

PROMOTION RECOMMENDATION  
The University of Michigan-Dearborn  
College of Business

Approved by the  
Regents  
May 21, 2015

Kevin Kobelsky, assistant professor of accounting and finance, Department of Accounting and Finance, College of Business, is recommended for promotion to associate professor of accounting and finance, with tenure, Department of Accounting and Finance, College of Business.

Academic Degrees:

Ph.D.	2000	University of California, Irvine, CA
M.B.A.	1990	York University, Toronto, Canada
Bachelor of Commerce	1983	University of Windsor, Windsor, Canada

Professional Record:

2011 – present	Assistant Professor of Accounting and Finance, Department of Accounting and Finance, University of Michigan-Dearborn
2004 – 2011	Assistant Professor of Accounting, Department of Accounting & Business Law, Hankamer School of Business, Baylor University
1999 – 2004	Assistant Professor of Accounting, Leventhal School of Accounting, Marshall School of Business, University of Southern California

Teaching: Professor Kobelsky is rated between significantly capable and excellent in teaching. Kevin has taught two different courses for the department - ACC 380: Accounting Information Systems and ACC 601: Advanced AIS. He has implemented innovations in both of these courses and demonstrates a high level of commitment to his students. Professor Kobelsky's student evaluation results are above the department's average for seven of his nine semesters and nearly equal to the average for the other two semesters. Observers to his classes report that his teaching methods are consistent with many excellent teachers. Professor Kobelsky uses a variety of student assessment methods in all of his classes including, exams, quizzes, projects, papers, and participation. He demands continuous engagement from his students.

Research: Professor Kobelsky is rated excellent in research. Over the past six years, Professor Kobelsky has published eleven articles including six publications while at the University of Michigan-Dearborn. All six articles have been published in high quality research journals, which includes one published at *Accounting Horizons*, a top journal in the accounting area. His articles are co-authored, and of excellent quality. It is expected that Professor Kobelsky will continue to produce high quality research in the future.

Recent and Significant Publications:

Kobelsky, K. 2014. "A Conceptual Model for Segregation of Duties: Integrating Theory and Practice for Manual and IT-based Processes," *International Journal of Accounting Information Systems*. Forthcoming.

- Kobelsky, K. 2014. "Enhancing IT Governance with a Simplified Approach to Segregation of Duties," *ISACA Journal*. Volume 4, July, pp. 40-43.
- Kobelsky, K., G. Larosiliere, and E. Plummer. 2014. "The impact of Information technology on performance in the not-for-profit sector," *International Journal of Accounting Information Systems*. 15 (1), March, pp. 47-65.
- Kobelsky, K., J. Lim, and R. Jha. 2013. "The impact of performance-based CEO and CFO compensation on internal control quality," *Journal of Applied Business Research*. 29 (3), May/June, pp. 913-934.
- Kobelsky, K. 2012. "Discussion of 'On IT governance structures and their effectiveness in collaborative organizational structures,'" *International Journal of Accounting Information Systems*. 13 (3), September, pp. 221-223.
- Klamm, B.K., K. Kobelsky, M. Weidenmier Watson. 2012. "Determinants of the Persistence of Internal Control Weaknesses," *Accounting Horizons*. 26 (2) June, pp. 307-333.

Service: Professor Kobelsky is rated excellent in service. Since joining the faculty, Professor Kobelsky has been an active participant in the COB's affairs. He has served on the COB Academic Standards and Undergraduate Curriculum Committees. At the department level, he contributed significantly to the department committee recommending changes to the accounting curriculum and for the development of the new Professional Accounting major.

External Reviewers:

Reviewer A: "Professor Kobelsky's articles are well written, professionally organized ... He has published his work in the highest quality journals..."

Reviewer B: "His publications represent a consistent, broad research endeavor of high quality. ...the publications (*the Accounting Review and Accounting Horizons*) document a level of research accomplishment that is very unusual for AIS researchers."

Reviewer C: "Dr. Kobelsky reports eighteen publications or working papers in the publication review process. Nine of the publications and the three working papers in the publication review process are in well-known, general accounting or well-respected accounting information systems niche journals. The papers have all been published in the last eight years suggesting that Kevin is averaging just over one publication a year. This publication record demonstrates consistent effort and interest in publishing high quality research."

Reviewer D: "Professor Kobelsky is one of the leading researchers in accounting information systems (AIS). Kevin has a well-deserved reputation for high quality research."

Reviewer E: "... Dr. Kobelsky was able to publish his recent work ... not only in a well-respected academic journal ... but also in the leading practitioner journal for IT auditors, it demonstrates both the relevance of his research for practice as well as his ability to explain his scholarly work to practitioners. I expect that he will continue to make significant contributions to the accounting information systems literature"

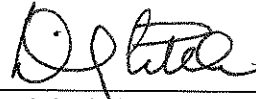
Reviewer F: "Dr. Kobelsky has developed a solid and steady program of high quality research over an extended period... Dr. Kobelsky has been extremely active in the AIS research

community and has basically already taken on roles that you would hope to see in a seasoned Associate Professor.”

Summary of Recommendation: We are very pleased to recommend, with strong support of the College of Business Executive Committee, Kevin Kobelsky for promotion to associate professor of accounting and finance, with tenure, Department of Accounting and Finance, College of Business.



N. Raju Balakrishnan, Dean  
College of Business



Daniel Little, Chancellor  
University of Michigan-Dearborn

May 2015