September).
- Nulla, Yusuf Mohammed (2012), 'The CEO Compensation System of New York Stock Exchange (NYSE) Technology Companies: An Empirical Study between CEO Compensation, Firm Size, Firm Performance, and CEO Power', **International Journal of Scientific and Engineering Research**, Volume 3, Issue 8 (August).
- Nulla, Yusuf Mohammed (2012), 'The Study of CEO Compensation System in American Health Companies: An Analysis between CEO Compensation, Firm Size, Accounting Firm Performance, and Corporate Governance', **International Journal of Scientific and Engineering Research**, Volume 3, Issue 8 (August).
- Nulla, Yusuf Mohammed (2012), 'The Accounting relationship between CEO Cash Compensation and Firm Size in TSX/S&P companies', **International Journal of Scientific and Engineering Research**, Volume 3, Issue 7 (July).

MEMBERSHIP IN PROFESSIONAL SOCIETIES

- 2013-Present American Accounting Association (AAA)
- 2015 European Accounting Association (EAA)

COMMUNITY SERVICE

- **Volunteer Tax Coordinator, Certified General Accountants of Ontario, Ontario**
 - ❖ Coordinated tax clinics in the Toronto area, to provide free income tax filling to low income elderly individuals, (1997-2006).

COMPUTER SKILL

- Excellent user of latest technology towards academic and corporate deliveries, such as, Blackboard, VCampus Online, LMS, Turnitin, Moodle, Genesis, SAP R3, IMIS, SPSS, Oracle, Cognos, Crystal Report, PeopleSoft (HR), Lotus Notes, Novell, Great Plains Dynamics, MAS 90, Audit Command Language (ACL), AS 400 (G/L), ACCPAC, QuickBooks, Simply Accounting, Integrated Office Accounting, MS Project, MS Word, MS Excel (Advanced), MS PowerPoint, MS Access, MS Vision, Ceridian payroll and Easy-pay.

ACADEMIC REFERENCE

- Available upon request