VICHET SUM, PH.D.

ASSISTANT PROFESSOR
Department of Business Management and Accounting
University of Maryland Eastern Shore
Kiah Hall – Suite 2117-A
Princess Anne, MD 21853
Office Phone: 410-651-6531
Fax: 410-651-6032
Email: vsum@umes.edu – URL: http://www.vichetsum.com

EDUCATION

Post-Doc, 2011 **UNIVERSITY OF FLORIDA**, Gainesville, FL – U.S.A.
Post-Doctoral Bridge Program in the Hough Graduate School of Business
Specialization: Accounting and Finance

Ph.D., 2009 **SOUTHERN ILLINOIS UNIVERSITY**, Carbondale, IL – U.S.A.
Major: Workforce Education & Development and [*a secondary emphasis in*] Finance

M.T.D., 2006 **IDAHO STATE UNIVERSITY**, Pocatello, ID – U.S.A.
Major: Human Resource Training and Development

M.S., 2004 **NATIONAL CHENG KUNG UNIVERSITY**, Tainan, Taiwan
Major: Industrial Management

B.Ed., 2001 **ROYAL UNIVERSITY OF PHNOM PENH**, Phnom Penh, Cambodia
Major: English & Teaching English as a Foreign Language (TEFL)

EMPLOYMENT HISTORY

2010 – Present **UNIVERSITY OF MARYLAND EASTERN SHORE**, Princess Anne, MD - U.S.A.
Assistant Professor
Department of Business Management and Accounting

2006 – 2009 **SOUTHERN ILLINOIS UNIVERSITY**, Carbondale, IL - U.S.A.
Graduate Assistant
Department of Workforce Education and Development

2004 – 2006 **IDAHO STATE UNIVERSITY**, Pocatello, ID - U.S.A.
Graduate Assistant
Department of Human Resource Training and Development

2002 – 2004 **NATIONAL CHENG KUNG UNIVERSITY**, Tainan, Taiwan
Research Assistant
College of Management

2001 – 2 002 **BUILD BRIGHT UNIVERSITY**, Phmom Penh, Cambodia
Adjunct *Lecturer*
Faculty of Business Administration

2001 – 2002 **DEPARTMENT OF HIGHER EDUCATION**, Phmom Penh, Cambodia
Quality Assurance and Legislation Officer
Department of Legislations and Quality Assurance

2000 – 2001 **NEWTON THILAY INSTITUTE**, Phmom Penh, Cambodia
Academic Consultant / Assistant Deputy Director

1997 – 2000 **NEW LIFE FOUNDATION,** Phnom Penh, Cambodia
Instructor/Translator/Interpreter

CONSULTING EXPERIENCE

- Provide web design and development consulting service to small and medium businesses, not-for-profit organizations, and academic units of higher educational institutions (2007 – Present)

- Design, develop, and evaluate workforce training and development programs for businesses and not-for-profit organizations (2007 – Present)

COURSES TAUGHT IN VARIOUS UNIVERSITIES

- Investment & Security Analysis
- Derivatives
- Human Resource Management
- Management & Organizational Behavior
- Small Business Management & Entrepreneurship
- Training Management
- Career Planning and Development
- Undergraduate Research

PUBLICATIONS [Refereed Journal Articles] (*Last Five Years)*

Sum, V. (2011). Integrating training in business strategies means greater impact of training on the firm's competitiveness. *Research in Business and Economics Journal*, *4*, 1-19.

Sum, V. (2010). The January and size effects on stock returns: More evidence. *International Journal of Applied Accounting and Finance, 1*(1), 47-52.

Brown, K., & **Sum, V.** (2010). Determinants of dividend payments. *International Journal of Applied Accounting and Finance, 1*(1), 40-46.

Sum, V., McCaskey, S. J., & Kyeyune, C. (2010). A survey research of satisfaction levels of graduate students enrolled in a nationally ranked top-10 program at a mid-western university. *Research in Higher Education Journal*, *7*(2), 1-17.

Sum, V. (2009). Strategic integration of training and innovation: Significantly connected. *Journal of Global Information Technology, 4*(1-2), 7-20.

Sum, V. (2007). A framework for managing training programs to enhance organizational operation performance. *Online Journal for Workforce Education and Development, 2*. Retrieved from http://opensiuc.lib.siu.edu/ojwed/vol2/iss3/6/

Lin, C., Hsieh, H., Yuok, N., Savary, C., & **Sum, V**. (2004). Evaluating the competitiveness of least-developed countries - the example of Cambodia. *Asia Pacific Management Review, 9*(2), 205-227.

REFEREED CONFERENCE PROCEEDINGS/PRESENTATIONS (*Last Five Years)*

Sum, V. (2011). A trade-off analysis between cost reduction and product differentiation for sustained competitive advantage. *Proceedings of Third Annual American Business Research Conference*. Garden City, New York.

Sum, V. (2010). Does organizational training help firms operating and competing in the innovation-based economy innovate? A survey of training professionals. *Global Digital Business Review, 4* (1), 9-16.

Sum, V. (2010). The role of training and firm's competitiveness in the knowledge-based economy. *Review of Business and Technology Research, 3* (1), 115-125.

Brown, K., & **Sum, V.** (2010). Explaining variability in dividend payments: What matters? *Review of Business and Technology Research, 3* (1), 77-82.

Sum, V. (2009). Empirical evidence of abnormal stock returns: The January and size effects. *Proceedings of the Ninth International Conference on Operations and Quantitative Management*. Los Angeles, CA.

Sum, V. (2007). A proposed framework for effective leadership: A contemporary perspective. Proceedings of *the 41st Annual Meeting of Association for Career and Technical Education Research.* Las Vegas: NV.

Sum, V., & Phetmalaikul, T. (2007). A study of corporate management capability in Cambodia, Singapore and Taiwan. *Proceedings of the Eighth International Conference on Operations and Quantitative Management*. Bangkok: Thailand.

Sum, V. (2007). A study of admission requirements, curricula, and program requirements of Ph.D. programs in human resource development/similar fields at U.S. Universities. *Proceedings of the 2007 Hawaii International Conference on Education, USA, 5*, 5743-5765.

Sum, V. (2005, April). *A training management framework for organizational performance enhancement and competitiveness*. Paper presented at the 63rd annual conference of the Mountain Plains Adult Education Association, Jackson, WY.

CONFERENCES ATTENDED (*Last Five Years)*

- Third Annual American Business Research Conference. Garden City, New York (6/6-7/2011)
- University of Minnesota Asset Pricing Conference, Minneapolis, MN. (5/21-22/2011)
- The Global Digital Business Association 2010 Annual Conference. New Carrollton, MD (10/14-16/2010)
- Ninth International Conference on Operations and Quantitative Management, Los Angeles, CA (06/27-30/09)
- 41st Annual Meeting of Association for Career and Technical Education Research, Las Vegas, NV (12/12-14/07)
- The 5th Annual Hawaii International Conference on Education, Honolulu, Hawaii (01/06-09/07)
- CONAHEC's 10th North American Higher Education Conference, San Juan, Puerto Rico (10/12-15/05)
- 63rd Annual Conference Mountain Plains Adult Education Association, Jackson, WY (04/14-16/05)

AWARDS/FELLOWSHIPS:

- Graduate assistantship awards, Department of Workforce Education and Development, Southern Illinois University Carbondale (2006-2009)
- W. Russell Withers, Jr. scholarship award for academic excellence, Department of Workforce Education and Development, Southern Illinois University Carbondale (2007)
- Finance committee honor award, Associated Students of Idaho State University (Student government) (2006)
- Essay winning award on global leadership, University of Arizona (2005)
- Graduate assistantship and scholarships, College of Education, Idaho State University (2006)
- Graduate assistantship and scholarships, Department of Human Resource Training and Development, Idaho State University (2004-2005)
- Research assistantship/scholarships, Department of Information and Industrial Management Science, National Cheng Kung University (2002-2004)

PROFESSIONAL ORGANIZATION MEMBERSHIP

- American Economic Association
- American Finance Association

PROFESSIONAL SERVICE

- Serve on the retention committee (2010- Present)
- Serve on the curriculum committee (2010 – Present)
- Advise the Student Investment Club (2010 – Present)
- Coach students to compete in the Federal Reserve Bank challenge (2010 – Present)
- Served on the strategic committee for the AACSB accreditation review (2010)
- Served on the professional development committee of the independent study management team, Department of Workforce Education and Development, SIUC (2008)
- Served as a volunteer assisting in the web development project of the McNair Scholar Program at SIUC (2007)
- Served on the evaluation committee of a graduate student's research paper titled *A Study of Identifying the Factors that Contribute to Retention of High Performance Employees in Financial Services Institutions of Southern Illinois* for the partial requirement of his master's degree in workforce education and development, SIUC (2007)
- Chaired the "Human Resource Development" session at the 5th Annual Hawaii International Conference, Honolulu: Hawaii (2007)
- Served on the web liaison committee at Idaho State University, Pocatello, ID (2005/06)
- Served on scholarship committee of American Society for Training and Development, Eastern Idaho Chapter, Pocatello, ID (2006 – 2007)
- Served on the organizing committee of American Society for Training and Development, Eastern Idaho Chapter, Pocatello, ID (2004 – 2005)
- Served on the budget management committee of the Department of Higher Education, Phnom Penh, Cambodia (2001 – 2002)

REFERENCES

Available Upon Request