



**MOHAMMAD M. S. ALHADAB ALSERHAN**  
الدكتور محمد مفلح الحذب السرحان

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**PERSONAL INFORMATION**

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Name: Mohammad M. S Alhadab Alserhan

Nationality: Jordanian

**Home address:**

Mugayyir As Sarhan ,

Almafraq

Jordan

مغير السرحان

المفرق، الأردن

**Work Address:**

Faculty of Economics and Administrative Sciences,

Al Albayt University,

P.O.Box 130040,

Mafraq 25113,

Jordan

Mobile: +962 796 811 823

WhatsApp: +962 796 811 823

E-mails: [m.alhadab@aabu.edu.jo](mailto:m.alhadab@aabu.edu.jo)

Google Scholar URL: <https://scholar.google.com/citations?user=jhzOjosAAAAJ&hl=en>

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**EDUCATION**

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- ❖ **Post-doc, Accountancy**, June, 2019.  
**Institution:** University of Illinois at Urbana-Champaign, US
- ❖ **PhD in Accounting and Finance**, January, 2013  
**Institution:** University of Leeds, Leeds, UK
- ❖ **MSc in International and Social Public Policy**. (**Confirmation of Award will be on Nov 2021**).  
**Institution:** The London School of Economics and Political Science, London, UK.
- ❖ **MicroMaster in Data, Economics, and Development Policy**, (**Currently enrolled-completed all courses**).  
**Institution:** Massachusetts Institute of Technology (MIT), US.
- ❖ **Master in Accounting**, (Grade Point Average 82%, equivalent Distinction).  
**Institution:** The Arab Academy for Banking and Financial Science, Amman, Jordan
- ❖ **Bachelor in Accounting**, (Grade Point Average 80%, equivalent First class honours).  
**Institution:** Al al-Bayt University

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**ACADEMIC EMPLOYMENT**


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- ❖ **Position:** Adjunct Lecturer in Accounting, Summer 2021.  
**Institution:** The London School of Economics and Political Science (LSE), London, UK.
- ❖ **Position:** Chevening Scholar, from 26 September 2020 to 26 August 2021.  
**Institution:** The London School of Economics and Political Science (LSE), London, UK.
- ❖ **Position:** Associate Professor in Accounting, from 8 September 2018 to present.  
**Institution:** Faculty of Economics and Administrative Sciences, Al Albayt University, Jordan.
- ❖ **Position:** Fulbright Visiting Scholar, from 1 September 2018 to 31 May 2019.  
**Institution:** Department of Accountancy, Gies College of Business, University of Illinois at Urbana-Champaign, US.
- ❖ **Position:** Assistant Dean of Student Affairs, from 1 September 2017 to 31 August 2018.  
**Institution:** Faculty of Economics and Administrative Sciences, Al Albayt University, Jordan.
- ❖ **Position:** Assistant Professor in Accounting, September, 2013 to September 2018.  
**Institution:** Faculty of Economics and Administrative Sciences, Al Albayt University, Jordan.
- ❖ **Position:** Visiting Research Fellow for a period of 3 years starting from 1 August 2016 to 31 July 2019.  
**Institution:** Leeds University Business School, University of Leeds, UK.
- ❖ **Position:** Visiting Research Fellow for a period of 3 years starting from 1 August 2013 to 31 July 2016.  
**Institution:** Leeds University Business School, University of Leeds, UK.
- ❖ **Position:** Lecturer in Accounting, Summer 2014.  
**Institution:** Zayed University, Abu Dhabi, United Arab Emirates.
- ❖ **Position:** Lecturer in Accounting and Finance, 2012-2013  
**Institution:** Leeds University Business School, University of Leeds, UK.
- ❖ **Position:** Teaching Assistant in Accounting and Finance, 2010-2011& 2011-2012  
**Institution:** Leeds University Business School, University of Leeds, UK.

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**PROFESSIONAL EMPLOYMENT**


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- ❖ **Position:** Project Manager, 2008-2009  
**Institution:** SPACE GULF Co. Ltd., Jeddah, Saudi Arabia.  
**Duties and responsibilities:**
  - Defining the project long-term and short-term objectives and developing a plan to achieve these targeted objectives.
  - Ensuring necessary resources (e.g., skilled employees, equipments, software, etc) are available to accomplish the objectives.
  - Delegating the authority, assigning the tasks, and supervising these tasks to ensure all employees are working as one team on the project.
  - To have regular communicating with the members of the team to ensure tackling any problem rises between the members.
  - Interviewing and hiring highly skilled employees that are required for a specific task.
  - To provide the top management of the company with regular performance reports for the Project and a comparison with the planned progress.
  - Monitoring and controlling the work on a daily basis to ensure the work is carried out as planned.
  - Managing the project budget.

❖ **Position:** Accountant, 2007-2008**Institution:** Al Albayt University, Jordan**Duties and responsibilities:**

- Prepares and reviews budget, expense, revenue, payroll, invoices, purchase requisitions, journal entries, and other transactions.
- Ensures all transactions are consistent with financial reporting policy at the University and with the General Accepted Accounting Principles.
- Preparing the annual budget for the University and for all other academic and administrative departments.
- Ensures having a regular contact with internal and external auditors
- Provides regular reports to the top management about the financial position of the University.
- Helps other departments with suggestion and solutions for any problems.
- Ensures to interact effectively with internal auditors.

❖ **Position:** Teller, November, 2004 – August, 2005**Institution:** Housing Bank for Trade & Finance, Jordan**Duties and responsibilities:**

- Provides account services to customers e.g. deposits, cashing checks.
- Records transactions e.g. logging cashier's checks, traveler's checks, and other special services.
- Provides currency exchange transactions.
- Sells bank products.
- implements special requests by customers.
- Maintains customer confidence and protects bank operations.
- Complies with bank operations and security procedures.

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**MEMBER OF COMMITTEES**

- Postgraduate Student Academic Representative for the 2020/21 academic year -The London School of Economic and Political Science.
- Head of the Unemployment Committee - Tala Abu-Ghazaleh Knowledge Forum.
- Member of the Investment Committee - Al al-Bayt University.
- Head of the Appointment Committee – Faculty of Economics and Administrative Science, Al al-Bayt University.
- Head of the Prior Exam Papers’ Committee – Faculty of Economics and Administrative Science, Al al-Bayt University.
- Member of the Investment Committee - Al alBayt University.
- Member of the Investment Committee - Tala Abu-Ghazaleh Knowledge Forum.
- Member of the Badia Development Committee - Tala Abu-Ghazaleh Knowledge Forum
- Member of the Atomic Energy Commission- Tala Abu-Ghazaleh Knowledge Forum.
- Member of the Accounting PhD Committee: responsible for developing a proposal for PhD program.
- Member and founder of University of Leeds Alumni Society in Jordan
- Member of British Universities Alumni in Jordan
- Member of Scientific Committee of the 6 th International Conference on Accounting and Finance that held in Singapore, 23-24, July, 2018.
- Member of Scientific Committee of the 7 th International Conference on Accounting and Finance that held in Singapore, 5-6, June, 2017.
- Member of Scientific Committee of the 1st International Conference on Applied Economics and Business that held in Tehran, Iran 27-28 October,2015.
- Member of the Business School Quality Committee: responsible for ensuring that all courses offered by the school meeting the quality standards.
- Member of the Business School Library Committee.
- Member of the Accounting Department Committee
- PhD Student Academic Representative for the 2010/11 academic year -University of Leeds, UK.

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**PROFESSIONAL MEMBERSHIPS**

-Member of the European Accounting Association

- Member of the British Accounting and Finance Association
- Member of the American Accounting Association
- Member and founder of University of Leeds Alumni Society in Jordan
- Member of British Universities Alumni in Jordan.
- Member of Global Fulbright Network.
- Member of Fulbright Alumni in Jordan.
- Member of Global Chevening Network.

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## AWARDS

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- Chevening master scholarship in the UK, September 2020.
- Fulbright post-doc scholarship in the US, September 2018.
- Visiting Research Fellowship, Leeds University Business School, University of Leeds, UK, 2016-2019.
- Best paper award presented at the 7th European Business Research Conference, Rome, Italy, in December, 2016.
- Visiting Research Fellowship, Leeds University Business School, University of Leeds, UK, 2013-2016.
- The 1st prize for the best oral presentation at the Leeds University Business School- Annual Doctoral Conference 2011.
- PhD scholarship.

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## Commentaries Published by Local and International Newspapers/ Interview with Local Media – Mainly related to topics of Micro and Macro Economics

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### Selected Commentaries in English Language:

Jordan's sovereign debt: The never-ending cycle of Eurobonds. The Jordan Times.

<http://jordantimes.com/opinion/mohammad-alhadab/jordans-sovereign-debt-never-ending-cycle-eurobonds>

Is Jordan economy ready to cope with more interest rate hikes? The Jordan Times.

<http://www.jordantimes.com/opinion/mohammad-alhadab/jordan-economy-ready-cope-more-interest-rate-hikes>

Illegal Labourers in Jordan. The Jordan Times.

<http://www.jordantimes.com/news/letters/illegal-labourers-jordan>

### Selected Commentaries in Arabic Language:

One-hour Interview with Roya TV to discuss the issue of Unemployment in Jordan.

<https://www.youtube.com/watch?v=nHzl8kkAZMw>

How to Stimulate Economic Growth – **part 1**. Alrai Newspaper.

<http://alrai.com/article/10442353>

How to Stimulate Economic Growth – **part 2**. Alrai Newspaper.

<http://alrai.com/article/10443688>

Stimulating Economic Growth – the Role of Banking Sector – **part 3**. Alrai Newspaper.

<http://alrai.com/article/10445129>

Stimulating Economic Growth – The role of Transportation Sector. Alrai Newspaper.

<http://alrai.com/article/10454979>

A New Strategy to Deal with Gas and Oil in Jordan – **part 1**. Alrai Newspaper.

<http://alrai.com/article/10488341>

A New Strategy to Deal with Gas and Oil in Jordan – **part 2**. Alrai Newspaper.

<http://alrai.com/article/10488491>

A Proposal to Reducing Drug Prices in Jordan. Alrai Newspaper.

<http://alrai.com/article/10483847>

Signs of a Severe Economic Crisis Looming. Alrai Newspaper.

<http://www.alrai.com/article/712264.html>

Bonds trap” Alrai Newspaper.

<http://m.alrai.com/article/731527.html>

The financial crisis of Saudi Oger and its impact on Arab Bank. RaiAlyoum.

<http://www.raialyoum.com/?p=529430>

Are Development Areas help to employ local residents? Alrai Newspaper.

[alrai.com/article/1020438.html](http://alrai.com/article/1020438.html)

Jordan Central Bank Foreign Currency Reserves. RaiAlyoum Newspaper.

<http://www.raialyoum.com/?p=511490>

Illegal Labourers in Jordan. Alrai Newspaper.

<http://alrai.com/article/760699.html>

The Role of Jordan Investment Commission. Alrai Newspaper.

<http://www.alrai.com/article/745494.html>

**For full list of my contribution to newspapers and other media, please check the following links to find the full list of my publications.**

- 1- The Jordan Times newspaper: <http://jordantimes.com/writer/mohammad-alhadab>
- 2- Alrai newspaper: <http://alrai.com/author/185>
- 3- Alrai newspaper: <http://alrai.com/author/557>
- 4- Aljazeera: [https://blogs.aljazeera.net/mohammad\\_alhadab](https://blogs.aljazeera.net/mohammad_alhadab)

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#### CONFERENCE ORGANIZING/COMMITTEE

- -Member of Scientific Committee of the **6<sup>th</sup> International Conference on Accounting and Finance** that held in Singapore, 23-24, July, 2018. <http://acc-finance.org/Committee.html>
- -Member of Scientific Committee of the **7<sup>th</sup> International Conference on Accounting and Finance** that held in Singapore, 5-6, June, 2017. <http://acc-finance.org/Committee.html>
- -Member of Scientific Committee of the **1st International Conference on Applied Economics and Business** that held in Tehran, Iran 27-28 October, 2015. <https://core.ac.uk/download/pdf/82818425.pdf>

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#### TEACHING CERTIFICATE

*Certificate in Foundations of Teaching*, 2019, University of Illinois at Urbana-Champaign, US.

The Certificate involved completing the following requirements:

- Teaching development: A minimum of 8 hours of campus workshops at the University of Illinois at Urbana-Champaign on principles of instruction.
- Observation of my teaching: Arrange to teach a class session or a mock lesson that is observed by a faculty member or CITL consultant.
- Exploration of literature on teaching: Read a book or several articles about teaching and/or learning, and write a reflective summary of them.
- Observation of an experienced instructor: Arrange to meet with and to observe an experienced instructor teaching an undergraduate class. Write an essay reflecting on the lesson.
- Teaching philosophy statement: Write a teaching philosophy statement which incorporates principles and ideas gleaned from participating in the Certificate in Foundations of Teaching

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#### SELECTED REFEREED ARTICLES

**Alhadab, M.** (2022). Real and Accrual Earnings Management and the Reputation of Nominated Adviser. *International Journal of Accounting*. Forthcoming.

**Alhadab, M.**, Abdullatif, M., Ahmed, H.A., Tahat, Y., and , Mansour, I. (2021). Political Connections, Government Ownership and Earnings Management: Evidence from Jordan. *International Journal of Accounting Auditing and Performance Evaluation*. Forthcoming.

**Alhadab, M** Abdullatif, M., Mansour, I. (2020). Related party transactions and earnings management in Jordan: the role of ownership structure. *Journal of Financial Reporting and Accounting*. Vol. 18 No. 3, pp. 505-531.

MS Ahmed, **M Alhadab**. (2020). Momentum, asymmetric volatility and idiosyncratic risk-momentum relation: Does technology-sector matter?. *The Quarterly Review of Economics and Finance*. Volume 78, November 2020, Pages 355-371.

M El Diri, C Lambrinouidakis, **M Alhadab**. (2020). Corporate governance and earnings management in concentrated markets. *Journal of Business Research* 108, 291-306

Abdullatif, M., **Alhadab, M.** and Mansoure, I. (2019). Determinants of Related Party Transactions in Jordan: Financial and Governance Factors. *Australasian Accounting Business & Finance Journal*. Vol. 13, Iss. 1: pp. 44-75.

**Alhadab, M.** and Al-Oun, B. (2019). Earnings Management and Equity Incentives: Evidence from the European Banking Industry. *International Journal of Accounting and Information Management*. Vol. 27 No. 2, pp. 244-261.

**Alhadab, M.** and Nguyen, T. (2018) Corporate Diversification and Accrual and Real Earnings Management: A Non-Linear Relationship. *Review of Accounting and Finance*. Vol. 17 Issue: 2, pp.198-214.

**Alhadab, M.** (2018). Abnormal Audit Fees and Accrual and Real Earnings Management: Evidence from UK. *Journal of Financial Reporting and Accounting*. Vol. 16 Issue: 3, pp.395-416.

**Alhadab, M.** and Clacher, I. (2018). The Impact of Audit Quality on Real and Accrual Earnings Management around IPOs. *British Accounting Review*, Volume 50, Issue 4, June 2018, Pages 442-461.

Tahat, Y., Ahmed, A. and **Alhadab, M.** (2018). The Impact of Intangible Assets on Firms' Financial and Market Performance: UK Evidence. *Review of Quantitative Finance and Accounting*, vol. 50 (4), pages 1147-1168.

**Alhadab, M.** (2018). Real and Accrual Earnings Management around Initial Public Offerings in Jordan. *International Business Research*. Vol 11, Issue 1, pp.204-216.

**Alhadab, M.** (2018). Executive Compensation, Audit Quality, and Accrual and Real Earnings Management: Evidence from Jordan. *Corporate Ownership & Control*. 15(2-1), 209-219.

Tahat, Y. and **Alhadab, M.** (2017). Have Accounting Numbers Lost their Value Relevance during the Recent Financial Credit Crisis? *The Quarterly Review of Economics and Finance*. Vol 66, pp. 182–191.

**Alhadab, M.** and Al-Oun, B. (2017). Earnings Management and Banks Performance: Evidence from Europe. *International Journal of Academic Research in Accounting, Finance and Management Sciences*, Vol 7, Issue 4, pp. 134–145.

Hassan, Z. S. and **Alhadab, M.** (2017) The Impact of Capital Structure on the Quality of Earnings for Industrial Companies Listed on the Iraq Stock Exchange. *Tikrit Journal for Administration & Economics Sciences*, Vol (3), Issue 39. page 379-411.

**Alhadab, M.**, Clacher, I. and Keasey, K (2016). A comparative Analysis of Real and Accruals Earnings Management around Initial Public Offerings under Different Regulatory Environments. *Journal of Business Finance and Accounting*. Vol 43: 849–871.

**Alhadab, M.** (2016). Auditor Report and Earnings Management: Evidence from FTSE 350 Companies in the UK. *Risk Governance and Control: Financial Markets & Institutions*- Vol 6 (4). *Scopus ranked*.

**Alhadab, M.** and Tahat, Y. (2016). The Value Relevance of Unrealized Gains and Losses around the Financial Credit Crisis: Evidence from the UK. Vol 14 (1). *Corporate Ownership & Control – Forthcoming*. (Journal Rank: ABS 2015 Rank: 1\* ranked;).

**Alhadab, M.** (2016) IPO Underpricing and Audit Quality: Evidence from the Alternative Investment Market in the UK. *Corporate Board: role, duties and composition*- Vol 12 (2).

**Alhadab, M.** and Alsahawneh, S (2016). Loan Loss Provision and the Profitability of Commercial Banks: Evidence from Jordan. *International Journal of Business and Management*- Vol 11, No 12.

**Alhadab, M.** (2015) Do Nonaudit Fees Associate with Accrual Earnings Management During the IPO. *Corporate Ownership & Control*, Vol 12: (3).

**Alhadab, M.**, Clacher, I. and Keasey, K. (2015). Real and Accrual Earnings Management and IPO Failure Risk. *Accounting and Business Research*, Vol 45: (1).

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### **CONFERENCE PRESENTATION**

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1. The healthcare system of Jordan: Milestones, challenges and responses over 100 years. Accepted for presentation in the forthcoming conference: **The development of Jordan Economy over 100 years**, Jordan University of Science and Technology, Irbid, Jordan, 30<sup>th</sup> August 2021.
2. Abnormal Audit Fees and Accrual-Based and Real-Based Earnings Management: Evidence from UK FTSE 350 around the Credit Crisis. **7th European Business Research Conference**, Rome, Italy, December, 2016.
3. Management Compensation: The Impact of Earnings Management and Managerial Ability. **39th European Accounting Association Annual Congress**, Maastricht, Netherland, May, 2016.
4. The Value Relevance of Cash Flows and Unrealized Gain and Loss around the Recent Credit Crisis in the UK. **International Academy of Business and Economics, San Francisco Annual Conference**, The Hilton, San Francisco, California, USA, December, 2015.
5. The Role of the Legal and Regulatory Environments to Improve Audit Quality, **The 11th Jordanian Accounting Association Annual Meeting**, Amman, Jordan, September, 2015.
6. Do Nonaudit Service Fees Associate With Accrual Earnings Management During The IPO, **The 5th Annual International Conference on Accounting and Finance**, Singapore, June, 2015.
7. Real and Accrual Earnings Management and the Reputation of Nominated Advisors, **the American Accounting Association-Annual Meeting**, Atlanta, Georgia, USA, August, 2014.
8. Real and Accrual Earnings Management and the Reputation of Nominated Advisors, **British Accounting and Finance Association-Annual Conference**, London , UK, April, 2014.
9. "A Comparative Analysis of Real and Accruals Earnings Management around Initial Public Offerings under Different Regulatory Environments" (with K. Keasey and I. Clacher), **American Accounting Association-Annual Meeting**, Anaheim, California, August, 2013.
10. "Real and Accrual Earnings Management and IPO Failure Risks" (with K. Keasey and I. Clacher), **European Accounting Association-Annual Conference**, Paris, May 6th - 8th 2013.
11. "Effects of Audit Quality on Real Earnings Management Activities during Initial Public Offerings" (with K. Keasey and I. Clacher), **European Accounting Association-Annual Conference**, Slovenia, May 9th- 11th 2012.
12. "Real and Accruals Earnings Management around Initial Public Offerings under Different Regulatory Environments" (with K. Keasey and I. Clacher), **British Accounting and Finance Association-Annual Conference**, Manchester, UK, September 6th 2011.
13. "Accruals-Based and Real Earnings Management around Initial Public Offering" (with K. Keasey and I. Clacher), **International Accounting and Finance Doctoral Symposium**, Salamanca, Spain, July 18th-20th 2011.
14. "Real and Accruals Earnings Management around Initial Public Offerings" (with K. Keasey and I. Clacher), **Leeds University Business School Annual Doctoral Conference**, Leeds University Business School, Leeds, UK, June 13th-14th 2011.
15. "Accruals-Based and Real Earnings Management around Initial Public Offerings" (with K. Keasey and I. Clacher), **The Annual University of Leeds Postgraduate Researcher Conference**, December 14th 2010.

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### **RESEARCH INTERESTS**

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- *Earnings Quality and Earnings Management*
- *Initial Public Equity Offerings (IPOs)*
- *Regulatory Environments*
- *Audit Quality*
- *Audit and Nonaudit Service Fees*
- *Corporate Governance*
- *International Financial Reporting Standards*
- *Accounting Conservatism*

- *Corporate Failure.*
- *Value Relevance*
- *Related Party Transactions*

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## POSTGRADUATE STUDENT SUPERVISION 2013 -TO PRESENT

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- **Main supervisor for 30 master students:**
  - All students successfully defended their theses.
- **Sample of the theses.**
  - The Impact of Ratios and Indicators of Financial analysis on the Accounting Performance in Communications Companies and information Technology.
  - The impact of Modern Environment for the Jordanian Industrial Sector Companies on Accounting Information and the Function of Accounting.
  - The Impact of the Implementation of the Principles of Corporate Governance to Improvement of Internal Controls in the Kuwaiti Insurance Companies.
  - The Impact of Capital Structure on the Quality of Earnings for Industrial Companies Listed on the Iraq Stock Exchange.
  - Loan Loss Provision and the Profitability of Commercial Banks: Evidence from Jordan.

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## RESEARCH GRANTS

Awarding Organization	Value US	Date received	Project title	Period
Leeds University, UK	£ 10,000	October 2017	Related Party Transactions in the UK	24 months
Al al-Bayt University	4000 JD	May 2016	Real and Accrual Earnings Management by Jordanian Public Firms	18 months

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## TRAINING COURSES

Assessing Student Work - Learning to Teach, University of Leeds, 2011  
 Writing for Publication, University of Leeds, 2011  
 Quantitative Methods Module, University of Leeds, 2010  
 Advanced Quantitative Research Methods, University of Leeds, 2010  
 Preparation for the Poster Symposium, University of Leeds, 2010  
 Panel Data with Stata, University of Leeds, 2010  
 MS Word for Long Documents, University of Leeds, 2009  
 ICDL, International Computer Driving License, UNESCO Cairo office, 2004

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## SKILLS

**Language:** Arabic- Native speaker  
 English- Excellent

**Statistical Software:** Stata, SAS, SPSS, R.

**Data and information collection:** excellent experience to collect and download data from several databases and sources such as DataStream, Thomson One Banker, WorldScope, Company House ICC Plum, Lexis-Nexis, Fame.

**Data analysis:** excellent experience in analysing data from large dataset using Stata.

**Team management:** I led many research project where I was the principal investigator.

**Team member:** I also worked as a team member for many research projects that involve collecting and analysing data, writing, submission and addressing reviewers' comments.



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**COURSES TAUGHT**


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**❖ London School of Economics and Political Science (LSE), London, UK.**

- **Undergraduate level**
  - Business Analysis and Valuation

**❖ University of Leeds, Leeds, UK.**

- **Postgraduate level**
  - Security Investment Analysis
- **Undergraduate level**
  - Management Accounting for Managers
  - Introduction to Management Accounting
  - Introductory Financial Accounting
  - Management Accounting 2
  - Introductory Management Accounting

**❖ University of Al Al-Bayt**

- **Postgraduate level**
  - Advanced Financial Accounting
  - Advanced Accounting Theory
  - Advanced Cost Accounting
  - Advanced Contemporary Accounting Issues
- **Undergraduate level**
  - Intermediate Accounting I
  - Intermediate Accounting II
  - Accounting Principles I
  - Accounting Principles II
  - Management Accounting
  - Tax Accounting
  - Governmental Accounting
  - Auditing

**❖ University of Jordan**

- **Postgraduate level**
  - Advanced Auditing

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**JOURNAL REVIEWING**


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**Ad-Hoc Referee for:**

International Journal of Accounting, 2019.  
 International Journal of Corporate Governance, 2019.  
 British Accounting Review, 2015, 2018, 2019.  
 European Accounting Review, 2019.  
 Journal of Financial Reporting and Accounting, 2017, 2018.  
 Journal of Applied Accounting Research, 2015, 2018.  
 International Journal of Finance & Economics, 2018.  
 Journal of International Financial Markets, Institutions & Money, 2017  
 International Review of Economics and Finance, 2017.  
 Journal of Business, Finance and Accounting, 2012, 2013, 2015.  
 Accounting and Business Research, 2013.  
 Journal of Financial Regulation and Compliance, 2012.

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**REFEREES:**

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**Al al-Bayt University, Jordan.**

**Professor Bahjat Aljawazneh**

Dean of Faculty of Economics and Business Administration

Al Al-Bayt University

P. O. Box 130040

Mafrq 25113,

Jordan

**Email:** jawazneh9@yahoo.com

**Phone:** +962-2-6297000

**London School of Economics and Political Science, London, UK.**

**Professor Stephen Jenkins**

Professor of Economic and Public and Social Policy

Room OLD 2.29

+44 (0)20 7955 6527

s.jenkins@lse.ac.uk

**University of Illinois at Urbana-Champaign, US.**

**A. Rashad Abdel-Khalik**

Professor of Accountancy and V.K. Zimmerman Professor of International Accounting

Gies College of Business,

University of Illinois at Urbana-Champaign, US.

2037 Business Instructional Facility

515 Gregory Drive

Champaign, IL 61820

217-265-0539

rashad@illinois.edu

**The University of Leeds, Leeds, UK.**

**Prof Kevin Keasey**

Chair in Accounting & Finance

Former head of Accounting & Finance Division

Director of the International Institute of Banking and Financial Services (IIBFS)

Leeds University Business School

The Maurice Keyworth Building

The University of Leeds

LS2 9JT

Email: kk@lubs.leeds.ac.uk

Telephone: +44 (0)113 343 2618

**Dr. Iain Clcher**

Pro Dean for International

Leeds University Business School

The Maurice Keyworth Building

The University of Leeds

LS2 9JT

**Email:** I.Clacher@leeds.ac.uk

**Phone:** +44(0)113 343 6860