Name: **Hailu Regassa**
Rank: **Professor**
Tenured: **Yes**
Primary Teaching Field(s): **Finance**

Education

Highest Degree/Year: Ph.D., 1991
Major Field(s): Finance
Degree-Granting Institution: University of Oregon

Dissertation Title: *Negotiated Share Repurchases, Shareholders' Wealth and Control-related Outcomes*

Other diplomas:

MBA - Finance
University of Oregon, 1976

BBA - Accounting
Haile Selassie University,
Addis Ababa, Ethiopia, 1972

Peer-reviewed journals:

A.Hassan and H. Regassa, Asymmetric behavior of volatility in gasoline prices across different regions of the United States, Journal of Finance and Accountancy, Volume 10, July 2012.

H. Regassa and L. Corradino, "Determining the Value of Coca Cola Company – A Case Analysis," Journal of International Academy for Case Studies, Vol. 17, Number 7 (2011) P105-110.

H. Regassa and L. Corradino, "Instructor's Solution for Coca Cola Company – A Case Analysis," Journal of International Academy for Case Studies, Vol. 17, Number 8 (2011) P80-86

A. Shah and H. Regassa, "Return on Quality – Quality's Impact on Customer Satisfaction, Revenue Growth, Profitability and Cost Efficiency – A Cross National Comparative Analysis of Japanese and American Manufacturers in the Auto Industry," Marketing Management Journal, fall 2010

W. Ida and H.Regassa, "Forecasting an income statement and balance sheet: a case exercise for beginners," Journal of Business Cases Applications, summer 2010, Vol. 3

H. Regassa and G. Wink, "Mark-to-Market Rule and its Impact on the Financial Crisis," The Business Review Cambridge Journal, Vol. 14, No. 2, summer 2010

H.Regassa, S.Hanks, and G.Wink, "The Financial Meltdown, Mark-to-Market Rule and Managerial Decision Making – Case of financial Institutions," Journal of International Society of Business Disciplines, Vol. 5, Issue 2, 2009

H.Regassa and A. Ahmadian, "Toyota's Strategic and Financial Footprint on the Auto Industry, Journal of International Society of Business Disciplines," Vol. 5, Issue 1, 2009

Comparative Study of American and Japanese Auto Industry: General Motors versus Toyota Motors Corporations - Strategic and financial perspectives, Regassa and Ahmadian, Published in the Business Review Cambridge Journal, Vol. 8 * Number 1* summer 2007

A Link between Strategic Goals and Financial Performance: Goodrich Aerospace Corporation – A Case Study, Regassa and Ahmadian, Published in the Business Review Cambridge Journal, Vol. 8 * Number 1* summer 2007

"The Low Cost Differentiation and Focus/Niche Strategies of American, Japanese and British Companies Operating in the United States: A Comparative Study," with Ahmad Ahmadian, Abhay Shah, and Charles Zeis, was published in *The Journal of Business and Economy*, Fall 2003.

"Market Orientation and Profitability: A Study Comparing American, Japanese, and British Companies Operating in the United States," (with Ahmad Ahmadian, Abhay Shah and Charles Zeis), *Global Economy Quarterly*, Vol. 3, No. 3, 2003

"Goodness-of-Fit Tests for Rating Scale Data: Applying the Minimum Chi-Square Method," (with Ahmad Ahmadian, Abhay Shah and Charles Zeis), *Journal of Economic and Social Measurement*, Vol. 27, Nos. 1-2, 2001.

"Statistical Components of an Undergraduate Business Degree: Putting the Horse Before the Cart," (with Ahmad Ahmadian, Abhay Shah and Charles Zeis), *Journal of Education for Business*, Vol. 77, No. 2, Nov/Dec 2001.

"Strategies of Gaining Competitive Advantage at the Generic and Business Unit Level: A Study Comparing American, German, and Japanese Corporations Operating in the United States," (with Ahmad Ahmadian, Abhay Shah and Charles Zeis), *Multinational Business Review*, Vol. 8, No. 1, spring 2000

Our paper titled, "Expected Service Quality as Perceived by Potential Students of an Educational Institution," co-authored with Professors Shah, Zeis and Ahmadian is published in the *Journal of Marketing for Higher Education* in 1998

Co-authored a paper entitled, "Premiums in Block Transactions," with Professor Wayne Mikkelson, published in the special issue of *Corporate Structure and Control of Managerial and Decisions Economics* in December 1991

Publication in and presentations at conference proceedings:

Toyota's management crisis blip and its redemption, Ahmadian and Regassa, has been accepted for presentation at the Associate for Global Business annual conference proceeding to be held in Las Vegas, Nevada from November 21 through 23.

Distinct phases of the Chinese auto industry and its prospects for growth, Ahmadian and Regassa, has been accepted for presentation at the Associate for Global Business annual conference proceeding to be held in Las Vegas, Nevada from November 21 through 23.

The U.S. Auto Industry: the transition from the Big Three to the Big Seven, Regassa and Ahmadian, is presented and published at the Associate for Global Business annual conference proceeding held in Washington D.C. during November 15 through 18, 2012.

The U.S. Automotive Industry: Have the Big Three Lost their Dominance of the U.S. Market? - Ahmadian and Regassa, presented at the Associate for Global Business annual conference proceeding held in Newport Beach, California during November 17 through 19, 2011

Initial Public Offering Valuations and Underwriting Issues for PharmCorp, LLC – A Case Study is presented at and published in the American Society of Business and Behavioral Sciences (ASBBS) conference proceeding held in Las Vegas during February 24 and 27, 2011

Mark-To-Market Rule –What is at Stake? Regassa and Wink is presented at and published in conference proceedings at the 4th Annual Financial Services Institute held in New York in September, 2009

The Financial Meltdown, Mark-to-Market Rule and Managerial Decision Making - Case of Financial Institutions, Regassa, Hanks, and Wink is presented at and published in the proceedings at the Mountain Plains Conference held in Grand Junction, Colorado in October 2009

Competitive Challenges and Strategic Dilemmas for the US Auto Industry in an Economic Slowdown, Regassa, Shah, and Ahmadian, is presented at Association for Global Business Conference to be held in Orlando, Florida in November 2009.

How can American Automotive Industry Survive the Recent Financial/Economic Crisis? Regassa and Ahmadian is presented at the International Society for

Business Disciplines Conference Proceeding held in Las Vegas in March 2009. The abstract is published in the proceedings.

"Competitive Challenges by Japanese Automobile Transplants and the Big Three's Dilemma – A Case Study," Regassa and Ahmadian, is presented at the 2008 *Association for Global Business (AGB) Conference* and publication in the Proceedings, Washington D.C., Nov. 15 – Nov. 18, 2008

"Starbucks' Financial and Growth Strategic Options in a Slowing Economy – A Case Study," Regassa and Ahmadian, is presented at the 2008 *Association for Global Business (AGB) Conference* and publication in the Proceedings, Washington D.C., Nov. 15 – Nov. 18, 2008

Our paper titled, "Japanese Automakers Quest to Establish a Foothold in the U.S. Economic Landscape and their American Counterpart's Strategic and Financial Options," Regassa and Ahmadian, is presented at the 2007 Association for Global Business (AGB) conference and publication in the proceedings held in Washington D.C., Nov. 15 – Nov. 18.

My paper titled, "Strategic Financial Choices between the American and Japanese Auto Industry – Does National Identity play a Role?" is presented at the *Western Decision Sciences Institute Proceedings* held in Denver in April 2007.

Our paper titled, "Can U.S. Auto Manufacturers Regain their competitive Edge: Some perspectives on a Turnaround Strategy?" Coauthored with Ahmadian is is presented at the *Western Decision Sciences Institute Proceedings* held in Denver in April 2007.

Our paper titled, "Managerial and Financial Perspectives in Starbuck's Dominance in the Coffee House Business – A Case Study Coauthored with Ahmadian is presented at the *Society of Advanced Management (SAM) International Conference Proceeding* held in Las Vegas in March 2007

A Comparative Study of the Financial Implications of the marketing strategies of Japanese, German, and British companies operating in the United States, presented at the *International Society of Business Disciplines (ISOBD) Professional Conference Proceeding* held in Las Vegas, Nevada from March 19-22, 2006.

Financial and Strategic Issues: Goodrich Aerospace Corporation – A Case Study, December2005," Regassa and Ahmadian – presented at the *Society for Advanced Management (SAM) International Conference Proceeding* held in Orlando Florida in April 2006. This paper is published in the proceedings.

Comparative Study of American and Japanese Auto Industry: General Motors versus Toyota Motors Corporations - Strategic and financial perspectives, Regassa and Ahmadian, is presented at the *SAM International Conference Proceeding* held in Orlando Florida in April 2006. This paper is published in the proceedings.

A Link between Strategic Goals and Financial Performance: Goodrich Aerospace Corporation – A Case Study, Regassa and Ahmadian, is presented at the *SAM International Conference Proceeding* held in Orlando Florida in April 2006. This paper is published in the proceedings.

"The Generic Strategies of American, Japanese, and British Companies Operating in the United States," with Ahmad Ahmadian, Abhay Shah, and Charles Zeis, *AMA Educators Proceedings*, Vol. 14, 2003.

"The Generic Strategies of American, Japanese and British Companies Operating in the United States," (with Ahmad Ahmadian, Abhay Shah, and Charles Zeis), Proceedings *of American Marketing Association's Conference*, August 2003

"The Market Orientation of American, Japanese, and British Companies Operating in the United States," (with Ahmad Ahmadian, Abhay Shah and Charles Zeis), *Proceedings of the International Business and Economy Conference*, January 2002

"Assessing Student Performance for Course Outcomes Using Test Scores Versus Project Scores," (with Ahmad Ahmadian, Abhay Shah and Charles Zeis), *Proceedings of the International Business and Economics Research Conference*, October 2001. This paper won an award for outstanding paper.

"A Comparison of the Strategies of American, Japanese, and British Companies Operating in the United States," (with Ahmad Ahmadian, Abhay Shah and Charles Zeis), *Proceedings of the Western Decision Sciences Institute, Thirteenth Annual Meeting*, April 2001

"A Comparison of the Marketing Strategies of American, Japanese, and British Companies Operating in the United States," (with Ahmad Ahmadian, Abhay Shah and Charles Zeis), *Proceedings of the Society for the Advancement of Management*, March 2000.

"Validity of ANOVA, Median Test, Mann-Whitney, and Contingency Table Analysis for Analyzing Simulated 5-point Rating Scale Data," (with Ahmad Ahmadian, Abhay Shah and Charles Zeis), *Proceedings of the American Society*

of Business and Behavioral Sciences (ASBBS), held in Las Vegas on December 1, 1999. The abstract is published in the conference proceedings in February 2000.

The paper that I authored with Professors Shah, Zeis, and Ahmadian, titled, "Constructs Differentiating Japanese Versus US and German Marketing and Quality Strategies for Companies Operating in the US was presented at the 1999 *Association for Japanese Business Studies International (AJBS) Conference* held in Salt Lake City, UT, June 4-6, 199 This paper is published in the Proceedings.

"Implementing Goodness-of-Fit Test for Rating Scale Data," Coauthored with Zeis, Shah and Ahmadian, was presented at the Proceedings of the *26th Annual International Business Schools computing Association* held in Denver in July 1998

Presented a paper entitled, "Firm Characteristics and Stock Price Performance in Selected Industries" at the *Western Decision Sciences Conference* held in San Francisco in April 1995

Coauthored an article titled, "*Firm Characteristics and Stock price Performance in Selected Industries*" with Dr. Yashwant Dhatt, which is published in the *Western Decision Science Institute Conference Proceedings* in 1995

Coauthored a paper titled, "The Effect of Ownership Structure on the Risk and Return of Common Stocks – A Sectoral Analysis," with Yashwant Dhatt, published in the Proceedings of the *Mountain Plains Management Conference* in 1994

Work-in Progress:

YUM Brands valuation issues – A Case Study

Comparative studies for Apple and its Counterparts and Apple's Valuation Conundrum

Initial Public Offering Valuations and Underwriting Issues for PharmCorp, LLC – A Case Study

Comparative analysis of Consumer demand, Correlation to GDP and Valuation Conundrum for Apple and its Counterparts

Financial Implications of Marketing Strategic Choices by the American and Japanese Auto Industry – Does National Identity play a Role?

Other Scholarly Activities:

Panel discussant on the crisis facing the US auto industry – featured in the Pueblo Chieftain, 2009

Session chair, at the 21st Annual Meeting of the Association for Global Business Conference Proceeding held in Orlando, Florida in November 2009

Panel discussant on current economic crisis – featured in the Pueblo Chieftain, 2008.

Session Chair, at the *Western Decision Sciences Institute Proceedings* held in Denver in April 2007

Reviewer for a paper presented at the *Western Decision Sciences Institute Proceedings* held in Denver in April 2007

Session Chair, *International Society of Business Disciplines (ISOBD) Professional Conference Proceeding*, held in Las Vegas, Nevada in April 2006

Discussant at the *Financial Management Association Meeting* held in New Orleans, Louisiana, held from October 4 through 9, 2004. The title of the paper discussed is, "Organization Form and Economic Impact of Corporate New Product Strategies."

Discussed finance research papers at the Font Range Seminar held at the CSU campus in Fort Collins, March 3, 1993

Session Chair, *International Business and Economy Conference*, San Francisco, CA, January 2002.

Discussant at the *Society for Advancement of Management in Florida*, April 2000.

Session chair at the *Seventh Annual Meeting of ASBBS* held in Las Vegas in December 1999

Discussant at the *Financial Management Association Meeting* held in Chicago in October 1991

Discussant at the *Mountain Plains Conference* in October 1989

Awards:

Best paper award at the Annual Meeting of the Association for Global Business Conference held in Washington D.C.in November 2012

Provost's Scholarship Award, 2012

Provost's Scholarship Award, 2011

Provost's Scholarship Award, 2010

Best paper award at the 21st Annual Meeting of the Association for Global Business Conference held Orlando, Florida in November 2009

Provost's Scholarship Award 2009

Provost's Scholarship Award 2008

2007 summer research grant

Professional Memberships:

Ethiopian American Foundation, founding member

Western Decision Sciences Institute

Financial Management Association (FMA)

International Society of Business Disciples

Society for Advancement of Management

University/School Service and Outreach Activities:

Nominated by Provost Myers to serve on the President's Scholarship Board 2010 to present

Nominated by the President Garcia and served on committee to select banking services for the CSU – Pueblo in summer 2010

Nominated by the Dean to serve on the summer budget and enrollment committee, 2010 - 2011

Serve on the subcommittee on summer faculty compensation issues

Leadership Council Member and Area Coordinator for the Economics/Finance/Accounting Department since fall 2007

CSU- Diversity and Affirmative Action Board, fall 2003 – present

AOL Committee Member, 2011

PRC Member 2011/2012

PRC Member 2010/2011

Undergraduate Committee Member, 2011-2012

Undergraduate Committee Member, 2010-2011

Search and Screen Committee Member for Accounting Faculty, 2010

Teaching Evaluation Committee, fall 2008

PRC committee member since fall 2007

Leadership Council Member and Program Coordinator for the Economics/Finance/Accounting Department –fall 2007 and spring 2008

PRC committee member – fall 2007 and spring 2008

Interim Department Chair – Economics/Finance/Accounting Department – spring and summer 2007 -

PRC member 2004 - 2005

Chair, HSB Undergraduate Committee, fall 2004 – fall 2006

Undergraduate Curriculum Committee Member, HSB 2001 - 2007

CSU- Affirmative Action Board, fall 2003 - present

Student Life Board Member since fall 2003 – 2005

Financial Aid, Scholarship and Admissions Board, 1992 - 2000

USC President's Scholarship Committee, 1992-present

USC Threlkeld Prize for Excellence Scholarship Board, 1992-present

HSB Personnel Review Committee, 2001-2002

HSB Undergraduate Curriculum Committee, 2001-2002

USC Faculty Handbook Committee, 2001-2002

USC Grievance Management Board, 2001-summer 2002

USC Academic Standards and Policies Board, 1996-2002

Chair, HSB Scholarship Committee, 1992-1998

HSB Senator, 1998-2003

USC General Education Board Member, 1999

USC Financial Aid, Scholarship and Admissions Board, 1992-1999

HSB Student Success Committee, 1998-2001

HSB Assessment Committee, 1998

Chairman, 5-Year Program Review Committee for the Business Administration and Economics Department, 1993

Search and Screen Committee member for USC's Controller's position.1992

Search and Screen Committee member for Accounting Department Chair, 1992

Search and Screen Committee for various faculty positions

USC's Foundation Scholarship Representative, 1992-94

Cumulative Performance Review (CPR) committee member, 1993 and 1997

Faculty Development Committee member 1997

Community Activity:

Arranged internship opportunities for four graduating accounting students with a local accounting firm one of whom was eventually employed by the firm

Provided an internship opportunity for a graduating senior at a franchise hotel in Pueblo in which I have an ownership interest

Other Professional Experiences:

Served as one of the three committee members as an outside examiner for a PhD student dissertation titled, "Capital and debt maturity structures in selected African countries" from the University of Witwatersrand, Johannesburg, South African University in 2012

Serve as a consultant to Maya Defeasance Advisory Group, LLC, of which my son is a managing partner.

Consultant for the Economic Commission for Africa (ECA) and United Nations Industrial Development Organization (UNIDO) to explore the resources to be mobilized by and entertain the views of a number of East and Southern African

Countries for undertaking regional-chemical related projects. I had the privilege of visiting Zambia, Zimbabwe, the Democratic Republic of Congo, Angola and Kenya for this mission.

Head – Industrial Projects planning, and Studies Division at the Ministry of Industry in Addis Ababa, Ethiopia, 1981 -1983

Chaired a committee that researched and prepared an elaborate manual for industrial projects' feasibility studies for the Ministry of Industry in Addis Ababa, Ethiopia in 1983

Head – Projects Planning and Research Department, Chemicals Corporation, Addis Ababa, Ethiopia, 1978 -1980

Senior Loan Officer in charge of the Small Scale Industries Division– Agricultural and Industrial Development (AID) Bank, Addis Ababa, Ethiopia, 1976-1978

While working for AID Bank, three of my professional colleagues and I took a three-month business trip to India and visited several states under the auspices of the United Nations to study the small scale industrial sector. Based on our experience and the data we compiled, we published a manuscript on how this sector could be developed in Ethiopia.

Short-term Training:

University of Colorado, Boulder, Colorado – Took courses in economics and statistics during a three-month 1974 summer session

University of Southern California – attended a seminar on taxation for two weeks during a 1975 summer session

Warsaw School of Economics, Poland (1982) – Attended a United Nations Industrial Organization-sponsored training program on industrial project financing, and evaluation for a two-month period.