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ASSISTANT PROFESSOR OF MANAGEMENT

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EDUCATION

- Post-Doc, 2011 **UNIVERSITY OF FLORIDA**, Gainesville, FL – U.S.A.
Post-Doctoral Bridge Program in the Hough Graduate School of Business
Specialization: Accounting and Finance
- Ph.D., 2009 **SOUTHERN ILLINOIS UNIVERSITY**, Carbondale, IL – U.S.A.
Major: Workforce Education & Development and [*a secondary emphasis in*] Finance
- M.T.D., 2006 **IDAHO STATE UNIVERSITY**, Pocatello, ID – U.S.A.
Major: Human Resource Training and Development
- M.S., 2004 **NATIONAL CHENG KUNG UNIVERSITY**, Tainan, Taiwan
Major: Industrial Management
- B.Ed., 2001 **ROYAL UNIVERSITY OF PHNOM PENH**, Phnom Penh, Cambodia
Major: English & Teaching English as a Foreign Language (TEFL)

EMPLOYMENT HISTORY

- 2010 – Present **UNIVERSITY OF MARYLAND EASTERN SHORE**, Princess Anne, MD - U.S.A.
Assistant Professor of Management
Department of Business, Management and Accounting
- 2006 – 2009 **SOUTHERN ILLINOIS UNIVERSITY**, Carbondale, IL - U.S.A.
Graduate Assistant
Department of Workforce Education and Development
- 2004 – 2006 **IDAHO STATE UNIVERSITY**, Pocatello, ID - U.S.A.
Graduate Assistant
Department of Human Resource Training and Development
- 2002 – 2004 **NATIONAL CHENG KUNG UNIVERSITY**, Tainan, Taiwan
Research Assistant
College of Management
- 2001 – 2002 **BUILD BRIGHT UNIVERSITY**, Phnom Penh, Cambodia
Adjunct Lecturer
Faculty of Business Administration

2001 – 2002	DEPARTMENT OF HIGHER EDUCATION , Phnom Penh, Cambodia <i>Quality Assurance and Legislation Officer</i> Department of Legislations and Quality Assurance
2000 – 2001	NEWTON THILAY INSTITUTE , Phnom Penh, Cambodia <i>Academic Consultant / Assistant Deputy Director</i>
1997 – 2000	NEW LIFE FOUNDATION , Phnom Penh, Cambodia <i>Instructor/Translator/Interpreter</i>

CONSULTING EXPERIENCE

- Provide web design and development consulting service to small and medium businesses, not-for-profit organizations, and academic units of higher educational institutions (2007 – Present)
- Design, develop, and evaluate workforce training and development programs for businesses and not-for-profit organizations (2007 – Present)

COURSES TAUGHT IN VARIOUS UNIVERSITIES

University of Maryland – Eastern Shore, Princess Anne, MD

- Investment & Security Analysis
- Derivatives
- Accounting
- Human Resource Management
- Management & Organizational Behavior
- Small Business Management & Entrepreneurship
- Professional Development [Leadership]

Southern Illinois University – Carbondale, IL

- Training Needs Assessment
- Career Planning and Development
- Undergraduate Research

National Cheng Kung University, Tainan, Taiwan

- English for Academic and Communication

Build Bright University, Phnom Penh, Cambodia

- English for Business

PUBLICATIONS [Refereed Journal Articles]

Sum, V. (2012). A comparison of strategic involvement of training professionals employed in small, medium and large firms. *Academy of Business Journal*. (Forthcoming)

Kim, S., Khun, C, & **Sum, V.** (2012). On the functional forms and stability of money demand: The U.S., Japan and Australia. *Research in Business and Economics Journal*. (Forthcoming)

Sum, V. (2012). Stock performance and the firm's training program. *International Research Journal of Applied Finance*, 3(5), 554-559.

Lin, J. C. & **Sum, V.** (2012). Bank ownership and performance in Taiwan: Do politics matter? *Journal of Finance and Accountancy*, 10, 1-20.

Sum, V. (2011). Integrating training in business strategies means greater impact of training on the firm's competitiveness. *Research in Business and Economics Journal*, 4, 1-19.

Sum, V. (2010). The January and size effects on stock returns: More evidence. *International Journal of Applied Accounting and Finance*, 1(1), 47-52.

Brown, K., & **Sum, V.** (2010). Determinants of dividend payments. *International Journal of Applied Accounting and Finance*, 1(1), 40-46.

Sum, V., McCaskey, S. J., & Kyeyune, C. (2010). A survey research of satisfaction levels of graduate students enrolled in a nationally ranked top-10 program at a mid-western university. *Research in Higher Education Journal*, 7(2), 1-17.

Sum, V. (2009). Strategic integration of training and innovation: Significantly connected. *Journal of Global Information Technology*, 4(1-2), 7-20.

Sum, V. (2007). A framework for managing training programs to enhance organizational operation performance. *Online Journal for Workforce Education and Development*, 2. Retrieved from <http://opensiuc.lib.siu.edu/ojwed/vol2/iss3/6/>

Lin, C., Hsieh, H., Yuok, N., Savary, C., & **Sum, V.** (2004). Evaluating the competitiveness of least-developed countries - the example of Cambodia. *Asia Pacific Management Review*, 9(2), 205-227.

REFEREED CONFERENCE PROCEEDINGS/PRESENTATIONS (Last Five Years)

Sum, V. (2012). Strategic involvement of training professionals employed in US-based global and local companies (Accepted for presentation at the 2012 International Academy of Business Disciplines 24th Annual Conference in Long Beach, CA and for publication in the *Business Research Yearbook*).

Sum, V. (2011). Can a portfolio of publicly traded firms with top-rated training program outperform the market? *Proceedings of the Modern Technology and Management Institute 2011 International Conference*. New Carrollton, MD.

Sum, V. (2011). A comparison of strategic involvement of training professionals employed in small, medium and large firms. *Proceedings of the Academy of Business Research*. Atlantic City, New Jersey.

Sum, V. (2011). A trade-off analysis between cost reduction and product differentiation for sustained competitive advantage. *Proceedings of Third Annual American Business Research Conference*. Garden City, New York.

Sum, V. (2010). Does organizational training help firms operating and competing in the innovation-based economy innovate? A survey of training professionals. *Global Digital Business Review*, 4 (1), 9-16.

Sum, V. (2010). The role of training and firm's competitiveness in the knowledge-based economy. *Review of Business and Technology Research*, 3 (1), 115-125.

Brown, K., & **Sum, V.** (2010). Explaining variability in dividend payments: What matters? *Review of Business and Technology Research*, 3 (1), 77-82.

Sum, V. (2009). Empirical evidence of abnormal stock returns: The January and size effects. *Proceedings of the Ninth International Conference on Operations and Quantitative Management*. Los Angeles, CA.

Sum, V. (2007). A proposed framework for effective leadership: A contemporary perspective. *Proceedings of the 41st Annual Meeting of Association for Career and Technical Education Research*. Las Vegas: NV.

Sum, V., & Phetmalaikul, T. (2007). A study of corporate management capability in Cambodia, Singapore and Taiwan. *Proceedings of the Eighth International Conference on Operations and Quantitative Management*. Bangkok: Thailand.

Sum, V. (2007). A study of admission requirements, curricula, and program requirements of Ph.D. programs in human resource development/similar fields at U.S. Universities. *Proceedings of the 2007 Hawaii International Conference on Education, USA*, 5, 5743-5765.

Sum, V. (2005, April). *A training management framework for organizational performance enhancement and competitiveness*. Paper presented at the 63rd annual conference of the Mountain Plains Adult Education Association, Jackson, WY.

WORKING PAPERS

- Workforce Diversity and Stock Returns
<http://papers.ssrn.com/abstract=1957361>
Under Review: International Research Journal of Finance and Economics (EonLit)
- Analysis of Risk Premiums and Risk-Adjusted Excess Returns of the Best Companies to Work for in the United States
<http://papers.ssrn.com/abstract=1950025>
Submitted: The Academy of Business Research in Atlantic City, 10-12 Sept, 2012

- Risk Premiums, Risk-Adjusted Excess Returns and Health Care Premiums
<http://papers.ssrn.com/abstract=2055554>
 Under Review: International Journal of Business and Finance Research (EconLit)
- Stock Returns and Employee Turnover
<http://papers.ssrn.com/abstract=2055399>
 Under Review: International Economics and Finance Journal (EconLit)
- Quality of the Firm's Training and Stock Returns
<http://papers.ssrn.com/abstract=1865966>
- Most Ethical Companies and Stock Performance: Empirical Evidence
<http://papers.ssrn.com/abstract=2060751>
 Under Review: International Research Journal of Applied Finance (EconLit)
- Interest Rate Sensitivity of Stock Returns: Effects across the Maturity Profile and Direction of Interest Rate Changes (With Sokchea Lim and Channary Khun)
 Under Review: International Research Journal of Applied Finance (EconLit)
- A Trade-Off Analysis between Cost Reduction and Product Differentiation for Sustained Competitive Advantage
<http://papers.ssrn.com/abstract=1867905>
- The Effect of Sarbanes-Oxley Act (SOX) on Investors' Confidence
- How Do Investors Perceive Corporate Accounting Misconducts in the Post-Sox Era

CONFERENCES ATTENDED *(Last Five Years)*

- World Bank Group and IMF Spring Meetings, Washington D.C.
 (April 20-22, 2012)
- American Economic Association's Continuing Education Program on Cross-Section Econometrics conducted by Guido Imbens (Professor of Economics, Harvard University) & Jeffrey Wooldridge (Professor of Economics, Michigan State University) (Jan 8-10, 2012)
- American Economic/Finance Association, Chicago, IL (Jan 5-8, 2012)
- Modern Technology and Management Institute International Conference, New Carrollton, MD (Oct 20-22, 2011)
- World Bank Group and IMF Annual Meetings, Washington D.C.
 (Sept 23-25, 2011)
- The Academy of Business Research. Atlantic City, New Jersey
 (9/13-15/2011)

- Third Annual American Business Research Conference. Garden City, New York (6/6-7/2011)
- University of Minnesota Asset Pricing Conference, Minneapolis, MN. (5/21-22/2011)
- The Global Digital Business Association 2010 Annual Conference. New Carrollton, MD (10/14-16/2010)
- Ninth International Conference on Operations and Quantitative Management, Los Angeles, CA (06/27-30/09)
- 41st Annual Meeting of Association for Career and Technical Education Research, Las Vegas, NV (12/12-14/07)
- The 5th Annual Hawaii International Conference on Education, Honolulu, Hawaii (01/06-09/07)
- CONAHEC's 10th North American Higher Education Conference, San Juan, Puerto Rico (10/12-15/05)
- 63rd Annual Conference Mountain Plains Adult Education Association, Jackson, WY (04/14-16/05)

AWARDS/FELLOWSHIPS:

- The Academy of Business Research Fall 2011 Best Paper Award (Sep 15, 2011)
- Graduate assistantship awards, Department of Workforce Education and Development, Southern Illinois University Carbondale (2006-2009)
- W. Russell Withers, Jr. scholarship award for academic excellence, Department of Workforce Education and Development, Southern Illinois University Carbondale (2007)
- Finance committee honor award, Associated Students of Idaho State University (Student government) (2006)
- Essay winning award on global leadership, University of Arizona (2005)
- Graduate assistantship and scholarships, College of Education, Idaho State University (2006)
- Graduate assistantship and scholarships, Department of Human Resource Training and Development, Idaho State University (2004-2005)
- Research assistantship/scholarships, Department of Information and Industrial Management Science, National Cheng Kung University (2002-2004)

PROFESSIONAL ORGANIZATION MEMBERSHIP

- American Economic Association
- American Finance Association

PROFESSIONAL SERVICE

- Serve on the retention committee (2010- Present)
- Serve on the curriculum committee (2010 – Present)
- Advise the Student Investment Club (2010 – Present)
- Coach students to compete in the Federal Reserve Bank challenge (2010 – Present)
- Served on the strategic committee for the AACSB accreditation review (2010)
- Served on the professional development committee of the independent study management team, Department of Workforce Education and Development, SIUC (2008)
- Served as a volunteer assisting in the web development project of the McNair Scholar Program at SIUC (2007)
- Served on the evaluation committee of a graduate student's research paper titled *A Study of Identifying the Factors that Contribute to Retention of High Performance Employees in Financial Services Institutions of Southern Illinois* for the partial requirement of his master's degree in workforce education and development, SIUC (2007)
- Chaired the "Human Resource Development" session at the 5th Annual Hawaii International Conference, Honolulu: Hawaii (2007)
- Served on the web liaison committee at Idaho State University, Pocatello, ID (2005/06)
- Served on scholarship committee of American Society for Training and Development, Eastern Idaho Chapter, Pocatello, ID (2006 – 2007)
- Served on the organizing committee of American Society for Training and Development, Eastern Idaho Chapter, Pocatello, ID (2004 – 2005)
- Served on the budget management committee of the Department of Higher Education, Phnom Penh, Cambodia (2001 – 2002)

REFERENCES

Available Upon Request