

Cynthia Melhem

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Objective

An aspiring academic specializing in accounting, with a focus on corporate disclosure, financial reporting, and corporate governance. Passionate about applying data analytics and natural language processing (NLP) techniques to enhance financial transparency in both financial and non-financial disclosures, and to inform better standard-setting and decision-making.

Academic Employment

Assistant Professor, Tenure-Track

2025 – Present

Department of Finance & Accounting, Adnan Kassar School of Business
Lebanese American University
Beirut, Lebanon

Instructor

2023 – 2024

Department of Accounting, John Molson School of Business
Concordia University
Quebec, Canada

Education

Ph.D. in Business Administration (Specialization in Accountancy)

2020 – 2024

John Molson School of Business, Concordia University
Quebec, Canada

- **Dissertation:** *Essays on Human Capital Management Disclosure*
- Awarded **Outstanding Grade** for thesis defense
- Awarded the **Joe Kelly Graduate Award** for exceptional PhD thesis
- **Supervisor:** Dr. Michel Magnan
- **Examination Committee:** Dr. Wenzia Ge (University of Ottawa), Dr. Hongping Tan (McGill University), Dr. Rucsandra Moldovan and Dr. Luo He (Concordia University).

Master of Business Administration

2018 – 2020

GPA 4.00/4.00
Lebanese American University

BSc in Banking and Finance

2014 – 2017

GPA 3.94/4.00
Lebanese American University

Professional Experience

External Auditor

PricewaterhouseCoopers – Beirut, Lebanon

2017 – 2018

Research Interests

Corporate Disclosure, Financial Reporting, Corporate Governance, Textual Analysis, and Data Analytics.

Publications

1. Jizi, M., Nehme, R. and **Melhem, C.** (2022), "Board Gender Diversity and Firms' Social Engagement in the Gulf Cooperation Council (GCC) Countries", *Equality, Diversity and Inclusion*, Vol. 41 No. 2, pp. 186-206. Available at: <https://doi.org/10.1108/EDI-02-2021-0041>.

Working Papers

1. Human Resources Governance and Human Capital Management Disclosure Following the SEC Mandate
2. Unveiling Value: Do Human Capital Disclosures Matter for Analysts?
3. The Effect of Board Interlocking on Risk Factor Disclosure

Conferences and Workshops Presentations

- Accounting Standards Board (AcSB) and International Accounting Standard Board (IASB) Conference *October 2025*
Joint User Advisory Committee (UAC) and Academic Advisory Committee (AAC)
Paper: Human Capital Disclosures and Analyst Forecasts
CPA Canada Office
Toronto, Canada
- 2025 Canadian Academic Accounting Association (CAAA) Annual Conference *June 2025*
Paper: Human Resources Governance and Human Capital Management Disclosure Following the SEC Mandate
Toronto, Canada
- 2025 Craft of Accounting Workshop at the CAAA Annual Conference *June 2025*
Paper: Unveiling Value: Do Human Capital Disclosures Matter for Analysts?
Selected as one of the **top three finalists**
Toronto, Canada
- Telfer Conference on Corporate Finance and Banking *May 2025*
Paper: Mandatory Human Capital Disclosures
Telfer School of Management, University of Ottawa
Ottawa, Canada

- 2025 Accounting Perspectives Emerging Scholars Virtual Symposium *February 2025*
Paper: Rhetoric or Real Commitment? The Role of Human Resources Governance on Human Capital Management Disclosure
Virtual
- 2024 Montreal Accounting PhD Forum, McGill University *November 2024*
Paper: Rhetoric or Real Commitment? The Role of Human Resources Governance on Human Capital Management Disclosure
Montreal, Canada
- Annual Graduate Research Exposition, Concordia University *March 2024*
Winner of “PhD Popular Choice” Award
Poster: HR Expertise in the Boardroom: Does it Prevent “Social Washing”?
Montreal, Canada
- Concordia ACCO PhD-Faculty Research Festival *2021, 2022, 2023*

Conferences, Workshops, and Events Attendances

- McGill Accounting Research Conference: Accounting for Sustainability *2023*
- Canadian Academic Accounting Association (CAAA) Annual Conference *2020 - 2023*
- European Accounting Association (EAA) Virtual Accounting Research Seminars (VARS) *2020 - 2023*
- Contemporary Accounting Research (CAR) Conference *2022-2025*
- Contemporary Accounting Research (CAR) Virtual Event on Textual Analysis *2021*
- McGill Accounting Research Conference *2021*

Service to the Academic Community

Conference Discussant

Canadian Academic Accounting Association (CAAA) Annual Conference *2025*
Paper: Do Analysts Understand Mergers & Acquisitions?

Reviewer

Journals *Accounting Horizons* (2025, 1 review)

Conferences European Accounting Association (EAA) Annual Congress *2025*
Member of the Scientific Committee

Canadian Academic Accounting Association (CAAA) Annual Conference *2025*
Accounting and Accountability in a Disruptive Marketplace (Toronto, Canada)

On-going Academic Association Membership

Canadian Academic Accounting Association (CAAA)
American Accounting Association (AAA)
Financial Accounting and Reporting Section (FARS)
International Accounting (IA)

Service to the University

Committee Service

Ad Hoc Committee on MSc in Finance & Accounting Program Revision	2025
Graduate Certificate in Accounting in the Era of AI	2025

Advisor

Student Accounting Club	2025
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Leadership Experience

Vice-President (Finance) of John Molson Doctoral Student Society *2020 – Present*

- Re-initializing and developing the “PhD Mentoring Program”, designed to ease new students’ transition to their PhD program, to a new environment, or to a new city.
- Organizing social and academic activities for PhD students at John Molson School of Business.
- Collaborating with the doctoral societies of other universities in Montreal in the joint PhD program (i.e., McGill, HEC Montreal and UQAM).

Academic Awards, Grants, and Fellowships

Concordia University *2020 - 2025*

- The Joe Kelly Graduate Award for exceptional PhD thesis
- S.A. Jarislowsky in Corporate Governance
- Institute for the Governance of Private and Public Organizations
- Haimovitch-Tabac / DNTW-Montreal Scholarship
- JMSB International Tuition Award Excellence

Lebanese American University

- **Graduate Assistantship** *2018 - 2020*
Full coverage of tuition in return for research and assistance
- **Undergraduate Scholarship** *2014 - 2017*
Full coverage of tuition for all three undergraduate years for strong academic performance
- **Graduated with High Distinction** *2017, 2020*
Cumulative Grade Point Average of 4.00/4.00 (MBA) and 3.94/4.00 (BSc)
- **Member of the Student Honor Society** *2014 – 2017*
Placed on the high distinction list every semester for outstanding Grade Point Average

Computer Skills

- Programming Languages: Python (libraries: pandas, numpy, nltk, spaCy), SAS, Stata.
- Techniques: Natural Language Processing (NLP), Textual Analysis, Sentiment Analysis, Word Embeddings, Topic Modeling (using tools like genism, scikit-learn, word2vec, and BERT).
- Data Analytics: Proficient in statistical analysis, regression modeling, and data visualization.

Languages

English (Excellent), French (Excellent), and Arabic (Native).

References

Dr. Michel Magnan

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John Molson School of Business
Concordia University
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E-mail: michel.magnan@concordia.ca

Dr. Rucsandra Moldovan

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John Molson School of Business
Concordia University
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E-mail: rucsandra.moldovan@concordia.ca

Dr. Hongping Tan

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Desautels Faculty of Management
McGill University
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E-mail: hongping.tan@mcgill.ca