Q: What is the common thread tying your research program together?  
A: My main research interest is in the area of financial services management and regulation due to my previous industry experience at the Federal Reserve Bank of Philadelphia where I spent 8 years working as an economic analyst in the area of Banking & Financial Markets. Prior to the financial crisis that culminated in 2008, I conducted research that assessed the performance and risk implications of large, complex banking organizations that chose to participate in non-traditional banking activities. During the financial crisis, many in the profession realized that it is the smaller banks that did not participate in risky financial activities that will be likely to survive and succeed during these difficult economic times. We know that local community banks serve as an engine of growth for local economic communities. Their health and sustainability are of great importance to small local businesses that rely primarily on these banks to fulfill their capital needs. My colleague and I received a grant from the Center for Rural Pennsylvania (CFRPA) to study the topic of small banks in rural Pennsylvania in 2008, and the final study titled “Challenges and Opportunities for Community Banks in Rural Pennsylvania” was published by CFRPA at the end of 2009.

Q: How do you integrate your research into your teaching and describe its impact on students?  
A: I use my knowledge of the banking industry when I teach Commercial Bank Management. We discuss the organizational structure of the industry, the important trends that affect it, and learn to evaluate performance of banking institutions. I invite guest speakers so that my students see how their knowledge is related to the daily business decisions of actual bankers. Continued next page...

Q: Describe your research stream.  
A: My research is focused in three areas – efforts to control fraud in the workplace, business ethics, and internationalizing business curriculum.

Q: You appear to have broad scholarly interests. What makes these topics so intriguing?  
A: They are intriguing because they tie into the courses I teach for accounting majors, particularly those students that are in the fraud concentration.

Q: Most great professors make an effort to fit their research into their teaching. How do you integrate your research into your classes?  
A: Students in the fraud class research laws that encourage whistleblowing and ultimately prepare a ‘proposal’ for a company to ‘hire’ their consulting team to conduct fraud analysis and implement a fraud prevention program. Students in my other classes also work on individual and group projects. These projects primarily focus on recent changes in the law and how these changes impact business. The project is written as if it were a memo to the student’s boss on the impact of a new law.

Q: What impact does your research have on students?  
A: Students have a project to show prospective employers the kind of work they are capable of doing. Hopefully the student has really thought about the intent of the project, and considered new perspectives on international issues. Continued next page...
Q: Describe your research stream?
A: Moving beyond the traditional study of the role of race and racial discrimination in the American labor movement, my current work highlights the early legal battles and showcases how blacks used labor unions to protect their collective well-being. It also explores how African Americans fought for their legal rights and financial benefits in a hostile racial, economic, and social environment.

Q: Why are these topics interesting?
A: After graduating from college, I became more sensitive to the opportunities to shed light on African American’s contributions to the American legal system. Whole generations of Americans have grown up thinking slavery, civil rights, and crime are the only ways for blacks and the American court system to intersect. The more we de-emphasize the actual and hyperbolize these oversimplified summations, the more we render ourselves devoid of the many legal contributions of blacks in the making of American jurisprudence and the American economy.

Q: What impact does your research have on your students?
A: My students love it! It is important to any institution of higher education that we expect our students to handle the most complex and difficult intellectual content. Students have remarked about how much they enjoy it when I apply the law to real life experiences and situations.

Q: What should businesses take away from your research?
A: Any good businessperson should understand the importance of diversification. Just as a successful investor will have diverse financial investments, it goes without saying that teaching about cultural diversity within business needs to be done. Businesspersons of all races would benefit from learning about the African American legal contributions to the American labor movement.

Q: Discuss your future projects.
A: At Bloomsburg University, my courses focus on the intersection of business, finance, and the law. The African American presence is often underplayed in the world of finance. To this end, my next article, “New Financial Regulation Reform: A Good Measure for African Americans,” discusses the legal and financial implications that the new federal financial-reform legislation has for minorities. This manuscript will appear in Volume 33 of the North Carolina Central Law Review.

Q: Discuss your future projects.
A: I am continuing my research agenda related to banking issues, specifically large financial institutions, their risks and profitability. I am also working on a paper that examines the development of a banking sector in transition economies, specifically in Russia. Finally, our FMA group is working in collaboration with local economic development organizations to promote small business outreach and help local entrepreneurs manage their operations. The idea is to pair student FMA members with small local businesses that need help writing business plans, creating and analyzing financial statements, developing marketing plans, and understanding the implications of certain financial decisions. We believe that these opportunities benefit local businesses, our students, and the University.

Q: What future projects are you considering?
A: I am always looking for new ways to present legal issues in the classroom, to ensure topics are current and applicable.

Q: What impact does your research have on your students?
A: My students love it! It is important to any institution of higher education that we expect our students to handle the most complex and difficult intellectual content. Students have remarked about how much they enjoy it when I apply the law to real life experiences and situations.