

CARL M. KINNOIN
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EDUCATION

- Nova Southeastern University: Doctor of Business Administration (DBA) in Management, April 2005. G.P.A. 3.9
- Keller Graduate School of Management: Master of Business Administration (MBA) with emphasis in Accounting and Finance, April 2000. G.P.A. 3.7
- California State University Long Beach: Bachelor of Science in Business Administration with dual major in Business Computer Methods and Quantitative Methods, Dec. 1981. G.P.A. 3.5

TEACHING EXPERIENCE

UNIVERSITY OF REDLANDS, Redlands, CA – 2001 to present

- Adjunct professor in College of Arts and Sciences and School of Business
- Teach Accounting in School of Arts and Sciences
- Teach Finance, Accounting, Management, and Capstone courses in undergraduate and MBA programs in School of Business
- Made presentations at School of Business faculty development conferences
- Faculty participant in University of Redlands' mentor program

THE BOEING COMPANY, Long Beach, Anaheim and Huntington Beach, CA

- Wrote syllabus and taught Finance and Accounting courses to 40 Finance personnel
- Wrote syllabus and taught Accounting class to 60 Accounting personnel
- Wrote syllabus and taught Budgeting class to 100 Procurement personnel
- Provided training to Boeing employees on Lean, Sarbanes-Oxley (SOX), cost accounting principles, labor compliance, and several new systems implementations
- Gave several presentations to Boeing senior management

PUBLICATIONS/CONFERENCE PRESENTATIONS

- “An Examination of the Relationship Between Family-Friendly Policies and Employee Job Satisfaction, Intent to Leave, and Organizational Commitment” – doctoral dissertation
- “Teaching Accounting with an Emphasis on IT” – presented November 8, 2004 at the International Academy of Management and Business (IAMB) conference in Las Vegas
- “International Expansion of Subway® Restaurants” – presented November 9, 2004 at the International Academy of Management and Business (IAMB) conference in Las Vegas
- “Improving Morale in A/P” – published in the December 1999/January 2000 newsletter of the International Accounts Payable Professionals (IAPP)
- “Interactive Voice Response” – published in the February/March 1999 newsletter of the International Accounts Payable Professionals (IAPP)

WORK EXPERIENCE

THE BOEING COMPANY, Long Beach, Anaheim and Hunt. Beach, CA – 1982 to 2017

Ethics Advisor – Office of Internal Governance – 2015 to 2017 (retired in July 2017)

- Obtained Certified Compliance & Ethics Professional (CCEP) certification in 2017
- Reviewed ethics issues submitted by employees and gave advice based on company procedures, industry guidelines, and best practices
- Prepared reports and metrics on ethics data, used data to determine areas of concern, and took action to mitigate risks

Internal Auditor – Office of Internal Governance – 2013 to 2015

- Performed assurance auditing activities to evaluate and improve the effectiveness of governance, risk management, and control processes

Manager/Group Lead – Accounting – 1994 to 2013

- Manager of Program Cost Accounting for Boeing's Huntington Beach and El Segundo operations from 2008 to 2013
- Experience as a manager of Inventory Accounting, Property Accounting, Travel Accounting, Accounts Payable, and Payroll
- Implemented several process improvements, including: 1) Implemented several common systems, tools, and processes, wrote documentation, and provided training; 2) Invoice retention, creating a system to store invoices online and eliminating paper copies; 3) Paperless "workflow" system in Accounts Payable; 4) Automated company expense report, providing an annual cost savings of \$600,000; 5) Implemented Procurement Card and paperless invoicing, reducing the number of invoices processed by 30%
- Designed and implemented a new budgeting system at Boeing's Toronto facility

Manager – Enterprise Budgets – 1992 to 1994

- Supervised 13 budget analysts

Budget Analyst/Senior Budget Analyst/Specialist – 1985 to 1992

- Prepared budgets, estimates at completion (EACs), variance analyses, cost and schedule performance measurement baselines, and risk analyses

Career Advancement Program – 1982 to 1984

- Two-and-one-half year rotation program through Manufacturing sub-divisions.

COMMUNITY SERVICE

Church of the Open Door, Glendora, CA – 2006 to present

- Church Treasurer responsible for two-million-dollar budget from 2008 to 2014
- Give presentations to congregation of 600 people
- Teach weekly adult class to 20 people

The Boeing Company

- Participated in several community service and charity events each year, including: 1) Books and backpacks campaign for local schools; 2) Boeing's global day of service providing assistance to local communities; 3) Christmas campaign providing gifts for needy families