

MANOJ ATHAVALE

Department of Finance and Insurance
Miller College of Business, Ball State University
Muncie, IN 47306
(765) 285-4251
athavale @ bsu.edu

QUALIFICATIONS

Ph. D. in Business Administration (Major: Finance), University of Mississippi (1997)
Graduate of the Institute of Cost and Management Accountants of India (1989, lapsed)
Associate of the Institute of Chartered Accountants of India (1987, lapsed)
Bachelor of Commerce (Major: Accounting), Bombay University (1986)

ACADEMIC EXPERIENCE

Associate Dean, Miller College of Business (2021–present)
Acting Associate Dean, Miller College of Business (2018–2019).
Chairperson of the Department of Finance and Insurance (2006–2010, 2012–2021).
Interim Chair, Department of Management, Miller College of Business, 2020–2021.
Professor of Finance at Ball State University (2012–current).
Associate Professor of Finance at Ball State University (2005–2012).
Assistant Professor of Finance at Ball State University (2002–2005).
Assistant Professor of Finance at Minnesota State University Moorhead (1998–2002).
Visiting Assistant Professor of Finance at the University of North Texas (1997–1998).
Graduate Instructor at the University of Mississippi.

Courses Taught at BSU

| | |
|---|---|
| Introduction to the U.S. Financial System | Decision Making in Finance |
| Principles of Finance (on-campus and online) | Financial Statement Analysis (on-campus and online) |
| Financial Markets and Institutions | Intermediate Finance * |
| Corporation Finance (MBA foundations, on-campus and online) | Financial Markets (MBA, on-campus and online) |
| Portfolio Management (Practicum in Investment Analysis and Decision Making) * | Managerial Finance (MBA, on-campus and online) |
| Operations of Financial Institutions | Financial Planning Process and Cases * |

*Developed new course

Teaching Evaluations

Average score on the questions “Overall, I would rate this Instructor”

Fall 2002–Fall 2016 (average 4.62/5.00)

Recent evaluations:

| <i>Semester</i> | <i>Course</i> | <i>Evaluation (on a 5-point scale)</i> |
|-----------------|---------------|--|
| Spring 2017 | Fin 320 | 4.87 |
| | Fin 320 | 4.83 |
| Fall 2017 | Fin 301 | 4.73 |
| | Fin 301 | 4.19 |
| Spring 2018 | Fin 301 | 4.57 |
| | Fin 301 | 4.84 |
| Fall 2018 | MBA 661 | 4.75 |
| Spring 2020 | Fin 301 | 4.70 |
| | Fin 301 | 4.51 |

Note: I did not teach in CY 2019 and AY 2020-21 because of administrative reassignments.

Publications

Athavale, Manoj, Steve Avila, and Joseph Goebel, forthcoming, “Your Mileage May Vary,” *Financial Services Review*.

Avila, Stephen M., and Manoj Athavale, forthcoming, “Life Insurance: An Introductory Assignment,” *Journal of Risk Education*.

Myring, Mark J., Manoj Athavale, and Robert Bloom, 2020, “Re-thinking Paths to 150 Credit Hours: Career Building Opportunities,” *Today's CPA / Texas Society of CPAs*, 48 (2), 22-29.

Avila, Stephen M., Manoj Athavale, and Kevin Gatzlaff, 2018, “Impact of Premium Conversion on Social Security Benefits,” *Journal of Financial Service Professionals* 73, 62–73.

Athavale, Manoj, Mark Myring, Lynne Richardson, and Jennifer Bott, 2017, “Deans’ Perceptions of Published Rankings of Business Programs,” *Journal of Education for Business* 92, 81–88.

Goebel, Joseph M. and Manoj Athavale, 2016, “Business Ethics through the Medium of Film,” *Journal of Business Ethics Education* 13, 1–28.

Athavale, Manoj, Joseph Edwards and Kristopher J Kemper, 2016, “Bloomberg 201: From Wall Street to University Avenue,” *Advances in Financial Education*, 34–50.

- Goebel, Joseph M., Manoj Athavale and Marsha Weber, 2016, "Finance through Film: From A to Z," *Advances in Financial Education*, 51–79.
- Goebel, Joseph M. and Manoj Athavale, 2014, "Implied Returns, Costly Reversibility and the Value Premium," *Global Business and Economics Review* 16 (3), 231–252.
- Athavale, Manoj, Mark Myring, and Ron Groeber, 2013, "Analyst Earnings Forecasts in BRIC Countries," *Journal of Applied Business and Economics* 14 (5), 71–82.
- Goebel, Joseph M. and Manoj Athavale, 2013, "The Persistence of the NCAV Stock Selection Criterion" *Global Business and Finance Review* 18 (1), 77–92.
- Athavale, Manoj and Stephen M. Avila, 2011, "An analysis of the demand for earthquake insurance," *Risk Management and Insurance Review* 14 (2), 233–246.
- Athavale, Manoj and Joseph M. Goebel, 2011, "A Safer Safe Withdrawal Rate Using Various Return Distributions," *Journal of Financial Planning* 24 (7), 36–43. Quoted in the *Wall Street Journal*, (November 19, 2011), abstracted in the *CFA Digest* (v. 41, n. 4), and numerous other venues.
- Athavale, Manoj, Stephen M. Avila, and Kevin M. Gatzlaff, 2010, "An empirical comparison of a low-deductible health plan with an HSA-qualified plan," *Compensation and Benefits Review* 42 (2), 102–108.
- Athavale, Manoj, Mark Myring, Rodney Davis, and Allen Truell, 2010, "Factors influencing success in integrating the four-year business school curriculum: Implications for business educators," *Delta Pi Epsilon Journal* 52 (1), 4–15.
- Athavale, Manoj, Rodney Davis, and Mark Myring, 2008, "The integrated business curriculum: An examination of perceptions and practices," *Journal of Education for Business* 83 (5), 295–301.
- Athavale, Manoj, and Shaheen Borna, 2008, "Some issues for insurers on the Use of Event Data Recorders," *Journal of Insurance Issues* 31 (1), 1–16.
- Athavale, Manoj, Eugene Bland, and R. Bryan Kethley, 2008, "A practical approach to using Taguchi Loss Functions to rank investment choices," *Journal of Investing* 17 (1), 93–102.
- Athavale, Manoj, Stephen M. Avila, and Dana Kerr, 2007, "Cash flow analysis of large deductible workers' compensation plans," *Compensation and Benefits Review* 39 (6), 22–28.
- Kuperman, Jerome C., Manoj Athavale and Alan B. Eisner, 2007, "Recognizing the role of the financial community in strategy formulation: Just how interdisciplinary is strategic management education?" *Academy of Educational Leadership Journal* 11 (1), 91–108.

- Athavale, Manoj and Stephen M. Avila, 2006, "Large deductible workers compensation plans," *Compensation and Benefits Review* 38 (6), 20–25.
- Athavale, Manoj and Stephen M. Avila, 2005, "The selection of competing Third Party Administrators," *Compensation and Benefits Review* 37 (3), 51–56.
- Athavale, Manoj and Terry L. Zivney, 2005, "Now is always the right time to buy bonds," *Journal of Financial Planning* 18 (8), 56–61.
- Athavale, Manoj and Stephen M. Avila, 2005, "The level and structure of executive compensation within the insurance industry," *Journal of Insurance Issues* 28 (2), 131–150.
- Avila, Stephen M. and Manoj Athavale, 2005, "Non-CEOs as the highest paid executive: Evidence from the Insurance Industry," *Compensation and Benefits Review* 37 (1), 59–64.
- Athavale, Manoj and Eugene Bland, 2004, "Prioritizing investment screens in a multiple criteria framework," *Journal of Investing* 13 (4), 49–52.
- Athavale, Manoj and Robert O. Edmister, 2004, "The pricing of sequential bank loans," *Financial Review* 39 (2), 231–253.
- Kuperman, Jerome C., Manoj Athavale, and Alan Eisner, 2003, "Financial analysts in the media: Evolving roles and recent trends," *American Business Review* 21 (2), 74–80.
- Athavale, Manoj and Robert O. Edmister, 2003, "Fixed or variable rate contracts in the commercial bank business loan market," *Journal of Applied Business Research* 19 (4), 49–58.
- Athavale, Manoj, Eugene Bland, and Robert Trimm, 2002, "Are firms constrained by their bank? A pilot study," *Journal of Applied Business Research* 18 (2), 69–74.
- Athavale, Manoj and Mary Bader, 2001, "Repeal of Sec. 457 coordination requirement," *The Tax Advisor* 192 (6), 811–812.
- Athavale, Manoj, 2000, "Uninsured deposits and the Too-Big-To-Fail policy in 1984 and 1991," *American Business Review* 18 (2), 123–128.
- Athavale, Manoj and Robert O. Edmister, 1999, "Borrowing relationships, monitoring and the influence on loan rates," *The Journal of Financial Research* 22 (3), 341–352.

Work in Process

“Films as Innovative Learning Material in Insurance Courses” with Steve Avila and Joseph Goebel.

“The Pay Ratio” with Sam Bales

Presentations (academic)

At various conferences: Mid-West Finance Association, Eastern Finance Association, Southern Risk and Insurance Association, Academy of Economics and Finance, Academy of Financial Services, Southern Finance Association, Southwestern Finance Association, Financial Management Association Conference, South Central Finance Workshop

Presentations (engagement)

“Public Deposit Insurance Fund”, presented to the State of Indiana Board for Depositories, June 2018, Indianapolis, with Steve Avila.

“Earthquake Insurance”, presented to California Earthquake Authority and Missouri Department of Financial Institutions, February 2013, St. Louis, with Steve Avila.

“Integrating the Business Curriculum”, AACSB Continuous Improvement Conference, Atlanta, GA, September 2008, with Mark Myring and Rod Davis

RECOGNITIONS

Best Paper in Banking Award (1999) from the Southwestern Finance Association, for the paper titled “Uninsured deposits and the Too-Big-To-Fail policy in 1984 and 1991”.

Outstanding Paper in Financial Institutions Award (1999) from the Eastern Finance Association, for the paper titled “Borrowing relationships, monitoring and the influence on loan rates”.

Outstanding Faculty Award (2000) from the College of Business at Minnesota State University Moorhead.

Rawlings Outstanding Distance Education Award (2004) from the School of Extended Education at Ball State University.

Outstanding Teaching Award (2005, 2006) from the Miller College of Business at Ball State University.

Fisher Research Fellowship (2004, 2011) from Ball State University.

Miller College of Business Dean's Scholarship Incentive and Recognition Award (2011).

Ball State University 15-years of service recognition (2017).

Certificate of Appreciation, BSU online and distance education HSDC program liaison (2015).

UNIVERSITY SERVICE

Associate Dean, Miller College of Business, 2021–present.

Responsible for strategy and graduate programs, budgets and analytics, assist with AACSB reports. Temporarily undertaking the functions of Associate Dean for Operations.

Acting Associate Dean, Miller College of Business, 2018–2019.

Responsible for strategy and graduate programs, Taskforce for Measurement of Effective Teaching, Taskforce for Diversity and Inclusion, assisted with data and analytics for class sizes, faculty loading, summer assignments, AACSB reports, budgets, and faculty qualifications.

Member, BSU Undergraduate Education Committee, 2018–2019.

Member, BSU Graduate Education Committee, 2018–2019.

Member, BSU Outstanding Awards Committee, 2005–2006, 2011–2012.

Member, BSU Budget Model Steering Committee, 2018–2019.

Assist in the transition from a centralized, incremental model to an incentive-based budget model that aligns resources with strategic priorities and encourages innovation and effective resource management.

Member, President's Task Force on Faculty Evaluation, 2021–.

Examine the question of greater accountability for tenured faculty and to provide recommendations on best practices used in faculty evaluation and accountability, by reviewing current processes including salary and merit review, student evaluations, and the chronic unsatisfactory performance policy.

Interim Chair, Department of Management, Miller College of Business, 2020–2021.

Managed the external review of the department's programs, engaged in curriculum enhancements, created assurance of learning plans, other regular operations of the department, and recruited an external chairperson to lead the department.

Chair, Department of Finance and Insurance, Miller College of Business, 2006–2010; 2012–present.

Responsible for the regular operations of the department, course scheduling and budgets; recruitment; advising students; coordinating curriculum and assurance of learning activities.

Assisted in the establishment of the Finance Trading Lab and related activities and curriculum, including Bloomberg Certification and the \$2.1m (April 16, 2021) Student Managed Investment Fund.

Assisted in the creation of a Personal Finance course for the Core Curriculum.

Initiated the Certified Treasury Professional (CTP) program and the Certified Financial Planner (CFP) program, and transitioned the Certified Financial Analyst (CFA) program.

Participated on formulation/implementation of college and department related policies, procedures and reports.

Member, Miller College of Business Dean’s Executive Committee, 2006–2010; 2012–present.

Member, MCOB Salary Committee, 2006–2010; 2012–present.

Member, Department of Finance and Insurance Recruitment committee, 2005–2006, 2010–2012).

Member, Department of Finance and Insurance Assurance of Learning Liaison, 2010–2013.

Member, Department of Finance and Insurance Salary committee, 2006–2010, 2012–present.

Member, Department of Finance and Insurance Promotion and Tenure committee, 2005–2010; 2012–present

Member, MCOB Dean Search Committee, 2007–2009.

Member, MCOB peer school ad-hoc committee, 2006.

Member, MCOB Blue Ribbon Committee on admission standards, 2006.

Member, MCOB Blue Ribbon Committee on the Future of the MBA program, 2005.

Member, MCOB Strategic Planning Advisory committee, 2005–2006.

Secretary, MCOB Graduate Curriculum Advisory Committee, 2004–2006.

Member, Honors College Whiting Scholarship Selection Committee, 2003–2006.

Faculty Advisor, MBA Student Association, Ball State University, 2003–2006.

Faculty Advisor, Finance Society, Ball State University, 2003–2005.

GRANTS and FUNDRAISING

Co-PI on Junior Faculty Development Grants for Iraq (2019) and Lebanon (2019) exceeding \$200,000 from AMIDEAST/U.S. State Department.

Participated in fundraising from various sources for scholarships and programs exceeding \$400,000

LEADERSHIP DEVELOPMENT

Attended the ACE Leadership Academy for Department Chairs (Emerging Leaders Group), Itasca, IL, August 2012.