

ANTHONY R. BOWRIN, Ph. D., CMA, CFM, CPA

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OBJECTIVE I am committed to positioning the CBM as a first-choice business school in the GLBR by exceeding the expectations of SVSU's internal and external stakeholders with high quality community, research and consultancy services; strategic and creative thinking, and unwavering professional ethics.

EXPERIENCES & ACCOMPLISHMENTS

- As Dean of the College of Business and Management (COBM) at Saginaw Valley State University (SVSU) leads a team that provides strategic and academic leadership including shaping our strategic direction, assuring program quality, developing faculty, planning and budgeting, managing personnel, renewing curriculum, and maintaining continuous improvement to meet AACSB standards
- As Associate Dean of the COBM at SVSU led the College's continuous improvement initiatives to facilitate the maintenance of our AACSB accreditation including faculty qualifications, sufficiency and deployment, and strategic planning; Co-authored the College's successful 2013 re-affirmation of accreditation Self-Evaluation Report; Co-led field trips for two cohorts of Cardinal Business Edge distinguished leadership program; Streamlined documentation and reporting of faculty qualifications, sufficiency and deployment by implementing Sedona database
- As Chair of the COBM's Graduate Programs Committee led the successful restructuring of the graduate assurance of learning process including mandatory orientation for new students and proactive monitoring of students' progress and success
- As Executive Director, successfully led the University of the West Indies School of Business and Applied Studies Limited (trading as ROYTEC) team (25 permanent administrative staff and over 60 part-time faculty) to the completion of the institution's registration with the Accreditation Council of Trinidad and Tobago (ACTT); Initiated strategies to strengthen the ROYTEC team's focus on high quality customers service – flexible class scheduling; meeting students where they are, and developing customized assistance activities to facilitate their success; Led ROYTEC team in growth of income from US\$3.15 million in 2006/7 to US\$7.44 million in 2008/9 (an increase of more than 135%) by targeting traditionally underserved geographic communities, instituting more work-friendly schedules, and finding creative solutions to capacity constraints; and Strengthened ROYTEC's relationships with major regional and international organizations including the Trinidad and Tobago Chamber of Industry and Commerce, the American Management Association, the Canadian Association of Insurance and Financial Advisors, the University of New Brunswick, the Trinidad and Tobago Credit Union Stabilization Fund, and the Caribbean Association of Indigenous Banks, by promoting proactive engagement, flexibility and agility
- As Deputy Dean, Distance Education and Outreach at The University of the West Indies (UWI) was able to successfully restructure the process for managing matters related to students pursuing the institutions' programs in the eastern Caribbean countries by developing a culture that recognized the importance of consistently exceeding students' expectations; continuously improving policies, programs and procedures, and empowering staff to think and behave innovatively
- As a director of the UWI Credit Union Co-operative Society Limited played a leading role in the professionalization of its operations. My contributions in this endeavor included leading the organization in crafting a strategy that allowed it to compete successfully in the increasingly competitive and regulated credit union sector of Trinidad and Tobago
- Assisted the Arthur Lok Jack Graduate School of Business (the University of the West Indies), with the design of its M. Sc. Marketing, M. Sc. Human Resources Management, and M. Sc. Management Information Systems programs. Also, led a team that reviewed and revised the accounting and financial management courses offered by the Institute of Banking (Trinidad & Tobago)
- As a faculty member at the University of the West Indies, played a leading role in the development of the research capacity of the Department of Management Studies. As the coordinator of its Research Seminar Series during the 2004/5 academic year, arranged six research seminars for faculty and graduate students in the Department; Also, provided advice on research methodology to several colleagues in the Faculty of

Social Sciences and taught the research methodology course to students pursuing the M. Sc. Degrees in Management Studies and Public Sector Management programs.

EMPLOYMENT RECORD (Education & Training)

- **Dean, COBM, SVSU** (January 2017 – Present)
 - Providing strategic academic and administrative leadership for our College in collaboration with department chairs, faculty and university administration
 - Providing vision and strategic direction, assuring program quality and innovativeness, developing faculty, enhancing external visibility of the college, budget planning and development, personnel management and maintaining continuous improvement to meet AACSB standards
 - Engaging with the business community, alumni and other external constituencies to facilitate the realization of our mission and strategic objectives.

- **Associate Dean, COBM, SVSU** (July 2013 – June 2016)
 - Provided leadership for and coordination of all academic programs offered by the college, including strategic planning, resource allocation, implementation, evaluation and continuous improvement
 - Provided leadership for and coordination of the operational function of the academic mission of the college
 - Collaborated with the dean, department chairs and administration to support faculty development
 - Provided oversight of undergraduate and graduate assurance of learning activities within the college
 - Served as a resource and referral source for students seeking various types of academic and administrative assistance
 - Collaborated with the Dean to oversee the academic program and ensure quality faculty and student support services
 - Provided the dean with recommendations on all facets of the operation of the college including faculty hires, contract renewals and promotions
 - Participated in the development and implementation of the College's policies, procedures, and guidelines
 - Worked with the dean and department chairs to lead the internal operations of the college.

- **Professor of Accounting, COBM, SVSU** (July 2012 – Present)
- **Associate Professor of Accounting, COBM, SVSU** (July 2009 – June 2012)
- **Executive Director, The University of the West Indies School of Business and Applied Studies Limited (trading as ROYTEC)** (July 2007 – June 2009)
 - Responsible for the growth and successful leadership and management of the organization according to the strategic direction, mission and objectives
 - Responsible for providing leadership in all aspects of the company's activities particularly in designing and implementation of quality degree, diploma, executive education, training and consulting programs
 - Responsible for prudently managing the organization's resources within budget guidelines according to current laws, regulations and international financial reporting requirements
 - Responsible, together with the Board of Directors for developing the organization's strategic plan

- Responsible for fostering effective teamwork between the Board and the Executive Director and between the Executive Director and staff to facilitate the realization of the organization's strategic objectives, mission and vision
 - Responsible for developing policies for the approval of the Board and preparing procedures to implement the organizational policies; reviewing existing policies on an annual basis and recommending changes to the Board as appropriate
 - Responsible for effectively managing the human resources of the organization according to authorized policies and procedures that fully conform to current laws and regulations
 - Responsible for researching funding sources, overseeing the development of fund raising plans and writing funding proposals to increase the resources of the organization
 - Responsible for identifying and evaluating the risks to the organization's people (students, clients, staff, management, volunteers), property, finances, goodwill and image, and for implementing measures to control these risks.
- **Deputy Dean, Distance Education and Outreach, Faculty of Social Sciences, The University of the West Indies (UWI), St. Augustine (2004 – 2006)**
- Responsible for strengthening the university's presence in the Eastern Caribbean countries of St. Kitts, St. Lucia and St. Vincent, through dedicated engagement with stakeholders regarding program offering
 - Participated in Tertiary-Level Institutions Unit's (TLIU) review of several programs for articulation with UWI, including the Associate Degree programs of Cipriani Labor College (2004) and (2006); ROYTEC (2004); and Dominica's Teachers' College (2005)
 - Participated in negotiations with external institutions seeking strategic alliances with the Faculty of Social Sciences, The University of the West Indies (UWI)
 - Generally working with tertiary-level institutions in Eastern Caribbean countries to assure the delivery of quality programs by dealing with curricula, faculty quality and students' exam-related matters
 - Successfully led a team of more than 50 academic and administrative professionals in the discharge of responsibilities for the Human Resources, Supply Chain and Operations functions in the delivery of undergraduate programs in Management and Government (via Distance). This period saw the Faculty leading the way in multi-mode educational delivery within the university, i.e., face-to-face, web-based, audio conferencing and videoconferencing. It was also a period of significant decreases in student complaints and glitches in program delivery.
- **Full-time Lecturer, Department of Management Studies, The University of the West Indies, St. Augustine (2000 – 2009)**
- Part of a team that successfully developed and implemented interdisciplinary programs in Engineering Management, Agribusiness Management, and Aviation Management
 - Reviewed and revised the curriculum for the B.Sc. Accounting Program
 - Designed and taught undergraduate Accounting, Finance, and Sports Management courses including: Intermediate Financial Accounting, Advanced Accounting, Accounting Theory, Cost & Management Accounting, Principles of Auditing, Fiscal Management in Sport, Principles of Corporate Finance
 - Taught graduate level courses in Research Methodology, Financial Accounting, and Managerial Accounting
 - Successfully supervised the Masters theses of several students on a variety of topics.

EMPLOYMENT RECORD (Consultancy and Human Resource Development)

Provided training, human resources development, strategic planning and consultancy services to some of the major private and public sector organizations in Trinidad and Tobago including the Water and Sewerage Authority of Trinidad and Tobago, Republic Bank Limited, First Citizens Bank, Angostura, Ansa McAl, Business Development Company of Trinidad and Tobago, UWI Credit Union, Eastern Credit Union, Family Health International – United Nations Development Program, and the Petroleum Company of Trinidad and Tobago. The following are a few of my recent assignment.

- Led directors of UWI Credit Union in the development of its strategic plan for the period 2005 – 2008
- Designed and delivered payroll, financial and business planning training for the Ministry of Public Utilities and the Environment, National Reforestation and Watershed Rehabilitation Program: October – December 2006
- Worked with the Business Development Company of Trinidad and Tobago to restructure the operations of a struggling furniture manufacturing firm: September – December 2005
- Designed and implemented a financial management training program for Family Health International (UNDP): January 2004
- Designed and implemented credit appraisal and management program for Republic Bank Limited: 2003 – 2005
- Designed and implemented a cost management program for the Petroleum Company of Trinidad and Tobago (PETROTRIN): 2001 – 2002.

EDUCATION

Ph. D., Business Administration (Auditing), 1999 – Southern Illinois University, Carbondale, IL

M. Sc., Accounting, 1992 - University of the West Indies, St. Augustine, Trinidad & Tobago

B. Sc., Management Studies, 1988 - University of the West Indies, St. Augustine, Trinidad & Tobago

SERVICE (at SVSU)

- Served on, and contributed significantly to the success of, several university-level and college-level committees during my tenure at SVSU.
- Served on multiple search committees for faculty and administrative leadership positions including those for Library Director, Dean – College of Science, Engineering and Technology, and Vice President of Academic Affairs.
- Participated in a number of service activities aimed at enhancing the academic environment of SVSU for faculty and students including:
 - Nominating successful candidate – Joseph Ofori-Dankwa – for Faculty Association Mentor Award 2012.
 - Panelist for CBM Faculty Development Workshop on “Group Work: a discussion on forming, managing and assessing groups” – (December 4, 2009.)
 - Serving as panelist for College of Education (COE) Scholarship Committee Talk Series - “The Jones Integrative Teacher Recruitment Model: An Overview and Interdisciplinary Assessment” (March 2011)
 - Co-leading (with Professor Ofori-Dankwa) workshop on the “Art & Science of Publishing” for the African American Research Consortium at SVSU (April 2011)
 - Nominating successful candidate – Dawn Hinton for Landee Teaching Excellence Award, 2014.
- Served as co-Vice President – Membership, The CASE Association, May 2015 – Present

(An organization committed for more than 30 years to developing and refining the case writing skills of its members through a system of round-table review at its annual conference. These annual round-table sessions have been augmented by workshops and other unique programs devoted to

improving their craft.)

SERVICE (prior to SVSU)

- Director, Caribbean Court of Justice Trust Fund Board of Trustees: April 2007 – June 2009
- Director, Trinidad Broadcasting Company: May 2006 – December 2008
- Director, CNC3 TV Station: May 2006 – December 2008
- UWI, St. Augustine representative on University Strategy Committee: November 2005 – August 2007
- Member, Caribbean Association of Indigenous Banks Focus Group on Audit Committees: March 2006
- Chief Examiner, CAPE Accounting, Caribbean Examination Council: June 2008 – December 2010
- Director, UWI Credit Union Co-operative Society Limited: April 2005 – May 2009
- Chairperson, Staff Social Club Management Committee of the University of the West Indies: March 2004 – May 2009
- Faculty of Social Sciences representative on Administrative, Technical & Support Staff Appointments Committee of the University of the West Indies: 2001 – May 2009.

CERTIFICATION

Certified Management Accountant (Institute of Management Accountants): 1995 - Certificate No. 018419

Certified in Financial Management (Institute of Management Accountants): 1996 - Certificate No. 0504

Certified Public Accountant (Michigan): 2016 – Certificate No. 1101036152

HONORS AND AWARDS

LASPAU - Fulbright Scholarship 1995 –1998

Best Paper Award in the Auditing and Forensic Accounting Track at 14th Annual Meeting of American Society of Business & Behavioral Sciences (ASBBS), February 2007 [with D. Gribbin]

Recipient of Executive MBA Professor of the Year Award, Arthur Lok Jack Graduate School of Business, The University of the West Indies, St. Augustine Campus, 2003

First Caribbean International Bank – The University of the West Indies Award for Best Teaching Case (2010): Traditional Craft Designs: Getting the Numbers Right!

PUBLICATIONS

(Peer - Refereed Journals)

2016 – Naparima Company Limited: Beyond the financing crunch. The Case Journal, (2016) Volume 12(2): 1 – 31.

2015 – Comprehensiveness of Corporate Internet Reporting in the Caribbean. International Journal of Accounting in Emerging Economies, 5(1): 2 – 34.

2013 – Corporate Social and Environmental Reporting in the Caribbean. Social Responsibility Journal, 9(2): 259 – 280.

2012 - Afro-Caribbean Craft Products: A Case in Budgeting and Cash Flow analysis! Journal of the International Academy for Case Studies. 18(7): 77-83 and 18(8): 63-76.

2010 – Time Pressure, Task Complexity and Audit Effectiveness. Managerial Auditing Journal, 25(2): 160- 181.

2010 – Traditional Craft Designs (TCD): Getting the numbers right! The CASE Journal, 7(1): 1 – 5.

(This case was awarded first place in First Caribbean International Bank (FCIB) –University of the West Indies (UWI) Case Study Writing Competition in 2010)

- 2008 – International Accounting Standards and Financial Reporting Quality in Trinidad and Tobago – Journal of Business, Finance and Economics in Emerging Economies. 3(2): 118 – 150.
- 2008 – Quality of Internal Controls in Trinidad and Tobago Credit Unions – Journal of Co-operative Studies 41(3): 5 – 15. (With R. Raghunandan).
- 2008 – Petroleum Services Enterprises Limited (PSEL): A Case in Financial Reporting and Analysis (Part A/B) – Accounting Education: An International Journal 17(4): 359 – 384.
- 2008 – The Composition of Supervisory Committees in Trinidad and Tobago Credit Unions – Corporate Ownership and Control 6(2): 202 – 211. (With John Ramnanan).
- 2007 – International Accounting Standards & Financial Reporting Uniformity: The case of Trinidad & Tobago. Advances in International Accounting 20: 27-54.
- 2007 - Audit Committee Regulations and Practices in publicly listed West Indian firms. Corporate Boards 3(1): 18-33.
- 2004 – Internal Controls in Trinidad & Tobago Religious Organizations. Accounting, Auditing and Accountability Journal 17(1): 121-152.
- 2001 – Managing the Global Economy and Accounting in the Caribbean. Caribbean Dialogue 7(1/2).
- 1998 - Review and Synthesis of Audit Structure Literature. Journal of Accounting Literature 17: 40-71.
- 1996 - Financial Reporting in Trinidad & Tobago: With reference to the English-speaking Caribbean. Social and Economic Studies 45(4): 143-156. (With M. Raghunandan, B. Kistow and D. Fyfe).

(Chapters in Edited Texts)

- 2013 - Re-imagining the Future of Higher Education Funding, In The Stewardship of Higher Education: Re-imagining the Role of Education and Wellness on Community Impact. Eds. David M. Callejo Perez and Joshua Ode. Sense Publishers, Rotterdam, The Netherlands. Pp. 35 – 58.
- 2007 – Audit committees and globalization: Spontaneous convergence versus regulatory fiat. In Rethinking the Reform Question. Ed. Ann Marie Bissessar. Cambridge Scholars Publishing. [with D. Gribbin]
- 2007 – Critical analysis of Stakeholder Theory. In Corporate Governance. (Eds.) Alexander Kostyuk, Udo Braendle, Dino Falaschetti and Rodolfo Aprida. Virtusinterpress Publishers.
- 2007 – Critical analysis of Resource Dependence Theory. In Corporate Governance. (Eds.) Alexander Kostyuk, Udo Braendle, Dino Falaschetti and Rodolfo Aprida. Virtusinterpress Publishers.

(Textbooks)

- 2008 – Accounting for Non-Financial Managers. Arawak Publications, 17 Kensington Crescent, Kingston 5, Jamaica, W.I. **(Second printing December 2010)**
- 2005 – Introduction to Management Accounting. Multimedia Production Centre, The University of the

West Indies: St. Augustine, Trinidad. (Joint publication with M. Raghunandan, B. William and D. Carrington.)

2002 – Introduction to Financial Accounting. Multimedia Production Centre, The University of the West Indies: St. Augustine, Trinidad. (Joint publication with M. Raghunandan, B. William and D. Raggay.)

RESEARCH - AGENDA

Currently working on issues related to Corporate Governance and Financial, Social and Environmental Reporting in the Midwest USA, CARICOM and southern African States.

RESEARCH GRANT PROPOSALS

Submitted research proposal titled "Human resources disclosures by publicly-traded Caribbean" to the Unit Committee at SVSU for Release Time and Professional Development Grant for the winter 2013 semester. Result: 3 hours release time approved.

Submitted grant proposal titled "Women's Initiatives, Organizational Factors and Advancement of Women in CPA Firms" to the AICPA Women's Initiative Executive Committee. (March 2011). [Co-authors Heidi Bolger, Larry Kickham, Mark McCartney and Ling He]. Result: Not Successful.

Submitted research proposal titled "Regulation of Financial Reporting in the Caribbean" to the Unit Committee at SVSU for Release Time and Professional Development Grant for the winter 2012 semester. Result: 4 hours release time and \$3,600 funding approved.

Submitted research proposal titled "Corporate Reporting on the Internet in the Caribbean" to the Unit Committee at SVSU for Release Time for the Fall 2010 semester. Result: 4 hours release time approved.

REFERENCES AVAILABLE ON REQUEST