

Professor Sul Ross Rio Grande College Professor and Chair	September 2009-2012	
Sul Ross Rio Grande College Professor	September 2003-August 2009	
Sul Ross Rio Grande College Professor and Chair	September 1998- August 2003	Associate
Sul Ross Rio Grande College Assistant Professor and Chair	January 1993-August 1998	
Sul Ross Rio Grande College Assistant Professor	June 1992-December 1992	
The University of New Mexico Assistant Professor	1990-1992	
Texas Tech University Dept. of Business Administration Teaching Assistant	1987-1988	

TRAINING AND CERTIFICATION

Certified Public Accountant, Texas State Board of Public Accountancy, 1976

HONORS, AWARDS, AND LISTINGS

American Accounting Association Doctoral Consortium Fellow, 1989

Texas Tech University Doctoral Fellowship Award, 1987-1989

University of Texas at Austin, Dean's Award for Academic Excellence, 1986

Beta Alpha Psi - National Honorary Accounting Society, 1974

Phi Kappa Phi - National Honor Society, 1974

Beta Gamma Sigma - National Honorary Business Society, 1974

PUBLICATIONS

Crain, Terry L., Patricia Eason, Randal Stitts, and Raymond Zimmermann, Jr., Tax Research: An Annotated Bibliography, edited by Jane Burns and Sue Gately, Lubbock, TX: Texas Tech University, 1991.

Stitts, Randal, Taxation of the Elderly: A Comprehensive Profile and Empirical Analysis of Effective Tax Rates, Dissertation, Texas Tech University, 1992.

Crain, Terry and Randal Stitts, "Turning Valuation Penalty into Benefit," Today's CPA, August, 1993.

Crain, Terry and Randal Stitts, "A Comparison of Transfer Pricing Between Foreign Controlled Domestic Corporations and Comparable U.S. Corporations," Journal of International Accounting Auditing and Taxation, July, 1994.

Stitts, Randal, "Comments Regarding the Impossibility of Auditor Independence," Sloan Management Review, MIT, Fall, 1997.

RESEARCH AND PROFESSIONAL PRESENTATIONS

Stitts, Randal, and Jane Burns, "Tax Preferences, Fairness and the Elderly: A Comparative Analysis of Tax Liabilities," Presented at The Office of Tax Policy Research, The University of Michigan, March, 1991.

Crain, Terry and Randal Stitts, "A Comparison of Transfer Pricing Between Foreign Controlled Domestic Corporation And Comparable U.S. Corporations," Presented at Southwest Regional Meeting, American Accounting Association, March, 1993.

McGhee, Thomas, and Randal Stitts, "An Examination of the Horizontal Equity Effects of the Tax Reform Act of 1986," Presented at Western Tax Association Annual Conference, June, 1993.

OTHER SCHOLARLY AND SERVICE ACTIVITIES

Member, American Taxation Association Section (AAA) National Mid-Year Meeting Planning Committee, February, 1991.

Reviewer, Southwest American Accounting Association Annual Meeting, 1992.

Discussant, Southwest American Accounting Association Annual Meeting, 1992.

Member, American Accounting Association, National Subscriptions and Membership Committee, 1994.

Discussant, Southwest American Accounting Association Annual Meeting, 1995.

Reviewer, Southwest American Accounting Association Annual Meeting, 2004.