

Chief Financial Officer – ZF Meritor, LLC - February 2000 – September 2001.
Responsible for financial activities of two joint ventures consisting of
\$200 Million transmission and clutch businesses

**North America / UK Business Controller – Eaton Corporation, Golf Grip
Division** - November 1998 to February 2000.

**Materials Manager – Eaton Corporation, Golf Grip
Division** - February 1993 to November 1998

**Financial Accounting Manager – Eaton Corporation, Golf Grip
Division** - May 1990 to February 1993

Teaching

North Carolina Board of Governor’s Award in Teaching Excellence – 2022

UNC PEMBROKE School of Business Outstanding Professor Award (as
voted by students) - 2010, 2013.

Courses Taught:

Forensic Analytics (ACC 5553 – Graduate)
Management Information Systems (ITM 5370 – Graduate)
Foundations of Financial and Managerial Accounting (ACC 5010 - Graduate)
Accounting Information Systems (ACC 4130 - Undergraduate)
Cost Accounting (ACC 3310 - Undergraduate)
Managerial Accounting (ACC 2280 - Undergraduate)
Financial Accounting (ACC 2270 - Undergraduate)

Peer Reviewed Journal Articles – PRJs

Thomas, W.S., Breece, D.D. (2022). Using Power BI for advanced QuickBooks
data analytics. *Journal of Accountancy*. December 2022. Pp 18-28.

Cohen, S., Breece, D., Thomas, W.S. (2021). “The outsource dilemma: Do
dollars and cents always make sense. *Southeastern Case Research Association*.
Southeast Case Research Journal - Volume 19, Issue 1 – Fall 2021.

Thomas, W.S., Breece, D. (2021). “It’s Not a Gimme!” Implications of Potential
Offshore Production by A Golf Grip Equipment Manufacturer. *Southeastern Case
Research Association*. *Southeast Case Research Journal* - Volume 18, Issue 1 –
Summer 2021. Pp 46-51.

Bahhouth, V., Gonzalez, R., Thomas, W.S. (2021). Are Market Corrections Reflected in Investors' Expectations? Empirical Evidence from the Financial Sector. *Journal of Economic Review*. Submitted September 2021.

Thomas, W.S. (2020). Power BI – An Analytical View. *Journal of Accountancy*. March 2020. Pp 40-51.

Bahhouth, V., Thomas, W.S., Cone, C. (2018). Crowdfunding: An E-Financial Intermediary with a Traditional Structure. *International Research Journal of Applied Finance*. Vol. IX Issue – 2, February 2018.

Bahhouth, V. Mensah, E., Thomas, W.S. (2017). Is It Wise to Follow the Market? Empirical Evidence from the US Market. *Academy of Business Research Journal*. Vol. I. Pp 8-17.

Thomas, WS, Bell, S, Shoulders, C. (2013). Adept Learning Cycles Using Student Tutors Improve Performance of Introductory Financial Accounting Students. *International Journal of Education Research*. Volume 8, Number 1, 2013.

Bahhouth, V., Thomas, W.S., Gonzalez, R. (2013). Are Businesses Becoming More Efficient Through Time? Testing the Change in Working Capital Requirements Across Economic Sectors. *Journal of Academic and Business Ethics*. Volume 8, June 2013.

Thomas, WS, Babb, D, Spillan, J. (2012). The Importance of Culture Change and Change Management in Successful Implementation of SAP Enterprise Resource Planning Systems. *Mountain Plains Journal of Business and Economics* – Volume 13, Fall 2012.

Thomas, WS, Babb, D, Spillan, J. (2012). The Impact of a Focus on Change in Technology in Successful Implementation of SAP Enterprise Resource Planning Systems in North and South America. *Journal of Management Policy and Practice, (North American Business Press)* – Volume 13, Number 5, Fall 2012.

Bahhouth, V., Maysami, R., Thomas, WS. (2012). Does Technology Reduce the Working Capital Requirements of Business? An Exploratory Study. *International Journal of Business, Accounting, and Finance*. Volume 6, Number 2, Fall 2012.

Working Papers

Thomas, W. S. *Power BI and its Integration of Artificial Intelligence*, Journal of Accountancy, Anticipated Publication Date – December 2024

Breece, D. E., Thomas, W. S., & Parisian, D. P. Accounting firm professionals' perceptions of internal control and user issues associated with QuickBooks.

Breece, D. D., & Thomas, W. S. (2023). *Splash and cash: How to finance a city swimming pool facility?*

Peer Reviewed Proceedings

Breece, D. D., Thomas, W. S., & Parisian, D. P. (2024, April 11-12). Accounting firm professionals' perceptions of internal control and user issues associated with QuickBooks. [Conference Session Presentation-Virtual]. 2024 MBAA International Conference – The North American Accounting Society (NAAS) track, Chicago, IL, United States.

Breece, D. D., Thomas, W. S., & Parisian, D. P. (2023, October 5-6). Accountants' perceptions of QuickBooks shortcomings on financial statement accuracy. [Conference Session Presentation]. Southeastern Institute for Operations Research and the Management Sciences 2023, Myrtle Beach, SC, United States.

Cohen, S., Breece, D., Thomas, W.S. (2022, February 24-26). “The Outsource Dilemma: Do Dollars & Cents Always Make Sense?” [Case presentation]. Southeast Case Research Association (SECRA) 30th Annual Meeting, Myrtle Beach, South Carolina.

Breece, D., Thomas, W.S. (2022, February 24-26). Uncovering The Cover Up: How to Conduct a Successful Fraud Investigation. [Case presentation]. Southeast Case Research Association (SECRA) 30th Annual Meeting, Myrtle Beach, South Carolina.

Thomas, W.S., Breece, D. (February, 2021). “It’s Not a Gimme!” Implications of Potential Offshore Production by A Golf Grip Equipment Manufacturer. Southeastern Case Research Association Annual Conference Proceedings, 2021 Virtual Conference.

Thomas, W.S., Spillan, J (February, 2020). Technological Challenges of Asian Higher Education Students. Southeast Decision Sciences Institute. Charleston, South Carolina.

Thomas, W.S., Spillan, J, Bell, C. (March, 2017). Can Extensive Use of Technology be an Effective Measure of Critical Thinking Skills? Southeast Decision Sciences Institute. Charleston, South Carolina.

Bahhouth, V., Mensah, E., Thomas, WS. (2015). Is the Market Right? Examining The Market Signals Across Economic Sectors. International Academy of Business and Public Administration Disciplines Conference. Dallas, Texas.

Thomas, W.S. (2012, March) Achieving Successful Implementation of Enterprise Resource Planning Systems – a Study of Positive Correlation to Successful Implementation from the Use of Best Practices Combined with Change Management and Change in Technology. 2012 Proceedings of the Forty-second Annual Southeast Decision Sciences Institute Conference – Columbia, South Carolina.

Spillan, J. E., Thomas, W.S. (2011, March) What are Peruvian students' interests in a global assignment for a business career? MBAA International Academy of International Business – U.S. Midwest Conference Proceedings. Chicago, Illinois.

Thomas, W.S., Spillan, J. E., McPhatter, M. R. (2011, February). Work Ethic among Students: What Are Some of the Meanings? 2011 Proceedings of the Forty-first Annual Southeast Decision Sciences Institute Conference – Savannah, Georgia.

Thomas, W.S. (2007, May). Achieving Success Through the Adoption of Enterprise Resource Management – A Quantitative Analysis. 2007 Proceedings for The Hawaiian International Business Conference – Waikiki, Hawaii.

Thomas, W.S. (2006, May). Enterprise Resource Planning Success and Failure. 2006 Proceedings for The Hawaiian International Business Conference – Waikiki, Hawaii.

Thomas, W.S. (2004, October). Information System Degree Offerings: Strategic Rational Underlying Degree Offering Institutions. 2004 Proceedings for The Institute for Operations Research and the Management Sciences – Southeast Conference.

Peer Reviewed Presentations and Other Intellectual Contributions – OICs

Thomas, W. S. & Breece, D. D. (2024, February 21-23). *Using Power BI for Analytics Instruction* [Conference Invited Session Presentation]. Southeast Decision Sciences Institute 53rd Annual Meeting, Charleston, SC, United States.

Thomas, W.S., Breece, D.D. (February, 2023). Curricula Revisions to Better Prepare Students with the Necessary Skills, Hotel Ballast (Hilton), Southeast Decision Sciences Institute. Wilmington, North Carolina.

Breece, D.D., Thomas, W.S. (February, 2023). Developing Search and Analysis Skills for Successful Data Analytics, Hotel Ballast (Hilton), Southeast Decision Sciences Institute. Wilmington, North Carolina.

Thomas, W.S. (2021, July). PST2110. Power BI vs. Excel for ENGAGE. AICPA ENGAGE 2021 Practitioner and Technology Specialization Speaker, ARIA Hotel and Resort, Las Vegas, NV.

Thomas, W.S. (2011, August). Enhanced Digital Learning System Review for Using MIS 2011, 4th Edition, Kroenke, Pearson (A)

Thomas, W.S. (2011, April). Guided Examples for Financial Accounting, 7th Edition, Libby, Libby, Short, McGraw Hill Irwin (Ch 1 – 14) (A)

Thomas, W.S. (2011, February). Forensic Accounting. 1st Edition. Hahn, Rufus, Miller. Book Review Ch 6. Pearson Publishing.

Thomas, W.S. (2011 February). Financial Accounting – 7th edition, Reimers. Book Review. Prentice Hall.

Thomas, W.S. (2010, November). XBRL 101, 71st NCACPA Symposium, Greensboro, NC (P)

Thomas, W.S. (2010, October). Panel Member: Teaching Online: The Good, the Bad and All Other Issues in Between. 2010 Proceedings of the Southeastern INFORMS Conference – Myrtle Beach, South Carolina. (A)

Dissertation

Thomas, W.S. (2007, July). Achieving Success Through the Adoption of Enterprise Resource Management – A Quantitative Analysis of SAP Users in North America and South America. UMI (A)

Membership in Professional Organizations

Certified Public Accountant - American Institute of Certified Public Accountants and North Carolina Association of Certified Public Accountants

Chartered Global Management Accountant - American Institute of Certified Public Accountants

Fellow of the North Carolina Association of Certified Public Accountants 2010 - 2018

Service

University:

UNC PEMBROKE Dean School of Education Search Committee (Chair) – August 2023 – January 2024.

UNC PEMBROKE Thomas HUB Executive Director Search Committee (Chair) – February 2023 – May 2023.

UNC PEMBROKE Provost Search Committee (Chair) – January 2023 – June 2023.

UNC PEMBROKE Mentor in New and Early Career Academic Employee Mentoring Program – September 2021 - Current.

UNC PEMBROKE University Athletic Committee Chairman – 2019 - Present.

UNC PEMBROKE New School of Business Building Lead Representative from School of Business – July 2015 – April 2022.

UNC PEMBROKE Vice Chancellor Advancement Search Committee Chair – November 2018 – August 2019.

UNC PEMBROKE Provost Search Committee – November 2016 – April 2017.

UNC PEMBROKE Registrar Search Committee – July – November 2015.

UNC PEMBROKE SACS QEP (Quality Enhancement Program) – July 2008 – July 2018.

UNC PEMBROKE Online Quality Taskforce – August 2009 – July 2018.

UNC PEMBROKE University Online Education Quality Improvement Committee – July 2008 – July 2018.

UNC PEMBROKE Controller Search Committee – March – April 2012.

UNC PEMBROKE Provost Search Committee - 2010 – 2011.

UNC PEMBROKE Tuition and Fees Committee – 2011, 2012, 2013.

UNC PEMBROKE Scholarship and Recognition Committee – November 2008 – May 2014.

UNC PEMBROKE Textbook Committee – October 2008 – October 2014.

UNC PEMBROKE Blackboard Task Force Committee – September 2008 – July 2018.

UNC PEMBROKE Teachers Enhancement Awards (TEA) Grant Committee – 2006.

School of Business:

UNC PEMBROKE Thomas College of Business and Economics, Chair Bachelor of Science, Business Administration, Information Technology Management Track Addition Committee, October 2023 – Current.

UNC PEMBROKE Thomas College of Business and Economics, Masters in Accounting and Information Assurance (Committee to Prepare Documentation Submitted to Academic Affairs / UNC System for Degree Approval), January 2024 – Current.

UNC PEMBROKE Thomas College of Business and Economics (Accounting, Finance, Information Technology Department), Jeffrey Bone 1st Year Peer Evaluation Committee Chair, December 2023 – March 2024.

UNC PEMBROKE School of Business Curriculum and Instructional Technology Committee (CITC) – November 2022 – Current.

UNC PEMBROKE School of Business Strategic Planning Committee Member – November 2020 – November 2022.

UNC PEMBROKE Advising Professional Staff Search Committee Chair – July 2021 – Present.

UNC PEMBROKE Central Advising Staff – November 2019 – June 2021.

UNC PEMBROKE Advising Professional Staff Search Committee Chair – April 2021 – July 2021.

UNC PEMBROKE Management Faculty Search Committee – June 2021 – August 2021.

UNC PEMBROKE Accounting Faculty Search Committee Chair – May 2021 – July 2021.

UNC PEMBROKE Accounting Faculty Search Committee Chair – January 2021 – June 2021.

UNC PEMBROKE Information Technology Management Faculty Search

Committee Chair – January 2021 – May 2021.

UNC PEMBROKE Marketing Faculty / Belk Distinguished Chair Search
Committee Chair – January 2021 – May 2021.

UNC PEMBROKE Management Faculty / Professional Advisor Search
Committee Chair – January 2021 – June 2021.

UNC PEMBROKE Accounting Faculty Search Committee Chair – November
2019 – May 2020.

UNC PEMBROKE New School of Business Project Lead – 2015 – Present.

UNC PEMBROKE School of Business Enrollment Management Task Force,
Chairman – June 2012 – June 2014.

UNC PEMBROKE School of Business, Scholarship and Awards Committee –
Chairman. January 2008 – September 2015, 2019 – 2021.

UNC PEMBROKE School of Business, Online Minimum Standards Task Force –
Chairman, October 2014 – April 2015.

UNC PEMBROKE School of Business Faculty Development Committee,
Chairman – 2011 – 2014.

UNC PEMBROKE School of Business Online Quality Enhancement Committee
– August 2008 – August 2009.

UNC PEMBROKE School of Business Search Committee - Assistant Professor in
Information Technology Management in the School of Business – 2006 (Chair).

UNC PEMBROKE School of Business Blackboard Recommendation Committee
– 2005.

UNC PEMBROKE School of Business Information Technology Management
Track Development Committee Member – 2004.

UNC PEMBROKE School of Business Associate Dean Search Committee -
January 2002.

Grants:

Golden LEAF Foundation Grant \$1,882,900 – New School of Business for the
use of classroom learning technology equipment. Written and Applied for by W.
Stewart Thomas, Michael “Barry” O’Brien, Rebecca Bullard-Dillard. Awarded
February 2017.

Profession:

NCACPA Annual Symposium Event Committee – 2010 – 2019 (Chair 2012).
Symposium attended by nearly 1,000 North Carolina CPAs each year.

Session Moderator – SEINFORMS Information Technology Management – 2004.

Committee Chair for E-Commerce Track Proposal to North Carolina Board of
Governors – Chair 2004.

Community:

Event Co-Chairman - Scotland County Area Relay for Life – 1997 – Present
(Raised over \$5 million dollars to date in the fight against cancer).

Hospice of Scotland County Board of Directors – 2001 – Present, Chairman 2005
– 2006, 2012 - 2014, Finance Committee Chairman 2003 – 2004, 2007 - 2021.

Centre Presbyterian Church Board of Elders – 1985 – 1988, 1991 – 1994, 1996 –
1999, 2001 – 2003, 2004 – Current, Clerk of Session 1998 – 1999, 2001 – 2003,
2005 – 2007, Treasurer 2008 - Present.

Scotland Health Care System Strategic Planning Committee – 2019 - 2021.

Scotland Health Care System Finance Committee – 2006 – 2019.

Optimist / Babe Ruth Baseball Head Coach – 2000 – 2005 (Cal Ripken North
Carolina State Champions 2003).

Honors and Awards - Community

UNC System Board of Governor's Award for Teaching Excellence – April 2022

Best Case Award, Southeastern Case Research Association Annual Meeting /
Conference, February 2022.

Two Time Recipient of North Carolina Governor's Award for Volunteerism –
April 2014 (State of North Carolina Governor Pat McCrory), April 1998 (State of
North Carolina Governor James Hunt), Medallion Award April 2014 (State of
North Carolina Governor Pat McCrory).

Scotland County Chamber of Commerce "Quality of Life" Award - 2009.

Recipient of UNCP Adolph Dial Award for Community Service – 2004.

Recipient of American Cancer Society Impact Award -1998

State of North Carolina 9th Annual Graduate Business Student Competition –
2ND Place - 1995