

WINSTON WAYNE WILSON
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EDUCATION

Lubin Graduate School of Business

Pace University

- Doctor of Professional Studies, May 2018.
- Concentration: Management (organization behavior; strategic management).
- Dissertation title: “The impact of autonomy, firm age, networks, and knowledge sharing on entrepreneurial learning and performance”.
- Committee: Melissa Cardon, Katherine Richardson, Stephen Bear, Sophie Kaufman, Alvin Hwang (Chair).
- Awards:
 - 2018 Lubin Award for Outstanding Student of the Year
 - 2018 Lubin Academic Excellence Award
 - Beta Gamma Sigma Honor Society
- Abstract: The need for autonomy in entrepreneurship is regarded as one of the hallmark traits affecting entrepreneurship venture launch, task performance and persistence. This study evaluates the role autonomy might play in triggering the entrepreneurial learning process. In particular, this study proposes a model identifying direct and indirect paths through which autonomy affects entrepreneurial learning; how entrepreneurial learning is influenced by venture age, knowledge sharing and social network; how entrepreneurial learning, social network and knowledge sharing affect entrepreneurs’ performance; and how venture age, social network and knowledge sharing interact with each other. The results of the study indicate autonomy has a positive correlation with social network, entrepreneurial learning and knowledge sharing. Further, social network has a positive correlation with entrepreneurial learning, knowledge sharing, and venture performance. In addition, none of the relationships for venture age were found to be significant. Moreover, there were no significant positive correlations between entrepreneurial learning and venture performance; between knowledge sharing and entrepreneurial learning; or knowledge sharing and venture performance. Implications of the model are discussed.

Leonard N. Stern Graduate School of Business

New York University

- Master of Business Administration, December 1998
- Major/Minor: Finance /Marketing

Brooklyn College

- Master of Arts, June 1991 (Summa Cum Laude)
- Major: Economics/Accounting

Brooklyn College

- Bachelor of Science, June 1990 (Summa Cum Laude)
- Major: Accounting

RESEARCH INTEREST

- Entrepreneurship (entrepreneurial learning; affective and socio-cognitive antecedents for entrepreneurship; impact of crowdfunding, structured finance, micro-finance and social capital; accidental entrepreneurship).

- Governance and agency (board governance, homogeneity, groupthink, corporate performance, gender diversity).
- Leadership (leadership styles; personality traits; socio-cognitive theories).

CONFERENCE PAPER

- Academy of Management (August 2016): Accidental entrepreneurs: The impact of affect-based variables on entrepreneurship development.

WORKING PAPERS

- Wilson, W. W. (2018), “Impact of board homogeneity and groupthink on material restatements”.

Abstract: Corporate failures have continued beyond pivotal regulations (Sarbanes-Oxley Act and Dodd-Frank Act) as evidenced by increasing restatements among accelerated public company filers. The study evaluates the impact of board homogeneity and groupthink on material restatements of REITs. SEM results show statistically significant positive associations between board homogeneity and groupthink. Further, results show board homogeneity and groupthink have a statistically significant relationship to material restatements. Groupthink was found to mediate the relationship between homogeneity and material restatements. Descriptive statistical results show average homogeneity and groupthink scores were highest for REITs with material restatements and lowest for REITs with zero restatements.

- Wilson, W. W. (2018), “Regret, age, gender and effort dynamics in planned entrepreneurial behavior”.

Abstract: The Theory of Planned Behavior (“TPB”) regards age, gender and regret as distal, background factors only influencing antecedents of intention. Furthermore, the TPB does not explicitly highlight the role of effort although it is a key requirement for behavioral action. This paper proposes a model which elevates age, gender, regret and effort in the TPB. Using social psychological theories, this paper identifies direct and indirect paths through which regret affects intention and behavior; how it influences effort intensity; and how gender as well as age differences affect regret and effort intensity to perform entrepreneurial behaviors. Implications of the model are discussed.

BOARD EXPERIENCE

Audit Committee Chairman, Board Member and SEC Technical Expert

- Colony Credit Real Estate, Inc. (February 2018 to Present)
 - Strong boardroom expertise developed from chairing audit committee meetings and providing technical expertise and oversight for three public companies, which are part of a Sponsor portfolio of REITs with over \$42 billion of asset under management. Interact extensively with senior level executives as well as internal auditors, external auditors and other vendors for which I approve significant investment and strategic transactions and vendor engagement letters. Also, evaluate vendors’, investment advisors’ and CEO’s performance on an annual basis.
 - Member of Nominating & Governance Committee, and Compensation Committee.
 - Chairman of special committee regarding 2017/2018 ~\$6 billion merger and acquisition transaction to create Colony Credit Real Estate, Inc (CLNC).
- Northstar Real Estate Investment Trust II (March 2013 to January 2018)
- Northstar/RXR New York Metro Income Real Estate, Inc. (February 2015 to October 2018)
- WeSolar CSP, Inc. Advisory Board Member (July 2018 – Present). WeSolar CSP is a solar thermal power company that designs and constructs scalable modular Concentrated Solar Power (CSP) tower plants for utilities and various other companies.

- Jeanensis LLC (Jeanensis Capital Markets) Advisory Board Member (May 2015 – Present). Jeanensis LLC is a boutique capital markets and risk management advisory firm. Jeanensis executes access to capital markets and Blockchain advisory to firms focused on FinTech, Innovation and Technology, Artificial Intelligence, and Advanced Manufacturing/ Robotics.

PROFESSIONAL EXPERIENCE

Clinical Assistant Professor

Pace University, New York (July 2020 to Present)

Adjunct Assistant Professor

Pace University, New York (January 2019 to May 2020)

- Teach graduate (MBA) and undergraduate courses in Organizational Behavior, Leading & Managing Teams, and Leadership. Also teach honors/advanced undergraduate course in Strategic Management.
- Faculty Advisor for the Zeta Pi chapter of Sigma Iota Epsilon (SIE), which is the premier honorary and professional fraternal organization in management in the United States.
- Member of dissertation committee for one doctoral student.
- Core Course Coordinator for Strategic Management to facilitate AACSB accreditation.

Office Managing Partner, National Asset Management Sector Leader, Financial Services Industry Leader, Assurance Partner

Grant Thornton, LLP (August 2005 to December 2012)

- Office Managing Partner (OMP) for the New York Financial Services practice. The financial services practice catered to start-up as well as established entrepreneurial ventures. These ventures encompassed various industries including private equity, hedge funds, mortgage banking, mortgage REITs, and broker dealers. OMP role included P&L responsibility as well as training, and development of over 250 people in the NY-Downtown office. Mentored senior managers (including women and minorities) and successfully enabled their ascension to the partnership or managing director positions. In addition, collaborated with Human Resources and outside speakers/advisors to design training geared towards administering leadership assessments (including personality tests such as DISC) and enhancing accountability, promoting strategic alignment, and developing various executive-level skills.
- National Asset Management Sector Leader and the Financial Services Industry Leader. In this role, I designed and rolled out new service offerings, developed thought leadership and training and was responsible for the national budget and P&L. The national asset management practice accounted for over 25% of the firm's \$1.2 billion dollars in net revenues. Chaired several industry roundtables to discuss global asset management industry issues. Participants included CEOs and CFOs from top asset management firms; investment banks (e.g. HSBC, Deutsche Bank, JP Morgan, and Citibank); law firms (e.g. Schulte Roth, Walkers, and Davis Polk); and regulators.
- One of six Leadership Council members reporting directly to the CEO of the firm. The Leadership Council advised the CEO as well as the partnership board and collaborated with the national Human Resources team in order to design policies and resolve issues relating to talent management, morale, diversity (including the Women@GT program), monetary & nonmonetary compensation, succession planning and training & development. The group also collaborated with outside speakers as well as advisors for in-house leadership and management training.
- Assurance Partner: In my role as assurance partner, I provided accounting and advisory services to a variety of start-up and established firms. Actively participated in taking firms public (IPO) as well as executing secondary and add-on offerings. Clients included well-known entrepreneurs such as Carl Icahn (Icahn Capital); Paul Singer (Elliot Associates); and William Michaelcheck (Mariner Investment Group). Other clients included: Citigroup, Oppenheimer, Lehman Brothers, Neuberger

Berman, Och-Ziff, Mariner Partners, Morgan Stanley Van Kampen, Cohen & Company Private Equity Funds, NorthStar Realty Finance Corp, Resource Capital Corp, Charter Partners, Second Curve, Steel Partners, Jana Partners, Portfolio Advisors, Mt. Lucas, CRA Funds and Vicis.

- Represented the firm as a member of the AICPA Investment Companies Expert Panel and was one of the editors for the 2011 and 2012 AICPA Guide For Investment Companies. The expert panel interacted extensively with regulators, including the SEC, PCAOB, FASB, and NASD.

Senior Manager & Manager – Assurance Group

Grant Thornton, LLP (November 2000 to August 2005)

- Managed audits of private equity, hedge funds, investment partnerships, broker dealers, and mutual funds clients. Clients included companies, such as Cohen & Company (private equity funds as well as public REITs); Elliott Associates & Elliot International Funds; CRA Fund, Charter Partners, Gabelli Funds; Mellon, and Warren Resources Inc.
- Provided client consultation on various accounting and industry issues.
- Actively participated in training and mentoring employees and designed an in-house library of over 200 books on leadership development.

Manager – Internal Audit

Brown Brothers Harriman (July 1999 to September 2000)

- Managed global audits and special projects for the Investment/Asset Management business. Investment/Asset management function included Insurance & Banking, Distributed Products & Mutual Funds, International, Institutional, and Private Clients. Also, evaluated risk management products for client's assets under management. Territories covered included US, Zurich, Luxembourg, London, and Japan. Was actively involved in recruiting and training.

Vice President, Asst. Vice President, Senior – Internal Audit

Credit Suisse First Boston (March 1996 to March 1999)

- Managed various global business line audits including Private Equity, Asset Management, Private Banking, Real Estate/Mortgage Backed, and Capital Markets. Managed functional audit reviews including Credit, Regulatory, Legal, Compliance and Global Risk Management. Spent a month working in Zurich.
- Regulatory experience: NASD (including FIPS reporting), SEC, EBK, and BIS.
- Actively participated in recruiting and training employees.

Staff to Third Year Senior – Financial Services Audit

Price Waterhouse, LLP (July 1991 to March 1996)

- Planned, supervised, and coordinated detailed audits of trading, valuation, credit analysis, settlement, and risk management activities related to various domestic and multinational financial services firms.
- Extensive experience with Onshore and Offshore Mutual Funds, Banking and Insurance clients. Key clients included: JP Morgan, Morgan Stanley Funds, Credit Suisse First Boston, Chase Manhattan Bank, Chemical Bank, Depository Trust Company, Nomura, Dean Witter Reynolds, Oppenheimer, Paine Webber and Equitable.
- Actively participated in recruiting and was instructor for audit entry classes.

TRAINING/SPEAKING ENGAGEMENTS

- Bank of New York (2014). Panelist for discussion during Black History Month.
- National Association of Black Accountant (NABA). Designed and delivered leadership trainings at national and regional NABA conventions. Training topics included:
 - “Playing the Game but Staying the Same”, a training focused on women in the workplace (2012).
 - “Avoiding Career Limiting Moves” (2011).
 - “Effective Conflict Resolution” (2010)

- Deutsche Bank (2013). Panelist, Urban Bankers Coalition discussion on career development/success.
- Grant Thornton Private Equity roundtables for start-up and established private equity and hedge fund firms (2011 and 2012). Roundtables took place in New York, New Jersey, San Francisco, Chicago, and Boston). Developed the training content, assembled the panels, spoke and moderated the panels. Topics focused on Dodd Frank implementation issues as well as other emerging regulatory matters.
- Brooklyn College (2012). Panelist on National Association for Black Accountant's discussion on tips for successful corporate careers.
- National Skybridge Alternatives (SALT) Conference (2011 and 2012). Conference led by Anthony Scaramucci of Skybridge Capital. Conference focused on start-up and established hedge funds and private equity companies. I represented Grant Thornton as a sponsor at the conference and was a speaker and training developer.
- Association for Corporate Growth (ACG) - Intergrowth National Conference (2011 and 2012). Developed topic and moderated panel on "The Path to Growth: Investing Outside the Box".
- MFA Private Equity roundtables (2012). Panelist/moderator for Dodd Frank/regulatory updates.
- UBS CFO & COO Conference (2007). Speaker on FAS 157 implementation issues.
- Pace University (2006). Guest speaker to accounting class. Discussed accounting topics and career navigation issues.
- Grant Thornton (2000 to 2012). Participated in and delivered numerous corporate training programs including leadership training (from staff to senior executive levels). Training focused on leadership mindset; accountability; working in teams; cross selling; project management; and communication. Led technical accounting/functional industry training (real estate, broker dealer, banking, hedge funds).
- Throughout my professional experience, I have actively participated in training and development at Elite Financial Management, Grant Thornton, Price Waterhouse and Brown Brothers.

LEADERSHIP EDUCATION/TRAINING RECEIVED

Rutgers Business School (Summer 2015)

- Completed a graduate level course on Executive Leadership, including administering various leadership assessments and tools (e.g., leadership style, traits and skills assessments); utilizing the SLPI (Student Leadership Practices Inventory) tool to evaluate leadership strengths and weaknesses and design remediation steps; evaluating leadership styles and individual personalities in order to enhance individuals' on-the-job performance.

Kenan-Flagler Business School - University of North Carolina (2008 & 2009)

- Participated in executive leadership program in 2008 and 2009 focused on strategic alignment; goal prioritization, development and execution; leading leaders; leadership mindset; and accountability.

SKILLS

- Computer skills: Proficient in using EndNote, Audit Analytics, Microsoft Office (Word, Excel, Outlook, PowerPoint, Visio); Bloomberg, and Social Media
- Languages: Conversational French and Spanish. Studied German, Hebrew, Italian, Japanese

PROFESSIONAL AFFILIATIONS

- Member, Academy of Management
- CPA, New York, New Jersey and Pennsylvania
- Member of American Institute of Certified Public Accountants
- Member of New York State Society of Certified Public Accountants
- Recent AICPA Investment Company Expert Panel member
- Recent MFA Strategic Partners Advisory Committee member
- Recent Hedge Funds Cares member
- Past member of Association of Latino Professionals in Finance and Accounting (ALPFA)

- Past member of National Association of Black Accountants (NABA)
- Past member of the Institute of Internal Auditors
- Previously held NASD Series 7 and 63 licenses