

**Curriculum Vitae
Herbert W. Snyder
November 27, 2017**

Work

Accounting, Finance and Information Systems
NDSU
208 Barry Hall
NDSU Dept. 2410
PO Box 6050
Fargo, ND 58108-6050
701-231-8512
Email: herbert.snyder@ndsu.edu

Home

1329 11th Avenue, S.
Fargo, ND 58103
701-235-0494
701-306-5226 (Cell)

Education:

Babson College, Accounting/Management, B.S., 1981
Syracuse University, Information Science, Ph.D., 1994

Professional and Academic Positions:

July, 2013-Present. Chair. Accounting, Finance and Information Systems Department (AFIS), North Dakota State University, Fargo, North Dakota

Fall, 2011-2015. Master of Accountancy Program Director. Accounting, Finance and Information Systems Department (AFIS), North Dakota State University, Fargo, North Dakota

Spring 2011 – Present. Professor, Accounting, Finance and Information Systems Department (AFIS), North Dakota State University, Fargo, North Dakota

Fall 2003 – Fall, 2010 Associate Professor, Accounting and Information Systems Department (AIS), North Dakota State University, Fargo, North Dakota

Fall, 1999-Spring 2003: Assistant Professor, Management Information Systems Department, Fort Lewis College, Durango, Colorado

Fall 1994- Spring, 1999: Assistant Professor, School of Library and Information Science, Indiana University, Bloomington, Indiana

7/77 – 9/98: Senior Intelligence Analyst, 425th Military Intelligence Detachment, U.S. Army Reserve

10/85-9/88, 8/82-9/84: Senior Investigator, New York State Insurance Fund, Syracuse, New York

10/84-10/85: Social Services Management Specialist, NYS Department of Social Services, Syracuse, New York

Teaching

Fall 2003 – Present – **Professor, NDSU**

ACC 735 – Applied Professional Research
ACC 421/621 – Auditing I
ACC 422/622 – Auditing II
ACC 410/610 – Fraud Examination
ACC 411/611 – Advanced Fraud Examination
ACC 201 – Elements of Accounting: Managerial

Fall, 1999-Spring 2003 – **Assistant Professor, Fort Lewis College**

ACC 436 – Auditing - Theory & Practice
CSIS 322 – Management Information Systems
CSIS 402 – Electronic Commerce
CSIS 425 – Accounting Information Systems
BA 402 – Competitive Intelligence
BA 301 – Management and Organizational Behavior

Fall, 1992- Spring, 1999 – **Assistant Professor, Indiana University**

L545 – Systems Analysis
L507 – Management of Information Environments
L562 – Information Accounting
L701 – Introduction to Doctoral Research

Scholarship

Books:

Snyder, H. (2006). *Small Change, Big Problems: Detecting and Preventing Financial Misconduct in Your Library*. Chicago: American Library Association.

Snyder, H, and Davenport, E. (1997). *Costing and Pricing in the Digital Age*. New York: Neal-Schuman.

Refereed Publications:

Snyder, H., Andersen, M., and Zuber, J. (2017). Before and After Fraud in Nonprofits: Changes in Internal Controls in the Wake of Financial Crime. *Strategic Finance*. 98 (9). 54-61.

Snyder, H. (2016). Making Better Ethical Decisions. *portal: Libraries and the Academy*. 16 (3): 457-464.

Snyder, H., and Emerson, N. (2016). Midland Dairy Products – an ethics case. *Strategic Finance*. 98(1). 48-53.

Reprinted in *IMA Educational Case Journal*, June, 2017, forthcoming.

Snyder, H., and Emerson, N. (2014). Fleecing the shepherds. *Fraud Magazine*. March/April, 25-28.

Herda, D. N., and H. Snyder. (2013). Independent audits of conflict minerals reports. *Current Issues in Auditing* 7 (2): A24-A32.

Snyder, H., Clifton, J., and Bowlin, W. (2012). Alchemy – An Internal Auditing Case. *IMA Educational Case Journal*. 5(4). Art. 2.

Snyder, H., Ehnert, K., Knopik, H., and Clifton, J. (2012). Women's Work? Beauty Pageants, Professionalism and Tax. *The Journal of Theoretical Accounting Research*. 8(1), 24-36.

Snyder, H. and O'Bryan, D. (2012) Fraud in Intercollegiate Athletics: When Major League Money Meets Little League Controls. *Fraud Magazine*. January/February, 24-29.

Snyder, H. (2011). Client confidentiality and fraud: Should auditors be able to exercise more ethical judgment? *Fraud Magazine*. January/February, 50-53,61.

Snyder, H., and Dietz, D. (2010). Assessing Internal Controls: Do Management and Staff Agree?. *Management Accounting Quarterly*. 12(2), 35-40.

Snyder, H. and Clifton, J. (2010). Forensic Accounting Fieldwork, Media and Exercises Project. *Journal of Forensic & Investigative Accounting*. 2(2). Available at: <http://www.bus.lsu.edu/accounting/faculty/lcrumbley/jfia/Articles/v2n2.htm>

Snyder, H. and Crescenzi, A. (2009). Intellectual capital and economic espionage: New crimes and new protections. *Journal of Financial Crime*. 16(3): 245-254.

Reprinted in: *Transnational Financial Crime* (The Ashgate Library of Essays on Transnational Crime Series), 2013.

Khan, S., Snyder, H., Rathke, A., Scott, M. and Peterson, C. (2008). Is There a Successful Business Case for Telepharmacy?? *Telemedicine and e-Health*. 14(3): 235-244.

Dietz, D and Snyder H. (2007). Internal control differences between community health centers that did or did not experience fraud. *Research In Healthcare Financial Management*. 11(1), 91-102.

Snyder, H. (2007). Securitrionics and Competitive Intelligence. *The Mountain Plains Journal of Management and Economics*. Available at: <http://www.mountainplains.org/cases/Mountain20Plains20Journal20of20Business20and20Economics.htm>

Snyder, H., and Jongward, S. (2007). Watching the watchmen: Applying audit risk models to auditor's opinions. *Journal of Theoretical Accounting Research*. . 2(2), 1-33.

Snyder H. and Dietz, D. (2006). Fraud Research and Litigation: How to avoid being sued and what to do if you are. *Fraud Magazine*. July/August, 40-43.

Snyder, H. and Dietz, D. (2006). Minimizing the Risk of Financial Fraud. *Family Practice Management*. 13, 45-50.

Snyder, H. and Dietz, D.(2006). Fraud in Community Health Centers. *Journal of Forensic Accounting*. 7, 133-145.

Snyder, H. and Clifton, J. (2005). Stealing from the Collection Plate: Fraud in Churches and religious groups. *Fraud Magazine*. Nov./Dec, 2005, 20-23, 46.

Snyder, H. (2005). Client confidentiality and fraud: Does Sarbanes–Oxley deal with the issue? *Business and Professional Ethics Journal*. 23, 245-257.

Snyder, H. (2004). The sophomore slump: Improving internal controls in small businesses once they succeed. *Fraud Magazine*. Nov./Dec, 2004, 45-47,61.

- Snyder, H., and Davenport, E. (2004). Managing Social Capital. *Annual Review of Information Science and Technology*, 39, 517-550.
- Snyder, H., and Pierce, J. (2002). Intellectual Capital. *Annual Review of Information Science and Technology*, 36, 467-500.
- Snyder, H., Cook, R. and McKnight, R. (2002). Where did my money go: A case study of small business embezzlement. *Annual Advances in Business Cases*.
- Snyder, H. and Pierce, J. (2002). Measuring Intellectual Capital: A Valuation Strategy for Library and Information Centers. *Library Administration and Management*. 17: 28–32
- Snyder, H. and Rosenbaum, H. (1999). Can search engines be used as tools for web link analysis?: A critical review. *Journal of Documentation*. 55(4).
- Cronin, B., Snyder, H., Rosenbaum, H., Martinson, A, and Callahan, E.(1998). Invoked and the Web. *Journal of the American Society for Information Science*. 49(14). 1319-1328.
- Snyder, H. and Bonzi, S. (1998). Patterns of self-citation across disciplines (1980-1989). *Journal of Information Science*. 24 (6). 431-435.
- Snyder, H. (1998).When fundraising is too innovative. Part I: Avoiding unrelated business income. *Library Administration and Management*. Winter, 1998. 26-32.
- Snyder, H. (1998).When fundraising is too innovative. Part II: Protecting your tax-exempt status. *Library Administration and Management*. Winter, 1998. 33-35.
- Snyder, H. (1997). What does it really cost: allocating indirect costs. *The Bottom Line*. Winter, 1997. 158-164.
- Snyder, H. (1997). Protecting our assets; Internal control principles in libraries. *Library Administration and Management*. Winter, 1997. 42-46.
- Cronin, B., Snyder, H., and Atkins, H. (1997). Comparative rankings of authors in monographic and journal literature: a study of sociology. *Journal of Documentation*. June, 1997, 263-273.
- Snyder, H. and Hersberger, J. (1997). Public libraries and embezzlement: An examination of internal control and financial misconduct. *Library Quarterly*. January, 1997. 1-23.
- Snyder, H. and Kurtze, D. (1996). Chaotic behavior in computer mediated communication. *Information Processing and Management*. October, 1996. 555-562.

Snyder, H., Davenport, E. (1995). Who cites women, whom do women cite?: An exploration of gender and scholarly communication in sociology. *Journal of Documentation*. December, 1995.

Snyder, H., Davenport, E., and Cronin, B. (1995). What's the use of citation?: Citation analysis as a literature topic in selected disciplines of the social sciences. *Journal of Information Science*. March, 1995. 75-85.

Bonzi, S., and Snyder, H. (1991). Motivation for citation: A comparison of self citation and citation to others. *Scientometrics*. March, 1991. 245-254.

Refereed Conference Presentations:

Snyder, H., and Clifton, J. (2012). One Man's Trash...Performing and preventing trash archeology. Accepted for presentation at the *Sixth Annual Fraud and Forensic Accounting Education Conference, Savannah, GA, May 15-17, 2012*

Hawley, W. & Snyder, H. (2011). God, Allah, Christians, Muslims, and the Munchies: An examination of entertainment concessions for El Cid, Ancient and Modern. *Medieval Association of the Midwest 2011 Annual Conference*. (Sept. 29 – Oct. 1, 2011).

Snyder, H., Ehnert, K., Knopik, H. and Clifton, J. (2011). Women's Work? Beauty Pageants, Professionalism and Tax Treatment. *Eighteenth Annual Conference of the American Society of Business and Behavioral Sciences*. (February 26, 2011).

Snyder, H. (2010). Bringing Economic Crime From the Boardroom to the Classroom. *21st International Conference on College Teaching and Learning*. (April 22, 2010).

Snyder, H. and Dietz, D. (2010). Comparison of Management and Staff Perception on the Strength of Internal Controls. *Seventeenth Annual Conference of the American Society of Business and Behavioral Sciences*. (February 19, 2010).

Snyder, H. and Dietz, D. (2008). Comparing management and staff perceptions of internal control: How well do they match? *2008 Annual Conference of the American Academy of Accounting, Finance and Economics*. (Dec.12, 2008).

Snyder, H. and Clifton, J. (2008). Innovation in Fraud Education at NDSU. *2008 Annual meeting of the American Accounting Association, August 5, 2008*.

Snyder, H. and Crescenzi, A. and Clifton, J. (2008). Intellectual Capital and Economic Espionage: New Assets, New Crimes and New Protections. *Second Annual Fraud and Forensic Accounting Education Conference*. (May 17, 2008)

Snyder, H. and Clifton, J. Auditing Alchemy: A forensic accounting case. *2007 Annual Meeting of the AAA Midwest Region*. (April 13, 2007).

Snyder, H. (2005). Legal problems and protections for fraud researchers: A case study with policy recommendations. *2005 Annual Meeting of the American Academy of Accounting and Finance*. (Dec. 8, 2005).

Snyder, H., and Jongward, S. (2005). Watching the watchmen: Applying audit risk models to auditor's opinions. *Mountain Plains Management Association, 2005 Conference*. (October 15, 2005).

Snyder, H. and Dietz, D. (2004). Differences in internal control between organizations which have experienced financial misconduct and those which have not. *2004 Annual Meeting of the American Academy of Accounting and Finance*. (Dec. 9, 2004).

Snyder, H. and Davenport, L. (2004). Social Capital and Organizational Informatics. *International Conference on Intellectual Capital, Knowledge Management and Organisational Learning, 2004 Conference*. (Oct.30, 2004).

Snyder, H. and Pierce, J. (2004). "Does She or Doesn't She?":An Analysis of Publications on Women's Managerial Styles. *Mountain Plains Management Association, 2004 Conference*. (October 16, 2004).

Dietz, D. and Snyder, H. (2004) Fraud in Community Health Centers. *2004 Annual Meeting of International Society of Research in Healthcare Financial Management*. (August 16, 2004).

Snyder, H. (2004). Life after SAS 99 and Sarbanes-Oxley: Are we really any better off? *University of Minnesota Ethics in the Financial Services after Sarbanes-Oxley Conference*. (April 17, 2004)

Snyder, H, and Rosenbaum, H.(1998) How Public is the Web? Robots, Access, and Scholarly Communication. *Proceedings of the 61st Annual Meeting of the American Society for Information Science*, vol. 35. 453-462

Snyder, H. (1998). Activity based costing and the management of websites. *Proceedings of the 10th Annual Meeting of the Information Resources Management Association International Conference*. Vol 10, pp 1067-1070. Hershey, PA: Idea Group Publishing

Snyder, H., Rosenbaum, H. and Schlag, S. (1996). Advertising on the World Wide Web: Issues and policies for not-for-profit organizations. In Hardin, S. (Ed.). *Proceedings of the 59th Annual Meeting of the American Society for Information Science*. vol. 33. 52-157. Medford, NJ: Information Today.

Snyder, H., and Kurtze, D. (1993). How strongly deterministic is chaotic behavior in computer mediated communication? *Proceedings of the 4th Annual International Conference on Bibliometrics, Scientometrics, and Informetrics*. Berlin, GE. 109-116.

Snyder, H., Rosenbaum, H., and Hert, C. (1992). Referencing norms in computer mediated communication: An exploratory study of computer conferencing. In Shaw, D. (Ed.). *Proceedings of the 55th Annual Meeting of the American Society for Information Science*, vol. 29. 93-97.

Snyder, H., and Kurtze, D. (1992). An examination of the utility of non-linear dynamics for analyzing human information behaviors. In Shaw, D. (Ed.). *Proceedings of the 55th Annual Meeting of the American Society for Information Science*, vol. 29. 98-100.

Rosenbaum, H. and Snyder, H. (1991). An investigation of emerging norms in computer mediated communication: An empirical study of computer conferencing. In Griffiths, J.M. (Ed.). *Proceedings of the 54th Annual Meeting of the American Society for Information Science*, vol. 28. 15-35.

Snyder, H., Kurtze, D., and Newby, H. (1991). An investigation of chaos in computer mediated communication. *Informetrics-91*. Bangalore, India: Sarada Ranganathan Endowment for Library Science. 332-342.

Katzer, J., and Snyder, H. (1990). Toward a more realistic assessment of information retrieval performance. *Proceedings of the 53rd Annual Meeting of the American Society for Information Science*, vol. 27. 80-85.

Snyder, H., and Bonzi, S. (1990). Patterns of citation across fields of inquiry. *Proceedings of the 53rd Annual Meeting of the American Society for Information Science*, vol. 27. 204-207.

Bonzi, S., and Snyder, H. (1989). An enquiry into the behavior of author self citation. *Proceedings of the 52nd Annual Meeting of the American Society for Information Science*, vol. 26. 147-152.

Nilan, M., Snyder, H., and Peek, R. (1988). A methodology for tapping user evaluation behaviors. *Proceedings of the 51st Annual Meeting of the American Society for Information Science*, vol. 25. 152-160.

Non-Refereed Articles

Snyder, H. (2005). Management basics; Creating healthy work environments. *Indiana Libraries*. 24 (3). 43.

Snyder, H. (2005). Management basics: life as a library board member. *Indiana Libraries*. Spring, 2005. 12.

Snyder, H. (2001). Covering your Assets: Simple steps for better internal control. *Econometer*. Winter, 2001. 11.

Journal Columns

Small Change: A column about accounting and finance in libraries. In, *Library Administration and Management*. Quarterly, 1998-2003

Encyclopedia Articles

Hersberger, H., and Snyder, H. (2000). Internal Control and Financial Misconduct in Public Libraries. *Encyclopedia of Library and Information Science*. (Vol. 66, pp.173-185). New York: Marcel Dekker, Inc.

Awards and Grants

National Awards

Institute for Management Accountants, 2016

Carl Menconi National Ethics Case Writing Competition – Best Case

Association of Certified Fraud Examiners – Outstanding Achievement in Outreach/Community Service Award. 2014

Institute for Management Accountants, 2012

National Educational Case Writing Competition, First Place. *Alchemy, An Internal Auditing Case*.

Institute for Management Accountants, 2011

Certificate of Merit, for outstanding paper in *Management Accounting Quarterly*.

AACSB Innovation in Business Education Award (First Place). 2010

Association of Certified Fraud Examiners – Fraud Educator of the Year. 2010

International Conference on College Teaching and Learning Award for Innovative Excellence in Teaching, Learning, and Technology. 2010

American Accounting Association Innovation in Accounting Education Award, 2008.

Association of Certified Fraud Examiners, Hubbard Award, 2006.

Best paper published in *Fraud Magazine* in 2005.

Fulbright Scholar, MIS Research/Lectureship, Ukraine. Spring, 2003

NDSU Awards

NDSU Chamber of Commerce Distinguished Faculty Service Award, 2011

NDSU Accounting Professor of the Year, 2010

NDSU Peltier Award for Innovative Teaching. 2009.

Grants – Research and Teaching

Great Lakes Higher Education Guaranty Corp., 2017

“College Completion Grant to help propel at-risk students to graduation.” In the amount of \$200,000. With Andrea Weber, Brian Slator, Charlene Wolf-Hall, Emily Berg, Jaclynn Walette, Jeffrey Jacobs, Joel Hektner. Kenard Booker, and Mark Hanson.

Institute for Management Accountants, 2015

“Financial Misconduct and Internal Controls: A Survey of U.S. Nonprofits,” in the amount of \$14,442.50. Awarded, 11.19,2013. With Margaret Andersen and Jill Zuber.

NDSU Curriculum and Technology Development Grant, 2007.

Interactive fraud audit computer game production. \$3,000.

Institute for Management Accountants, 2006

Research Award, management perceptions of internal controls. \$5,000.

NDSU Curriculum and Technology Development Grant, 2005.

Interactive fraud audit video production. \$4,000.

Colorado Institute of Technology. 2002-2003. Assistant Director. (\$212,000)

“For the increase of curriculum leading to improved technology skills in students.”

Center on Philanthropy, Indianapolis, IN, 1999, 2000

"Frequency, causes and prevention of financial misconduct in nonprofit organizations: A national survey." (\$8,000.00)

Renewed for 2000-2001

Fort Lewis School of Business Administration Technology Enhancement Grant, 2001.
\$5,000.

National Science Foundation, India Travel Grant Award, 1991.

Kellogg Foundation, Kellogg Research Fellow, 1991-1992.

Syracuse University, University Research Fellow, 1988-1991

Professional Activities and Service:

Peer Reviewer Fulbright Selection Board, 2004-2010

Editorial Board – *Fraud Magazine*, 2007-2016.

Editorial Board – *portal: Libraries and the Academy*, 2017

CPA Exam Question writer, 2004

Editorial board – *Journal of Global Information Management*. 1997-2003.

Referee and book reviewer:

Journal of Documentation

Journal of the American Society for Information Management

Information Processing & Management

Library Quarterly

Journal of Information Science

Library Administration and Management

1992-present.

Review Editor – *Journal of Economic and Social Intelligence* (1992-1994)

Local Institutional Activities: North Dakota State University (NDSU)

NDSU Peer Reviewer Program (Mentor, Summative and Formative Reviewer, 2007-2017)

NDSU Undergraduate Curriculum Review Committee. (2010 -2014)

NDSU University Academic Affairs (2005-2009, Chair 2008-2009)

NDSU University Faculty Promotion and Tenure Regulations Revisions Committee (2007-2008, ad hoc)

NDSU Instructional Technology Advisory Committee (2006-2007)

NDSU Faculty Lectureship Award Committee (2005-2013)

NDSU Academic Standards (2003-2006)

College of Business PTE Committee (2009-2013, Chair 2011)

College of Business Barry Hall Library Committee (2009-2011)

College of Business Curriculum Committee (2006-2013)

College of Business Student Progress Committee (2003-2006), Chair 2005-2006

AFIS Dept. Search and Screen Committees (Multiple, 2004-2010, Chair 2007, 2008, 2009, 2010)

AFIS Dept. Curriculum Committee (2003-2011)

AFIS Dept. PTE Committee (2009-2011), Chair 2010 -2011.

Delta Upsilon fraternity faculty advisor 2003-2005.

Community Service:

Fargo Public Library Board of Trustees – 2004 – present (President 2006-2010)
Fargo Public Library Building Committee - 2004 - 2009
Northland Educator's Credit Union Supervisory Board - 2004 – 2011
Northern Lights District Boy Scouts of America – District Commissioner - 2005
Future Business Leaders of America, Regional Competition Judge – 2004
ND State Science Fair Judge – 2004, 2005, 2006
District 9R Financial Advisory Board, Durango, CO.
Vocational Advisory Board, Area 11J School District, Bayfield, CO 1999-2002
Board of Directors, Monroe County Community Kitchen, (Bloomington, IN) 1996-1999.
Future Business Leaders of America, Regional Competition Judge 2000-2002

Continuing Education

Alternative Dispute Resolution Mediator Training, University of North Dakota,
Completed, Sept. 2013.
China Faculty Development Program, sponsored by the Center for International Business
Education and Research (CIBER). January 1-14, 2011.
Peer review teaching program, NDSU, 2005, 2006, 2008, 2009, 2010
AIS workshop, AIS Educators Association (June, 2002)
AIS Teaching Workshop - American Accounting Association (June, 2002)
Outdoor Educator Course - National Outdoor Leadership School (1999)
Excellence in Teaching Distance Education Mentorship Program – IU Center for
Distance Learning (1998)

Professional Organizations

Association of Certified Fraud Examiners
Institute of Internal Auditors
National White Collar Crime Institute
AICPA

Professional Certifications

Certified Fraud Examiner (CFE)
Credit Union Compliance Expert (CUCE)