

**EDWARD E. SCOTT, Ph.D., CPA**

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**ACADEMIC POSITIONS**

The Wharton School, University of Pennsylvania, Accounting Lecturer, July 2022 - present

Slippery Rock University, Slippery Rock, PA, Associate Professor, Accounting, July 2017 – July 2022

California University of Pennsylvania, California, PA, Adjunct Professor of Accounting, Jan 2020 – May 2022

Chatham University, Pittsburgh, PA, Adjunct Accounting Faculty, Jan 2018 – July 2022

Point Park University, Pittsburgh, PA, Fulltime Faculty, 2012-2017

**EDUCATION**

Oklahoma State University, Spears School of Business, Management Dept. Ph.D., Business Administration, 2017

Texas Christian University, Neeley School of Business, MBA, 2003

Point Park University, B.S., Accounting, Cum Laude, 1989

**BEST PAPER CONFERENCE AWARDS**

Scott, E., Wang, C.S., Smith, A.N., Edwards, B.D., (2019). *How African American accountants managed their social identity in White-dominated firms and effects on supervisor familiarity and turnover-intent*. American Accounting Association, Diversity Section Meeting, November 2019.

Scott, E., Smith, A. N., & Wang, C. S. (2017). Inclusion Strategies: The Effect of Blacks' Perspective-Taking in White-Dominated Spaces. In Guclu Atinc (Ed.), Proceedings of the Seventy-seventh Annual Meeting of the Academy of Management.

**PEER REVIEWED PUBLICATIONS**

Scott, E., McCrary, C. (2021), Revisiting the Benefits of High School Accounting to Increase the Number of Accounting Majors, *Journal of Higher Education Theory and Practice*, 21(10), 150-164. <https://articlegateway.com/index.php/JHETP/article/view/4631/4410>

Scott, E., (2020-2021, December-January). Advice for Retaining African American Accountants, *The CPA Journal*. <https://www.cpajournal.com/2021/01/20/advice-for-retaining-african-american-accountants>

Scott, E., (2020). Managing My Latinx Identity at Work, *Journal of Business Diversity*, 20(5), 30-37. DOI: <https://doi.org/10.33423/jbd.v20i5>

Forrest, J., Gong, Z., Scott, E., Gerardo, E. (2020). Market-Sensing Capabilities, Profitability Within Stagnant Industries and Crafting of Customer Value Propositions. *Review of Economic and Business Studies*, 13(2), 53-76.

Scott, E. E., Smith, A. N., & Wang, C. S. (2017). Inclusion Strategies: The Effect of Blacks' Perspective-Taking in White-Dominated Spaces. In *Academy of Management Proceedings* (Vol. 2017, No. 1, p. 15961). Briarcliff Manor, NY 10510: Academy of Management. <https://journals.aom.org/doi/10.5465/ambpp.2017.182>

#### **PAPERS SUBMITTED FOR PUBLICATION**

Scott, E., Wang, C. S., Edwards, B., and Smith, A. Revise and resubmit invitation at *Accounting, Organizations and Society*.

Deng, Y., Wang C. S., Aime, F., Sackett, E., Scott, E., Phillips, K., & Humphrey, S. Reject and resubmit invitation at *Organization Science*.

Wang, C. S., Ku, G., Smith, A. N., Scott, E., Edwards, B., & Galinsky, A. D. Under review at *Organization Science*.

#### **PAPERS SUBMITTED AND SELECTED FOR CONFERENCE PRESENTATION**

Wang, C.S., Deng, Y., Sackett, E., Scott, E., Aime, F., Phillips, K., and Humphrey, S. E., (2019). *Closer than they appeared: The effect of work style similarity on the relationship between social diversity and team performance*. Submitted to INGRoup for presentation at its annual conference in July 2019.

Scott, E., Smith, A.N., Wang, C.S., Ku, G., Edwards, B.D., Galinsky, A. (2018). *When do I want to stay? The roles of minority perspective-taking, social identity-based impression management strategies and authenticity climate*. Submitted to the International Association for Conflict Management for presentation at its annual conference in July 2018.

Scott, E., *Does perspective-taking facilitate effective organizational assimilation among devalued social group members?* International Conference on Engaged Management Scholarship, Paris, France, September 2016

Scott, E., *Using Social Cognitive Career Theory to Understand First-Generation College-Bound Students' Intent to Major in Accounting*, research proposal accepted for presentation at the 2018 annual meeting of the American Accounting Association, Faculty-Student Collaborations in Accounting Division

#### **HONORS & AWARDS**

BNSF Railway Achievement Award – honored for implementing financial accounting standard #143, *Accounting for Asset Retirement Obligations*.

Papas Professional Development Award, Oklahoma State University – scholarship awarded to high performing doctoral students.

Finklehor Lecturer, Point Park University – selected to deliver the annual Finklehor research lecture to peers and colleagues.

Point Park University STARS (Striving to Achieve Remarkable Service) Award – recognized for ongoing efforts to promote a service-oriented environment.

YWCA Racial Justice Award in Education - honored for work leading Point Park University's Urban Accounting Initiative aimed at encouraging and developing careers in accounting and finance particularly among African American youth.

## **COURSES TAUGHT**

<u>Undergraduate</u>	<u>Graduate</u>
Financial Accounting	Business Analytics
Managerial Accounting	Accounting for Managers
Cost Accounting	Corporate Finance
Intermediate Accounting, I, II, III	Budgeting, Performance Management, and Cost Analysis
Auditing	Negotiations
Accounting for Government and Nonprofit Organizations	Advanced Auditing
Corporate Finance	Fraud Examination
Principles of Finance	

## **UNIVERSITY & COMMUNITY SERVICE**

Board of Trustees, Finance Committee, Pittsburgh Central Catholic High School. 2021 - present

Slippery Rock University (SRU)

President's Council on Race, Equity, and Diversity, Treasurer, Fall 2019 – Spring 2022

Co-chair for Sub Committee charged with working with SRU police department to improve police relationship with the campus community. Fall 2020 – Spring 2022

Point Park University

Executive Director, Accounting Career Awareness Program, 2013 - 2017

Led an annual one-week summer program at Point Park University. The program recruited minority high school juniors and seniors to educate them about career opportunities in the accounting profession. The program also provided workshops (resume writing, interviewing, leadership) led by business professionals.

## PROFESSIONAL WORK EXPERIENCE

### **Apr 09 – Aug 11: VP of Purchasing, Kansas City Southern Railroad, Kansas City, MO**

KCSR operates a north-south railroad from the central United States to the Gulf of Mexico. The company is fast approaching \$3 billion in sales and employs 6,000 workers.

- Led forty-one professionals in the US and Mexico and had responsibility for purchasing \$650 million of materials and services and negotiated long-term strategic supply contracts.

### **Aug 06 – Apr 09: VP of Fixed Assets Accounting and Capital Planning, KCSR**

Implemented the methodology for capturing certain capital project costs which lowered operating expenses and improved Management's view of the total cost of capital projects.

- *Grew the department from a staff of 3 to 20 professionals and led the implementation of accounting policies and procedures that comply with accepted accounting principles and railroad industry accounting and reporting rules.*
- Implemented a company-wide capital planning and forecasting system that allowed the company to significantly improve the management and monitoring of its \$300 - \$500 million capital spending program.
- Implemented or significantly applied Financial Accounting Standards *13 Accounting for Leases, 141 Business Combinations, 144 Impairment of Assets, and EITF 01-08 Determining Whether an Arrangement Contains a Lease.*

### **Aug 98 - Aug 06: Capital Accounting Director, BNSF Railway (BNSF), Fort Worth, TX**

BNSF operates a west coast to central United States railroad and is one of the two largest U.S. railroads.

- Held middle management accounting positions with responsibilities ranging from managing the monthly reporting and closing process, preparing forecast for major balance sheet and income statement account activity, managing complex depreciation studies that saved the company millions by lowering depreciation expense, and managing technical accounting research projects.

### **Aug 97 - Apr 98: Finance Director, Housing Authority, City of Pittsburgh**

The housing authority manages housing programs for approximately 6,000 low-income residents.

- Directed a staff of thirty in rebuilding the accounting and budgeting department. Primary responsibilities included supervising the preparation of monthly and annual reports for management and for the US Department of Housing and Urban Development. Managed relationships with external auditors and ensured all aspects of the audits of grant programs and the Organization's financial statements were completed timely and all audit issued cleared.

**May 95 - Aug 97: Accounting Manager and Economic Development Officer, URA – Pittsburgh, PA**

The URA develops or maintains existing federal, state, and local funding programs directed towards economic development and housing projects.

- Reviewed business plans for start-up or existing entities seeking debt financing to grow their business and made loan recommendations to the Board of Directors. Managed the accounting department with responsibilities similar to the Housing Authority position above.

**May 89 - Apr 95: Audit Manager, Deloitte & Touch (D&T), Pittsburgh, PA**

D&T is a “Big Four” international accounting firms providing assurance, tax, and advisory services.

- Audited financial statements of mid-market and fortune five hundred companies in banking, healthcare, utilities, government, retail, and manufacturing and rose through the ranks to Audit Manager where I had responsibility for supervising audits, ensuring client financial statements were in conformity with US Generally Accepted Accounting Principles, and making recommendations to management on how to improve internal controls and accounting processes.
- Performed financial statement ratio analysis in connection with evaluating debt covenant compliance, issuing comfort letters to investors and other third parties, and required analytic procedures to evaluate audit risk.

**Professional & Academic Affiliations**

American Accounting Association

**MEDIA**

- "Accounting for more diversity in workforce," *Pittsburgh Business Times*, June 5, 2015.
- "Education programs adjust to new state rules," *Pittsburgh Business Times*, Aug. 1, 2014.
- "Coffee With...Ed Scott," *Building Bridges for Business*, Dec. 9, 2013.
- "Point Park Opens Doors to Finance, Accounting," *New Pittsburgh Courier*, July 17, 2013.