

SANOBAR A. SIDDIQUI, M.COM, M.Phil., Ed.D., CMA (USA)

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Assistant Professor, Accounting (Tenure Track)
Paul J. Hill School of Business | Faculty of Business Administration
University of Regina | Regina, Saskatchewan, Canada

EDUCATION, LEARNING, AND QUALIFICATIONS

EDEN Seminar on Quantitative Empirical Research in Management Accounting European Institute of Advanced Studies in Management, Belgium <i>One-week seminar providing historical empirical context for research in managerial accounting. Pivotal in fuelling my 2022 and beyond area of research: sustainability accounting.</i>	2022
Certified Management Accountant CMA (U.S.A) Institute of Management Accountants (IMA), Licence # 94860	2021
Doctor of Education (Ed.D.), University of Calgary, AB, Canada Cumulative GPA: 3.95/4.00 Dissertation: “The status of the scholarship of teaching and learning in the accounting discipline: A case study of academics' perspectives.” <i>Successfully defended the thesis on March 13, 2019, convocated June 2020.</i>	2019
Master of Philosophy in Commerce (M.Phil.) VMU, India Dissertation: “Financial performance analysis of selected public sector undertakings in Bangalore, Karnataka.”	2009
Master of Commerce (M.Com.) Dr. RML Avadh University, India	2003
Bachelor of Commerce (B.Com.) Dr. RML Avadh University, India	2001

ACADEMIC POSITIONS

University of Regina, Canada Assistant Professor (Tenure Track) Courses taught: Introduction to Managerial Accounting (2 nd year undergraduate course) Introduction to Financial Accounting (2 nd year undergraduate course) Cost Accounting (3 rd year undergraduate course) Advanced Managerial Accounting (4 th year undergraduate course)	Jun. 2021-present
University of Regina, Canada Adjunct Professor Faculty of Graduate Studies and Research	Jan. 2021-May 2021
University of Toronto, Canada Sessional Instructor Courses taught: Management Control (4 th -year undergraduate course)	Jan.-Apr. 2019
University of Calgary, Canada Sessional Instructor Courses taught: Language Enrichment for Statistics (3 rd -year undergraduate course) Adjunct for Mathematics (2 nd -year undergraduate course)	Sep.-Dec. 2018
Prince Muhammad University, Kingdom of Saudi Arabia Instructor Courses taught: Managerial Planning & Control (4 th -year undergraduate course) Learning Assessment III (4 th -year undergraduate capstone project) Intermediate Accounting II (3 rd -year undergraduate course) Intermediate Accounting I (2 nd -year undergraduate course) Fundamentals of Managerial Accounting (1 st -year undergraduate course) Fundamentals of Financial Accounting (1 st -year undergraduate course) Financial Management Principles (2 nd -year undergraduate course)	2012-2014

Shadwell International Business School, Bangalore, India | Instructor
Courses taught:
Accountants in Business (F1 - Association of Chartered Certified Accountants)
Financial Accounting, I (1st year undergraduate course)
Principals of Management (1st year undergraduate course)

2011

CMR Institute of Management Studies, Bangalore, India | Lecturer
Promoted to Bachelor of Business Management Coordinator (BBM)
Courses taught:
International Business (2nd-year graduate program)
Advanced Financial Management (3rd-year undergraduate degree)
Advanced Management Accounting (3rd-year undergraduate degree)
Intermediate Accounting (3rd-year undergraduate degree)
Principles of Management (1st-year undergraduate degree)
Financial Accounting (2nd-year undergraduate degree)
Managerial Accounting (2nd-year undergraduate degree)

2008-2009

RESEARCH INTERESTS

- Sustainability Accounting
- Corporate Social Responsibility
- Bibliometric Analysis
- Structured /Systematic Literature Review
- Accounting Education Research
- Scholarship of Teaching and Learning
- Qualitative Research Methodology and Methods

AWARDS AND RESEARCH & TEACHING GRANTS

Name of the Grant	Amount	Result Month	Exter/I ntern	Yearly Total in CAD
CPA Research Scholar Award, University of Regina	CAD 5,000	Jan 2025	I	5,000
Special Call for Research Grant, University of Regina	CAD 8031	Nov 2024	I	17,023
Teaching Innovation Grant, 2024	CAD 2,492	Aug 2024	I	
Teaching Excellence Award, University of Regina, 2023	CAD 1,500	Jan 2024	I	
CPA Research Scholar Award, University of Regina	CAD 5,000	Jan 2024	I	
Special Call for Research Grant, University of Regina	CAD 10,000	Nov 2023	I	32,500
Mitacs Business Strategy Internship Project, Canada	CAD 20,000	Oct 2023	E	
Teaching Innovation Grant, University of Regina	CAD 2,500	July 2023	I	
CAAA-CPA 2022 Management Accounting, Performance Management, Finance, Government & Strategy Research Grant, Canada	CAD 10,000	Dec 2022	E	53,200
Special Call of Research Grant, University of Regina	CAD 7,200	Nov 2022	I	
SSHRC Explorer Grant, University of Regina	CAD 6,000	Aug 2022	E	
Mitac Emmertech Research Project - Conexus Venture Capital Inc, Canada	CAD 20,000	May 2022	E	
Teaching and Learning Research Scholar, University of Regina	CAD 10,000	May 2022	I	
Hill Dean's Research Grant 2021 - University of Regina	CAD 5,000	Dec 2021	I	
Teaching and Learning Research Scholar, University of Regina	CAD 10,000	June 2021	I	

CPA Canada – CAAA Special Education Research Grant Program, Canada	CAD 6,000	Jan 2021	E	21,000
CPA Canada – CAAA Special Education Research Grant Program, Canada	CAD 10,000	Oct 2019	E	10,750
Graduate Student Conference Travel Award, University of Calgary, Canada	CAD 750	Mar 2019	E	
British Accounting and Finance Association - Accounting Education SIG grant, UK	£ 2,000	Dec 2018	E	5,350
Alberta Graduate Students (Travel Award) Canadian, University of Calgary, Canada	CAD 750	Oct 2018	E	
Graduate Programs in Education Scholarly Engagement Award, University of Calgary, Canada	CAD 1200	Mar 2018	E	
Total				\$144823 <u>CAD</u>

PUBLISHED PAPERS

Siddiqui, S.A., Keddie, L. (2025). What’s the hold up? Sustainability reporting's uneven push into areas of ‘old guard’ traditional accounting: A bibliometric analysis. Accounting Perspectives.
([ABDC- B Journal](#))

Siddiqui, S. (2024), “A Structured Review of Research-Informed Instructional Strategies to Support CPA Enabling Competencies in Future Accountants”. Accounting Perspectives. <https://doi.org/10.1111/1911-3838.12362>.
([ABDC- B Journal](#))

[Siddiqui, S.](#) and [Lento, C.](#) (2024), "Scholarship of teaching and learning at AACSB accredited business school: who’s doing it, and how’s it captured?", [International Journal of Educational Management](#), Vol. 38 No. 1, pp. 197-212. <https://doi.org/10.1108/IJEM-07-2022-0249>
([ABDC- B Journal](#))

[Siddiqui, S.](#) and [Lento, C.](#) (2022), "Exploring teaching effectiveness and research on teaching and learning at AACSB accredited business schools in Canada and the US", [International Journal of Educational Management](#), Vol. 36 No. 4, pp. 576-592. <https://doi.org/10.1108/IJEM-12-2021-0462>
([ABDC- B Journal](#))

Anjum, S. (2012). Business bankruptcy prediction models : A significant study of Altman's Z-score model. *Asian Journal of Management Research*, 3(1), 212–219.
https://papers.ssrn.com/sol3/papers.cfm?abstract_id=2128475
([Not Indexed](#))

Anjum, S. (2010). An overview of financial ratios from the 1900s till the present day. *International Journal of Research in Commerce and Management*, 1(8), 126–131.
https://papers.ssrn.com/sol3/papers.cfm?abstract_id=1976705
([Not Indexed](#))

WORKING PAPERS (R&R)

Siddiqui, S.A. (202X). Accessing research-informed instructional strategies to teach financial and managerial accounting: A review and research agenda
(Submitted- Accounting Perspective -B in ABDC) (Under review)

Siddiqui, S.A. (202X). Integration of the sustainability education in the business accounting curriculum: A review, synthesis and research agenda
(Submitted- Journal of Accounting Education -B in ABDC) (Under review)

Siddiqui, S.A. (202X). Historical overview of the scholarship of teaching and learning and examples of its use in Accounting Education Research.
(Submitted- The Accounting Educator’s Journal -B in ABDC) (Under review)

IN DEVELOPMENT

- Assessing Canadian Companies' progress in integrating UN Sustainability Development Goals (SDGs)
- Building a sustainable accounting pipeline at Canadian Universities: A qualitative study
- Context-Based Sustainability: An Investigation into the Innovation Municipalities Need to Navigate Toward Sustainability Thresholds

Invited Talks and Presentations

Siddiqui, S.A. (7th Feb 2025). Sustainability and Accounting: The challenges and oppourtunities for management accountants through the use of AI, **An International Conference on Recent Advances in Applied Science & Humanities in Evolution of Engineering (RAASHEE-2025)**, India. <https://www.raashee.in/>

Siddiqui, S.A. (2025). A Structured Review of Research-Informed Instructional Strategies to Support CPA Enabling Competencies in Future Accountants, **Canadian Academic Accounting Association, Webinar series**, XXXX 2025.

Siddiqui, S. A. (2024). How to conduct bibliometric analysis and two unique examples demonstrating bibliometric review, **Jaipuria Institute of Management, Lucknow, India**, July 25, 2024.

Siddiqui, S. A. (2024). How to conduct bibliometric analysis and two unique examples demonstrating bibliometric review, **Chandigarh University, Punjab, India**, July 28-30, 2024.

International Visiting Faculty Position

Chandigarh University, Punjab, India
NAAC Grade A+, QS world ranking 691-700

GRADUATE SUPERVISION & RESEARCH ASSISTANTS

Aaron Baton | EMBA | University of Regina **Sept 2023-June 2024**
Project: Exploring the Role of Business Sustainability in Influencing Banking Decisions in Saskatchewan

Angèle Poirier University of Regina	Sep. 2021-present
Karan Mangat University of Regina	May 2023- present
Irang Yang University of Regina	Jan- Dec 2023
Alireza Hezaryan University of Regina	Sep.-Dec. 2021

CONFERENCES AND PRESENTATIONS

P= presenter, 20 | AP=accepted paper, 4 | D= discussant, 4 | R= peer reviewer, 9 | AC=attended only, 4

Contemporary Issues in Sustainability Reporting Symposium, University of Waterloo	2024	AC
Administrative Science Association of Canada, ASAC, Montreal, Canada	2024	P R
Canadian Accounting Academic Association, Annual Conference, Halifax, Canada	2024	P R
Qualitative Accounting Research Symposium, University of Guelph*	2024	P
Administrative Science Association of Canada, ASAC	2023	P,R
American Accounting Association, Annual Conference	2023	P
Sustainability: Transdisciplinary Theory, Practice, and Action	2023	PR
Canadian Accounting Academic Association, Annual Conference	2023	AC
Canadian Accounting Academic Association, Annual Conference	2022	P R
American Accounting Association, Annual Conference	2022	P R
Accounting Education SIG Annual Conference, British Accounting and Finance Association	2022	P
European Accounting Association, Virtual Annual Conference	2021	AC
Canadian Accounting Academic Association, Annual Conference	2021	P R
Administrative Science Association of Canada, ASAC	2021	P R
American Accounting Association Annual Conference	2021	P R
CAR Conference	2021	AC
American Accounting Association Annual Meeting, San Francisco, USA	2020	AP
Canadian Accounting Academic Association, Annual Conference 2020, SK, Canada	2020	AP
14th Annual Teaching & Learning Symposium, University of Toronto, Canada	2020	AP
9th Symposium on Scholarship of Teaching and Learning, Banff, Alberta, Canada	2019	R
American Accounting Association Annual Meeting, San Francisco, USA	2019	P,D
13th Annual Teaching & Learning Symposium, University of Toronto, Canada	2019	P
British Accounting and Finance Association- Accounting Education, Special Interest Group, Ghent, Belgium	2019	P,D,R
Canadian Accounting Academic Association, Annual Conference, Ottawa, Canada	2019	Px2
American Educational Research Association, Toronto, Canada	2019	AC
Annual Research on Teaching and Learning Conference, McMaster University, Canada	2018	P
3rd Annual Qualitative Accounting Research Symposium, University of Guelph, Canada	2018	P
13th World Congress of Accounting Educators and Research, Sydney, Australia	2018	AP
8th Symposium of Scholarship of teaching and learning, Banff, Alberta, Canada	2018	P
Graduate Research Symposium, University of Calgary, Canada	2018	P
3rd Professional Development Colloquium, Prince Muhammad University, Saudi Arabia	2013	P
4th Research and Professional Development Colloquium, PMU, Saudi Arabia	2012	P

ADHOC JOURNAL REVIEWER

Journal of Business Ethics _A* in ABDC Journal Ranking
Issues in Accounting Education _A in ABDC Journal Ranking
Accounting Perspectives _B in ABDC Journal Ranking

Journal of Applied Accounting Research _B in ABDC Journal Ranking
The Accounting Educator’s Journal _ B in ABDC Journal Ranking
African Journal of Science, Technology, Innovation and Development

ACADEMIC SERVICE

Canadian Academic Accounting Association, Education Committee	2022-2025
University of Regina Faculty of Graduate Studies and Research FBA representative on FGSR council	2024-2026
University of Regina, Saskatchewan Faculty of Business Hill and Levene Schools of Business Research Strategy Committee	2024-2025
University of Regina, Saskatchewan Faculty of Business Teaching committee	2023-2025
University of Regina, Saskatchewan Faculty of Business Nominating committee	2022-2023
University of Calgary, Alberta Online & Professional Programs Distance education officer representative	2017-2019
Prince Muhammad University, Saudi Arabia Accounting Department Member of Accounting department committee	2012-2014
Prince Muhammad University, Saudi Arabia Student advising Member of student advising & external relations committee	2012-2013

WORKSHOPS AND PROFESSIONAL PROGRAMS

The Promise and Perils of AI: Implications for Financial Markets, India, and the Global Economy	9 th Jan 2025
EAA SRC/EAA EC “In Conversation with IFAC” with Bruce Vivian, IFAC, Head of Accountancy Education	17 th Oct 2024
Accounting for Impact Summit - Diversity, Equity, Inclusion, Indigeneity	4 th Oct 2024
Qualitative Accounting Research Forum 2024/25	26 th Sept 2024
Factors influencing the integration of sustainability indicators into a company's performance management system, AICPA & CIMA Academic Dialogue, Prof Christopher Akroyd, University of Canterbury, New Zealand.	25 th July 2024
2024 Annual Conference CAAA Curtain Raiser: Has Research Lost Its Way?	7 th June 2024
CAAA: Building a sustainable accounting pipeline	24 th May 2024
CAR: Crafting qualitative accounting research papers	23 rd May 2024
Tech Friday Part 1: Enhancing Accounting Education with Excel	12 th April 2024
Excel assignments reimaged with auto-marking, Accounting Café, online	22 nd March 2024
Natural Capital Accounting: No Action Is Not an Option (CAAA), Canada	8 th March 2024
Virtual Panel Discussion: Teaching and researching the SDGs, Carleton University	6 th March 2024
Carbon Content Measurement for Products, Organisations and Aggregates – Creating a Sound Basis for Decision Making, Germany.	21-23 Feb 2024
Emerging Principles & Pedagogies of Sustainability Teaching, University of Toronto	15 th Feb 2024
International Webinar on Global Perspectives towards Sustainability Standards, AAA, USA	31 st Jan 2024
CARL Bibliometrics and Research Impact Canadian CoP Event – Social Networks in Knowledge Mobilization Work	15 th Nov 2023
Carbon Accounting Webinar with Dr. Karthik Ramanna- University of Waterloo	13 th Nov 2023
Two-day Ivey Case Teaching Workshop, University of Regina	27, 28 Oct 2023
Hijacking ‘Sustainability’ (Accounting): The case of ‘ESG’ and the IFRS Foundation	12 July 2023
Fundamentals of Sustainability Institute of Chartered Accountants of England and Wales	June 2023
Teaching with Cases: Impact in the Classroom Ivey Business School	May 2023
CSEAR Education Community of Practice: Pedagogies for SEA Communities	27 April 2023
On the role of theorizing in qualitative research Yves Gendron	9 Sept 2022
An Indigenous Approach to validating Curriculum	22 Mar 2022
Practicing reciprocity in Curriculum Design	15 Mar 2022
Cultivating relational Accountability in Curriculum Development	8 Mar 2022

The role of personal values and beliefs in Curriculum Development	1 Mar 2022
Unconscious Bias Training	24 Feb2022
Virtual Canadian Accounting and Business Workshop	10,11Feb 2022
Opening Accounting Manifesto Seminar - Group 1 Series	7 Feb 2022
CPAWSB's Enabling Competencies Webinar for PSIs	3 Feb 2022
Upskilling Students and Uplifting Communities: the SURE SM Educational Model	28 Jan 2022
Introduction to Systematic and Scoping Reviews	Nov 2021
Teaching and learning: Decolonization in the classroom	Oct-Dec 2021
IASB & CAAA Research Workshop: Disclosure Requirements in IFRS Standards	Oct 2021
Gender in the Accounting profession - Diversity Group of the European Accounting Association's Virtual Activities Committee	Sept 2021
The FP&A Trends Webinar: Managing Profitability in Uncertain Times	Sept 2021
Teaching Accounting Students Big Data Skills	
Presenter: Dr.Guido Geerts, American Accounting Association	August 2019
Teaching Online Program, University of Calgary, Canada	Sep-Nov 2017
Instructional Skills Workshop, University of Calgary, Canada	Oct-Nov 2017
Introduction to Adobe Connect meeting workshop, University of Calgary	Aug 2017

PROFESSIONAL AFFILIATIONS

American Accounting Association (AAA), USA
Canadian Academic Accounting Association (CAAA), Canada
British Accounting and Finance Association- Special Interest Group (BAFA), Accounting Education
European Academic Accounting Association (EAAA)
Institute of Management Accountant, USA (IMA)
Administrative Science Association of Canada (ASAC), Canada

VOLUNTEERISM AND COMMUNITY ENGAGEMENT

ICNA Sisters, Toronto International Women's Day celebration Panellist	6 March 2022
Nisa Helpline Financial Literacy Workshop Instructor	Jan 2022
Islamic Association of Regina, Saskatchewan Board of directors	Oct 2021-Jun 2022
Islamic Association of Regina, Saskatchewan Communications Officer	Jan-Sep 2021
Lincoln Avenue Public School Pickering, Ontario, Canada School Council Chair	2015-2017
Roy H Crosby School Markham, Ontario, Canada School Council Chair	2014-2015

NEWS AND MEDIA CONTRIBUTIONS

Sound Vision Foundation Muslim Network TV Channel	Feb 2022
AACSB Insight Article	May 2024
https://www.linkedin.com/feed/update/urn:li:activity:7194327755528810496/	
https://www.aacsb.edu/insights/articles/2024/05/recognizing-the-value-of-educational-research	

CITIZENSHIP

Canada
