## **BRADLEY P. LINDSEY**

#### October 2023

Utah State University Huntsman School of Business Eccles Business Building (EBB) 804 3540 Old Main Hill Logan, UT 84322-3540 1813 E 3550 N North Logan, UT 84341 Cell Phone: 757.784.4097 Office Phone: 435.797.4126 Email: brad.lindsey@usu.edu

# **Employment and Professional Experience**

Associate Professor of Accounting, 2017 – Present Utah State University

Associate Professor of Accounting, 2016 – 2017 North Carolina State University

Assistant Professor of Accounting, 2011 – 2016 North Carolina State University

Assistant Professor of Accounting, 2006 – 2011 College of William & Mary

Teaching Assistant, Research Assistant, and Graduate Student, 2000 – 2006 University of North Carolina at Chapel Hill

Tax Senior Manager (promoted 2000), 1997 – 2000 Ernst & Young LLP; Salt Lake City, Utah

Tax Associate, 1996 – 1997 Deloitte & Touche LLP; Raleigh, North Carolina and Orange County, California

## **Education and Certification**

Ph.D. in Business Administration (Accounting) University of North Carolina; August 2006

Master of Science in Accountancy Brigham Young University; May 1996 Graduated with Distinction Bachelor of Science in Accountancy Brigham Young University; May 1996 Graduated Cum Laude

Certified Public Accountant (Active license in Utah)

#### **Publications**

- Lindsey, Bradley P., and William J. Moser "Do United States Tax Court Judge Attributes Influence Corporate Tax Dispute Outcomes?" Forthcoming in the *Journal of Accounting and Public Policy*.
- Clinch, Greg, Bradley P. Lindsey, William J. Moser, and Mahmoud Odat, "Capital Gains Taxes and the Market Response to Earnings Announcements," *The Journal of the American Taxation Association* 42:1, Spring 2020, 1 22.
- Dyreng, Scott D., Bradley P. Lindsey, and Jacob R. Thornock, "Delaware and the Passive Investment Company: Surveying the State Tax Planning Landscape," a practitioner article. *The CPA Journal*, October 2016, Volume 86, Issue 10.
- Dyreng, Scott D., Bradley P. Lindsey, Kevin S. Markle, and Douglas A. Shackelford, "The Effect of Tax and Nontax Country Characteristics on the Global Equity Supply Chains of U.S. Multinationals," *Journal of Accounting and Economics* 59:2 3, April May 2015, 182 202.
- Dyreng, Scott D., Bradley P. Lindsey, and Jacob R. Thornock, "Exploring the Role Delaware Plays as a Domestic Tax Haven," *Journal of Financial Economics* 108:3, June 2013, 751 772.
  - Cited in the New York Times (June 30, 2012) and Bloomberg Business (April 29, 2013)
    <a href="http://www.nytimes.com/2012/07/01/business/how-delaware-thrives-as-a-corporate-tax-haven.html?pagewanted=4&\_r=1">http://www.nytimes.com/2012/07/01/business/how-delaware-thrives-as-a-corporate-tax-haven.html?pagewanted=4&\_r=1</a>
  - Included in the Harvard Law School Forum on Corporate Governance (February 11, 2011)
- Irving, James H., Wayne R. Landsman, and Bradley P. Lindsey, "The Valuation Differences between Stock Option and Restricted Stock Grants for US Firms," *Journal of Business, Finance and Accounting* 38:3 4, April May 2011, 395 412.
- Dyreng, Scott D. and Bradley P. Lindsey, "Using Financial Accounting Data to Examine the Effect of Foreign Operations Located in Tax Havens and Other Countries on US Multinational Firms' Tax Rates," *Journal of Accounting Research* 47:5, December 2009, 1283 1316.

• Selected by the *Journal of Accounting Research* Editorial Board as one of ten papers in the inaugural virtual issue, *International Accounting Research* (April 2015), "to draw the reader's attention to some new and exciting research that utilizes international settings and data to answer important economic questions. It is our belief that the selected papers have the potential to become classics in the future."

http://onlinelibrary.wiley.com/journal/10.1111/(ISSN)1475-679X/homepage/VirtualIssuesPage.html

# **Papers Under Review**

Erickson, Devon K., Bradley P. Lindsey, and Jayson Talakai "The Valuation Implications of Operating and Finance Leases in U.S. Firms" Preparing for fourth round review at *Abacus*.

Dyreng, Scott D., Christina M. Lewellen, Bradley P. Lindsey, and Robert W. Hills, "Endogeneity and the Economic Consequences of Tax Avoidance" Preparing for second round review at *Contemporary Accounting Research* 

## **Working Papers**

Dyreng, Scott D., Christina M. Lewellen, and Bradley P. Lindsey, "Tax Planning Gone Awry: Do Tax-Motivated Firms Experience Worse Tax Outcomes During Loss Years Compared to Other Firms?" Preparing new submission for very high-quality journal.

Lewellen, Christina M., and Bradley P. Lindsey, "Domestic or Foreign or Both? The Tax Haven Location Decisions of U.S. Multinational Firms" Preparing new submission for *Contemporary Accounting Research*.

## **Research Work in Progress**

Lindsey, Bradley P., and Andrew P. Schmidt, "The Economic Consequences of the Formation and Initial Activities of the Sustainability Accounting Standards Board."

# **Research and Teaching Interests**

Research Interests: Taxes and Asset Pricing, Corporate and Shareholder Taxation, Economic Effects of Public Policy, Financial Reporting and Capital Markets

Teaching Interests: Corporate Taxation, Taxes and Business Strategy, Financial Accounting

# **Teaching Experience**

## Taxes and Business Strategy, Spring 2023

Utah State University, Masters of Accounting Program

**Teaching Evaluations:** 

ACCT 6105 Section 1 – mean of 4.8 on a 5.0 scale

# Taxes and Business Strategy, Fall 2022

Utah State University, Masters of Accounting Program

**Teaching Evaluations:** 

ACCT 6105 Section 1 – mean of 4.9 on a 5.0 scale

## Business Taxation, Fall 2022

Utah State University, Undergraduate accounting and business programs

Teaching Evaluations:

ACCT 3510 Section 1 – mean of 4.9 on a 5.0 scale

ACCT 3510 Section 2 - mean of 4.8 on a 5.0 scale

## Taxes: Planning and Strategy, Spring 2022

Utah State University, Masters of Accounting Program

**Teaching Evaluations:** 

ACCT 6105 Section 1 – mean of 5.0 on a 5.0 scale

### Taxes: Planning and Strategy, Fall 2021

Utah State University, Masters of Accounting Program

Teaching Evaluations:

ACCT 6105 Section 1 – mean of 4.9 on a 5.0 scale

#### Business Taxation, Fall 2021

Utah State University, Undergraduate accounting and business programs

Teaching Evaluations:

ACCT 3510 Section 1 – mean of 4.7 on a 5.0 scale

ACCT 3510 Section 2 – mean of 5.0 on a 5.0 scale

Taxes: Planning and Strategy, Spring 2021

Utah State University, Masters of Accounting Program

**Teaching Evaluations:** 

ACCT 6105 Section 1 – mean of 4.9 on a 5.0 scale

# Business Taxation, Spring 2021

Utah State University, Undergraduate accounting and business programs Teaching Evaluations:

ACCT 3510 Section 1 – mean of 5.0 on a 5.0 scale

## Taxes: Planning and Strategy, Fall 2020

Utah State University, Masters of Accounting Program

**Teaching Evaluations:** 

ACCT 6105 Section 1 – mean of 5.0 on a 5.0 scale

## Business Taxation, Fall 2020

Utah State University, Undergraduate accounting and business programs Teaching Evaluations:

ACCT 3510 Section 1 – mean of 4.9 on a 5.0 scale

## Taxes: Planning and Strategy, Spring 2020

Utah State University, Masters of Accounting Program

Teaching Evaluations:

ACCT 6105 Section 1 – mean of 5.0 on a 5.0 scale

#### Business Taxation, Spring 2020

Utah State University, Undergraduate accounting and business programs

Teaching Evaluations:

ACCT 3510 Section 1 – mean of 4.9 on a 5.0 scale

## Taxes: Planning and Strategy, Fall 2019

Utah State University, Masters of Accounting Program

Teaching Evaluations:

ACCT 6105 Section 1 – mean of 4.7 on a 5.0 scale

## Business Taxation, Fall 2019

Utah State University, Undergraduate accounting and business programs Teaching Evaluations:

ACCT 3510 Section 1 – mean of 4.8 on a 5.0 scale

#### Income Taxation II, Spring 2019

Utah State University, Masters of Accounting Program

Teaching Evaluations:

ACCT 6400 Section 1 – mean of 5.0 on a 5.0 scale

## Financial Accounting Principles, Fall 2018

Utah State University, Undergraduate accounting and business programs Teaching Evaluations:

ACCT 2010 Section 7 – mean of 4.8 on a 5.0 scale

ACCT 2010 Section 8 – mean of 4.4 on a 5.0 scale

## Income Taxation II, Fall 2018

Utah State University, Masters of Accounting Program

Teaching Evaluations:

ACCT 6400 Section 1 – mean of 4.8 on a 5.0 scale

# Financial Accounting Principles, Spring 2018

Utah State University, Undergraduate accounting and business programs Teaching Evaluations:

ACCT 2010 Section 1 – mean of 4.7 on a 5.0 scale

ACCT 2010 Section 6 – mean of 4.5 on a 5.0 scale

## Income Taxation II, Spring 2018

Utah State University, Masters of Accounting Program

**Teaching Evaluations:** 

ACCT 6400 Section 1 – mean of 4.8 on a 5.0 scale

## Income Taxation II, Fall 2017

Utah State University, Masters of Accounting Program

**Teaching Evaluations:** 

ACCT 6400 Section 1 – mean of 4.9 on a 5.0 scale

#### An Introduction to Income Taxation, Spring 2017

North Carolina State University, Undergraduate accounting program Teaching Evaluations:

ACC 330 Section 1 – mean of 4.9 on a 5.0 scale

ACC 330 Section 2 – mean of 5.0 on a 5.0 scale

ACC 330 Section 601 (Online) – mean of 5.0 on a 5.0 scale

#### Financial Accounting for Decision Makers, Fall 2016

MBA 501 Section 601 (Online) – mean of 4.4 on a 5.0 scale

## An Introduction to Income Taxation, Fall 2016

North Carolina State University, Undergraduate accounting program Teaching Evaluations:

ACC 330 Section 601 (Online) – mean of 4.8 on a 5.0 scale

#### Financial Accounting for Decision Makers, Fall 2016

MBA 501 Section 601 – mean of 5.0 on a 5.0 scale

MBA 501 Section 602 (Online) – mean of 4.5 on a 5.0 scale

## An Introduction to Income Taxation, Summer 2016

North Carolina State University, Undergraduate accounting program Teaching Evaluations:

ACC 330 Section 601 (Online) – mean of 4.8 on a 5.0 scale

## An Introduction to Income Taxation, Spring 2016

North Carolina State University, Undergraduate accounting program Teaching Evaluations:

ACC 330 Section 601 (Online) – mean of 4.7 on a 5.0 scale

## An Introduction to Income Taxation, Fall 2015

North Carolina State University, Undergraduate accounting program Teaching Evaluations:

ACC 330 Section 1 – mean of 4.8 on a 5.0 scale

ACC 330 Section 4 – mean of 4.8 on a 5.0 scale

ACC 330 Section 601 (Online) – mean of 4.5 on a 5.0 scale

## An Introduction to Income Taxation, Summer 2015

North Carolina State University, Undergraduate accounting program Teaching Evaluations:

ACC 330 Section 601 (Online) – mean of 5.0 on a 5.0 scale

## An Introduction to Income Taxation, Spring 2015

North Carolina State University, Undergraduate accounting program Teaching Evaluations:

ACC 330 Section 1 – mean of 4.7 on a 5.0 scale

ACC 330 Section 2 – mean of 4.8 on a 5.0 scale

## An Introduction to Income Taxation, Fall 2014

North Carolina State University, Undergraduate accounting program Teaching Evaluations:

ACC 330 Section 1 – mean of 4.9 on a 5.0 scale

ACC 330 Section 2 – mean of 4.9 on a 5.0 scale

## An Introduction to Income Taxation, Spring 2014

North Carolina State University, Undergraduate accounting program Teaching Evaluations:

ACC 330 Section 1 – mean of 4.8 on a 5.0 scale

ACC 330 Section 2 – mean of 4.9 on a 5.0 scale

#### An Introduction to Income Taxation, Fall 2013

North Carolina State University, Undergraduate accounting program Teaching Evaluations:

ACC 330 Section 4H – mean of 4.7 on a 5.0 scale

ACC 330 Section 5 – mean of 4.9 on a 5.0 scale

## An Introduction to Income Taxation, Spring 2013

North Carolina State University, Undergraduate accounting program Teaching Evaluations:

ACC 330 Section 1 – mean of 4.7 on a 5.0 scale

ACC 330 Section 2 – mean of 4.9 on a 5.0 scale

# An Introduction to Income Taxation, Spring 2012

North Carolina State University, Undergraduate accounting program Teaching Evaluations:

ACC 330 Section 1 – mean of 4.8 on a 5.0 scale

ACC 330 Section 2 – mean of 4.8 on a 5.0 scale

#### An Introduction to Income Taxation, Fall 2011

North Carolina State University, Undergraduate accounting program Teaching Evaluations:

ACC 330 Section 1 – mean of 5.0 on a 5.0 scale

ACC 330 Section 2 – mean of 4.8 on a 5.0 scale

## Financial Accounting: Reporting and Analysis, Spring 2011

College of William & Mary, Executive MBA program

Teaching Evaluations:

BUAD 701 Section 1 – mean of 5.00 on a 5.0 scale

## Financial Accounting: Reporting and Analysis, Fall 2010

College of William & Mary, Daytime MBA program

**Teaching Evaluations:** 

BUAD 510 Sections 1 and 2 – mean of 4.85 on a 5.0 scale

## Financial Reporting and Analysis, Summer 2010

College of William & Mary, MAcc program

**Teaching Evaluations:** 

BUAD 492-05 Section 1 – mean of 4.87 on a 5.0 scale

### Financial Accounting: Reporting and Analysis, Spring 2010

College of William & Mary, Executive MBA program

Teaching Evaluations:

BUAD 701 Section 1 – mean of 5.00 on a 5.0 scale

#### Financial Accounting: Reporting and Analysis, Fall 2009

College of William & Mary, Daytime and Flex MBA programs

Teaching Evaluations:

BUAD 510 Sections 1 and 2 – mean of 4.87 on a 5.0 scale

BUAD 602 Section 1 – mean of 4.93 on a 5.0 scale

## Financial Accounting: Reporting and Analysis, Fall 2008

College of William & Mary, Daytime and Flex MBA programs Teaching Evaluations:

BUAD 510 Sections 1 and 2 – mean of 4.91 on a 5.0 scale

BUAD 602 Section 1 – mean of 4.78 on a 5.0 scale

# Financial Accounting: Reporting and Analysis, Fall 2007

College of William & Mary, Daytime and Flex MBA programs Teaching Evaluations:

BUAD 510 Section 1 – mean of 4.89 on a 5.0 scale

BUAD 510 Section 2 – mean of 4.95 on a 5.0 scale

BUAD 602 Section 1 – mean of 4.88 on a 5.0 scale

## Financial Accounting: Reporting and Analysis, Fall 2006

College of William & Mary, Daytime and Flex MBA programs Teaching Evaluations:

BUAD 510 Section 1 – mean of 4.85 on a 5.0 scale

BUAD 602 Section 1 – mean of 4.40 on a 5.0 scale

# Introduction to Financial Accounting, Summer 2004

University of North Carolina at Chapel Hill

**Teaching Evaluations:** 

BU 071 Section 1 – mean of 4.96 on a 5.0 scale

## Teaching Assistant for Taxes and Business Strategy, Spring 2003

University of North Carolina at Chapel Hill

Professor Doug Shackelford

#### **Honors and Professional Activities**

American Institute of Certified Public Accountants (AICPA) member

American Accounting Association (AAA) member

National Taxation Association (NTA) member

Financial Accounting and Reporting Section of the AAA member

Taxation Section of the AAA member

Certified Public Accountant (Utah and Virginia)

AAA Doctoral Fellowship Award, 2000

UNC/Duke Fall Camp, 2000 – 2005, 2008

UNC Tax Symposium, 2001 – 2008, 2010 – 2016

Brigham Young University Accounting Research Symposium, 2008 – 2015

JAE Conference Invitee; Evanston, Illinois 2003

AAA Doctoral Consortium Fellow; Lake Tahoe, California 2003

Public Disclosure of Corporate Tax Returns Conference at the Brookings Institution; Washington, DC 2003

Conference on Financial Economics & Accounting Attendee, 2005

AAA New Faculty Consortium Fellow, 2007

ATA Technology and Tax Manuscript Award Committees, 2007

Peterson Research Grant Recipient, 2007 and 2008

Discussant at Norfolk Southern Conference, Williamsburg, Virginia 2007

Ad hoc Reviewer, Contemporary Accounting Research, 2007

Reviewer of New Faculty Research for ATA Midyear Meeting, 2008

Faculty Excellence Award Recipient from the Full-time MBA Class of 2008

Presenter, Brigham Young University Accounting Research Symposium, 2008

Presenter, College of William & Mary, 2008

Discussant at AAA Annual Meeting, New York City, New York 2009

University of Illinois/Deloitte Tax Symposium Attendee, Chicago, Illinois 2009

Alfred N. Page Dean's Graduate Teaching Award, 2010

Presenter, Journal of Business, Finance, and Accounting Conference, Chapel Hill, North Carolina 2010

Presenter, BYU Accounting Research Symposium, Provo, Utah 2010

Presenter, College of William & Mary, 2010

Presenter, North Carolina State University, 2010

Discussant at ATA Midyear Meeting, Washington DC, 2011

Faculty Excellence Award Recipient from the Full-time MBA Class of 2011

Ad-hoc Reviewer, The Accounting Review, 2011

Interviewed by Mishpacha Magazine about tax policy, 2012

Interviewed by New York Times for July 1, 2012 article on Delaware

Interviewed by National Public Radio's Morning Edition for August 2012 show

Presenter, North Carolina State University, 2012

Presenter, Utah Valley University workshop, 2012

Reviewer for Financial Accounting and Reporting Section, 2013 Annual Meeting

AAA Notable Contributions to Accounting Literature Committee, 2013 and 2014

Invited to be discussant at AAA Annual Meeting, Anaheim, California 2013

Interviewed by Asahi Shimbun (major daily Japanese newspaper) about Delaware, 2013

EY Tax Educator Symposium, 2013 – 2016

Presenter, UNC Charlotte research workshop, November 2013

Presenter, North Carolina State University brown bag, November 2013

Presenter, Financial Economics and Accounting Conference (UNC Chapel Hill), Scheduled November 2013

Presenter, Texas Christian University research workshop, November 2013

ATA Tax Manuscript Award Committee, 2013 – 2015

Ad-hoc Reviewer, Journal of Business, Finance and Accounting, 2013/2014

Ad-hoc Reviewer, Journal of Accounting, Auditing and Finance, 2014

Research Leadership Award Recipient from the Department of Accounting, Poole College of Management, 2014

Deloitte Tax Faculty Symposium, 2014, 2016

ERM Accounting Department Summer Research Award, 2015

Discussant at ATA Midyear Meeting, Washington DC, February 2015

Presenter, North Carolina State University brown bag, March 2015

Sustainability Initiative Research Development Grant Recipient, April 2015

Ad-hoc Reviewer, Accounting and the Public Interest, 2015

Ad-hoc Reviewer, Journal of Empirical Legal Studies, 2015

FRPD Grant Recipient, May 2015

Keynote Speaker, KPMG Tax Partner Technology Catalyst Event, May 2015

Invited, PwC's Accounting and Tax Symposium, August 2015

Presenter, 5th Workshop on Current Research in Taxation Conference, July 2015, Prague, Czech Republic

Discussant, 5th Workshop on Current Research in Taxation Conference, July 2015, Prague, Czech Republic

Accepted paper, 1<sup>st</sup> Annual Berlin-Vallendar Conference on Tax Research, July 2015, Berlin, Germany (co-author attended and presented)

Accepted paper, Journal of International Accounting Research conference, July 2015, São Paulo, Brazil

Presenter, University of Tennessee research workshop, September 2015

Accepted paper, 2015 National Taxation Association Annual Conference on Taxation, November 2015, Boston, Massachusetts (co-author attended and presented)

Zelnak Research Scholar Award recipient from the Department of Accounting, Poole College of Management, 2016 – 2017, January 2016

Presenter, Poole College of Management Board Advisory Meeting, January 2016

Discussant at ATA Midyear Meeting, Orlando, Florida, February 2016

Committee Member, PhD Doctoral Consortium, ATA Midyear Meeting, Orlando, Florida, February 2016

Paper presentation, PCOM Business Sustainability Collaborative Research Seminar, March 2016 (co-author presented)

Presenter, Chancellor Poole College of Management Visit, March 2016

Department of Accounting 2016 Teaching Excellence Award, April 2016

Poole College of Management 2016 Teaching Excellence Award, April 2016

Interviewed by National Public Radio and Les Echos (French Business print outlet) related to Panama papers; cited in Les Echos, April 2016

Delaware JFE academic paper cited in The Atlantic, October 2016

Department of Accounting Nominee for the 2017 University Outstanding Teacher Award, November 2016

Poole College of Management Nominee for the 2017 University Outstanding Teacher Award, December 2016

Voted by the Accounting Department to serve on the Dean Faculty Advisory Council, January 2017

NC State University Outstanding Teacher Award Recipient, February 2017

Presenter, Utah State University research workshop, February 2017

Paper presentation, University of Notre Dame research workshop, March 2017 (co-author presented)

Deloitte Tax Faculty Symposium, 2017

Accepted paper, 3<sup>rd</sup> Annual Berlin-Vallendar Conference on Tax Research, July 2017, Vallendar, Germany (co-author attended and presented)

Accepted paper, 7<sup>th</sup> Workshop on Current Research in Taxation Conference, July 2017, Vienna, Austria (co-author attended and presented)

EY Tax Educator Symposium, 2017

Accepted paper, 2017 National Taxation Association Annual Conference on Taxation, November 2017, Philadelphia, (co-author attended and presented)

Ad-hoc Reviewer, Journal of Business, Finance and Accounting, 2017

Ad-hoc Reviewer, European Accounting Review, 2017

Committee Member, ATA Midyear Meeting Planning Committee, New Orleans, Louisiana, February 2018

EY Tax Educator Symposium, 2018

Ad-hoc Reviewer, Contemporary Accounting Research, 2018

Ad-hoc Reviewer, International Journal of Emerging Markets, 2018

Ad-hoc Reviewer, Journal of International Accounting, Auditing, and Taxation, 2018

Ad-hoc Reviewer, Journal of Corporate Finance, 2018

Nominated as the SOA Undergraduate Faculty Mentor of the Year, December 2018

Ad-hoc Reviewer, Contemporary Accounting Research, 2019

Ad-hoc Reviewer, The Accounting Review, 2019

ATA Doctoral Dissertation Award Committee, April 2019

Ad-hoc Reviewer, Journal of Accounting and Economics, 2019

Ad-hoc Reviewer, The Journal of the American Taxation Association, 2019

EY Tax Educator Symposium, 2019

SOA Teacher of the Year, December 2019

Nominated and elected as the Vice President Elect – American Taxation Association, 2020

Ad-hoc Reviewer, The Accounting Review, 2020

Ad-hoc Reviewer, The Journal of the American Taxation Association, 2020

Ad-hoc Reviewer, Journal of Business, Finance and Accounting, 2020

Ad-hoc Reviewer, Accounting Horizons, 2020

Appointed to the Utah State University Office of Equity Hearing Council, 2020

EY Tax Educator Symposium, 2020

Nominated and elected as the Vice President – American Taxation Association, 2021

Ad-hoc Reviewer, Journal of Accounting and Public Policy, 2021

Deloitte Tax Faculty Symposium, 2021

Illinois Tax Symposium, 2021

SOA Faculty Service Award and SOA Graduate Mentor of the Year Award, 2021

Ad-hoc Reviewer, Contemporary Accounting Research, 2021

Ad-hoc Reviewer, Journal of Business, Finance and Accounting, 2022

Ad-hoc Reviewer, British Accounting Review, 2022

Deloitte Tax Faculty Symposium, 2022

EY Tax Educator Symposium, 2022

Chair of the Site Selection Committee – American Taxation Association, 2022

Ad-hoc Reviewer, Journal of Accounting and Public Policy, 2022

Ad-hoc Reviewer, Management Science, 2023

Deloitte Tax Faculty Symposium, 2023

Ad-hoc Reviewer, Journal of Accounting and Public Policy, 2023

Ad-hoc Reviewer, Issues in Accounting Education, 2023

Site Selection Committee Member – American Taxation Association, 2023

EY Tax Educator Symposium, 2023