



**PAUL ADEBAYO ADEJOLA, PhD.**  
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**ACCOMPLISHED PROFESSOR OF ACCOUNTING & FINANCE/  
INFORMATION TECHNOLOGY CONSULTANT**

➤ **SUMMARY**

Endowed with ability to successfully formulate and implement strategic initiatives, strong quantitative, analytical and problem-solving skills. Result-oriented; with a proven ability to stimulate others, high energy, and hand-on professional with strong organizational and planning skills, and a competent team player; I bring all these aforementioned qualities to bear in positively impacting students and institutions across the globe.

Aside sufficient industry exposure, the over 50 publications in accounting, finance and information technology with almost 2 decades of teaching & research engagements in reputable higher institutions has prepared me for the challenges of inculcation of numeracy and literacy. The publications bear testimony to my passion for accounting, finance and information technology.

➤ **KEY SKILLS**

- |                            |                                    |
|----------------------------|------------------------------------|
| • Workshops and Seminars   | • Academic Advisory                |
| • Public Speaking          | • Active Listening                 |
| • Tutoring                 | • Grading and Reporting            |
| • Course Planning          | • Relationship Building            |
| • Academic Publication     | • Networking                       |
| • Project Management       | • Group Learning Mechanics         |
| • Microsoft Office         | • Program Planning and Development |
| • Team Building            | • Online Class Discussion          |
| • PowerPoint Presentations | • In-Class Lectures                |
| • Academic Counseling      | • Peer Collaboration               |
| • Team Leadership          | • Syllabus Development             |
| • Problem-Solving          | • Curriculum Creation              |
| • Time Management          | • Technology Proficiency           |

➤ **EXPERIENCE**

**Visiting Professor | 10/2021 – Current**  
**ANAN University - Jos, Plateau, Nigeria**

- ✓ Formulated well-structured syllabus of course content to detail learning goals and expected outcomes.
- ✓ Designed collaborative learning exercises to capitalize on students' resources and skills.
- ✓ Structured assignments with clear goals and criteria for assessment.
- ✓ Administered and graded tests and assignments to evaluate student performance and monitor progress.
- ✓ Integrated technology into regular classroom uses for student engagement and learning.

- ✓ Lectured and communicated effectively with students from diverse backgrounds.
- ✓ Utilized diverse teaching methods, lectures, presentations and class activities to deliver curriculum.

### **Pioneer/Conference Coordinator | 10/2019 – Current**

#### **Association of Chartered Certified System Accountants, Global, USA**

- ✓ Formulated well-structured course contents for conferences that cut across accounting, business, entrepreneurship and information technology.
- ✓ Organized information technology-based conferences in United States, United Kingdom, United Arab Emirates and Africa.
- ✓ Presented papers as a Resource person in various conferences held in United States, United Kingdom, United Arab Emirates and Africa.
- ✓ Trained professionals, undergraduate and post-graduate students on the application of cloud-based accounting software, desktop accounting software and artificial intelligence in solving contemporary issues in accounting.
- ✓ Installed accounting, auditing and financial management software for trainings with the goal of bridging the Digital divide among accounting professionals across the continents in the globe.

### **Professor | 02/2004 – Current**

#### **Nasarawa State University - Keffi, Nigeria**

- ✓ Administered and graded tests and assignments to evaluate student performance and monitor progress.
- ✓ Integrated technology into regular classroom uses for student engagement and learning.
- ✓ Lectured and communicated effectively with students from diverse backgrounds.
- ✓ Formulated well-structured syllabus of course content to detail learning goals and expected outcomes.
- ✓ Maintained students' attendance records, grades and reports in strict confidence.
- ✓ Evaluated students' individual abilities using tests and personal interviews.
- ✓ Maintained website containing schedule, syllabus, assignments and links to relevant sites.
- ✓ Contributed expertise to assist with departmental expansions and course changes.
- ✓ Spearheaded research and outlined findings in peer-reviewed journal publications.
- ✓ Assisted students in achieving completion of learning objectives.
- ✓ Structured assignments with clear goals and criteria for assessment.
- ✓ Delivered course lectures using modern technology to enhance student comprehension.
- ✓ Prepared, administered and graded exams and assignments to

evaluate student progress.

- ✓ Created course materials and developed online and in-class discussion topics, lectures and presentations.
- ✓ Presented courses to undergraduate students and created lesson plans, tests and assignments to ascertain how well students retained class material.
- ✓ Organized activities and class events to drive learning objectives and promote engagement.
- ✓ Created lesson plans and developed instructional materials covering required topics and learning objectives.
- ✓ Facilitated group discussions, encouraging students to address class concepts to increase understanding.
- ✓ Implemented technological learning tools to increase student engagement and promote positive learning outcomes.
- ✓ Used PowerPoint to develop visual, feature-rich presentations to engage students.
- ✓ Helped improve university functioning and long-term success by serving on school-wide and departmental committees.
- ✓ Facilitated discussion among students to promote critical thinking skills.
- ✓ Selected innovative teaching methods to deliver course content.

**Professor of Accounting | 10/2016 – 02/2018**  
**Bingham University - Karu, Nigeria**

- ✓ Met with students to understand educational desires, identify current issues and provide advice on academic, career and vocational plans.
- ✓ Helped students understand topics by initiating and moderating classroom discussions.
- ✓ Met course and department instructional goals by integrating key competencies into lesson plans.
- ✓ Evaluated and graded students' classwork, papers and assignments to assess course success and student understanding of materials.
- ✓ Developed incentives to keep participants in class and engaged in material.
- ✓ Consulted with administrative committees to discuss institutional policies, departmental matters and academic issues.
- ✓ Led group sessions to reinforce concepts and applications of course content.
- ✓ Developed new programs to provide student access for community business internships.
- ✓ Helped recruit students to business program, assisted with registration activities and directed placement of individuals into appropriate courses.
- ✓ Maintained scheduled office hours to assist business students.
- ✓ Worked successfully with diverse group of coworkers to accomplish goals and address issues related to our products and services.

- ✓ Juggled multiple projects and tasks to ensure high quality and timely delivery.
- ✓ Demonstrated leadership by making improvements to work processes and helping to train others.
- ✓ Prioritized and organized tasks to efficiently accomplish service goals.
- ✓ Improved operations by working with team members and customers to find workable solutions.
- ✓ Motivated and encouraged team members to communicate more openly and constructively with each other.

#### **Research Associate | 10/2010 – 04/2011**

#### **International Centre for Information Technology & Development (ICITD), Southern University, USA**

- ✓ Accounting & Management Information Technology Research.
- ✓ Implemented technological learning tools to increase student engagement and promote positive learning outcomes.
- ✓ Used PowerPoint to develop visual, feature-rich presentations to engage students.
- ✓ Helped improve university functioning and long-term success by serving on school-wide and departmental committees.
- ✓ Facilitated discussion among students to promote critical thinking skills.
- ✓ Selected innovative teaching methods to deliver course content.

#### **Accountant | 02/2001 – 12/2003**

#### **Nigerian Law School - Abuja, Nigeria**

- ✓ Examined financial statements and income statements to review company's financial performance.
- ✓ Prepared monthly and year-end closing statements, financial documents and invoices.
- ✓ Collected and assembled financial data to analyze costs on year-to-year basis relative to fiscal planning and budgeting activities.
- ✓ Summarized and interpreted current and projected company financial position for other managers.
- ✓ Completed budget plans for approval and submission by managerial staff. Reviewed financial information detailing assets, liabilities and capital and prepared balance sheets and profit and loss statements.
- ✓ Applied mathematical skills to calculate totals, check figures, and correct problems with physical and digital files.
- ✓ Maintained accurate invoice summaries and collection records to enhance monitoring of billing and cash inflows.
- ✓ Analyzed monthly department budgeting and accounting reports to maintain expenditure controls.
- ✓ Verified documented and requested disbursements to facilitate payments. Managed accounts payable, accounts receivable, bank reconciliations and payroll function.

- ✓ Prepared month-end closing entries for detailed reporting and recordkeeping. Reviewed and reconciled discrepancies in accounts and financial documentation. Improved year-end inventory audit process to increase accuracy. Reconciled and reviewed operations databases and accounting system records to calculate and determine accurate monthly revenues.
- ✓ Developed high performing finance team to deliver support to accounting department.
- ✓ Supported budget administration with detailed expense analyses and report reviews. Prepared weekly payroll for team of salaried and hourly employees. Performed comprehensive financial audits in collaboration with accounting team members.
- ✓ Managed employee benefits and allowances
- ✓ Consolidated and reconciled payroll data and prepared payroll returns to effectively cut outsourcing costs.
- ✓ Verified and posted account transactions to prepare checks and maintain accounting ledgers.
- ✓ Optimized efficiency and reduced costs by automating financial document management.

#### **Officer, Internal Control Unit | 05/1999 - 12 /2000**

##### **United Bank for Africa - Nigeria**

- ✓ Identified interest rates and loan terms by reviewing and analyzing client credit. Refined reports and dashboards, providing actionable insight into levels of business. Recommended process changes to management, improving margin results. Liaised with senior management and business leaders to develop long-term and short-term financial goals.
- ✓ Identified opportunities to further leverage technology to improve stakeholder facing financial operations.
- ✓ Compiled and reviewed financial results and operational plans to communicate to company leaders.
- ✓ Documented activities to maintain clear and transparent records. Used data analysis to strategically forecast financial trends.

#### ➤ **EDUCATION AND TRAINING**

- ✓ **Charisma University, Turks & Caicos Islands, North America | Ph.D.**  
PhD in Forensic Accounting & Audit, 2019
- ✓ **Nasarawa State University - Keffi, Nigeria | Ph.D.**  
PhD Business Administration (Finance), 2010
- ✓ **Ahmadu Bello University - Zaria, Nigeria | Master of Science**  
MSc. Accounting & Finance, 2002
- ✓ **Ahmadu Bello University - Zaria, Nigeria | Bachelor of Science**  
BSc Accounting, 1997
- ✓ **Government Secondary School - Chafe, Nigeria | SSCE** 1989
- ✓ **Nigerian Army Children School - Gusau, Nigeria | Frist School Leaving Certificate** 1983

➤ **LANGUAGES**

- ✓ **English:** Full Professional
- ✓ **Yoruba:** Native/Bilingual
- ✓ **Hausa:** Native/Bilingual

➤ **WEBSITES, PORTFOLIOS, PROFILES**

- ✓ [www.adebayopaul.com](http://www.adebayopaul.com)
- ✓ [www.accsaglobal.org](http://www.accsaglobal.org)
- ✓ [www.wka.org.ng](http://www.wka.org.ng)

➤ **UNIVERSITY TAUGHT COURSES**

- Financial Management
- Advanced Financial Accounting
- Management Information System
- Management Accounting
- Quantitative Analysis
- Public Sector Accounting
- Auditing and Investigation
- Data Processing and System Analysis
- Business Finance
- Corporate Accounting
- Entrepreneurial Development
- Advanced Auditing and Investigation
- Principles of Accounting
- Introduction to Cost and Management Accounting
- Oil and Gas Accounting
- Professional Ethics and Standards
- Taxation Principles and Practice
- International Finance
- Public Finance
- International Accounting
- Digital Forensic
- Advanced Case Studies in Financial & Economic Crimes

➤ **PROFESSIONAL MEMBERSHIP**

- 1) **Fellow Member,**  
Institute of Chartered Economists of Nigeria (ICEN) 2022
- 2) **Fellow Member,**  
Association of Chartered Certified System Accountants (ACCSA) Global 2020
- 3) **Fellow Member,**  
Chartered Institute of Taxation of Nigeria (CITN), 2017
- 4) **Associate Member,**  
Society for Forensic Accounting & Fraud Prevention, 2017
- 5) **Fellow Member,**  
Institute of Chartered Accountants of Nigeria (ICAN), 2016
- 6) **Fellow Member,**  
Association of National Accountants of Nigeria (ANAN), 2016
- 7) **Fellow Member,**  
Association of Forensic & Investigative Auditors (AFIA), Canada, 2016

➤ **CERTIFICATIONS/SKILLS ACQUISITION**

- 1) **Masterclass Certificate in Cloud Accounting, Desktop Accounting & Tax Applications**  
Organized by Association of Chartered Certified System Accountants (ACCSA) Global; July 2022.
- 2) **Masterclass Certificate in Data Analytics & Business Intelligence**  
Organized by Association of Chartered Certified System Accountants (ACCSA) Global; March 2022.

- 3) **Masterclass Certificate in Financial Modelling & Reporting**  
Organized by Association of Chartered Certified System Accountants (ACCSA) Global; June 2021.
- 4) **Masterclass Certificate in Electronic Auditing & Forensic Investigation**  
Organized by Association of Chartered Certified System Accountants (ACCSA) Global; March 2021.
- 5) **Masterclass Certificate in Business Management & Leadership**  
Organized by London Graduate School; London, United Kingdom, October 2019.
- 6) **Certificate Course on Information and Communication Technology in Education**  
Organized by United Nations Educational, Scientific and Cultural Organization (UNESCO), October 2019

➤ **EDITORIAL BOARD MEMBERSHIP**

- 1) "Bingham University Journal of Accounting & Business" a Publication of Bingham University, Karu Nasarawa State.
- 2) "International Journal of Accounting & Finance Information System (IJAFIS)" a Publication of Association of Chartered System Accountants, USA.
- 3) "Finance and Accounting Research Journal" a publication of the Department of Accounting, Nasarawa State University Keffi.

➤ **LEADERSHIP ROLES/RESPONSIBILITIES**

- 1) Chairman, Education, Training & ICT Skills Committee, Association of National Accountants of Nigeria (ANAN), 2021- Date.
- 2) Conference Coordinator, Association of Chartered Certified System Accountants (ACCSA) Global, 2020- Date.
- 3) Chairman, Conferences, Workshops & Publicity Committee, Association of National Accountants of Nigeria (ANAN), 2019.
- 4) Assistant Chairman, Education & Training Committee, Association of National Accountants of Nigeria (ANAN), 2017.
- 5) Accounting Chair/Head of Department, Bingham University, Karu, Nigeria 2016.
- 6) Chairman, Education & Training Committee, Association of National Accountants of Nigeria (ANAN), 2015.
- 7) Director, Governmental & Financial Accounting Research Centre, Nasarawa State University, Keffi, Nigeria, 2015.
- 8) Accounting Chair/Head of Department, Nasarawa State University, Keffi, Nigeria, 2013.
- 9) Member, Federal Government Visitation Panel to Universities and Inter-Universities Centres; appointment by the President and Commander-in-Chief, Federal Republic of Nigeria, 2010.

➤ **ACHIEVEMENTS/INITIATIVES**

- 1) Developed online training courses for Association of Chartered Certified System Accountants (ACCSA) Global, to enhance the skills of Accountants. The online courses include financial

technology & International Public Sector Accounting Standards  
Reference link: [www.accsaglobal.org](http://www.accsaglobal.org).

- 2) Developed an e-learning Platform for the use of professional accounting students of Nigerian college of accountancy with an average of 3,500 students' enrolment yearly. Reference link: [www.ananelearning.org](http://www.ananelearning.org)
- 3) Initiated and developed Digital Hub for the Association of National Accountants of Nigeria (ANAN) for use by over 40,000 Professional members. Reference link: [www.hub.ananemcpd.org.ng](http://www.hub.ananemcpd.org.ng)
- 4) As a consultant, on an annual basis for the past 8 years, I have trained an average of 3,500 professional accounting students of the Nigerian College of Accountancy, Jos-Nigeria. The training programs which include certification course in Digital accounting and certification course in IFRS & IPSAS were designed by me to bridge the gap between academic and industry.
- 5) As the Managing consultant, White Knight Consulting, I have successfully implemented accounting information system and other information technology related projects for corporate organizations; the current one being the setting up of forensic laboratory centre for Kaduna State Government, Nigeria.
- 6) Developed the curriculum for postgraduate programs in M.Sc. & PhD in accounting & finance, Bingham University, Karu- Nigeria, 2016.
- 7) Developed Masterclass training programs in financial modelling; Desktop accounting, cloud accounting & tax application; electronic auditing & forensic accounting for the Association of Chartered Certified System Accountants (ACCSA) Global to enable graduates of accounting and professionals have a good mastery of the use of technologies in addressing contemporary issues in their professions.
- 8) Developed training manual & workbook on accounting information system (AIS) for the practical training of undergraduates accounting students in Nigerian universities.
- 9) Successfully organized conferences, workshops and training programs which cut across 4 continents in the world: Africa, Asia, Europe and United States. I started organizing these conferences in 2013, with focus on accounting & business information technology. The conferences have had significant impacts on participants in the practice of accounting and business operations.
- 10) Built a secondary school (middle & high school) named White Knight Academy in Bwari, Nigeria in 2018 as part of community services initiative to enable the less privilege access quality education. The school fees are as low as **₦17,000** (Approximately **38 USD**) per term and the bus services are free. The enrolment currently is above 250 students. Reference link: [www.wka.org.ng](http://www.wka.org.ng)

#### ➤ **HONORS/AWARDS/PRIZES/RECOGNITION**

- 1) Award as the First Professor of Accounting, Finance & Information Technology, Bingham University, Karu- Nigeria, November, 2022.



- 2) Industrious Service Recognition Award by Association of National Accountants of Nigeria (ANAN), Abuja Branch, FCT, Abuja, Nigeria, July 2022.
- 3) Merit Award as the Initiator of Association of National Accountants of Nigeria (ANAN) Digital hub, May 2021.
- 4) Listed by the National Universities Commission (NUC) Directory of Full Professors in the Nigerian University System as a Professor of Accounting with Information Technology Speciality; Page 5, 2021; Link: <https://www.nuc.edu.ng/nuc-directory-of-full-professors-2021/>
- 5) Outstanding Innovation Award as the Pioneer and Initiator of an IT-based Training Association by Association of Chartered Certified System Accountants (ACCSA) Global, September, 2020.
- 6) Honorary Mayor President of the City of Baton Rouge, Parish of East Baton Rouge, USA, November, 2018.
- 7) Certificate of Excellence as Outstanding Lecturer and Researcher by Nigerian Universities Accounting Students Association (NUASA), Nasarawa State University, Keffi, Nigeria, September 2016.
- 8) Certificate of Excellence as the Best Lecturer of the year, Faculty of Administration, by Nigerian Universities Accounting Students Association (NUASA) Nasarawa State University, Keffi, Nigeria, September 2015.
- 9) Certificate of Excellence as the Best Lecturer of the year, Department of Accounting, by Nigerian Universities Accounting Students Association (NUASA) Nasarawa State University, Keffi, Nigeria, September 2014.
- 10) Honorary Doctorate Degree in Business Administration & Accounting (DBA) by Common Wealth University, United Kingdom, 2016.
- 11) ICAN Prize for the Best All-round Graduating Student in Accounting 1996/1997 Session.
- 12) Coopers and Lybrand Prize for the Best Graduating Student in Auditing and Investigations 1996/1997 Session.
- 13) Olubi, Obande and Chu Company Ltd. Prize for the Best Graduating Student in Taxation 1996/1997 Session.
- 14) Bank of the North Limited Prize for the Top Graduate in Accounting 1996/1997 Session.

➤ **INTERNATIONAL ENGAGEMENTS/ CONFERENCE PRESENTATIONS**

- 1) Resource Person & Speaker, “Accounting Information Technologies: Theory & Applications” Conference, November 2022; Organized by Association of Chartered Certified System Accountants (ACCSA) Global, held in Dartford Kent, United Kingdom.
- 2) Resource Person & Speaker, “Accounting Information Technologies: Theory & Applications” Conference, November 2022; Organized by Association of Chartered Certified System Accountants (ACCSA) Global, held in Marriott Hotel, Corporate Boulevard, Baton Rouge, Louisiana, USA.

- 3) Resource Person & Speaker, “Disruptive Innovation & Technologies” Conference, March 2022; Organized by Association of Chartered Certified System Accountants (ACCSA) Global, held in Bexleyheath, Greater London, United Kingdom.
- 4) Resource Person & Speaker, “Management and Leadership Strategies for Exceptional Performance” Conference, September, 2022; Organized by Association of Chartered Certified System Accountants (ACCSA) Global, held in Bexleyheath, Greater London, United Kingdom
- 5) Resource Person & Speaker, “Artificial Intelligence & Robotic Application in Accounting & Business” Conference, July 2022; Organized by Association of Chartered Certified System Accountants (ACCSA) Global, held in Dubai, United Arab Emirates.
- 6) Resource Person & Speaker, “Contemporary Issues in Accounting & Business: Breaking New Frontiers” Conference, June 2022; Organized by Association of National Accountants of Nigeria (ANAN), held in Baton Rouge, Louisiana, USA.
- 7) Resource Person & Speaker, “Accounting & Business Information Technology: A Practical Training for Efficiency in Public & Private Sectors” Conference, June 2022; Organized by Association of Chartered Certified System Accountants (ACCSA) Global, held in Istanbul, Turkey.
- 8) Resource Person & Speaker, “Financial Management & Leadership Skills for Professionals & Top Executives” Conference, April 2022; Organized by Association of Chartered Certified System Accountants (ACCSA) Global, held in Marriott Hotel, Corporate Boulevard, Baton Rouge, Louisiana, USA.
- 9) Resource Person & Speaker, “Digital Accounting Application in Public and Private Sector” Conference, March 2022; Organized by Association of National Accountants of Nigeria (ANAN), held in Dubai, United Arab Emirates.
- 10) Resource Person & Speaker, “Financial Management & Leadership Skills for Professionals & Top Executives” Conference, November 2021; Organized by Association of Chartered Certified System Accountants (ACCSA) Global, held in Marriott Hotel, Corporate Boulevard, Baton Rouge, Louisiana, USA.
- 11) Resource Person & Speaker, “Technologies, Convergence and Transformation of Business, Industries and Lives”, Conference, October 2021; Organized by Association of National Accountants of Nigeria (ANAN), held in Bexleyheath, United Kingdom.
- 12) Resource Person & Speaker, “Business Management and Leadership for Professionals and Top Executives” Conference, April 2021; Organized by Association of Chartered Certified System Accountants (ACCSA) Global, held in Dubai, United Arab Emirates.
- 13) Resource Person & Speaker, “ICT Skills and Empowerment Training” Conference, May 2021; Organized by Association of National Accountants of Nigeria (ANAN), held in Dubai, United Arab Emirates.
- 14) Resource Person & Speaker, “Disruptive Innovation & Technologies” Conference, February 2020; Organized by Association of National Accountants of Nigeria (ANAN), held in Dubai, United Arab Emirates.

- 15) Guest Lecturer, MBA Class, February 2019, Southern University Baton Rouge, USA; Topic: Comparative Financial Statements: IFRS vs GAAP.
- 16) Resource Person & Speaker, “Financial Management and Human Capital Development” Conference, October 2019; Organized by Association of National Accountants of Nigeria (ANAN), Dubai, United Arab Emirate.
- 17) Resource Person & Speaker, “Financial Management and Human Capital Development” Conference, August 2019; Organized by Association of National Accountants of Nigeria (ANAN), Dubai, United Arab Emirate.
- 18) Resource Person & Speaker, “Breaking New Frontiers” Conference, August 2019; Organized by Association of National Accountants of Nigeria (ANAN), Hilton Garden Inn, Washington DC, USA.
- 19) Resource Person & Speaker, “Accounting and Business in the 21<sup>st</sup> Century” Conference, June 2019; Organized by Association of National Accountants of Nigeria (ANAN), Bexleyheath, Greater London, UK.
- 20) Resource Person & Speaker, “Accounting & Business Information Technology” Conference, March 2019; International Conference Organized by Association of National Accountants of Nigeria (ANAN); New Orleans, USA.
- 21) Resource Person & Speaker, International Conference on “Accounting & Business Information Technology”, May 2018; Organized by Association of National Accountants of Nigeria (ANAN), Dubai, United Arab Emirates.
- 22) Resource Person & Speaker, International Conference on “Accounting & Business Information Technology”, July 2018; Organized by Association of National Accountants of Nigeria (ANAN), Novotel London Wembley, UK.
- 23) Resource Person & Speaker, International Conference on “Accounting & Business Information Technology”, Sept 2018 Organized by ICITD Southern University, USA & Association of Chartered System Accountants, Dubai, United Arab Emirates.
- 24) Resource Person & Speaker, International Conference on “Accounting & Business Information Technology”, Nov 2018; Organized by ICITD Southern University, USA & Association of Chartered System Accountants, Baton Rouge, Louisiana USA.
- 25) Resource Person & Speaker, International Conference on “Accounting & Business Information Technology”, Dec 2018; Organized by Association of National Accountants of Nigeria (ANAN), United Arab Emirates, Dubai.
- 26) Resource Person & Speaker, International Conference on “Accounting & Business Information Technology”, July 2017; Organized by Association of National Accountants of Nigeria, Dubai United Arab Emirates.
- 27) Resource Person & Speaker, International Conference on “Accounting & Business Information Technology”, October 2017; Organized by Association of National Accountants of Nigeria, United Arab Emirates, Dubai.

- 28) Resource Person & Participant, International Conference on “Accounting & Business Information Technology”, October 2016; Organized by ICITD Southern University, USA & Association of Chartered System Accountants, United States.
- 29) Research Visit, February 2016; International Centre for Information & Technology Development (ICITD), Southern University, Baton Rouge Louisiana, USA.
- 30) Resource Person & Participant, International Conference on “Accounting & Business Information Technology” Conference, November 2015; Organized by ICITD Southern University, USA & Association of Chartered System Accountants, United States.
- 31) Research Visit, May 2015; International Centre for Information & Technology Development (ICITD), Southern University, Baton Rouge Louisiana, USA.
- 32) Speaker, April 2015; International Conference organized by ICITD Southern University, USA & Association of Chartered System Accountants, United States.
- 33) Lead Speaker, November 2014; International Conference organized by ICITD Southern University, USA & Association of Chartered System Accountants, United States.
- 34) Research Visit, July 2014; International Centre for Information & Technology Development (ICITD), Southern University, Baton Rouge Louisiana.
- 35) Resource Person & Speaker, March 2014; International Conference/Workshop organized by the Association of Chartered System Accountants, United States.
- 36) Resource Person & Speaker, October 2013; International Conference organized by ICITD Southern University, USA & Association of Chartered System Accountants, United States.
- 37) Facilitator, September 2013; International Workshop on IPSAS for Africa, Dubai, United Arab Emirates.
- 38) Research Visit, August 2013; International Centre for Information & Technology Development (ICITD), Southern University, Baton Rouge Louisiana, USA.
- 39) Research Visit, March 2013; International Centre for Information & Technology Development (ICITD), Southern University, Baton Rouge Louisiana, USA.
- 40) Research Visit, March 2012; International Centre for Information & Technology Development (ICITD), Southern University, Baton Rouge Louisiana, USA.
- 41) Research Visit, May 2011; International Centre for Information & Technology Development (ICITD), Southern University, Baton Rouge Louisiana, USA.
- 42) Research Visit, January 2011; International Centre for Information & Technology Development (ICITD), Southern University, Baton Rouge Louisiana, USA.
- 43) Research Visit, October 2010; International Centre for Information & Technology Development (ICITD), Southern University, Baton Rouge Louisiana, USA.

## ➤ LIST OF PUBLICATIONS

### Published Journal Articles

- 1) Adejola, P. A. Joseph, B. O., & Lambe K. I. (2022). Human Capital Cost and Financial Performance: Evidence from Listed Oil and Gas Firms in Nigeria. *International Journal of Accounting, Finance and Information System*, Vol. 2 (1), 1 – 23. Online Version: [http://www.academia.edu/72473139/INTERNATIONAL\\_JOURNAL\\_OF\\_ACCOUNTING\\_FINANCE\\_AND\\_INFORMATION\\_SYSTEM\\_I\\_JAFIS\\_VOL2\\_NO\\_1](http://www.academia.edu/72473139/INTERNATIONAL_JOURNAL_OF_ACCOUNTING_FINANCE_AND_INFORMATION_SYSTEM_I_JAFIS_VOL2_NO_1)
- 2) Adejola, P. A., Abdullahi, N. A & Lambe, K. I. (2021). Impact of Human Resource Accounting on Investment Decision in Nigeria. *Bingham University Journal of Accounting and Business*, Vol.6 (2), 1 – 9.
- 3) Adebayo, P.A., Abdullahi, N.A., Yusuf, M. A. (2020) Determinants of Dividend of Deposit Money Banks in Nigeria. *International Journal of Economics, Commerce and Management* VIII (8), August 2020 *International Journal of Economics, Commerce and Management* Rochester United Kingdom. pp 282-298. **ISSN 2348-0386**. A publication of *International Journal of Economics, Commerce and Management* Rochester United Kingdom. [www.ijecm.co.uk](http://www.ijecm.co.uk)
- 4) Adejola, P.A. & Yusuf, R N. (2018) “Effect of Financial Performance on Voluntary Disclosure of listed Financial Firms in Nigeria”. *International Journal of Economics, Commerce and Management* 6 (12), 81-99
- 5) Adejola, P.A. & Balogun A. (2017): “An assessment of the Ethical Thoughts in Accounting and Effects on Accounting Practice” *ICAN Journal of Accounting and Finance*.
- 6) Adejola, P.A. & Lambe.I. (2017): “Technology Changes and the Impact on Accountancy Profession” *Bingham University Journal of Accounting & Business*; A Bi – annual Journal by Department of Accounting, Bingham University, Karu.
- 7) Adejola, P.A. & Adebisi W.K (2016): “Effect of Firm Characteristics on the Timeliness of Corporate Financial Reporting: Evidence from Nigerian Deposit Money Banks.” *International Journal of Economics, Commerce and Management*, United Kingdom Vol. IV, Issue 3, March; pg. 369.
- 8) Adejola, P.A. & Njokanma Emmanuel (2015): “The Role of Financial Modelling in the Diagnosis of Financial Stability of Banks in Nigeria: A Discriminant Analysis Approach.” *Journal of Banking & Finance Research* by Department of Banking & Finance, Nasarawa State University, Keffi Vol.2, No.1, March; pg. 70.
- 9) Adejola, P.A (2015): “Application of Spreadsheet in Financial Management: Loan Amortization Schedule.” *Journal of Banking & Finance Research* by Department of Banking & Finance, Nasarawa State University, Keffi Vol.2, No.1, March; pg 140.
- 10) Adejola, P.A.; Ene, E.E & Ene, C.E. (2015): “The Contemporary Double Entry Book Keeping and Modern Accounting Application”, *Global Research Journal of Multidisciplinary*. A Global Journal by Global Scholastic Research, India, Vol.1, Issue 5, March- April, pp. 1.

- 11) Adejola, P.A. & Musa.N. M (2015): "Effect of Financial Liberalization on the Financial Performance of Quoted Deposit Money Banks in Nigeria":Journal of Governmental Finance and Accounting Research. Nasarawa State University, Keffi, Vol. 1, No.2\_
- 12) Adejola, P.A. & Ene. E. (2015): "Mergers and Acquisitions in the Nigerian Banking Sector: A Growth and Survival Strategy": Journal of Governmental Finance and Accounting Research. Nasarawa State University, Keffi, Vol. 1, No.2\_
- 13) Adejola, P.A. & Kituyi. M. (2014): "Strategic planning and Organization Productivity" International Journal of Accounting & Finance Information System, Association of Chartered System Accountants, Baton Rouge – Louisiana USA Volume 2, No 2, pp.19.
- 14) Adejola, P.A. & Dorayi, A. (2014): "The Impact of ICTs on Organizational Theories" Journal of Finance & Accounting Research by Department of Accounting, Nasarawa State University, Keffi Vol.6, No.1, September; pg 1.
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➤ **TEACHING & RESEARCH PHILOSOPHY**

✓ **Statement of Teaching Philosophy**  
**Teaching Philosophy**

I work with the understanding that discovery is the doorway to recovery; discovery by students and teachers is possible only through practical acquisition of knowledge by teaching.

I see teaching as involving a mutual relationship between teachers and students-I believe that teachers have responsibilities to their students and that students have obligations to their teachers.

My duty as a teacher among others is to provide students with a practical oriented knowledge acquisition that will enable them have a good mastery of the subject; knowledge that will help them be successful in achieving their lives' goals, materials, opportunities, and feedback that will help them learn, and help in becoming and remaining motivated to be successful both in their studies and in applying their knowledge to solve problems in their lives.

I aim to carry out my teachings with innovative and creative prowess, open mind, a positive attitude, and high expectations to the classroom each day. I consider it my obligation to bring consistency, diligence, and warmth to my job in the hope that I can eventually motivate and inspire such qualities in the students as well.

✓ **Statement of Research Philosophy**  
**Research Philosophy**

Research is the foundation of any outstanding University and is the major standard by which a university and its faculty are evaluated. Equipped with the consciousness of my responsibilities to the students and the university in order to keep abreast of contemporary issues in the world of digital revolution, to the academic discipline of accounting, finance and economics to contribute innovatively, and to empower undergraduates and graduates with practical skills required to solve problems in their careers, vocations and callings, I always strive to:

- Conduct need assessment in the industries where the services of students are required by the employers so as to come up with the appropriate techniques required to prepare the students for the industry.
- Identify emerging technologies in accounting and finance that will enable better practice of accounting and financial management.
- Develop practical oriented programs aimed at bridging the gap between theory and practice, in light of accounting services, financial management and economics.
- Identify opportunities to integrate theoretical and methodological issues across disciplines, such as auditing, finance, international business and technology.
- Stimulate collaboration with others not only to enhance self-development but also develop others.
- Share findings widely, including presenting in-press findings entrenched in lectures to students in order to expose them to state-of-the-art advances in understanding electronic accounting, financial management templates, electronic auditing, employers, employees and best practices in accounting.

## ➤ **REFEREES**

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