
EDUCATION

- 2014 (Joint Doctoral Programs)
 1. Doctor of Philosophy (Ph.D.) in Business Administration (Distinction), Universidad Azteca, Mexico. Accredited by Training Accreditation & Certification Organization Canada (TRACCERT, Ottawa), and European Council for Business Education, Belgium
 2. Doctor of Philosophy (D.Phil.) in Accounting (Distinction), Monarch University Switzerland (Canadian affiliated school), EFMD Member (EQUIS), ACBSP. CEEMAN, ACUNS, USA
- 2010 - *M.Sc. (Strategic Planning)*, Edinburgh Business School, Heriot-Watt University, Scotland, UK (Ranked #302 in the 2019 QS World International Rankings)
- 2007 - *M.B.A.*, Edinburgh Business School, Heriot-Watt University, Heriot-Watt University, Scotland, UK
- 1999 - *B.Comm.*, University of Toronto (Ranked #28 in the 2019 QS World International Rankings)

CERTIFICATE

2018 - 2020

- Board award certificate of Professor rank, Global Humanistic University, Curacao
- Certified Doctor of Business Administration Thesis Supervisor, University of Liverpool Online, UK
- Received numerous professional development certificates (2014-Present)
- Distinguished Reviewer Certificate for Risk Governance and Control: Financial Markets and Institutions Journal (2020)

ACADEMIC EXPERIENCE

COURSES DEVELOPED/TAUGHT/SUPERVISED EXPERIENCE

1. Post Graduate Program Teaching/Supervised Experience (3.5 years)

1. Doctor of Business Administration, University of Liverpool, UK (AACSB)
DBA Thesis Supervisor – Supervised students thesis proposal and thesis development.
 - DBA Theses Successfully Supervised:
 1. “Developing Leadership and Financial Allocation Practices in the British Virgin Islands Civil Service: An Action Research Case Study” by Dr. Neil Smith, British Virgin Island, Primary Supervisor: Dr. Y. Nulla
 2. “Development of a Cross-border Business-to-Business-to-Consumer (B2B2C) System to Enhance Enterprise Performance: A Case Study of Legend Harvest Group” by Dr. Alan Y. Hseih, USA, Taiwan, Primary Supervisor: Dr. Y. Nulla
2. Ph.D. and DBA Programs, Global Humanistic University, Curacao (AACSB Member)
Professor and Ph.D. Advisor

2. Graduate Program Teaching Experience (3.7 years)

3. **Executive MBA, American University of Iraq Sulaymani**
Management Accounting course Instructor
4. **MBA Module Leader, Global Humanistic University, Curacao (AACSB Member)**
 - **Custom MBA Courses Developed**
 - Corporate Governance, Corporate Social Responsibility and Sustainability, Leadership, Managerial Accounting, Mergers & Acquisitions, Organization

Behavior, Research Planning (Prepare students for Doctoral/Masters Program Thesis), & Strategy courses

3. Undergraduate Program Teaching Experience (4 years)

5. Jilin Normal University China

• **Courses Taught**

➤ Compensation Management

6. Arab Open University Kuwait (AACSB formerly)

Higher Colleges of Technology UAE (ACBSP)

• **Courses Taught**

➤ Financial Accounting, Management Control/Accounting Strategy, Auditing, Corporate Strategy I, Corporate Strategy II, Banking and Economy, Undergraduate Research Project Supervision, Managerial Accounting, Accounting for Managers, Financial Management

PART II - INDUSTRY/MANAGEMENT EXPERIENCE

Dec. 2007 – Oct. 2013

1. Chief Financial Officer, Ile-a-La-Crosse School Board Division, Saskatchewan, Canada
2. Chief Financial Officer, Selkirk First Nation, Pelly Crossing, Canada
3. Director of Finance, Student Federation of University of Ottawa, Ontario, Canada
4. Director of Finance, Canadian Association of Occupational Therapists, Ontario, Canada
5. Financial Officer/Analyst, Correctional Services Canada (Saskatchewan)/Health Canada (Ontario)/RCMP (Alberta), Canada

Sept. 1995 – Nov. 2007

1. Project Analyst (Part-time), University of Toronto, Medical Science Materials Department
2. Controller (Full-time), Harpur's Clothing Limited, Toronto, Ontario
3. Controller (Full-time), Scape Communications Inc., Toronto, Ontario
4. Accounting Manager (Full-time), Millwork House Ltd., Mississauga, Ontario
5. Financial Analyst (Full-time), Blackberry (RIM) Inc., Waterloo, Ontario

PART III - RESEARCH ACTIVITIES

A. CURRENT RESEARCH PROJECT – 2021 - 2026

1. “Judgment and Decision-Making Processes”, focusing on the complex factors involved in decision judgment and post review decisions. (Completed)
2. “Developing Professional Judgment Frameworks”, focusing on the stages of professional judgment for all areas. (Completed)
3. Effects of Moral Principles on Business Decisions.
4. The importance of Corporate Ethical Guidelines and Practices in Organization Culture.
5. Conducting research on the “Pre and Post Corporate Strategic Performances of Management Shares Buyback Strategy”.
6. Conducting research on Corporate Decision to Stock Split to Fulfil Stock Market requirement.

B. JOURNALS

ABDC JOURNAL INDEX RANKED “B”/ QUARTILE 2 PUBLICATION

1. Nulla, Yusuf Mohammed (2015), *Institutional Ownership and Social and Sustainable Reporting in Green Companies*, **Corporate Ownership and Control**, Volume 13, Issue 1, Autumn, pp. 844-854. (Also listed in SCOPUS, Schimago, Web of Science, VBH, Publon, and many others)
<https://www.scopus.com/authid/detail.uri?authorId=56682810400>
2. Nulla, Yusuf Mohammed (2015), *Financial Reporting Quality in Large Energy & Mining Companies: A Canadian Case*, **Corporate Ownership and Control**, Volume 12, Issue 3, Spring, pgs. 428-440. (Also listed in SCOPUS, Schimago, Web of Science, VBH, Publon, and many others)
<https://www.scopus.com/authid/detail.uri?authorId=56682810400>
3. Nulla, Yusuf Mohammed (2015), ‘Pay for Performance: An Empirical Review’, **Corporate Ownership and Control**, Volume 12, Issue 4, Summer, pp. 69-79. (Also listed in SCOPUS, Schimago, Web of Science, VBH, Publon, and many others)
<https://www.scopus.com/authid/detail.uri?authorId=56682810400>
4. Nulla, Yusuf Mohammed (2015), *The Role of Corporate Governance in Executive Compensation*, **Corporate Ownership and Control**, Volume 12, Issue 4, Summer, pp. 466-478. (Also listed in SCOPUS, Schimago, Web of Science, VBH, Publon, and many others)
<https://www.scopus.com/authid/detail.uri?authorId=56682810400>

ABDC JOURNAL INDEX RANKED “C”/ Q3 PUBLICATION

5. Nulla, Yusuf Mohammed (2014), *Does IFRS adoption influence Financial Reporting?: An Empirical Study on Financial Institutions*, **Journal of Business and Management**, Chapman University, USA, Vol. 20 (1). (Also listed in Web of Science, VBH, Publon, and many others)

OTHER SCOPUS/SCHIMAGO (QUARTILE 2/3) JOURNALS PUBLICATION

6. Nulla, Yusuf Mohammed (2015), *Corporate Citizenship Reporting and Managers’ Pay: A Study of Senior Management and Board Influence*, **Corporate Board: Roles, Duties, and Composition**, Volume 11, Issue 3, pp. 25-36. <https://www.scopus.com/authid/detail.uri?authorId=56682810400>

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7. Nulla, Yusuf Mohammed (2015), 'Board Influence and CEO Power to Executive Compensation System in American SMEs', **Corporate Board: Roles, Duties, and Composition**, Volume 11, Issue 2, pp. 147-155. <https://www.scopus.com/authid/detail.uri?authorId=56682810400>
 8. Nulla, Yusuf Mohammed and Koumparoulis, Dimitris Nikolaou (2013), 'CEO Compensation System in Large Canadian Financial Institutions', **International Journal of Economics Business and Administration (IJEBA)**, Volume 1, Issue 1. <https://www.scopus.com>

YOUNG JOURNALS LISTED PUBLICATION (QUARTILE 4)

9. Nulla, Yusuf Mohammed (2014), 'The Comparative Study Between CEO Compensation, CEO/Chairman Role, and Accounting Performance in New York Stock Exchange (NYSE) Companies: An Empirical Study', **Strategic Management Quarterly**, April. **Publisher: American Research Institute**
10. Nulla, Yusuf Mohammed (2014), 'The Effect of CEO Age on CEO Compensation using Accounting Performance as a Benchmark: An Empirical Study on NYSE Index Companies', **Journal of Management Policies and Practices**, March, Vol. (2), 1. **Publisher: American Research Institute**
11. Nulla, Yusuf Mohammed (2013), 'The Empirical Study of the Relationship between CEO Cash Compensation and CEO Power in American Companies', **Journal of Marketing Management**, June 1(1), pp. 1-12. **Publisher: American Research Institute**
12. Nulla, Yusuf Mohammed (2013), 'IFRS adoption in Research and Development Companies', **Journal of Administrative Sciences and Policy Studies**, Vol. 1 (1), 34-48, December. **Publisher: American Research Institute**
13. Nulla, Yusuf Mohammed (2013), 'A Combined Study of Canada's Top CEO Compensation Sectors - Energy, Metal, & Mining: An Empirical Study', **Strategic Management Review**, Vol. 1 (1), December. **Publisher: American Research Institute**
14. Nulla, Yusuf Mohammed (2013), 'The Examination of Top Manager Compensation System of New York Stock Exchange (NYSE) Energy Companies', **Strategic Management Review**, Vol. 1 (1), December. **Publisher: American Research Institute**
15. Nulla, Yusuf Mohammed (2013), 'A myth vs. fact on the influence of Firm Size on CEO Cash Compensation: A longitudinal study', **Journal of Management Policies and Practices**, Vol. 1 (2), December. **Publisher: American Research Institute**
16. Nulla, Yusuf Mohammed (2013), 'Ownership Structure and CEO Compensation in North America: A Combined Study Approach of NYSE and TSX/S&P Index companies', **International Journal of Scientific and Engineering Research**, Volume 4, Issue 9 (October). **Publisher: IJSER**

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17. Nulla, Yusuf Mohammed (2013), 'CEO Compensation System of New York Stock Exchange Financial Services Companies: An Analysis with Firm Size, Accounting Performance, and Corporate Governance', **International Journal of Scientific and Engineering Research**, Volume 4, Issue 9 (October). **Publisher: IJSER**
 18. Nulla, Yusuf Mohammed (2013), 'An Empirical Study Between CEO Cash Compensation and CEO Power in TSX/S&P companies', **International Journal of Scientific and Engineering Research**, Volume 4, Issue 9 (October). **Publisher: IJSER**
 19. Nulla, Yusuf Mohammed (2013), 'The Effect of Earnings Per Share and Cash Flow Per Share on CEO Cash Compensation: An Empirical Study of TSX/S&P And NYSE Indexes Companies', **Review of Contemporary Business Research**, June, Volume 2 (1), pp. 20-29. **Publisher: IJSER**
 20. Nulla, Yusuf Mohammed (2013), 'An Examination of CEO Compensation System in the Toronto Stock Exchange (TSX/S&P) Retail Companies', **International Journal of Scientific and Engineering Research**, Volume 4, Issue 2 (February). **Publisher: IJSER**
 21. Nulla, Yusuf Mohammed (2013), 'CEO Age and Top Executive Officer Compensation: An Empirical Study on Canadian Companies', **International Journal of Scientific and Engineering Research**, Volume 4, Issue 2 (February). **Publisher: IJSER**
 22. Nulla, Yusuf Mohammed (2013), 'The Comprehensive Examination of the Effect of Ownership Structure on CEO Compensation in TSX/S&P Index Companies', **International Journal of Scientific and Engineering Research**, Volume 4, Issue 2 (February). **Publisher: IJSER**
 23. Nulla, Yusuf Mohammed (2013), 'The Effect of Return on Assets (ROA) on CEO Compensation System in TSX/S&P and NYSE Indexes Companies', **International Journal of Scientific and Engineering Research**, Volume 4, Issue 2 (February). **Publisher: IJSER**
 24. Nulla, Yusuf Mohammed (2013), 'CEO, CEO/Chairman Duality, and Compensation: An Empirical Study of Toronto Stock Exchange Companies', **International Journal of Scientific and Engineering Research**, Volume 4, Issue 2 (February). **Publisher: IJSER**
 25. Nulla, Yusuf Mohammed (2013), 'Is ROE a Good Proxy for Firm Performance to Understand CEO Compensation System: A Comparative Study on TSX/S&P and NYSE Indexes Companies', **International Journal of Scientific and Engineering Research**, Volume 4, Issue 2 (February). **Publisher: IJSER**
 26. Nulla, Yusuf Mohammed (2012), 'Is Accounting Net Profit Margin (NPM) a valid measure of CEO Cash Compensation?: A Comparative Analysis on TSX/S&P and NYSE Companies', **International Journal of Scientific and Engineering Research**, Volume 3, Issue 8 (September). **Publisher: IJSER**
 27. Nulla, Yusuf Mohammed (2012), 'The Importance of Firm Ownership on CEO Compensation: An Empirical Study of New York Stock Exchange (NYSE) Companies', **International Journal of Scientific and Engineering Research**, Volume 3, Issue 8 (September). **Publisher: IJSER**

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28. Nulla, Yusuf Mohammed (2012), 'The CEO Compensation System of New York Stock Exchange (NYSE) Technology Companies: An Empirical Study between CEO Compensation, Firm Size, Firm Performance, and CEO Power', ***International Journal of Scientific and Engineering Research***, Volume 3, Issue 8 (August). **Publisher: IJSER**
29. Nulla, Yusuf Mohammed (2012), 'The Study of CEO Compensation System in American Health Companies: An Analysis between CEO Compensation, Firm Size, Accounting Firm Performance, and Corporate Governance', ***International Journal of Scientific and Engineering Research***, Volume 3, Issue 8 (August). **Publisher: IJSER**
30. Nulla, Yusuf Mohammed (2012), 'The Accounting relationship between CEO Cash Compensation and Firm Size in TSX/S&P companies', ***International Journal of Scientific and Engineering Research***, Volume 3, Issue 7 (July). **Publisher: IJSER**

C. PEDAGOGICAL TRAINING

- a. Successfully completed Doctor of Business Administration Supervisor training, University of Liverpool Online, UK (AACSB), 2017
- b. Successfully completed Doctor of Business Administration Teacher training, University of Liverpool Online, UK (AACSB), 2015
- c. Successfully completed Master of Public Administration Teacher training, University of Roehampton (London) Online, UK., 2015
- d. Successfully completed trainings on Blackboard Learn 9.1, online test invigilation, and online test/exam using Blackboard Learn 9.1., Higher Colleges of Technology, UAE (ACBSP), 2016
- e. Successfully completed LMS, Turnitin, and Smartboard training at the Arab Open University Kuwait (AACSB formerly), 2014

D. THESIS SUPERVISION

- Successfully supervised/supervising nine students including doctoral (AACSB) and undergraduate students in management and accounting.

E. SERVICE ON DISSERTATION COMMITTEE

- Member, Viva Voce/Oral Defense Research Committee, 2016, Higher Colleges of Technology.
- Supervised accounting research projects, 2017, Higher Colleges of Technology.

F. EDITORIAL/REVIEWER ROLE

- ***Editorial Board Member (2017-Present)***
 - ❖ Risk Governance and Control: Financial Markets and Institutions Journal.
 - ❖ Received Certificate of Distinguished Reviewer 2020 from Risk Governance & Control: Financial Markets & Institutional Journal
- ***Reviewer Roles (2013-Present)***
 - ❖ Had reviewed articles for American Accounting Association (AAA), Corporate Ownership and Control, Asia Review of Accounting, Journal of Accounting, Organizations, and Change (Emerald), Universal Journal of Accounting and Finance, International Journal of

Management Reviews, International Journal of Business Performance Management, International Journal of Business Governance and Ethics, International Journal of Business Excellence, Asia Journal of Management Science and Applications, and International Journal of Productivity and Performance Management, and Monarch Management Review.

G. STATISTICAL FACTS (2021)

- 30 publications and 192 citations.
- Ranked among top 10% of the Social Science Research Network (SSRN) Authors International for the last 12 months.

H. BOOK

- Nulla, Yusuf Mohammed (2016), *Chapter 5 - Industrial Contributions, 'Theory and Practice of Directors' Remuneration: New Fundamentals and Challenges'*, **Emerald Book Publication**.
<http://www.emeraldgroupublishing.com/products/books/notable/page.htm?id=9781785606830>

I. WORKING PAPER

- Nulla, Yusuf Mohammed (2014), '*IFRS impact on Accounting Quality in Telecommunication Industry*', ***Xi'an Jiaotong-Liverpool University IBSS working paper series***, April.

J. CONFERENCE PAPER

- Nulla, Yusuf Mohammed, 'Does IFRS adoption improve Financial Reporting Quality?', *2014 Global Accounting and Organizational Change Conference (Sponsored by Journal of Accounting and Organizational Change)*, American University of Sharjah, UAE, **presented on November 18, 2014, in Sharjah, UAE.**

K. OTHER PUBLICATIONS

- Non ranked or young journals 22 publications access, please visit
<http://SSRN.COM/AUTHOR=2081064>

L. RESEARCH LINKS

- https://www.researchgate.net/profile/Yusuf_Nulla2
- <https://ssrn.com/author=2081064>
- <https://scholar.google.ca/citations?user=UBX8teoAAAAJ&hl=en>
- <https://www.scopus.com/authid/detail.uri?authorId=56682810400>
- <https://publons.com/researcher/2574876/prof-dr-yusuf-nulla>
- <https://www.linkedin.com/in/yusuf-nulla-236b63155>
- ORCID #0000-0002-6188-9961

COMPUTER SKILL

- Excellent user of latest technology towards academic and corporate deliveries, such as, Blackboard, Panopto Video Recording, DingTalk Lite (Alibaba), VCampus Online, LMS, Turnitin, Moodle, Genesis, SAP R3, SPSS, Oracle, PeopleSoft (HR), Great Plains Dynamics, Audit Command Language (ACL), MS Project, MS Word, MS Excel, MS PowerPoint, MS Access, MS Vision.