

CURRICULUM VITAE EXECUTIVE SUMMARY

MARK C. DAWKINS, Ph.D.

Professor of Accounting

Coggin College of Business, University of North Florida, Jacksonville, FL 32224

Mark C. Dawkins, Ph.D., MBA, MACC, CPA, CMA, CGMA, served as Dean and Distinguished Professor for Excellence in the Coggin College of Business (Coggin) at the University of North Florida (UNF) from June 2015-June 2020. Prior to this appointment, he was Associate Professor of Accounting in the Terry College of Business at the University of Georgia (UGA). At the Terry College, he served as Associate Dean for Academic Programs from 2008-2014, Director of Diversity Relations from 2004-2008, and as an accounting faculty member from 1994-2015. He received his Ph.D. in Accounting from Florida State University, MBA (finance), and MACC (auditing) degrees from the University of Florida, and a BS in Management from the Georgia Institute of Technology.

As Coggin Dean, he works closely with other deans, vice-presidents, and administrators, four department chairs (Accounting & Finance, Economics & Geography, Management, and Marketing & Logistics), two flagship program directors (International Business and Transportation & Logistics), and directors of the Small Business Development Center, Career Management Center, Academic Advising Services, and Development. As the Associate Dean for Academic Programs at UGA, his responsibilities included oversight for eight of Terry's nine undergraduate degree programs, as well as five master's programs (MBA, MACC, MMR, MIT, and MA-Econ). The department heads of Terry's seven academic departments reported to the Associate Dean's office. Additionally, the directors of the MBA Programs, the Music Business Certificate Program, and the Institute for Leadership Advancement reported to the Associate Dean's office, as did Terry's Director of Diversity Relations and Director of Assessment, Rankings, and Undergraduate Programs.

As a faculty member, he has published in *Journal of Finance*, *Journal of Financial & Quantitative Analysis*, *Journal of Accounting, Auditing and Finance*, *Journal of Business, Finance & Accounting*, *Journal of Banking and Finance*, *Advances in Accounting*, *Accounting Perspectives*, *Academy of Educational Leadership Journal*, *Management Accounting Quarterly*, *Journal of Managerial Issues*, *The CPA Journal*, and other peer-reviewed journals. He has taught undergraduate and graduate financial accounting classes, specifically Advanced Accounting Theory (graduate), Intermediate Accounting 1, MBA Financial Accounting, and Intermediate Accounting for Non-Majors. He also taught the undergraduate and graduate accounting internship classes during his six years as Associate Dean in the Terry College.

He was a co-recipient of the 2006 and 2003 Beta Alpha Psi Outstanding Teacher of the Year award at UGA and also received the 2006 and 2003 Alpha Kappa Psi Accounting Teacher of the Year Award. He is a member of the American Accounting Association (AAA), the American Institute of Certified Public Accountants, the Institute of Management Accountants, the Florida Society of CPAs, PhD Project (www.phdproject.org), and the Accounting Doctoral Student Association. In August 2009, he was one of five recipients of the inaugural Ernst & Young *Inclusive Excellence Award for Accounting and Business School Faculty*. In January of 2014, he received the 2014 UGA President's Fulfilling the Dream Award at the MLK Freedom Breakfast at UGA. In 2016, 2013 and 2007, he received the AAA Diversity Section Service Award, and is the only multi-year recipient.

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EDUCATION

- 1990-1994 **FLORIDA STATE UNIVERSITY COLLEGE OF BUSINESS**
Ph.D. in Accounting, degree granted December 1994.
Support area: Strategic management.
- 1987-1988 **UNIVERSITY OF FLORIDA – FISHER SCHOOL OF ACCOUNTING**
Master of Accounting (Auditing), degree granted August 1988.
- 1985-1987 **UNIVERSITY OF FLORIDA – WARRINGTON COLLEGE OF BUSINESS**
Master of Business Administration (Finance), degree granted May 1987.
- 1981-1985 **GEORGIA INSTITUTE OF TECHNOLOGY – SCHELLER COLLEGE OF BUSINESS**
Bachelor of Science in Management (Accounting), degree granted June 1985.

PUBLICATIONS

1. Dugan, Michael T. and Mark C. Dawkins. 2020. “Introductory Accounting without Debits and Credits.” *The CPA Journal*, forthcoming (October 2020).
2. Dawkins, Mark C., Dugan, Michael T., Mezzio, Steven S., and Trapnell, Jerry. 2020. “The Future of Accounting Education: In-Demand Skills, Workplace Readiness, the 150-Hour Requirement, MAcc Programs, and the CPA Exam.” *The CPA Journal*, September 2020: 28-35.
3. Dawkins, Mark C. and Michael T. Dugan. 2020. “Why Accounting Research Must Change.” *BizEd Magazine* (online), February.
4. Taylor, Gary, Kelsey Brasel, Mark C. Dawkins, and Michael T. Dugan. 2018. “Keeping Pace: The Conditional Probability of Accounting Academics to Continue Publishing in Elite Accounting Journals.” *Advances in Accounting*, 41: 97-113.
5. Wieland, Matthew, Mark C. Dawkins, and Michael T. Dugan. 2016. “Assessing the Elite Publication Benefits of Academic Pedigree: A Joint Examination of PhD Institution and Employment Institution.” *Accounting Perspectives*, 15 (4): 269-309.

Earlier versions of this paper received the Best Paper Award at the 2015 American Accounting Association Southeast Region Meeting, April 2015 (Asheville, NC) and

2011 American Accounting Association Diversity Section Meeting, November 2011 (Ft. Lauderdale, FL).

6. Wieland, Matthew, Mark C. Dawkins, and Don Ariail. 2015. "Small and Large Faculty-Size Adjusted Accounting Program Rankings Based on Research-Active Faculty: A Uniform Approach." *Academy of Educational Leadership Journal*, 19 (3): 1-22.
7. Wieland, Matthew, Mark C. Dawkins, and Michael T. Dugan. 2014. "The Value Relevance of S&P's Core Earnings Versus GAAP Earnings." *Management Accounting Quarterly*, Summer: 18-26.
8. Dawkins, Mark C. 2013. "Increasing the Relevancy of Academic Accounting Research." *Current Accounts* (GSCPA journal), 11 (November/December): 38.
9. Wieland, Matthew, Mark C. Dawkins, and Michael T. Dugan. 2013. "The Differential Value Relevance of S&P's Core Earnings Versus GAAP Earnings: The Role of Stock Option Expense." *Journal of Business Finance & Accounting*, 40 (1/2) (January): 55-81.
10. Rose-Green, Ena, and Mark C. Dawkins. 2007. "Wall Street Journal Distress Disclosures and Bankruptcy Research." *Academy of Accounting and Financial Studies Journal*, 11 (3) (September): 1-16.
11. Hodge, Michael, Mark C. Dawkins, and Jaxk Reeves. 2007. "A Case Study of Mortgage Refinancing Discrimination: African American Intergenerational Wealth." *Sociological Inquiry*, February 77 (1): 23-43.
12. Dawkins, Mark, Neil Bhattacharya, and Linda S. Bamber. 2007. "Systematic Share Price Fluctuations after Bankruptcy Filings and the Investors who Drive Them." *Journal of Financial and Quantitative Analysis*, June 42 (2): 399-420.
13. Rose-Green, Ena, and Mark C. Dawkins. 2002. "Strategic Bankruptcies and Price Reactions to Bankruptcy Filings." *Journal of Business Finance & Accounting*, November/December 29 (9/10): 1319-1335.
14. Dawkins, Mark C. 2002. "Simultaneity Bias in Mortgage Lending: A Test of Simultaneous Equations Models on Bank-Specific Data." *Journal of Banking and Finance*, August 26 (8): 1593-1613.
15. Rose-Green, Ena, and Mark C. Dawkins. 2000. "The Association Between Bankruptcy Outcome and Price Reactions to Bankruptcy Filings." *Journal of Accounting, Auditing & Finance*, Fall 15 (4): 425-438.
16. Dawkins, Mark C., and Ena Rose-Green. 1998. "Prior *Wall Street Journal* Announcements of Possible Bankruptcy Filings and Price Reactions to Bankruptcy Filings." *Journal of Business Finance & Accounting*, September/October 25 (7/8): 813-828.
17. Dawkins, Mark C., and Linda S. Bamber. 1998. "Does the Medium Matter? The Relations Among Bankruptcy Petition Filings, Broadtape Disclosure, and the Timing of Price Reactions to Bankruptcy Filings." *The Journal of Finance*, June 53 (3): 1149-1163.

18. Hochwarter, Wayne A., Pamela L. Perrewe, and Mark C. Dawkins. 1995. "Gender Differences in Perceptions of Stress-Related Variables: Do the People Make the Place or Does the Place Make the People?" *Journal of Managerial Issues*, Spring VII (1): 62-74.

CONFERENCE PROCEEDINGS

1. Ayers, Benjamin, John Jiang, and Mark C. Dawkins. 2006. "Bankruptcy Prediction and Earnings Quality." Proceedings of the American Accounting Association Annual Meeting, Sarasota, FL.

WORKING PAPERS

1. Dawkins, Mark C. "Rethinking the Accounting Research Model."
2. Dawkins, Mark C. "Rethinking the Accounting Faculty Model."

TERRY-SANFORD RESEARCH AWARDS

1. "Is Standard & Poor's Core Earnings a Better Earnings Measure?" (with Dahlia Robinson, Arizona State University). 2007 Terry-Sanford Grant Research Award Paper. This paper was published in the *Journal of Business Finance & Accounting* in 2013 as "The Differential Value Relevance of S&P's Core Earnings Versus GAAP Earnings: The Role of Stock Option Expense."
2. "Assessing the Usefulness of Pro Forma Earnings: Evidence from Bankruptcy Filings" (with Michael Dugan, University of Alabama, and Dahlia Robinson, Arizona State University). 2006 Terry-Sanford Grant Research Award Paper.
3. "The Association Between Chapter 11 Reorganization, Financial Characteristics, Equity Performance, and Bankruptcy Outcome." 2004 Terry-Sanford Research Award Paper.
4. "Are Standard & Poor's Core Earnings Useful: Evidence from Bankruptcy Prediction Models" (with Ken Gaver, University of Georgia). 2003 Terry-Sanford Research Award Paper.
5. "Price Reversals, Market Efficiency, and Trading Size: Evidence from Bankruptcy Filings" (with Nilabhra Bhattacharya (SMU) and Linda Smith Bamber (University of Georgia)). 2001 Terry-Sanford Research Award Paper. This paper was published in *The Journal of Financial and Quantitative Analysis* in 2007 as "Systematic Share Price Fluctuations after Bankruptcy Filings and the Investors who Drive Them."

GRANTS

1. "CEO Turnover and Pre/Post Bankruptcy Performance." Terry Leadership Resource Consortium Grant, 2005.
2. AICPA Grant for the High School Residency Program, 1999.
3. University of Georgia Faculty Research Grant, 1995 & 1996.

AD HOC REVIEWER

The Accounting Review
Issues in Accounting Education
Journal of the American Tax Association
Journal of Corporate Finance
Journal of Business Finance & Accounting
Review of Law & Economics

ADMINISTRATIVE EXPERIENCE

- 6/15-6/20 Dean and Distinguished Professor for Excellence, Coggin College of Business, University of North Florida.
- 4/08-7/14 Associate Dean for Academic Programs, Terry College of Business, University of Georgia.
- 4/04-3/08 Director of Diversity Relations, Terry College of Business, University of Georgia.

TEACHING EXPERIENCE

- 8/20-Now University of North Florida – Jacksonville, FL. Professor of Accounting.
- 8/02-5/15 University of Georgia - Athens, GA. Associate Professor of Accounting.
- 3/95-8/02 University of Georgia - Athens, GA. Assistant Professor of Accounting.
- 9/94-3/95 University of Georgia - Athens, GA. Temporary Assistant Professor of Accounting.
- 1/91-5/94 Florida Agricultural and Mechanical University - Tallahassee, FL. Adjunct Instructor of Accounting.
- 8/90-8/94 Florida State University - Tallahassee, FL. Graduate teaching assistant and graduate research assistant for the Department of Accounting.

TEACHING AWARDS & APPOINTMENTS

1. Deloitte Teaching Fellow, 2006-2012.
2. Georgia Society of CPAs Accounting Educator of the Year, 2006 (one granted state-wide each year).
3. Alpha Kappa Psi Accounting Teacher of the Year, 2006.
4. Beta Upsilon Chapter of Beta Alpha Psi Outstanding Teacher of the Year (Co-recipient), 2006.
5. Student Government Association Teaching Award, 2005.
6. University of Georgia Accounting Teaching Award, 2004.
7. Beta Upsilon Chapter of Beta Alpha Psi Outstanding Teacher of the Year (Co-recipient), 2003.
8. Alpha Kappa Psi Accounting Teacher of the Year, 2003.

AWARDS AND RECOGNITION FOR DIVERSITY AND INCLUSIVENESS EFFORTS

1. American Accounting Association Diversity Section Excellence in Service Award, 2016.
2. PhD Project Hall of Fame Inductee, 2015.
3. University of Georgia President's Fulfilling the Dream Award, 2014.

4. American Accounting Association Diversity Section Excellence in Service Award, 2013.
5. Ernst & Young Inclusiveness Excellence Award for Accounting and Business School Faculty, 2009.
6. Terry College of Business Faculty Service Award, 2007.
7. American Accounting Association Diversity Section Excellence in Service Award, 2007.

EXTERNAL LEADERSHIP APPOINTMENTS 2016-20

1. AccessLex Institute Board of Directors and Audit Committee (chair), 2016-19, 2020-22.
2. American Accounting Association Governance Committee Chair, 2020-21.
3. American Accounting Association Notable Contributions to Accounting Literature Committee, 2020-21.
4. CAQ Diversity & Inclusion Working Group, 2020-21.
5. IMA Committee on Academic Relations, 2020-21
6. AICPA Academic Excellence Committee, 2019-21.
7. Leadership Jacksonville Class of 2019.
8. AICPA CPA Evolution Working Group, 2018-19.
9. JAXUSA Partnership Elevate NE Florida Committee, 2018-19.
10. OneJax Board of Directors, 2018-Present.
11. Baptist South Board of Directors, 2017-Present.
12. The Guardian Catholic Schools Board of Directors, 2017-Present.
13. American Accounting Association Executive Council, 2016-2018.
14. AACSB Nominating Committee, 2016-17.
15. American Accounting Association Council President, 2016-17.
16. Center for Audit Quality (CAQ) Accounting Academic Sounding Board, 2016-17.
17. American Accounting Association Big Thinker Conference Advisory Board, 2016-17.

TEACHING ASSIGNMENTS

Fall 2020	Intermediate Accounting 1
Fall 2020	Advanced Accounting Theory (graduate)
Spring 2015	Intermediate Accounting for Non-Majors
Fall 2014	MBA Financial Accounting (Full-Time MBA Program)
Fall 2014	Intermediate Accounting for Non-Majors
Spring 2014	Intermediate Accounting for Non-Majors
Spring 2014	Accounting and Finance for Lawyers (co-taught with Dr. Jeffrey Netter)
Fall 2013	MBA Financial Accounting (Full-Time MBA Program)
Spring 2013	Intermediate Accounting for Non-Majors
Fall 2012	MBA Financial Accounting (Full-Time MBA Program)
Fall 2011	MBA Financial Accounting (Full-Time MBA Program)
Fall 2010	MBA Financial Accounting (Full-Time MBA Program)
Spring 2010	Intermediate Accounting 1 (first course of three semester sequence)
Spring 2009	Freshman Seminar
Fall 2007	MBA Financial Accounting (Professional MBA Program)
1994-2007	Intermediate Accounting 1 (first course of three semester sequence)

PROFESSIONAL LICENSES

6/2012-Present Chartered Global Management Accountant (active)

7/1990-Present Certified Public Accountant (Florida) (active)
11/1991-Present Certified Management Accountant (active)

UGA CENTER AFFILIATIONS

Institute for African American Studies – Affiliate Member, 2004-2015.

PRESENTATIONS (Details available upon request)

1. McKnight Summer Research and Writing Institute, 2019 (Tampa, FL)
2. AACSB Aspiring Leaders Workshop, 2019 (Tampa, FL)
3. McKnight Fellows Annual Meeting, 2018 (Tampa, FL)
4. McKnight Summer Research and Writing Institute, 2018 (Tampa, FL)
5. AACSB Aspiring Leaders Workshop, 2018 (Tampa, FL)
6. McKnight Fellows Annual Meeting, 2017 (Tampa, FL)
7. American Accounting Association Annual Meeting, 2017 (San Diego, CA)
8. PhD Project Accounting Faculty Alumni Association Conference, 2017 (San Diego, CA)
9. AACSB Aspiring Leaders Workshop, 2017 (Tampa, FL)
10. McKnight Summer Research and Writing Institute, 2016 (Tampa, FL)
11. AACSB Aspiring Leaders Workshop, 2016 (Tampa, FL)
12. Ph.D. Project Conference, 2015 (Chicago, IL)
13. McKnight Summer Research and Writing Institute, 2015 (Tampa, FL)
14. Ph.D. Project Conference, 2014 (Chicago, IL)
15. American Accounting Association Diversity Section Meeting, 2014 (Atlanta, GA)
16. McKnight Summer Research and Writing Institute, 2014 (Tampa, FL)
17. Ph.D. Project Conference, 2013 (Chicago, IL)
18. American Accounting Association Diversity Section Meeting, 2013 (Atlanta, GA)
19. American Accounting Association Annual Meeting, 2013 (Anaheim, CA)
20. McKnight Summer Research and Writing Institute, 2013 (Tampa, FL)
21. American Accounting Association Southeast Meeting, 2013 (Nashville, TN)
22. Georgia Association of Accounting Educators Annual Meeting, 2013 (Savannah, GA)
23. Ph.D. Project Conference, 2012 (Chicago, IL)
24. American Accounting Association Diversity Section Meeting, 2012 (Atlanta, GA)
25. McKnight Summer Research and Writing Institute, 2012 (Tampa, FL)
26. McKnight Doctoral Fellows Orientation, 2012 (Tampa, FL)
27. American Accounting Association Southeast Meeting, 2012 (Savannah, GA)
28. Georgia Association of Accounting Educators Annual Meeting, 2012 (Tifton, GA)
29. Ph.D. Project Conference, 2011 (Chicago, IL)
30. American Accounting Association Diversity Section Meeting, 2011 (Ft. Lauderdale, FL)
31. American Accounting Association Annual Meeting, 2011 (Denver, CO)
32. McKnight Summer Research and Writing Institute, 2011 (Tampa, FL)
33. University of Georgia, 2011 (Athens, GA)
34. Ph.D. Project Conference, 2010 (Chicago, IL)
35. American Accounting Association Diversity Section Meeting, 2010 (Atlanta, GA)
36. McKnight Summer Research and Writing Institute, 2010 (Tampa, FL)
37. Ph.D. Project Conference, 2009 (Chicago, IL)
38. American Accounting Association Diversity Section Meeting, 2009 (San Antonio, TX)
39. McKnight Summer Research and Writing Institute, 2009 (Tampa, FL)
40. 20th Annual National Association of Securities Professionals Pension and Financial Services

- Conference, 2009 (Atlanta, GA)
41. Affirmative Action Register Webinar, 2009 (Athens, GA)
 42. Ph.D. Project Conference, 2009 (Chicago, IL)
 43. American Accounting Association Diversity Section Meeting, 2008 (New Orleans, LA)
University of Georgia, 2008 (Athens, GA)
 44. American Accounting Association Annual Meeting, 2008 (Anaheim, CA)
 45. Ph.D. Project Conference, 2008 (Anaheim, CA)
 46. McKnight Fellows Annual Meeting, 2007 (Tampa, FL)
 47. American Accounting Association Diversity Section Meeting, 2007 (Atlanta, GA)
 48. NE Georgia Chapter of the Georgia Society of CPAs, 2007 (Athens, GA)
 49. American Accounting Association Annual Meeting, 2007 (Chicago, IL)
 50. Ph.D. Project Conference, 2007 (Chicago, IL)
 51. American Accounting Association Southeast Meeting, 2007 (Atlanta, GA)
 52. McKnight Fellows Annual Meeting, 2006 (Tampa, FL)
 53. American Accounting Association Diversity Section Meeting, 2006 (Atlanta, GA)
 54. American Accounting Association Annual Meeting, 2006 (Washington, DC)
 55. Southeast Summer Accounting Research Conference, 2006 (Atlanta, GA)
 56. McKnight Fellows Annual Meeting, 2005 (Tampa, FL)
 57. American Accounting Association Diversity Section Meeting, 2005 (Atlanta, GA)
 58. North Carolina Central University, 2005 (Durham, NC)
 59. University of Alabama, 2004 (Tuscaloosa, AL)
 60. McKnight Fellows Annual Meeting, 2004 (Tampa, FL)
 61. Accounting Doctoral Student Association Conference, 2004 (Orlando, FL)
 62. Florida Education Fund New Fellows Orientation, 2004 (Tampa, FL)
 63. Dekalb Chapter of the Georgia Society of CPAs, 2004 (Athens, GA)
 64. McKnight Fellows Annual Meeting, 2003 (Tampa, FL)
 65. Accounting Doctoral Student Association Conference, 2003 (Honolulu, HI)
 66. Gwinnett and Dekalb Chapters of the Georgia Society of CPAs, 2003 (Atlanta, GA)
 67. Georgia State University, 2003 (Atlanta, GA)
 68. University of Georgia, 2001 (Athens, GA)
 69. American Accounting Association Annual Meeting, 2001 (Atlanta, GA)
 70. FICPA Minority Summer Residency Program, 2001 (Tampa, FL)
 71. Florida State University, 2000 (Tallahassee, FL)
 72. Southeast Summer Accounting Research Conference, 1997 (Atlanta, GA)

PHD PROJECT ACCOUNTING FACULTY ALUMNI ASSOCIATION MENTEES

2020-21 Chevonne Alston, Alicia Yancy, Porschia Nkansa, and Phebe Davis

UNF OFFICE OF DIVERSITY INITIATIVES MENTEES

2019-20 Lavon McGauley and Brinae Edwards

2017-19 Christopher Boykins

UGA INSTITUTE FOR LEADERSHIP ADVANCEMENT MENTEES

2007-2008 Susan Guo and Lauren Olson

2006-2007 Bryan Davis and Jared Grachek

2005-2006 Josh Reser and Jake Gocke

2004-2005	Matt Tisdell and Chloe Thompson
2003-2004	Bradley Robbins and Andrew Williams
2002-2003	Travis Canova
2001-2002	Anehita Eigbe

UGA OFFICE OF INSTITUTIONAL DIVERSITY MENTEES

2013-2014	Augustina Asiafor, Justine Avoudikpon, Tiesha Cullins, Nia Hampton, and Mariam Olorunsola
2012-2013	Tiesha Cullins, Nia Hampton, Mariam Olorunsola, Augustina Asiafor, and Justine Avoudikpon
2011-2012	Dedrek Bryant and Fahad Haider
2010-2011	Timothy Gregory
2009-2010	Michael Asmelash and Frank Harvey
2008-2009	Jia Liu and Rischa Releford
2007-2008	Octavius Davis
2006-2007	Zimazile Khumalo
2006-2007	Chardonnay Watson

UNIVERSITY SERVICE – COMMITTEES & TASK FORCES

1. Coggin Bylaws Committee, 2020-.
2. Coggin Accounting Curriculum Committee, 2020-.
3. Coggin SBDC Director Search Committee, 2020.
4. UNF Deans Council, 2015-2020.
5. UNF Commission on Diversity and Inclusion, 2015-2020.
6. Coggin Executive Committee, 2015-2020.
7. Terry Strategic Task Force, 2008-2014.
8. Terry Academic Committee, 2007-2014.
9. Terry Operational Committee, 2007-2014.
10. Terry College Executive Committee, 2004-2014.
11. Terry MBA Committee (Dean's representative), 2007-2014.
12. Terry Undergraduate Programs Committee (Dean's representative), 2007-2012.
13. Terry Specialty Certificates Committee (Dean's Representative), 2010-2014.
14. Terry Admissions Appeals Committee (Dean's Representative), 2010-2012.
15. Terry International Business Coordinating Committee (Dean's representative), 2007-2009.
10. J.M. Tull School of Accounting Admissions Committee, 2003-2007.
11. J.M. Tull School of Accounting Appeals Committee, 2003-2007.
12. Terry International Business Admissions Committee, 2003-2005.
13. Terry International Business Coordinating Committee, 1998-2005.
14. J.M. Tull School of Accounting Faculty Recruitment Committee, 1995-1999, 2003-2004.
15. J.M. Tull School of Accounting Awards Committee, 1995-1997.

UNIVERSITY SERVICE – SEARCH COMMITTEES

1. Online BBA Program Coordinator, Terry College of Business, 2014.
2. Vice President for Finance and Administration, University of Georgia, 2013-2014.
3. Chair, Director of the Institute for Leadership Advancement, Terry College of Business, 2012-2013.

4. Director of Internal Audit, University of Georgia, 2012.
5. Associate Provost for Institutional Diversity, University of Georgia, 2011-2012.
6. Chair, Assistant Vice-President for Academic Affairs and Director for Academic Programs for the UGA Griffin Campus, University of Georgia, 2010-2011.
7. Chair, Music Business Certificate Program Director, Terry College of Business, 2010-2011.
8. Chair, Full-Time MBA Director, Terry College of Business, 2008.
9. Director of the Institute for African American Studies, University of Georgia, 2007.
10. Dean of the Terry College of Business, 2006-2007.
11. Director of the Institute for Leadership Advancement, Terry College of Business, 2005-2006.
12. Senior Associate Director of Admissions for Marketing and Recruitment, University of Georgia, 2005.
13. Associate Director of Admissions for Marketing and Recruitment, University of Georgia, 2001.

UGA UNIVERSITY SERVICE – OTHER COMMITTEES

1. Office of Admissions and Enrollment Management Review Committee, 2013-2014.
2. Sarah Moss Fellowship Scholarship Committee, 2008-2012.
3. Graduate School Strategic Planning Committee, 2010-2011.
4. Diversity Advisory Council, 2007-2010.
5. University Grievance Committee, 2007-2010.
6. Intercultural Affairs Strategic Planning Committee, 2008-2009.
7. University Writing Committee, 2006-2007.
8. University Career Counseling Panel (UGA Athletic Association), 1996-1999.
9. Crane Scholarship Selection Committee, Honors Program, 2006.
10. Institute for Leadership Advancement Selection Committee, 2006.
11. Multicultural Recruitment Advisory Group, 2005.
12. UGA Undergraduate Recruitment Advisory Network, 2004-2005.
13. Fiscal Integrity Committee for the NCAA Self-Study, 2000-2001.

UNIVERSITY SERVICE – CHAIR OR CO-CHAIR

1. Chair of the Commission on Diversity and Inclusion, UNF, 2018-2020.
2. Co-Chair of the Commission on Diversity and Inclusion, UNF, 2016-2018.
3. Co-Chair of the University Career Counseling Panel, UGA Athletic Association, 2000-2007. Inactive.
4. Chair of the International Business Coordinating Committee, Terry College of Business, 2001-2005.

UGS UNIVERSITY SERVICE – FACULTY ADVISOR

1. UGA Student Chapter of the National Association of Black Accountants, 1997-2015.
2. UGA Graduate Diversity Business Association (formerly Graduate Minority Business Association), 1996-2015.

UGA UNIVERSITY SERVICE – DIVERSITY PROGRAMS & RECRUITING EVENTS

1. Faculty panelist or Terry College representative at sixty-three (63) UGA Office of Admissions Explore Georgia Programs, Admissions Receptions, Georgia Preview Days, or Terry College representative at other recruitment events from 1994-2014.
2. Ernst & Young Foundation's Campus Diversity & Inclusiveness Roundtable, January 8-9, 2014 (New York, NY)
3. UGA Graduate School Night at the Miller Learning Center, April 16, 2013 (Athens, GA).
4. PhD Project Conference, November 1995-2014 (Chicago, IL).
5. DocNet PhD Recruitment Forum at Emory University, October 11, 2005 (Atlanta, GA).
6. UGA Graduate School Recruitment Fair at the Georgia Center, February 23, 2005 (Athens, GA).
7. UGA Graduate and Professional Scholars Undergraduate Forum 2002, "Bridging the GAPS: A Graduate and Professional School Forum for Students of Color," November 20, 2002 (Athens, GA).

UGA UNIVERSITY SERVICE – CONFERENCES

1. Regional Associate Dean Meetings, 2008-2014 (Atlanta, GA).
2. 2010 Academic Affairs Faculty Symposium, March 26-27, 2010 (Unicoi, GA).
3. 2009 Southern Business Administration Association Conference, November 8-10, 2009 (Savannah, GA).
4. 2009 Fall Diversity Summit, October 18-19, 2009 (Georgia Center).
5. 2009 Accounting Doctoral Student Association Conference, July 31-August 2, 2009 (New York, NY).
6. 2009 Black Issues in Higher Education Conference, February 1, 2009 (Athens, GA).
7. 2008 Academic Affairs Faculty Symposium, March 28-29, 2008 (Dillard, GA).
8. 2006 Intersection of Diversity & Learning Conference, May 18-20, 2006 (Athens, GA).
9. 2006 Black Issues in Higher Education Conference, February 3, 2006 (Athens, GA).

PROFESSIONAL SERVICE – COMMITTEES

1. American Accounting Association Council, Diversity Section Representative, 2014-2016.
2. American Accounting Association Southeast Meeting Planning Committee, 2013-2014.
3. Georgia Society of CPAs Leadership Council, 2005-2014.
4. Georgia Society of CPAs Educational Foundation, 2007-2014.
5. American Accounting Association Council, Council-at-Large Member, 2010-2012.
6. American Accounting Association Notable Contribution to Accounting Literature Award Screening Committee, 2010-2011.
7. American Accounting Association Competitive Manuscript Award Committee, 2008.
8. Ernst & Young Diversity Research Award Selection Committee, 2005-2007.
9. Georgia Society of CPAs High School Residency Task Force, 1999-2009.
10. Georgia Society of CPA's Minority Issues Committee, 1998-2010.
11. National Black MBA Association Scholarship Resource Team (essay reviewer for MBA and Ph.D. scholarships awarded annually by the NBMBAA), 1996-2000.
12. Accounting Doctoral Student Association Conference Planning Committee (Faculty Representative), 2008-2009, 2004-2005, 1996-1997.

PROFESSIONAL SERVICE – CHAIR OR CO-CHAIR

1. Co-Chair, American Accounting Association Diversity Section Program, October 2007.

2. Chair, Georgia Society of CPA's Minority Issues Committee, 2000-2003.
3. Panel Chair, McKnight Fellows Annual Meeting, Business Section, 2007.
4. Panel Chair, McKnight Fellows Annual Meeting, "Employment Opportunities, Negotiating Contracts, and Earning Tenure in Academia," 2004.
5. Panel Chair, McKnight Fellows Annual Meeting, "Developing a Successful Research Agenda: A Focus on Finance, Accounting, and Management," 2004.
6. Chair, Georgia Society of CPA's High School Residency Program Task Force, 1999-2007.
 - 2007 GSCPA HSRP at UGA, July 8-11, 2007. (51 high school students attended)
 - 2006 GSCPA HSRP at UGA, July 9-12, 2006. (45 high school students attended)
 - 2005 GSCPA HSRP at UGA, July 10-13, 2005. (53 high school students attended)
 - 2004 GSCPA HSRP at UGA, July 25-28, 2004. (45 students attended)
 - 2003 GSCPA HSRP at UGA, July 13-16, 2003. (54 students attended)
 - 2002 GSCPA HSRP at UGA, July 14-17, 2002. (59 students attended)
 - 2001 GSCPA HSRP at UGA, July 15-19, 2001. (45 students attended)
 - 2000 GSCPA HSRP at UGA, July 9-12, 2000. (18 students attended)
 - 1999 GSCPA HSRP at UGA, July 11-14, 1999. (10 students attended)

PROFESSIONAL SERVICE – OFFICER

1. President, Black Faculty & Staff Organization at UGA, 2006-2012.
2. President, American Accounting Association Diversity Section, 2008-2009.
3. Vice-President, American Accounting Association Diversity Section, 2007-2008.

PROFESSIONAL SERVICE – CONFERENCES

1. GSCPA Fall Council Meeting, November 9-10, 2014 (Braselton, GA).
2. Ernst & Young Diversity Roundtable, January 8-9, 2014 (New York, NY).
3. GSCPA Fall Council Meeting, November 17-18, 2013 (Asheville, NC).
4. Georgia Association of Accounting Educators Annual Meeting, February 8-9, 2013 (Savannah, GA).
5. GSCPA Fall Council Meeting, November 4-5, 2012 (Pine Mountain, GA).
6. GSCPA Spring Council Meeting, May 6-7, 2012 (Stone Mountain, GA).
7. Georgia Association of Accounting Educators Annual Meeting, February 3-4, 2012 (Tifton, GA).
8. GSCPA Fall Council Meeting, November 13-14, 2011 (Savannah, GA).
9. Georgia Association of Accounting Educators Annual Meeting, February 4-5, 2011 (Dahlonega, GA).
10. Georgia Association of Accounting Educators Annual Meeting, February 5-6, 2010 (Macon, GA).
11. Ernst & Young Diversity Roundtable, January 6-7, 2010 (New York, NY).
12. Deloitte/FSA Faculty Consortium, May 14-15, 2009 (Chicago, IL).
13. Georgia Association of Accounting Educators Annual Meeting, February 6-7, 2009 (Pine Mountain, GA).
14. Deloitte Trueblood Seminar, February 20-23, 2008 (Scottsdale, AZ).
15. Georgia Association of Accounting Educators Annual Meeting, February 2-3, 2008.
16. PriceWaterhouseCoopers Accounting Symposium & Tax Colloquium, August 2-4, 2007 (Chicago, IL).

17. Deloitte/FSA Faculty Symposium, May 17-18, 2007 (Orlando, FL).
18. Georgia Association of Accounting Educators Annual Meeting, February 2-3, 2007 (Gainesville, GA).
19. GSCPA Spring Council, May 11-12, 2006 (Savannah, GA).
20. Georgia Association of Accounting Educators Annual Meeting, February 3-4, 2006.
21. Deloitte Trueblood Seminar, March 6-9, 2002 (Scottsdale, AZ).
22. AICPA 2001 Faculty Summer Seminar, May 31-June 2, 2001 (Durham, NC).
23. AICPA 1998 Faculty Summer Seminar, May 29-31, 1998 (Tampa, FL).
24. Deloitte Enhancing the Learning Experience Seminar, August 1-3, 1996 (Colorado Springs, CO).
25. Deloitte Trueblood Seminar, March 9-12, 1996 (Scottsdale, AZ).

PROFESSIONAL SERVICE – SPEAKER

1. GSCPA College2Career Conference, September 17, 2010 (Atlanta, GA).
2. Go to High School-Go to College Program, August 28, 2010 (Athens, GA).
3. Young Dawgs Day Breakfast, February 15, 2010 (Athens, GA).
4. Embracing Diversity Keynote, September 15, 2009 (Athens, GA).
5. GSCPA Educator’s Night (NE Georgia Chapter), January 18, 2007 (Gainesville, GA).
6. Collegiate Graduate Diversity Conference, April 18, 2006 (Atlanta, GA).
7. GSCPA Educator’s Night (Southside Chapter), February 18, 2006 (Atlanta, GA).
8. Project Ready at Clarke Central High School, November 30, 2005 (Athens, GA).
9. GSCPA Educator’s Night (Southside Chapter), January 18, 2005 (Atlanta, GA).
10. Martin Luther King, Jr. High School, October 28, 2004 (Atlanta, GA).
11. University of Alabama Capstone Business Academy, July 16, 2004 (Tuscaloosa, AL).
12. Continuing the Legacy of African American Student Success (C.L.A.S.S.) Program, February 4, 2004.
13. Lithonia High School, December 16, 2003 (Atlanta, GA).
14. Redan High School “Youth Motivation Week”, December 8, 2003 (Atlanta, GA).
15. UGA Beta Alpha Psi (accounting honor society), November 18, 2003 (Athens, GA).
16. 3rd Story Panel Discussion “It Takes a Village to Create Diversity”, September 25, 2003 (Athens, GA).
17. Abeneefoo Kuo Honor Society’s “Admissions: How Did You Get Here?” Program, September 24, 2003 (Athens, GA).
18. FICPA High School Residency Program, July 13, 2001 (Orlando, FL).
19. Redan High School, May 16, 2001 (Atlanta, GA).
20. Tri-Cities High School, April 11, 2001 (Atlanta, GA).
21. Lithonia High School, March 19, 2001 (Atlanta, GA).
22. FICPA High School Residency Program, July 10, 1998 (Daytona Beach, FL).
23. UGA Minority Visitation Program, February 3, 1995 (Athens, GA).

PROFESSIONAL SERVICE – DIVERSITY RELATIONS & RECRUITING

1. GSCPA Distinguished Speaker Dinner, November 11, 2006 (Atlanta, GA).
2. Mt. Zion High School Accounting Club Graduation Ceremony, May 20, 2005 (Atlanta, GA).
3. “Diversity at Philip Morris” presentation by Ted Gresham of Philip Morris, October 12, 2006 (Athens, GA).
4. NBMBA Terry Networking Event, September 28, 2006 (Atlanta, GA).

5. Philip Morris Diversity Welcome Back Pizza Social, September 8, 2006 (Athens, GA).
6. “The Importance of Diversity to Corporate America and McKesson Corporation” presentation by Ralph de Chabert of McKesson Corporation, September 7, 2006 (Athens, GA).
7. Accenture “Art of the Network” Event at the High Museum, June 28, 2006 (Atlanta, GA).
8. Office of Institutional Diversity Summer Institute, June 16, 2006 (Athens, GA).
9. Office of Institutional Diversity Lunch for Champions, April 17, 2006 (Athens, GA).
10. UGA Career Center Dinner, February 23, 2006 (Atlanta, GA).
11. Philip Morris Roundtable and Panel Dinner, 2006.
12. University of Maryland Race & Equity Session for Faculty, September 29, 2005 (Athens, GA).
13. University of Maryland Race & Equity Session for Administrators, September 29, 2005 (Athens, GA).
14. Diversity Breakfast at the Classic Center, September 20, 2005 (Athens, GA).
15. Project GRAD presentation on its UGA summer program (June 4-18), May 10, 2005 (Athens, GA).
16. Lunch for Champions, Office of Institutional Diversity, April 18, 2005 (Athens, GA).
17. Darl Snyder Lecture and Luncheon, March 2, 2005 (Athens, GA).
18. Spring Diversity Forum, February 28, 2005 (Athens, GA).
19. Faculty Diversity Forum with Provost Mace and the Office of Admissions, January 7, 2005 (Athens, GA).
20. Project GRAD (Graduation Really Achieves Dreams), September 14, 2004 (Atlanta, GA).
21. Delta Sigma Theta Career Day 2002, “Collecting Colleges, Communities & Careers,” Columbia High School, February 9, 2002 (Atlanta, GA).
22. Black Issues in Higher Education Career Fair on October 19, 1994 (Atlanta, GA).

PROFESSIONAL MEMBERSHIPS

Member, The PhD Project, 1994-Present.
 Member, American Accounting Association, 1993-Present.
 Member, American Institute of Certified Public Accountants, 1990-Present.
 Member, Institute of Management Accountants, 1991-Present.
 Member, Georgia Society of Certified Public Accountants, 1997-2015.
 Member, Florida Institute of Certified Public Accountants, 2016-Present.

DOCTORAL FELLOWSHIPS AND SCHOLARSHIPS

Deloitte Doctoral Fellowship, 1992-1994.
 KPMG Doctoral Scholarship, 1992-1993.
 IMA Cameron/McLeod Doctoral Scholarship, 1992-1993.
 National Doctoral Fellowship, 1991-1992.
 Florida State University Fellowship, 1991-1994.
 AICPA Doctoral Scholarship, 1991-1993.
 National Consortium for Educational Access Fellowship, 1990-1993.
 McKnight Doctoral Fellowship, 1990-1994.
 Delores Auzenne Fellowship (Florida State University), 1994.