



**American
Accounting
Association**
Diversity

Newsletter Editor: Melvin A. Lamboy-Ruiz

[Volume 16, Issue 2]

A Vision for Diversity

Diversity is the broad inclusion and active engagement of multiple perspectives, experiences, and ideas in accounting education, research, and practice. A dynamic educational and professional environment values and encourages contributions from divergent sectors and philosophical perspectives.

DIVERSITY SECTION NEWSLETTER WINTER 2020

2019 Midyear Meeting by the numbers

21 Research Papers Presented
4 PhD Student Road Papers
4 Speakers
1 Award for Best Paper
1 Visit to Spelman College

...Updates from the Section President

NABA/ACAP program at Oakland High, S.F.

...2020 Midyear Meeting in D.C.

Value Propositions

Community

To create a diverse community of accounting students, faculty and practitioners

Diversity Research

To encourage and support research that will create awareness of diversity issues in accounting education and practice

Faculty Development

To enhance and support the professional development of all faculty members and doctoral students

Partnerships

To encourage and support collaboration among accounting students, faculty and practitioners to address diversity issues in the workplace

Infrastructure

To provide high quality, cost-effective services and support for the programs and activities of the Section

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Help Winter 2020 Doctoral Students Retreats

Updates from the President



Helen L. Brown-Liburd
2019-2020 Section President

Happy New Decade!

One of the Section's missions for the 2019-2020 fiscal year was to continue to advance diversity. On that front, we have begun discussions with the Center for Audit Quality (CAQ) to partner with them on one of their diversity initiatives focused on outreach to high school students and incoming college students to educate them about careers in accounting. Norma Montague, our Vice President, has taken the lead on working with the CAQ.

We are still focused on increasing our membership by recruiting new members and re-engaging former members. Dana Hollie and Nerissa Brown are the co-chairs for the membership committee. Currently, the numbers are slightly down. However, we still have time to meet our goals. We encourage all our members to help us in our efforts to increase membership. Please encourage your colleagues to become active members of the Diversity Section.

"We do not want you to miss the opportunity to learn about the excellent research our members are doing, present your research and receive constructive feedback in a supportive environment and network."

I cannot stress enough how important it is to have our members actively participate in the Section. We recently sent the call for nominations to all members. Unfortunately, we only received nominations for the Secretary and Treasurer positions. However, we are still looking for someone willing to serve as Vice President. If you are interested or know of an interested member, please contact Michelle Harding, Chair, Nominations Committee. If you are not sure you are ready to serve as an officer, please consider volunteering to chair or serve on a committee or serve as a regional representative. Please feel free to contact me if you are interested and have questions.

At last year's AAA Annual Meeting we had very interesting and informative sessions. We are currently planning the agenda for the 2020 AAA Annual Meeting in Atlanta. Our section research coordinators, Dereck Barr-Pulliam and Stephani Mason, are currently processing the paper submissions received for the 2020 AAA Annual Meeting. Please consider submitting your research papers. Also, please volunteer to review or discuss papers or moderate sessions sponsored by our section at the annual meeting.

In closing, I would like to thank Theresa Hammond, Kirsten Cook, and Sandra Shelton, who co-chaired the Sections' 2019 Midyear Meeting. If you were unable to attend, you missed a great meeting and can read more about it in this issue. We do not want you to miss the opportunity to learn about the excellent research our members are doing, present your research and receive constructive feedback in a supportive environment and network. So please join us in Washington, DC for the 2020 Midyear Meeting. You will receive more details in the coming months. Finally, I would like to thank all members, especially volunteers, for all the support that you provide.

Sincerely,

Helen L. Brown-Liburd

NABA/ACAP program at Oakland High

As a board member of NABA's Bay Area Accounting Career Awareness Program (ACAP), I've been disappointed that we don't get more applications for our one-week summer residency program from students at the least-resourced public schools. Our ACAP chair, Erick Bell, a professor at Las Positas College, suggested that because the students weren't coming to us, we should take it to them. Since 2018 Erick & I have been visiting Oakland High monthly, leading 40-50 students in activities including inventory-audit and stock-market games. Each month we have 10-20 volunteers from NABA, ALPFA, SFSU, and the Big Four, who make small-group work possible.

If anyone has materials for a similar program, I'm always looking for ideas to make the visits more engaging. Likewise, I'm happy to share our curriculum.

Theresa Hammond



Theresa Hammond
San Francisco State University

You may contact Theresa at
thammond@sfsu.edu

Visit to Spelman College

During the 2019 AAA Diversity Section Meeting, a group of members visited the Spelman College in Atlanta. To know more about the history of the Spelman College, please click the link below.

WE ARE HISTORY



Spelman College is the nation's oldest institution of higher education for Black women. [more»](#)

ACAP - NABA

The **ACAP program** is a one-week residency **program** for **high** school students interested in a career in business. ... The **program** concludes with the students inviting their parent(s) or guardian(s) to a banquet in commemoration of their completion of the **program** at the end of the week.



www.nabainc.org › acap



The primary objective of Accounting Career Awareness Program (ACAP) is to increase the understanding of accounting and business career opportunities among high school students from underrepresented ethnic groups. ACAP began in 1980 when NABA recognized the need for a program that would direct African-Americans and other minorities towards the accounting and finance profession. Recognizing that preparation for a professional career begins in junior and senior high school, NABA designed a pilot program that would be informative, yet go beyond words. The result was the development of an on-site, interactive enrichment program.



NABA, INC.

NATIONAL ASSOCIATION OF
BLACK ACCOUNTANTS, INC.

There is a vision... a vision of a future where there are unlimited opportunities for growth and leadership for blacks in the accounting and finance professions. As a nonprofit membership association, the National Association of Black Accountants, Inc., (NABA) is dedicated to bridging the opportunity gap for black accounting and finance professionals by providing leadership and technical training, as well as networking and career opportunities.

Kudos to all Section members who are supporting the ACAP initiatives of their local NABA student chapters!

PhD Student Road Paper Sessions



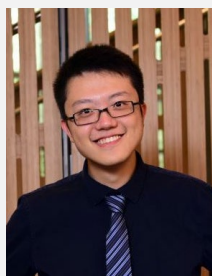
Danielle Gant
Texas Tech University



Andria Hill
University of Central Florida



Kimberly Walker
University of Wisconsin–Madison



Rui-Zhong (R.Z.) Zhang
Tulane University

Our 2019 Section Meeting in Atlanta

We held our 2019 Midyear Meeting on November 1-3, 2019 at the InterContinental Buckhead-Atlanta in Atlanta, Georgia. Know the meeting's speakers below...

Celebrating the PhD Project's 25th Anniversary

Saturday, November 1, 2019, 9:30 am-10:15 am



Panelist: Tara Perino, Senior Director at KPMG Foundation, The PhD Project and KPMG Disaster Relief Fund. Tara has been with KPMG for 31 years and at the Foundation department since 1993.



Panelist: Michael B. Clement, KPMG Centennial Professor of Accounting at the University of Texas at Austin. He is a 2015 honoree of The PhD Project Hall of Fame.

My KPMG Story

Saturday, November 2, 2019, 12:00 pm-1:30 pm



Speaker: Antioni Parker, Audit Senior Manager, KPMG. Antioni is the current chapter leader of the KPMG African American Network (AAN).

Using Edutainment to Teach Accounting Courses

Saturday, November 2, 2019, 3:30 pm-5:00 pm



Speaker: Kelly R. Pope, DePaul University. Kelly is an Associate Professor in the School of Accountancy and MIS at DePaul University in Chicago.

Our 2019 Section Meeting (continued)

Kirsten Cook (Texas Tech University) and Theresa Hammond (San Francisco State University) shared highlights of the meeting below:

Best Paper Award: From among the 21 papers presented during concurrent sessions at the AAA Diversity Section Meeting, the three co-chairs selected “How African American Accountants Managed Their Social Identity in White-Dominated Firms and Effects on Supervisor Familiarity and Turnover Intent” by Edward Scott, Cynthia Wang, Alexis Smith, and Bryan Edwards, to receive the Best Paper Award. Not only is this study well-conceived and well-executed, but it also deals with a diversity/inclusion issue that is timely and relevant to members of the AAA Diversity Section. Congratulations to the four co-authors of this excellent study!

PhD Student Road Paper: On Sunday morning, four doctoral students (Danielle Gant, Andria Hill, R.Z. Zhang, and Kim Walker) presented their dissertation road papers to a packed room during the AAA Diversity Section Meeting. Members of the audience provided these four presenters with feedback on both their papers and their presentation styles. The goal of this session is to help these doctoral students prepare for the 2019 Accounting PhD Rooking Recruiting and Research Camp that will take place on December 6-9, 2019 in Miami, Florida. *Good luck to these doctoral students on the job market!*

KPMG Lunch Speaker: We thank KPMG for again sponsoring this year’s AAA Diversity Section Meeting. This year’s lunch speaker was Antioni Parker. Antioni is an Audit senior manager in KPMG’s Atlanta Audit practice working with client executives and other professionals to provide a quality audit experience. He began his career with KPMG where he has more than eight years of experience providing public and private financial statement audits and audits of internal control services with an understanding of continuous learning. The classroom experience is invaluable to Antioni, which he’s pursued as a KPMG national instructor regarding audit methodology and most recently as an adjunct professor at Morehouse College. His commitment to inclusion and diversity is reflected in his involvement with the Asian Pacific Islander Network and in his current role as chapter leader of the African American Network. Antioni holds a BA in accounting and MAcc from Brigham Young University.

Edutainment with Kelly Richmond Pope: Saturday afternoon Kelly Richmond Pope of DePaul University led a lively plenary session demonstrating her education package, [Red Flag Mania](#). Participants tried to identify the embezzler relying on videos of interviews with the suspects, paper documents, the fraud triangle, and critical thinking. Many of those in attendance plan to incorporate the based-on-real-life case into our classrooms.

PhD Project Turns 25: Sandra Shelton, co-chair of the Midyear and Professor at DePaul, moderated a panel including Michael Clement of the University of Texas at Austin and Tara Perino of the KPMG Foundation celebrating the 25th anniversary of the [PhD Project](#). In addition to quintupling the number of African-American, Latinx, and Native American business faculty since 1994, the PhD Project has played a major role in the development of the Diversity Section and made a significant difference in many of our lives.

Best Paper Award

Best Paper:

“How African American Accountants Managed Their Social Identity in White-Dominated Firms and Effects on Supervisor Familiarity and Turnover Intent”

Presenter and Co-Author:



Edward E. Scott
Slippery Rock University

Co-Authors:

Cynthia S. Wang
Northwestern University

Alexis N. Smith
Oklahoma State University

Bryan Edwards
Oklahoma State University



*The PhD Projects celebrates 25 years
changing the face of business
academia!*

WINTER 2020

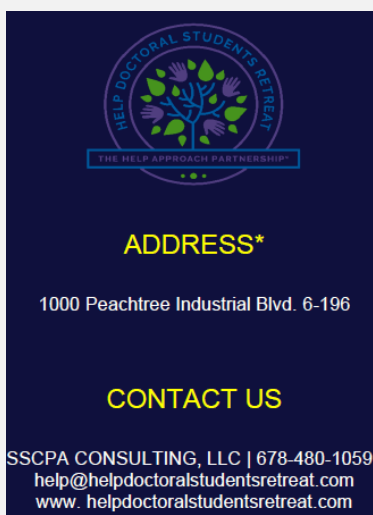
FEATURED EVENTS

Let's get you ready for your educational journey with our smart-learning holistic retreats!

Continuing Education: We also offer customized boutique continuing education and lifelong learning retreats such as: Continuing professional education; corporate training and human resource development, faculty mentoring and writing retreats. We provide the location, motivation, and holism to HELP you

#retreattocomplete! #smartlearning

- This is our corporate address. Retreats and Events Locations vary and will be announced on our website!



HELP Winter 2020 Doctoral Students Retreats

We use the HELP Approach Partnership© to get doctoral, graduate, and professional students from indecision to completion!

The **HELP Approach Partnership©** provides a holistic approach to education to help you meet your goals. Therefore, whether you're just thinking about pursuing a doctoral degree or are ABD, but struggling to complete your dissertation, the professionals at the HELP Doctoral Students Retreats are your partners to get you from "indecision to completion."

DOCTORAL STUDENTS RETREATS*

**January 24-26, 2020
BEGINNERS**

Navigating Graduate School & The Doctoral Process

**February 28 - March 1, 2020
ADVANCED**

Advancing Through The Doctoral Process:
Preparing For The Comprehensive Exam & Research Proposal

**March 20-22, 2020
ABD**

Dissertation Research & Writing For Completion

FEATURED EVENTS

Our Winter Featured Events are 5-8 Hours Holistic, Food, Wine, and Learn Workshops!

- **GET READY FOR TAX FILING SEASON, 2020. FEBRUARY 8**

This event will be a 5-hour Yoga or Stretch and Balance, appetizers, and wine workshop. We HELP you get ready for tax filing, 2020. Focus: What's new in IRS Rules and how to prepare.

- **SHOWCASE YOUR TEACHING EFFECTIVENESS USING SHARED VALUES. MARCH 13**

This event will be a 7-hour Yoga, lunch, wine, and dance workshop. We HELP minority faculty navigate the student evaluation debacle.

Diversity Section Officers & Volunteers 2019-2020

Title	Term Length	Name	Email Address
Officers			
President	1	Helen Brown-Liburd	hbliburd@business.rutgers.edu
Vice President	1	Norma Montague	montagnr@wfu.edu
Vice-President-Practice		TBA	
Secretary	1	Kelly Gamble	kfgamble@valdosta.edu
Treasurer	1	Lynette Wood	lwood@buildusup.com
Past President	1	Peter Johnson	pjohnson@culverhouse.ua.edu
Council Representative	1	Sandra Shelton	sshelton@depaul.edu

Other Appointed Positions			
Newsletter Editor		Melvin Lamboy-Ruiz	mlamboyruiz@georgiasouthern.edu
Webmaster		TBA	

Committee Vice Directors/Chairs/Co-Chairs			
2020 Annual Meeting		Stephani Mason	smason18@depaul.edu
2020 Annual Meeting		Dereck Barr-Pulliam	dereck.barr-pulliam@louisville.edu
2020 Midyear Meeting		Theresa Hammond	thammond@sfsu.edu
2020 Midyear Meeting		Kirsten Cook	kirsten.cook@ttu.edu
Awards Committee		Raymond Elson	relson@valdosta.edu
Membership Committee		Dana Hollie	dana.hollie@utoledo.edu
Membership Committee		Nerissa Brown	nerissab@illinois.edu
Nominating Committee		Michelle Harding	harding1@vt.edu

Regional Coordinators			
International		Rogelio Cardona Cardona	rogelio.cardona1@upr.edu
Mid-Atlantic		Anthony Anderson	anthony.anderson@howard.edu
Midwest		Willie Reddic	wreddic@depaul.edu
Northeast		Chanta Thomas	cthomas@business.rutgers.edu
Ohio		Patrick Kielty	kielty.6@osu.edu
Southeast		Elicia Cowens	cowinse@wlu.edu
Southwest		William Strawser	william.strawser@ucdenver.edu
Western		Porschia Nkansa	pnkansa@calstatela.edu

Notes: All positions are for a one-year term except for the AAA Council Representative who serves for a 3-year term. The term of the current incumbent ends on June 2022.





The 2020 Diversity Section Meeting will be held in Washington D.C. at the Hyatt Regency Bethesda on October 23-25, 2020.

2020 Diversity Section Meeting

October 24-25, 2020

Washington, D.C.

Please mark your calendar!

Hotel Information

Hyatt Regency Bethesda

One Bethesda Metro Center

Bethesda, MD 20814

301-657-1234



Reservations by telephone

Toll Free: 1-877-803-7534

Direct: Direct: 1-301-657-1234

Fax: 1-301-657-6453

Reference: AAA 2020 Diversity Section Meeting

Room Rate: \$139.00

Reservation Link: Click [Here](#)

Reservation Deadline: October 1, 2020

A limited number of rooms have been reserved at the conference rate. PLEASE make your reservations as early as possible to take advantage of this special room rate. Note we cannot guarantee that any additional rooms will be available in the hotel once our block of rooms is sold out, even if the block is sold out before the cutoff date.

Meeting Attendees with Limited Mobility

If you anticipate having limited mobility during your participation in the meeting, it is very important that you notify the hotel when you make your reservations, and when you check into the hotel. Should there be an emergency that would require evacuation, hotel staff need to know that you would require assistance. This includes temporary mobility issues such as injury, crutches, etc. Please request instructions directly from the hotel about how to proceed in case of an emergency.

Transportation

From: Ronald Reagan Washington National Airport (DCA)

Distance: 22 miles to Hotel

Estimated Taxi Fare: \$70 (USD) one way

From: Dulles International Airport (IAD)

Distance: 26 miles to Hotel

Estimated Taxi Fare: \$90 (USD) one way

From: Baltimore/Washington International Thurgood Marshall Airport (BWI)

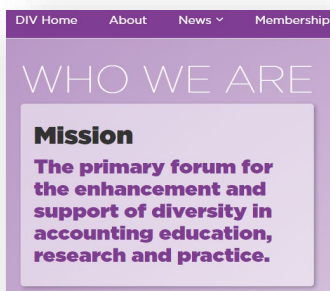
Distance: 35 miles to Hotel

Estimated Taxi Fare: \$114 (USD) one way

Additional transportation information and directions can be found on the [hotel website](#).

Diversity Section Website

Find us on the Web: aaahq.org/div



For this and past editions of the section newsletters, visit the [Diversity Section newsletter page](#).