

Curriculum Vita
Al L. Hartgraves

Faculty Profile: <https://goizueta.emory.edu/faculty/profiles/al-hartgraves>

EDUCATION

Ph.D. Georgia State University, 1975, Accounting
Doctor of Science, Economics & Business (honoris causa) Johannes Kepler University, 2011
M.Acct. University of South Carolina, 1968, Accounting
B.S.B.A. University of South Carolina, 1967, Accounting

PROFESSIONAL CERTIFICATIONS

Certified Public Accountant (retired); Tennessee, 1969; Georgia, 1981
Certified Management Accountant (retired); 1981

PROFESSIONAL EXPERIENCE

<u>1980 to Present</u>	Goizueta Business School, Emory University, Atlanta, GA
2009 to Present	Professor Emeritus of Accounting
1985 to 2009	Professor of Accounting
1996 to 1999	Senior Associate Dean
1996 to 1998	Interim Area Coordinator, Decision and Information Analysis Area
1989	Acting Dean
1986 to 1989	Associate Dean for Academic Affairs
1985 to 1986	Assistant Dean and Director of Graduate Programs
1983	Granted Tenure
1980 to 1985	Associate Professor of Business
<u>1977 to 1980</u>	Moore College of Business Administration University of South Carolina, Columbia, SC
	Assistant Professor of Accounting
<u>1973 to 1977</u>	Lee University, Cleveland, TN
1973 to 1977	Associate Professor of Accounting
1975 to 1977	Dean, Division of Arts and Sciences
1974 to 1975	Chairman, Department of Business
<u>1971 to 1973</u>	J. Mack Robinson College of Business Administration Georgia State University, Atlanta, GA
	Doctoral Teaching Fellow
<u>1968 to 1971</u>	Lee University, Cleveland, TN
	Assistant Professor of Accounting

International Visiting Professor Experience

Visiting professor on several occasions at Johannes Kepler University in Linz, Austria and at Helsinki School of Economics (Now Aalto University) in Finland. I have also taught executive seminars for 3S Venture Alliance in Kuwait.

PUBLICATIONS

Books and Supplements

Easton, Peter; Halsey, Robert; McAnally, Mary Lea; and Hartgraves, Al L. Financial & Managerial Accounting for MBAs, 5th edition, Cambridge Business Publishers, 2018.

Hartgraves, Al L and Morse, Wayne J. Managerial Accounting, 8th edition, Cambridge Business Publishers, 2018.

Dykman, Magee, Pfeiffer, Hartgraves, and Morse, Financial & Managerial Accounting for Decision Makers, 3rd edition, Cambridge Business Publishers, 2018.

Morse, Wayne J.; Davis, James R.; and Hartgraves, Al L. Management Accounting -- A Strategic Management Approach, 3rd edition. Cincinnati: South-Western Publishing Company, 2003.

Morse, Wayne J.; Davis, James R.; and Hartgraves, Al L. An Introduction to Financial Statement & Cash Flow Analysis, 2nd edition, Cincinnati: South-Western Publishing Company, 2000.

Morse, Wayne J.; Davis, James R.; and Hartgraves, Al L. Test Bank to Accompany Management Accounting, 3rd edition. Reading, Mass.: Addison-Wesley Publishing Company, 1991.

Hartgraves, Al L. Study Guide for Management Accounting, 3rd edition. Reading, Mass.: Addison-Wesley Publishing Company, 1991.

Morse, Wayne J.; Davis, James R.; and Hartgraves, Al L. Management Accounting, 3rd edition. Reading, Mass.: Addison-Wesley Publishing Company, 1991.

Hartgraves, Al L. and Salam, Aly. Computer Spreadsheets for Management Accounting, 2nd edition. Reading, Mass.: Addison-Wesley Publishing Company, 1988.

Hartgraves, Al L. Fundamentals of Managerial Accounting. Columbia, S.C.: University of South Carolina, 1979.

Hartgraves, Al L. A Study of the Role and Responsibility of CPAs in the Preparation of Unaudited Financial Statements (doctoral dissertation), Atlanta, GA: Georgia State University, 1975.

Articles

"Andersen's Role in Enron's Failure," DBW (Die Betriebswirtschaft), 64 (2004) 6, pp. 757-775.

"Measuring Corporate Performance: The Perils of Turning to Cash Flow," with Ray Hill and George J. Benston, Public Utilities Fortnightly, May 15, 2003.

"The Evolution of Accounting for Consolidations and Special Purpose Entities," with George J. Benston, Accounting Horizons, Sept, 2002, Vol 13, No. 3, pp. 245 - 258.

"The Changing (Declining) Role of Accountants in the Global Marketplace," in Auer-Rizzi, Werner, Szabo, Erna, & Innreiter-Moser, Caecilia (Eds.). Management in einer Welt der Globalisierung und Diversitaet: Europaeische und nordamerikanische Sichtweisen. Stuttgart: Schaeffer-Poeschel Verlag, pp. 37-48, 2002.

"Decisive Steps Needed to Restore Investors' Confidence in Audits," Atlanta Business Chronicle, March 8-14, 2002, p. 34A.

"Enron: What Happened and What We Can Learn From It," with George J. Benston, Journal of Accounting and Public Policy, August, 2002, Vol. 21/2, pp. 105-127.

"Some Myths About Target Costing," with David Schwendeman, The CPA Letter/Business & Industry, September 2000

"The Home Office Deduction After the Tax Reform Act of 1986," with Consuelo Kertz, Academe (AUUP Bulletin), January, 1987, pp. 20-24.

"How Management Accountants Can Communicate Better," with Jean DuPree, Management Accounting, February, 1987

"Reporting Cash Flows: Recommended Changes in Light of SFAC No. 5," with William C. Tuthill, Management Accounting, May, 1986, pp. 41-45.

"The Effects of the 1984 Deficit Reduction Act on Tax Shelters: Tax Accounting and Time Value of Money Considerations," with Consuelo L. Kertz, Georgia Journal of Accounting, Spring, 1985, pp. 153-170.

"The Home Office Deduction: Recent Cases May Offer New Planning Strategies," with Consuelo L. Kertz, The Tax Adviser, July, 1985, pp. 428-435.

"Publications: A Valid Measure of Faculty Contribution?," with Larry H. Beard, and Fred A. Jacobs, Journal of Accounting Education, Fall, 1985, pp. 155-161.

"New Cases Expand The Home Office Deduction," with Consuelo Kertz, U. S. Tax Week, September 20, 1985, pp. 881-883.

"Publication Productivity of Doctoral Program Graduates: A Time-Adjusted Model," with Fred A. Jacobs and Larry H. Beard, Accounting Review, January, 1986, pp. 179-187.

"Current Valuation of Long-term Debt: Useful Information for Lending Decisions," with Larry H. Beard, Credit and Financial Management, February, 1983, pp. 15-18, 33.

"Controlling Cash Flow in a Small Business," with Larry H. Beard and Fred A. Jacobs, Business, January, 1983, pp. 31-36. Abstracted in Accounting and Data Processing Abstracts, July, 1983, pp. 43-44. Also abstracted in Operations Research/Managerial Science, Vol. 23, No. 10.

"Managing Inventories in a Small Business, with Larry H. Beard and Fred A. Jacobs, Business, April, 1983, pp. 45-49. Reprinted in NBDC Report, June, 1984, pp. 1-4. Also reprinted in Comprehensive Planning Service, Price Waterhouse, March, 1984. Also reprinted in Applying Retail Management, 3rd edition, Macmillan Publishing Co., 1986, pp. ___.

"Current Valuation of Long-Term Debt: A Proposal for Supplemental Disclosure," with Larry H. Beard and Fred A. Jacobs, The Woman CPA, July, 1983, pp. 29-32.

"Managing Accounts Receivable in a Small Business," with Fred A. Jacobs and Larry H. Beard, Business, July, 1983, pp. 34-40.

"CPAs' Perceptions of the Impact of Professional Education and Specialization on Accounting Practice," with Charles Caldwell, Michigan CPA, Winter, 1982, pp. 23-27.

"Accounting: An Occupation or a Legal Designation?," with Larry H. Beard, National Public Accountant, May, 1982, pp. 12-14.

"Standards for Accounting and Review Services--Recent Developments," National Public Accountant, August, 1982, pp. 26-28, 33.

"Readability of Introductory Accounting Textbooks," with G. A. Swanson, West Georgia Review, May, 1982, pp. 1-5.

"Professional School Education and A Career in Government Accounting--An Optimal Combination?" with Charles Caldwell, The Government Accountants Journal, Winter, 1982, pp. 51-56.

"Adjusting The Statement of Changes in Financial Position for Price Level Changes," with William C. Tuthill, Journal of Accountancy, June, 1982, pp. 92-102.

"Planning for Start-Up Expenditures Under the Provisions of the Miscellaneous Revenue Act of 1980," with Homer Bates, Taxes, July, 1981, pp. 433-436.

"The Extra-Crude Oil Provisions of The Crude Oil Windfall Profits Tax Act of 1980," with Homer Bates, National Public Accountant, December, 1980, pp. 29-34.

"The CPA's Views of Published Research in Accounting Journals," with James R. Davis, The Ohio CPA Journal, Spring, 1980, pp. 65-69.

"Retention of Tax and Financial Records," With Elbert Jones, The Contemporary Administrator, May, 1980, pp. 33-36.

"The Marriage-Go-Round: A Review of the Marriage Penalty Tax and Proposed Corrective Legislation," with Elbert Jones, Business and Economic Review, May, 1980, pp. 29-32.

"Unaudited Comparative Financial Statements," The National Public Accountant, June, 1980, pp. 13-16.

"Independence of Academic Accountants," with Oscar Holzmann, The Woman CPA, July, 1980, pp. 23-25.

"Reducing Government Cost Through Federal-State Tax Consolidation," with Ronald M. Copeland and Howard Sanders, Business and Economic Review, October, 1980, pp. 26-30.

"Compilation and Review: A Proposed Change in Unaudited Services," The National Public Accountant, January, 1979, pp. 18-23.

"Highlights of the Revenue Act of 1978 and the Energy Tax Act of 1978," with Homer Bates, Business and Economic Review, April, 1979, pp. 3-8.

"Data Privacy Protection: A Prescription for Hospitals," with Oscar Holzmann, The Internal Auditor, April, 1979, pp. 33-40.

"Data Laws: An American Perspective," with Oscar Holzmann, Technology News of America, June, 1979, pp. 31-50.

"Toward Professionalization of Accounting Education: An Alternative Approach," with James B. Edwards and James R. Davis, Collegiate News and Views, Fall, 1979, pp. 5-8.

"The Use of Generic Accounting Terms by Unlicensed Accountants," with Elbert Jones, The CPA Journal, December, 1979, pp. 33-37.

"Published Research in Accounting Journals," with James R. Davis, The CPA Journal, December, 1978, pp. 95-96.

Published Proceedings & Other Publications

"The Details of Sarbox," Letter to the Editor, CFO Magazine, December, 2003, p. 14.

"Decisive Steps Needed to Restore Investors' Confidence in Audits," Atlanta Business Chronicle, March 8-14, 2002, p. 34A & 36A.

"Activity-Based Costing: Pitfalls and Problems – Caveats and Remedies: Is There a Transatlantic Divide"?, with Roland Bardy, Conference on New Directions in Management Accounting: Innovations in Practice and Research, sponsored by the European Institute for Advanced Studies in Management (EIASM), Brussels, Belgium, December 11-13, 2002.

"Review of MACRO ACCOUNTING AND MODERN MONEY SUPPLIES, by G. A. Swanson" Systems Practice, Vol. 8, No. 1, 1995, pp 117-119.

"Review of FINANCIAL AND MANAGERIAL ACCOUNTING, by Needles, Anderson & Caldwell," Issues in Accounting Education, Spring 1992, pp 111-112.

"An Innovative Approach to Accounting Education -- A Systems Paradigm," with G. A. Swanson, In Volume II, Advances in General Systems Theory and Philosophy, Proceedings of the 35th Annual Meeting of the International Society for Systems Science, Östersund, Sweden, June 14-20, 1991, pp. 92-99.

"Cooperation Between Faculty and Practitioners -- An Examination of Joint Research and Publication Efforts," with Larry H. Beard and Fred A. Jacobds, Collected Papers of the American Accounting Association's Southeastern Regional Meeting, 1985, pp. 238-242.

"Specialized Professional Accounting Education: The Impact on Corporations As Employers of Accounting Graduates and Consumers of Accounting Services," with Charles Caldwell, Proceedings, 1983 (Southwest Regional Meeting - American Accounting Association), pp. 174-182. Abstracted in Management Accounting, January, 1983, p. 75.

"Review of ACCOUNTING INFORMATION SYSTEMS: A CYCLE APPROACH," by Robinson, Alderman & Davis, The Accounting Review, April, 1983, p. 474.

"AACSB Accounting Accreditation Standards and the Demand for Accounting Faculty," with Homer Bates, Proceedings, 1983 (Southwest Regional Meeting American Accounting Association), pp. 9-14.

"Marriage Tax Penalty Reduction Now in Effect," TIPS (National Newsletter for customers of financial institutions), December, 1982.

"Disclosure of Internal Control Information: Views of Analysts and CPAs," with Oscar J. Holzmann, 1981 Conference Proceedings (Southeast Regional Meeting of the American Accounting Association, 1981), pp. 71-75.

"Practitioners' Perceptions of the Areas of Greatest Research Need in Accounting," with James R. Davis, Collected Abstracts of the American Accounting Association's Annual Meeting, 1981, pp. 25-27.

"A Study of Alternative Preparations for Governmental Accounting Careers," with Charles Caldwell, Collected Abstracts of the American Accounting Association's Annual Meeting, 1981, pp. 97-98.

"Statement of Al Hartgraves," The Tax Treatment of Married, Head of Household, and Single Taxpayers, Hearings before the Committee on Ways and Means, U. S. House of Representatives, Ninety-Sixth Congress, Second Session, April 2, 1980, pp. 144-149.

"Disclosure of Internal Control Information: The Analyst's Views," with Oscar J. Holzmann and Larry H. Beard, 1980 Conference Proceedings (Mid-Atlantic Regional Meeting of the American Accounting Association), pp. 126-133.

"Market Acceptance of Five-Year Professional Accounting Program Graduates: An Empirical Investigation of Employer Expectations," with Charles Caldwell, Collected Abstracts of the American Accounting Association's Annual Meeting, 1980, pp. 145-146.

"The Effect of Accountants' Liability on Professional Liability Insurers," Collected Papers of the 29th Annual Meeting (Southeast Regional Group - American Accounting Association, 1977), pp. 129-134.

"The Role and Responsibility of CPAs in the Preparation of Unaudited Financial Statements," Collected Papers of the 28th Annual Meeting, (Southeast Regional Group - American Accounting Association, 1976), pp. 203-207.

UNPUBLISHED CONFERENCE PRESENTATIONS AND PARTICIPATION

- "Compilation and Review of Financial Statements," South Carolina Association of CPAs, 1978.
- "Statement of Accounting and Review Services No. 1, Compilation and Review of Financial Statements," South Carolina Tax Council, 1979.
- "Recent Developments Affecting Unaudited Services," South Carolina Association of Public Accountants, 1979.
- "Readability of Introductory Accounting Textbooks," American Accounting Association, Northeast Regional Meeting, 1980.
- "Ratio Analysis," Session Moderator, American Accounting Association Southeast Regional Meeting, 1980.
- "The Value Added Tax," South Carolina Association of Certified Public Accountants, 1980.
- Invited participant, Trueblood Seminar for Professors, Chicago, Illinois, 1981 (organized and funded by the Touche Ross Foundation).
- "Improving Accounting Education," Session Moderator, American Accounting Association Annual Meeting, 1984.
- "Trends in Managerial Accounting," Trends in the Education of Accountants Annual Conference, 1984.
- Invited participant, Ernst and Whinney SEC Seminar for Professors, Cleveland, Ohio, 1984.
- Sponsored participant, Beta Gamma Sigma Faculty Workshop, Phoenix, Arizona, 1984.
- "The Effects of the 1984 Deficit Reduction Act on Tax Shelters: Tax Accounting and Time Value of Money Considerations." Northeast Regional Meeting, American Accounting Association, Syracuse University, 1985.
- "Management Accounting Update," Central Atlanta Chapter, National Accounting Association, 1986.
- "Senior Faculty Consortium," American Accounting Association, 1990.
- "The Declining Role of Accountants in the Global Business Environment," Estonia Finance Conference, Pärnu, Estonia, February 15, 2001.
- "The Evolving GAAP for Consolidations and SPEs," Georgia Association of Accounting Educators, February 2003.
- "The Evolving GAAP for Consolidations and SPEs," Georgia Society of CPAs Decision Makers Conference, October 24, 2003.
- "The Seven Habits of Highly Effective Teachers," Georgia Association of Accounting Educators, February 7, 2004.

EDITORIAL ACTIVITIES

- Editorial Review Board, Issues in Accounting Education, 1985-1988.
- Referee, Annual Meeting Program, American Accounting Association, 1986.
- Referee, Annual Meeting Program, Southeast Region - American Accounting Association, 1987.
- Editorial Review Board, Southern Business Review, 1988-2009.
- Referee, Annual Meeting Program, American Accounting Association, 1991.
- Ad Hoc Referee, The Accounting Educator's Journal, 1993 - 2009.
- Ad Hoc Reviewer for Southwestern Publishing Co., Prentice-Hall, and R. D. Irwin Co., 1993-2009.

SELECTED MEDIA QUOTES & REFERENCES

- Associated Press Newswire* (02/04/02), "Tyco Shares Plunge on Accounting Worries."
- Union Times Albany (NY)* (02/05/02), "Tyco Shares Fall Once Again."
- The Providence Journal (RI)* (02/05/02), "Tyco Rebut Reports as Stock Slides."
- The Record (NJ)* (03/03/02), "Earnings Reports are Likely to Turn Conservative."
- Deseret News (Salt Lake City)* (02/05/02), "Accounting Worries Depress Tyco Stock."

Taipei Times (Taiwan), (02/06/02), "Tyco Faces Questions Over Acquisitions."
New York Times (02/06/02), "Enron Grist for Business School Courses."
The Journal-Record (Oklahoma City) (02/07/02), "A Gold Mine for Biz Schools."
Financial Times (02/11/02), "Case Study with Ramifications to Dominate Class."
Atlanta Journal-Constitution (02/16/02), "Enron Entanglements: Future Developments."
Associated Press Newswire (03/03/02), "Quarterly Earnings Could be Hurt by More Conservative Accounting Practices."
The Morning Sun (Pittsburg, KS), (03/03/02), "Conservative Accounting Could Hurt Earnings, But Restore Confidence."
The Columbian (Vancouver) (03/04/02), "New Accounting Will Benefit Investors."
New York Times (09/21/2002), "Lawyer Provides a Thorn for Enron's Partners"
Atlanta Journal-Constitution (11/5/2002), "Even Former Supporters Say Pitt Must Leave SEC"
Financial Times (12/6/2002), "FT Report – Mastering Leadership – The Board Game."
Chicago Sun Times (1/16/2003), "Board Adopts New Rules on Assets, Liabilities."
Accounting Education News (10/1/2003), "Al Hartgraves Recognized as Accounting Educator of the Year"
Bloomberg Cable Network (5/5/2005), "AIG's Reporting of Finite Reinsurance."
Targeted News Service (9/17/2009), "Can Companies Maintain Quality as They Cut Costs?"
Atlanta Journal-Constitution (11/25/1997) "Business Schools Up for the Tough Task: Emory, CAU Hope to Fill Vacancies in 'Never Ending' Search for Deans"
Atlanta Journal-Constitution (6/25/1989) "The Demand for Top Deans"

PROFESSIONAL AND HONORARY ORGANIZATIONS

American Accounting Association
 American Institute of CPAs
 Institute of Management Accountants
 Beta Alpha Psi
 Beta Gamma Sigma

RECOGNITIONS AND HONORS

Outstanding Alumnus of the Year, Gamma Beta Chapter, Beta Alpha Psi, 1978.
 Certificate of Distinguished Performance on CMA exam, 1981.
 MBA Distinguished Educator of the Year Award, Goizueta Business School, 1992, 1995
 Executive MBA Distinguished Educator of the Year Award, Goizueta Business School, 1992, 2007
 Evening MBA Distinguished Educator of the Year Award, Goizueta Business School, 1995
 Donald Keough Outstanding Service Award, Goizueta Business School, 1995
 Outstanding Faculty Member, Business Week Guide to the Best Business Schools, 1997 & 2003 editions
 MBA Teaching Excellence Award for Classic Educator, Goizueta Business School, 2002, 2004
 University Scholar/Teacher Award, Emory University, 2002
 Accounting Educator of the Year, Georgia Society of CPAs, 2003
 Modular Executive MBA Program "Sense of Humor" Award, 2007
 Modular Executive MBA Program "Explaining the Unexplainable" Award 2008, 2010
 Modular Executive MBA Program "Best Distance Learning" Award 2009, 2010
 Modular Executive MBA Program Distinguished Educator Award, 2010
 Honorary Faculty Member, Johannes Kepler University LIMAK, 2009
 Honorary Alumnus of the Year, Lee University, 2012

SERVICE ACTIVITIES (Selected)

Professional Service

Membership Committee, American Accounting Association Management Accounting Section, 1984-1985.

Notable Contributions to Accounting Literature Awards Committee, American Accounting Association, 1984-1985.

Faculty Internship, Peat Marwick Mitchell and Company, Atlanta, GA, 1985.

Board of Directors, Psychological Studies Institute, 1986-1989.

Board of Arbitration, National Association of Securities Dealers, 1989-present.

Member, Lee University Business Advisory Council, 1989 - present.

Guest Lecturer, Johannes Kepler University, Linz, Austria, 1990.

Guest Professor, Johannes Kepler University, Linz, Austria, 1991, 1992, 1994, 1996, 1999, 2002.

Guest Professor, Helsinki School of Economics and Business Adm., Helsinki, Finland, 2000, 2001.

Lee University Business Advisory Council, 1986 – Present (Chair for several years).

University Service

President, Beta Gamma Sigma, Gamma of Georgia Chapter, 1984-1985.

Houston Mill House, Board of Directors, 1984-1987; Treasurer and Chairman of Finance Committee, 1984-1985; Vice President, 1985-1986, President and Chairman of the Board, 1986-1987.

Faculty Bylaws Task Force, Chair, Emory Business School, 1990-2009.

University Employee Benefits Investments Committee, 1991-2003.

Faculty Council, Faculty Fringe Benefits Committee, 2003-2005.

Executive Vice President & CFO Search Committee, 2002-2003.

Business Ethics Task Force, Emory Business School, 1991-1998.

University Senate, 1991-1994.

University Faculty Council, 1991-1994.

University Faculty Relations Committee, 1991-1994.

University Faculty Life Cycle Task Force, 1993-1994.

AACSB Reaccreditation Steering Committee, (Chair) 1993-1995.

Chair, Globalization Committee, 1995-1996.

Dean Search Committee, 1985-1986, 1989 (Co-Chair), 1996-1998 (Co-Chair)

Emory University Advisory Council on Teaching, 1998-1999

University Faculty Marshall, At-Large, 1996-2009

Evening MBA Task Force, 2000

Modular Executive MBA Task Force, 2000

MBA Core Faculty Committee, 2000-2004

EMBA Program Committee, 2005-present

MBA Program Committee, 2001-2004

Personnel Committee for Tenure & Promotion, 2001-2009

Goizueta Christian Fellowship, Faculty Advisor, 2002-2004

Community Service

Board of Directors, Psychological Studies Institute, 1988-1991

Mt. Paran Church Board of Elders, 1984-1995

Board of Directors, Atlanta Counseling Center, 1997-2005, Chairman, 2001-2005

Board of Trustees, Big Canoe Chapel 1998-2001, Chairman, 2000-2001

Trinity Church Board of Elders, 2004 to 2005

EXECUTIVE AND CONTINUING EDUCATION ACTIVITIES

Management Accounting Training Program For Division Controllers, Sonoco Products Company, 1979.
CPA Review Program Faculty, University of South Carolina, 1978-1980.
CLU Review Program Faculty, University of South Carolina, 1978-1980, Televised throughout the state of South Carolina on the ETV network, courses taught:
Federal Income Taxes & Financial Accounting Principles.
Lockheed-Emory Management Institute, Emory Business School, 1980-1981.
Seminar Leader, Communications Workshop, Emory University Hospital, 1981.
Executive MBA faculty, Emory University, 1981-1985, 1990-1993.
Bankers Administration Institute, Cost Accounting Seminar, Nashville, TN, 1983.
Strategic Planning for Public Sector Administrators, Emory University, 1983-1985.
Business Skills for Public Sector Administrators, Atlanta Housing Authority, 1983.
Management Accounting Techniques, National Office of The Woman's Missionary Union, 1983.
CMA Review Program, Lockheed Corporation, 1983-1984.
Advanced Management Program, Emory Business School, 1988.
Management Development Program, Emory Business School, 1980-1985, 1991-1993.
Financial Management for Nonfinancial Managers, 1991-1993.
Emory-NASD Investor Relations Program, 1992- 1993 (faculty & faculty director).
Emory-LEMAK Austrian Managers Program, 1991-present (Faculty Director, 2001-present)
LIMAK, Finance & Accounting Area Director, 1992-2000.
Emory-BellSouth Financial Skills Workshop, 1993-1998 (faculty & faculty director).
BAPCO Financial Skills Seminar, 1994.
Developing Leaders in High Potential Managers, 1995-1999.
Riverwood International Corp., Leadership 2000, 1995-1996.
Southwire Corporation, 1996-present (faculty & faculty director).
Physician Management Program, 1996-1999.
Financial Skills For Non-Financial Managers, 1997-2003; Faculty Director, 2000-2003.
Land Lease Corporation Leadership Program, 2000
Georgia Psychological Association, 2000
Advanced Leadership Program, The Home Depot, 2004-2007
Executive Leadership Program, The Home Depot, 2004-2007
Middle East Partnership Initiative (MEPI), U.S. Business Internship Program for Young Middle Eastern Women, 2004, 2006
Emory Finance and Administration Leadership Program, 2006-2009

SELECTED CONSULTANTSHIPS

Kurt Salmon	Troutman Sanders, Attorneys
Lockheed-Georgia Company	National Association of Securities Dealers
BellSouth Advertising and Publishing Co.	IBM Corporation
Reagan & Associates	Hinshaw & Culbertson, Attorneys
Morris, Manning, & Martin, Attorneys	Enron Bankruptcy Examiner
Gambrell & Stolz, Attorneys	Tauber & Balsler
Accenture	

PERSONAL

Born, Peoria, Illinois, 1944
Married to Aline Underwood Hartgraves, 1963 (no children)

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