

HASSAN KHAN NIAZI

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SUMMARY

Accounting and business educator with over 10 years of teaching, advising, scholarship, service, and professional experience. Proficient in designing, preparing, delivering, and evaluating in-person, online, and hybrid courses at undergraduate and graduate levels. Competent in academic and professional advising and recordkeeping. Background in accounting, auditing, and management practice in various industries. Passionate about professional development, research, and service.

EDUCATION

Ed.D. Educational Administration & Leadership (Adult and Higher Education) GPA 3.954 Dec 2020
School of Education, Division of Educational Leadership University of South Dakota Vermillion, SD
Advisor: Dr. Karen Card
Dissertation: *Mission Perspective Framework: Using Allocation Ratios to Determine Mission-Focus of South Dakota Regental Universities*

M.S. Accounting GPA 3.633 May 2013
Naveen Jindal School of Management University of Texas at Dallas Richardson, TX

B.S. Accounting GPA 3.586 (Cum Laude) Dec 2011
Naveen Jindal School of Management University of Texas at Dallas Richardson, TX

CERTIFICATIONS

Graduate Certificate in Accounting Analytics University of Kentucky Dec 2025
Certified Management Accountant (CMA) Institute of Management Accountants July 2024
Competent Communicator Toastmasters International Sep 2019
SAP Certified Associate SAP Global May 2012

CONTINUED PROFESSIONAL EDUCATION

- Experiential Learning Assignments for Undergraduate Education by Trevor Knox, Ermira Mazziotta, and Ellen Rackas. *2023 MBAA International Conference*; conference (Mar 2023)
- An Analysis of Experiential Learning for Undergraduates by Rick Revoir. *2023 MBAA International Conference*; conference (Mar 2023)
- Experiential Learning “In”, Paper Writing “Out”: An Accounting and Journalism Collaboration by Nancy Johnson and Lynn Owens. *2023 MBAA International Conference*; conference (Mar 2023)
- The Impact of Flipped Classroom on Student Engagement and Performance in a Principles of Accounting Course by Mary Stone and Mariah Flynn. *2023 MBAA International Conference*; conference (Mar 2023)
- Accounting Beyond the Numbers: How Information Systems and Technology are Embedded in the New CPA Exam Blueprint by Chevonne Alston. *2023 MBAA International Conference*; conference (Mar 2023)
- Proposal to Examine Cheating by University and Professor’s Strategies to Discourage Behaviors by David Morris. *2023 MBAA International Conference*; conference (Mar 2023)
- Do Business Management Majors Need More Accounting Courses? By Jodi. *2023 MBAA International Conference*; conference (Mar 2023)
- Student Self-Discovery Regarding Use of Personal Technology in Accounting Education by Pam Baker and Pat Driscoll. *2023 MBAA International Conference*; conference (Mar 2023)
- The Student Success Imperative; *EAB’s Research Advisory Services*; webinar (Jan 2021)
- Diversity, equity, and inclusivity training workshops; *Mastering Cultural Differences, LLC*; webinar (Dec 2020)
- The 2019 Survey of College and University Admissions Officers; *Wiley*; webinar (Oct 2019)
- Prepare Students for Their Career: Integrate Professional Exam Content into Your Course; *Wiley*; webinar (Oct 2019).
- Design Thinking and Innovation presented by Dr. Srikant M. Datar from Harvard Business School; *Pearson Education*; webinar (Apr 2017).
- Collaboration: Connect with me; *National Institute for Staff & Organizational Development (NISOD)*; webinar (Mar 2017).
- Making the Most of the Opening and Closing Minutes of Class; *Top Hat Talks*; webinar (Feb 2017).
- Collaboration Island: Building Connections Between Students; *National Institute for Staff & Organizational Development (NISOD)*; webinar (Feb 2017).
- Document Review Simulations (DRS) changes to CPA exam; *Roger CPA Review*; webcast (Jan 2016).
- Faculty Training For Teaching Online; *Northern State University, Aberdeen, SD*; workshop (Apr 2015).
- Designing Successful Group Projects; *McGraw-Hill Education*; webinar (Mar 2015).
- StudyMate Instructor Training: Engage Students with Learning Activities; *Respondus, Inc.*; webinar (Feb 2015).

TEACHING EXPERIENCE

Lecturer of Accounting, University of Kentucky, Lexington, KY (full-time)

Aug 2024 - Present

Responsibilities:

- Teaching on-ground, online, and hybrid undergraduate and graduate level accounting and business courses.
 - ACC 475 Financial Statement Analysis
 - ACC 301 Intermediate Accounting I
 - ACC 424 Accounting Information Systems
 - ACC 200 Introduction to Accounting for Decision Makers
- Utilizing the Canvas learning management system (LMS) to facilitate student learning and assessment.
- Delivering lectures to students in an interactive manner to effectively transfer course concepts.
- Designing assessments to evaluate students' performance and reporting results to the department chair.
- Developing and posting course content and materials to the online learning system.
- Maintaining student records, grading assignments, and posting grades.

Projects and Achievements:

- Serving on the Undergraduate Studies committee.

Assistant Professor of Accounting / Program Lead, Kansas Wesleyan University, Salina, KS (full-time) Aug 2020 - May 2024

Responsibilities:

- Leading the accounting program in accordance with departmental, institutional, and accreditation standards and policies under the supervision of the department chair.
- Serving as the Co-Champion of the ACBSP accreditation process.
- Developing curriculum, designing assessments, and delivering lectures in a manner that meets or exceeds program requirements and professional expectations.
- Teaching on-ground, online, and hybrid undergraduate and graduate level accounting and business courses.
 - ACCT 625 Financial Statement Analysis
 - ACCT 301 Intermediate Accounting I
 - ACCT 485 Accounting Data Analytics
 - ACCT 204 Managerial Accounting
 - ACCT 415 Auditing
 - ACCT 203 Financial Accounting
 - ACCT 410 Accounting Systems
 - BUSA 622 Managerial Finance
 - ACCT 350 Cost Accounting
 - BUSA 335 Business Information Systems
 - ACCT 316 Individual Income Tax
 - BUSA 225 Fundamentals of Accounting and Finance
 - ACCT 302 Intermediate Accounting II
- Engaging students in curricular and co-curricular activities to improve retention and application of learned concepts.
- Utilizing the Canvas learning management system (LMS) to facilitate student learning and assessment.
- Advising and motivating students to plan, follow-through, and achieve academic and career goals.
- Designing degree plans for students to ensure they meet undergraduate and graduate requirements in a timely manner.
- Assisting students with CMA and CPA exam preparation.
- Working with students with diverse needs and backgrounds.
- Assisting students with job applications, interviews, scholarships, and graduate applications.
- Serving on assigned committees and discussion groups to support the mission and vision of university, division, and department.

Projects and Achievements:

- Appointed by the president to serve as faculty leader in facilitating discussion topic about priorities for faculty regarding morale, collegiality, and collaboration between faculty and amongst faculty and administrators.
- Mapped CMA content with the Accounting Program to prepare students for CMA exams.
- Served on hiring committees, Institutional Assessment and Research Council (IARC), Student Success Committee, Retirement Plan Committee, Curriculum Committee, and Communications discussion group.

Adult Education ABE/GED Instructor, Salina Adult Education Center, Salina, KS (part-time)

Oct 2021 - Mar 2022

Responsibilities:

- Planning instruction, administering assessments, and documenting the progress of students.
- Implementing defined courses of study to improve student success in academics, workplace skills, and life skills.
- Preparing teaching materials and related reports to implement study plans.
- Providing timely and constructive feedback and information to students and program administration to motivate students, facilitate program improvements, and document outcomes for funding.
- Participating in various initiatives assigned to improve instructional and programmatic environment for students.
- Delivering standards-based instruction of content and demonstrating ability to write lesson plans incorporating standards and multi-level activities for numerous levels of adult learning to meet program requirements.
- Fostering employment and college focused relationships and experiences for students to expand opportunities beyond classroom and enhance student achievement.

Accounting Instructor, Northern State University - School of Business, Aberdeen, SD (full-time)

Aug 2014 - May 2020

Responsibilities:

- Teaching on-ground, online, and hybrid undergraduate level accounting and business courses.
 - ACCT 470 Non-profit Accounting
 - ACCT 451 Internal Auditing
 - ACCT 450 Auditing
 - ACCT 360 Accounting System
 - ACCT 320 Cost Accounting
 - ACCT 211 Principles of Accounting II
 - BADM 334 Small Business Management
 - BADM 224 Business Communication
 - BADM 457 Business Ethics
- Creating learning objectives and communicating them to students in a clear and understandable manner.
- Delivering lectures to students in an interactive manner to effectively transfer course concepts.
- Designing assessments to evaluate students' performance and reporting results to the department chair.
- Developing and posting course content and materials to online learning system.
- Promoting learning communities in face-to-face and online courses.
- Advising and motivating students to achieve their academic and career goals.
- Working with students with diverse needs and backgrounds.
- Assisting students with job applications, interviews, scholarships, and graduate applications.
- Researching, designing, and presenting lectures to develop students' workplace expectations and professional skills.
- Assisting students in preparing for CMA and CPA exams.
- Maintaining student records, grading assignments, and posting grades.
- Serving on assigned committees and discussion groups to support the mission and vision of university, division, and department.

Projects and Achievements:

- Proposed CMA and CPA study groups.
- Assisted Department Chair in developing program learning objectives and designing course assessments to evaluate students' performance in the Master of Accounting Analytics and Bachelor of Accounting programs.
- Assisted Dean and Department Chair with ACBSP accreditation process.

Business Instructor, Career Point College, San Antonio, TX (part-time)

Jul 2013 - Mar 2014

Responsibilities:

- Teaching and tailoring the Program Review course to prepare students for externships.
- Providing individualized mentoring to students belonging to diverse groups.
- Developing material to test and build students' job readiness and confidence.
- Helping students identify their strengths and weaknesses to improve their performance and work quality.
- Researching, designing, and presenting lectures to enrich students' professional skills and create workplace expectations.
- Maintaining student records, grading assignments, and posting grades.
- Substituting for various accounting courses in the absence of the accounting instructor.
- Advising students and coordinating with college faculty & administration.

Projects and Achievements:

- Revised the Program Review course and published it to Canvas Learning System.
- Incorporated automation in student grading and evaluation forms.

Teaching Assistant, Lahore School of Economics, Lahore, Pakistan (part-time)

Sep 2009 - Dec 2009

Responsibilities:

- Helping students reinforce accounting concepts presented by the professor.
- Communicating with the teacher and students electronically and in person.
- Setting lab sessions to help students improve their understanding of the course.
- Grading assignments and quizzes.
- Compiling and evaluating student data and grades.
- Providing any additional assistance to the instructor and students.

Projects and Achievements:

- Conducted lab sessions to discuss problems, elaborate class lectures, and provide resource material to students.
- Created automated mark sheet to calculate grades and percentages of students.

INDUSTRY EXPERIENCE

Chief Financial Officer / Co-Founder, ShopUS Ltd, United Kingdom & Pakistan (part-time)

Feb 2015 - Jul 2020

Responsibilities:

- Managing financial affairs pertaining to operations in the U.S.
- Implementing strategies to control costs and improve revenue generation opportunities.
- Monitoring revenue instreams and authorizing cash disbursements to accounts payable.
- Preparing budgets and performing reconciliations.
- Collaborating with leadership in Pakistan and U.K.
- Conducting internal control and enterprise risk management analysis.

- Measuring and reporting on the effectiveness of internal operations.
- Managing company credit lines and updating the accounting system.
- Ensuring that the company departments and employees comply with finance procedures and policies.
- Assisting the Director of Operations by providing valuable financial insights and analysis.
- Building relationships with banks, creditors, vendors, and other stakeholders.
- Motivating and leading a high-performance team to resolve finance related issues effectively and efficiently.
- Participating in key company decisions.

Projects and Achievements:

- Assisted in development of a cloud-based purchases reporting function to share information in real-time with senior management at other global locations.
- Assisted in development of a cloud-based accounting system and provided training to the Pakistan team on its functionality and operations.
- Incorporated financial information into the purchases reporting function to keep senior management aware of available funds and credit lines as well as payments due to vendors.
- Designed a costing technique to facilitate the sales management function with proper cost estimation of products.

Management Analyst, Tasacom Technologies Inc., Dallas, TX (full-time)

Mar 2014 - Aug 2014

Responsibilities:

- Creating budgets and financial analysis reports for ongoing and potential projects.
- Keeping track of project expenses at different levels of completion.
- Issuing invoices to clients and purchase orders to vendors.
- Reconciling revenue reports from the US, India, and Bangladesh teams.
- Creating business plans and proposals for internal and external ventures.
- Completing tasks as per the president's requests.

Projects and Achievements:

- Prepared budget for the LTE Regional Tower Installation project.
- Designed documentation for billing and purchase orders.

Staff Auditor, C.C. Garcia & Co., P.C., CPAs, San Antonio, TX (full-time)

Jun 2013 - Mar 2014

Responsibilities:

- Carrying out financial and compliance audit engagements in government and nonprofit sectors.
- Communicating and coordinating with the audit clients.
- Conducting interviews and walkthroughs at client locations.
- Assisting the Senior Auditor and Audit Manager with single audits.
- Identifying audit and compliance issues and recommending solutions in team meetings.
- Testing and evaluating internal controls, policies, and procedures.
- Documenting and evaluating audit evidence in support of audit objectives.
- Drafting audit findings and recommendations for discussions with team and management.
- Preparing work papers to support testing conclusions.

Projects and Achievements:

- Conducted a financial audit of the City of San Antonio's airport and health department as part of an audit team.
- Conducted a financial audit of the George Gerwin Youth Center and Academy as part of an audit team.
- Automated audit worksheets to improve efficiency.

Assistant Controller, Riverwalk Plaza Hotel and Suites, San Antonio, TX (full-time)

Sep 2012 - May 2013

Responsibilities:

- Responsible for the hotel's accounting and financial management.
- Managing night audits, inventory audits, and intercompany accounting.
- Handling hotel cash, verifying front desk transactions, and investigating variances.
- Maintaining the general ledger, accounts payable, bank and credit card reconciliations, and financial statements of the business.
- Contacting vendors for account reconciliations and negotiations.
- Managing the accounting department and the electronic data processing systems.
- Providing the director of operations and the management team with meaningful and timely information.
- Attending board meetings to exchange financial information with the board and management.
- Acting as Manager on Duty during night shifts.

Projects and Achievements:

- Developed a detailed cost analysis worksheet categorized by vendor and type of expense to identify cash flow leakages.
- Filed and distributed 1099s for the year 2012.
- Closed accounts and books for the year ended 2012.

- Assisted and trained the new controller and the new night auditor.
- Created instructional manuals for night auditors.

Internal Audit Intern, University of Texas at Dallas, Richardson, TX (part-time)

Jan 2012 - May 2012

Responsibilities:

- Evaluating and testing internal controls.
- Documenting findings and creating work papers.
- Setting up meetings and conducting interviews.
- Following up with department heads regarding past recommendations.
- Reporting directly to the Executive Director of Audit and Compliance Office.
- Maintaining data on TeamMate Audit Management System.
- Coordinating with the in-charge, team members and other staff auditors.

Projects and Achievements:

- Conducted a follow-up audit of various departments of the university as part of an audit team and reported audit findings in the 2011 Follow-up Audit Report.

VOLUNTEER EXPERIENCE

Audit Committee Chair, Elks Lodge #1046, Aberdeen, SD

May 2019 - Jul 2020

Responsibilities:

- Reviewing the accounting and financial records of the lodge.
- Coordinating with the external auditors and providing them with internal audit services.
- Delegating audit duties to other members of the audit committee.
- Following up on financial inquiries from the Exalted Ruler and fellow lodge members.
- Coordinating financial matters with the lodge secretary.
- Attending monthly lodge meetings and maintaining confidentiality of the matters discussed at the meetings.
- Providing financial advice to the lodge.

Secretary, Hub Toastmasters Club, Aberdeen, SD

June 2018 - Jul 2020

Responsibilities:

- Maintaining and managing club records, files, and correspondence.
- Ensuring the club is organized and up to date.
- Taking meeting notes and maintaining club files.
- Preparing action items for the president and addressing needs and concerns of the other club officers and members.
- Attending club meetings, welcoming guests, and mentoring potential successors for officer roles.
- Presenting the club in a professional manner both inside and outside of the club.
- Supporting the club mission.

Treasurer, Muslim Community Center of Aberdeen, Aberdeen, SD

Sep 2017 - Jul 2020

Responsibilities:

- Maintaining custody of financial assets and managing accounting and financial records.
- Organizing and supervising fundraising and cash collection activities to ensure accurate record keeping and proper segregation of duties.
- Training staff and volunteers.
- Acting as a liaison for community, local organizations, and local and state governments.
- Ensuring timely payments to vendors and other accounts payable.
- Assisting secretary in establishing and executing procedures to safeguard organizational assets.
- Keeping the president and secretary updated with the financial condition of the organization.
- Preparing financial reports and communicating them to the board members.
- Following up on financial inquiries from the board, administration, and constituents.
- Participating in key organizational decisions.

Projects and Achievements:

- Developed a cloud-based accounting system to maintain accounting and financial records.
- Developed internal control procedures to safeguard assets.
- Organized a Somali Meet and Greet event in collaboration with the Aberdeen Area Diversity Coalition.
- Assisted board members in relocation and property lease decisions.

SCHOLARSHIP ACTIVITIES

- Niazi, Hassan Khan. "Best First Credit Cards." *WalletHub*, 27 Apr. 2021.
- Niazi, Hassan Khan. "Mission Perspective Framework: Using Allocation Ratios to Determine Mission-Focus of South Dakota Regental Universities." *University of South Dakota*, ProQuest, 2020.

- Niazi, Hassan Khan. "Credit Card Consolidation Loan Offers." *WalletHub*, 9 Oct. 2020.
- "Chapter 12: Balanced Scorecard and Other Performance Measures." *Principles of Accounting, Volume 2: Managerial Accounting*, by Mitchell Franklin et al., vol. 2, OpenStax, 2019, pp. 619–662. Reviewer
- Niazi, Hassan Khan. "Most Charitable States." *WalletHub*, 27 Nov. 2018.

MEMBERSHIPS AND AFFILIATIONS

Institute of Management Accountants (IMA)	Academic Member	since Nov 2021
Texas State Board of Public Accountancy (TSBPA)	CPA Candidate	since Jan 2013
SAP Global	Certified Associate	since May 2012
Toastmasters International - Hub Toastmasters Club	Secretary	Jun 2018 - Jul 2020
The Elks Lodge #1046	Audit Committee Chair	Apr 2018 - Jul 2020
Muslim Community Center of Aberdeen	Treasurer	Sep 2017 - Jul 2020
Aberdeen Area Diversity Coalition	Member	Nov 2016 - Jul 2020

SKILLS

Teaching

- Fostering productive learning environment
- Student motivation and encouragement
- Curriculum and assessment development
- Implementing and following accreditation standards
- Promoting academic integrity
- Incorporating DEIB in instruction
- Developing lesson plans
- Flipped, hybrid, and remote learning
- Classroom organization and management
- Proctoring and grading
- Academic and career advising

Managerial

- Training and mentoring
- Leadership management
- Team building and collaboration
- Office management and staff supervision
- Conflict management and problem-solving
- Time and change management
- Organizational skills
- Public speaking
- Interpersonal communication
- Presentation skills
- Documentation skills (professional and academic)
- Multitasking and attention to detail

Technical

- Higher education finance
- Budgeting and financial analysis
- Audit and compliance
- Internal audit and control
- Accounting systems design and management
- Accounts payable and vendor management
- Bank and credit card reconciliation

- Business plan and proposal development
- General ledger management and journal entries
- Business spreadsheets and expense reporting
- Cash handling

Language

- Fluent in English and Urdu
 - IELTS Overall Band Score: 9.0 (Listening 9.0, Reading 8.5, Writing 8.5, Speaking 9.0)
 - Native speaker of Urdu
- Speaking proficiency in Hindi and Punjabi
- Limited proficiency in Spanish, Arabic, Japanese, and Mandarin language

Software

- Blackboard LMS
- Canvas LMS
- Desire2Learn LMS
- EduSync proctoring
- Google Docs, Sheets, Slides, Forms, and Sites
- MS Office Word, Excel, PowerPoint, Outlook, and Access
- QuickBooks
- Respondus Campus-Wide
- SAP ERP
- SPSS
- TeamMate Audit Management System

Hardware

- Adding machines
- Printers and copiers
- Projectors
- Desktops, laptops, tablets, and handheld devices (Macintosh, Windows, and Android)
- Shredders
- Multi-line phone system