

Margaret B. Shackell

Associate Professor; Director Graduate Business Programs

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Ithaca, NY 14850

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<https://scholar.google.com/citations?user=7EsfttgAAAAJ&hl=en&oi=ao>

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HIGHER EDUCATION

Graduate:

University of Michigan, Ann Arbor, MI. September 1994-
October 1999 Ph.D. in Business Administration
(Accounting). Dissertation, "The Link Between Motivation
and Reward Systems and Decision-making Information: A
Study of LTL Terminal Managers"

University of Waterloo, Waterloo, ON, Canada. September
1989- August 1990. Master of Accounting: Thesis,
Performance Evaluation of Canadian Mutual Funds;
Accounting Alumni Honour Roll

Professional:

Chartered Professional Accountant (Ontario); Certified
Management Accountant

Undergraduate:

University of Waterloo, Waterloo, ON, Canada. B.A.
December, 1989 Major: Accounting. Dean's Honour List

**PREVIOUS POSITIONS, ACADEMIC, ADMINISTRATIVE, PROFESSIONAL,
OTHER**

Ithaca College, Ithaca, NY.

- Director Graduate Business Programs July 2023-Present
- Director MS Accountancy Program September 2021-June 2023;
- Associate Professor, School of Business. August 2022 – Present
- Teaching: Accounting Analytics, Audit, Managerial, Cost, Contemporary Issues, Accounting for the Entertainment Industry, Accounting for the Real World, and World of Business.

Ithaca College, Ithaca, NY. Assistant Professor, School of Business. August
2018 – 2022

- Teaching: Managerial, Audit, Cost, Contemporary Issues, and Analytics.

Ithaca College, Ithaca, NY. Visiting Assistant Professor, School of Business. August 2017 – May 2018.

- Teaching: Managerial, Audit, and Governmental & Nonprofit.

Cornell University, Ithaca, NY. Adjunct Lecturer, Samuel Curtis Johnson Graduate School of Management at Cornell University. July 2017 – December 2017.

- Teaching: Introductory Financial Accounting.

Cornell University, Ithaca, NY. Lecturer, Samuel Curtis Johnson Graduate School of Management at Cornell University. July 2007 – 2017.

- Teaching: Managerial Cost Accounting; Introductory Financial Accounting; Advanced Financial Statement Analysis,
- Associate Instructor: MBA Core Marketing & CQEMBA Managerial Accounting
- Administrative: Assistant Director of the Business Simulation Lab; Qualtrics point person.

Cornell University, Ithaca, NY. Visiting Assistant Professor, School of Hotel Administration.

- January 2008 – December 2008. Teaching: Introductory Financial Accounting.
- Spring 2010. Teaching: Control in Hospitality Operations.
- Summer 2011-2014. Teaching: Introductory Managerial Accounting to Master's students.

Ithaca College, Ithaca, NY. Assistant Professor, School of Business. Spring 2010. Teaching: Introductory Managerial Accounting; Graduate Capstone Accounting Course.

Binghamton University, Binghamton, NY. Visiting Assistant Professor, School of Management. Fall 2009, 2010. Teaching: Accounting Information Systems.

Cornell University, Ithaca, NY. Visiting Assistant Professor, Applied Economics and Management. Teaching: Managerial Accounting

- Summer 2008-2011, Spring 2009, 2011, 2012,
- Online Winter 2013, 2014, 2015, 2016 Summer 2013, 2014, 2015.

Ithaca College, Ithaca, NY. Short term replacement due to health. March 2008. Teaching: Intermediate Accounting.

University of Notre Dame, Notre Dame, IN. Assistant Professor. January 2000-June 2007. Teaching Cost Accounting, undergraduate level.

University of Michigan, Ann Arbor, MI. Adjunct Research Investigator.
September 1999-December 1999. Researcher with the University of
Michigan Trucking Industry Program.

University of Michigan, Ann Arbor, MI. Graduate Research Assistant.
September 1994-August 1999. Assisted professors with research and
developed working papers.

University of Michigan, Ann Arbor, MI. Graduate Student Instructor. Fall
1995-Fall 1998. Taught algebra and calculus to incoming MBAs in the
Quantitative Skills Workshop.

Institute of Chartered Accountants of Ontario, Toronto, ON, Canada. Case
Discussion Seminar Leader. June 1992-June 1998, June 2002. Led
cases covering material important for the accounting professional exams.

University of Waterloo, Waterloo, ON, Canada. Adjunct Lecturer. July 1993 –
August 1994. Taught advanced managerial accounting and introduction
to management.

BDO Dunwoody, Toronto, ON, Canada. National Professional Development Co-
ordinator. April 1991-June 1993. In charge of training and education.
Designed courses, created videos and supported software.

EDUCATIONAL MATERIAL DEVELOPMENT

Wiley Data Analytics for Farmer & Fredin Cost Accounting 2e.
Pearson Cost Accounting: A Managerial Emphasis analytics assignments 18e.
Wiley Data Analytics for Kimmel, Weygandt, Keiso and associated books.
Wiley Data Analytics Johnson & Wiley Audit Textbook.
McGraw-Hill Digital Co-Author on Garrison, Noreen, Brewer “Managerial
Accounting” franchise. In charge of online content and pedagogy for 16e.
Wiley Video Developer. Managerial Accounting Suite of Videos.

PROFESSIONAL MEMBERSHIPS

American Accounting Association
Beta Alpha Psi
Beta Gamma Sigma
Chartered Professional Accountants Ontario
Institute of Management Accountants
NABA, Inc.
New York State Society of Certified Professional Accountants

REFEREED PUBLICATIONS

Eng, L. and Shackell, M. 2001. The Implications of Long-Term Performance
Plans and Institutional Ownership for Firms' Research and Development
Investments. *Journal of Accounting, Auditing, and Finance*, Spring 2001;

Vol. 16, Issue 2; pg. 117
<https://doi.org/10.1177/0148558X0101600204>

Vera-Muñoz, S., Shackell, M. and Buehner, M. 2007. Accountants' Usage of Causal Business Models in the Presence of Benchmark Data: A Note", *Contemporary Accounting Research*, Fall; Vol 24, Issue 2; pg. 1015-1038.
<https://doi.org/10.1506/car.24.3.12>

Widener, S., Shackell, M. and Demers, E. 2008. The juxtaposition of social surveillance controls with traditional organizational design components. *Contemporary Accounting Research* Vol. 25, No. 2, Summer: 605-638.
<https://doi.org/10.1506/car.25.2.11>

Dowell, G.W.S., M.B. Shackell, and N.V. Stuart. 2011. Boards, CEOs and Surviving a Financial Crisis: Evidence from the Internet Shakeout. *Strategic Management Journal* 32: 1025-1045. <https://doi.org/10.1002/smj.923>

Farrell, A; Jutte, L; Kadous, K; Shackell, M.; Towry, K; Young, K. 2017. Forward-looking measures can motivate employees. *Strategic Finance*, July: 40-47. <https://www.sfmagazine.com/articles/2017/july/forward-looking-measures-can-motivate-employees>

Farrell, A; Goh, J., Kahle, R., Shackell, M.; White, B. 2017. When Managers Make Emotional Business Decisions *Strategic Finance*, September: 46-53.
<https://www.sfmagazine.com/articles/2017/september/when-managers-make-emotional-business-decisions>

Farrell, A; Grenier, J; Leiby, J; Retcher, E; Shackell, M. The upsides and downsides of online labour. *FM-Magazine*, 23 September 2019.
<https://www.fm-magazine.com/news/2019/sep/online-labour-gig-economy-201921420.html>

Davis, P; Schleifer, L; Shackell, M; Widener, S. 2020. Creating a Lean Environment. *Strategic Finance*, January: 38-45.
<https://www.sfmagazine.com/articles/2020/january/creating-a-lean-environment>

Bentley, J; Blake, C; Shackell, M; Trafford, P. 2020. Let Me Explain! *Strategic Finance*, March: 38-45.
<https://www.sfmagazine.com/articles/2020/march/let-me-explain!>

Arnold, M; Hannan, R. L; Shackell, M; Tafkov, I. 2020. Do Peer Ratings Work? *Strategic Finance*, December: 40-43.
<https://www.sfmagazine.com/articles/2020/december/do-peer-ratings-work/>

- Shackell, M; Bol, J; and Lill, J. 2021. Reversing the Ratchet: How Trust Can Improve Employee Performance *Strategic Finance*. March: 46-53.
<https://www.sfmagazine.com/articles/2021/march/reversing-the-ratchet-effect/>
- Bol, J; Leiby, J.; and Shackell, M. 2022. Are you Promotable? *Strategic Finance*. July. <https://sfmagazine.com/post-entry/july-2022-are-you-promotable/>
- Autrey, R.L., Bauer, T., Jackson, K.E., Klevisky, E, and Shackell, M.B. 2022 The Value of Connectors. *Strategic Finance*. December
<https://sfmagazine.com/articles/2022/december/the-value-of-connectors>
- Shackell, M.B., Cole, E., and Zahller, K. A. 2023 Innovation in Teaching Management Accounting Competencies. *Strategic Finance*. August
<https://www.sfmagazine.com/articles/2023/august/innovation-in-teaching-management-accounting-competencies>
- Shackell, M.B., Pizzini, M., and Hesford, J.W. 2024 Pay Them More: High Salaries vs. Incentives. *Strategic Finance*. February
<https://www.sfmagazine.com/en/Articles/2024/February/Pay-Them-More-High-Salaries-vs-Incentives>
- Dowell, G.W.S, and Shackell, M.B., 2024 Teaching Sustainability to Profit Driven Learners. *Strategic Finance*. August
<https://www.sfmagazine.com/articles/2024/august/teaching-sustainability-to-profit-driven-learners>
- Bataille, C, Ng. R, and Shackell, M.B., 2025 Closing the Gap: Strategies for Advancing Gender Equity in the Workplace *Journal of Business Diversity*. 25(3).
- Bramhandkar, A., McCartney, J. and Shackell, M.B., 2025. “Not My Food Waste:” Global Perceptions and Practices of Household Food Waste. *Accountability in a Sustainable World Quarterly*, September. 3(4) September.

PUBLISHED PEER REVIEWED BOOK CHAPTERS

- Bataille, C.D. and Shackell, M.B. 2022. “Research on Work-Life Balance as Social Sustainability: The Role of Organizations in Advancing Gender Equity” *Pathways to Research in Sustainability*. 10/5/2022, p1-28.
- Dowell, G. W. S., and Shackell, M. B. 2022. Defining and Expanding the Scope of Management Research on Climate Change: What Gets Measured Gets Researched. *Pathways to Research in Sustainability*. 7/1/2022, p1-14.

Dowell, G. W. S. and Shackell, M. B. 2022. The Role of Corporate Governance in Affecting Environmental and Social Performance. *Pathways to Research in Sustainability*. 10/24/2022, p1-20.

McCartney, J. P., and Shackell, M. B. 2022. Consumer Research: Influencing Sustainable Behaviors. *Pathways to Research in Sustainability*. 9/13/2022, p1-25.

Shackell, M. B., and Smoker, K. A. 2022. Getting to Green: Research on the Impact of International Laws and Agreements on Climate. *Pathways to Research in Sustainability*. 7/1/2022, p1-21.

Shackell, M. and Smoker, K. A. 2022. Getting To Green: Research on The Impact of National Laws, Citizen Suits, and Common Law Remedies. *Pathways to Research in Sustainability*. 10/24/2022, p1-37.

Riley, B. R. W, Salahshor, S, and Shackell, M.B. 2023. Identifying Influences for Achieving Healthcare Sustainability: Good Health and Well-Being Outcomes. *Pathways to Research in Sustainability*. 2/16/2023, p1-16.

Shackell, M. and Smoker, K. A. 2023. Getting To Green: The Use of State and Local Laws to Promote Environmental Sustainability. *Pathways to Research in Sustainability*. 7/24/2023, p1-13.

PUBLISHED PEER REVIEWED & OTHER CLASSROOM CASES

“Kilgors Wine Division: A Balanced Scorecard Simulation” with Albie Brooks & Gillian Vesty at *IMA Educational Case Journal*. February 2020.

“Will the Sky be the Limit for Mentee?” with Annie Farrell and Monte Swain at *Accounting Perspectives*. <https://doi.org/10.1111/1911-3838.12359> . 2024.

“Via’s Cookies: Cookies to Change the World” with Olivia Carpenter (IC student) *IMA Educational Case Journal*. March 2024.

“Pitching a Relaunch of “Little House on the Prairie”: with Alison Shields and Shane Dikolli UVA-C-2504 *Darden Business Publishing* 2025.

“NBA Player Acquisition: Cost-Benefit Analysis & Visualizations” with Gavin Dowell (student) *IMA Educational Case Journal*. March 2025.

“Civic Ensemble: Inclusive Leadership” with Christine Bataille and Julia Taylor. (2026) *"Civic Ensemble: Using and Modeling Inclusive Leadership,"* in Cases on Inclusive Leadership: Actionable Strategies for Individuals

and Organizations, Collett-Schmitt, K. & McManus Warnell, J., eds.
Cheltenham, UK: Edward Elgar Publishing.

OTHER PUBLICATIONS

Christ, M. Sedatole, K., Towry, K., and Shackell, M. 2014. Sticks and Carrots: The Effect of Contract Frame on Effort in Incomplete Contracts. *Fame-Jagazine*, Issue 2 (CF). www.FAMe-jagazine.com. (Invited publication).

Dowell, Gavin L.S. and Shackell, M.B. 2024. NBA Player Acquisition: Cost-Benefit Analysis & Visualizations *Strategic Finance as 2025 Student Case Competition Case* (chosen by IMA's research, thought leadership, and academic department).

<https://www.sfmagazine.com/articles/2024/september/2025-student-case-competition>

<https://www.imanet.org/membership/students/scholarships-competitions/student-case-competition>

MANUSCRIPTS ACCEPTED FOR PUBLICATION

“Preparing Students for Sustainable Business Careers: Practitioner Perspectives” with Laurie Burney conditionally accepted at *Issues in Accounting Education*.

“Ledgers and Bots: Automating Accounting Processes” with Laurie Burney. Gamified Case conditionally accepted at *IMA Education Journal*.

VIDEO SPOTLIGHT

““Not My Food Waste:” Global Perceptions and Practices of Household Food Waste” with Alka Bramhandkar and Johnine McCartney. Speaker spotlight prepared for *Accountability in a Sustainable World Quarterly* conference, September 2025.

MANUSCRIPTS UNDER REVIEW

“Using the Digital Team to Enhance Profitability and Control” with Eashwar Seshadri under review at *Strategic Finance*. Approached by practitioner to write paper based on his expertise and my reputation (received revise & resubmit).

“The Demographic and Psychographic Predictors of Food Waste Reduction Behaviors” with Alka Bramhandkar and Johnine McCartney. Under review at *British Food Journal*. (received revise & resubmit due 10/29/25; resubmitted 9/15).

“Going Green Online: How Higher Education Institutions Use Instagram to Communicate Sustainability” with Adam Peruta and Alison Shields. Under review at *Journal of Marketing for Higher Education*. (received revised & resubmit due 12/31/2025).

“The Relationship Quotient: Leveraging Relationships to Grow RQ Media Group” with Christine Bataille. Under review at *Ivey Cases*.

WORKING PAPERS IN PROGRESS

“Redefining Sustainability Marketing for Gen Alpha” with Michael Johnson-Cramer and Alison Shields.

“New York State's Career Opportunities in Accounting Program (COAP): Expanding the Pipeline.” with Marie Blouin and Anu Goel Ghai.

CLASSROOM CASES IN PROGRESS

“NASCAR: Using a Lean Mindset Case” with Jennifer Cainas.

“Vias Cookies 2: Tax Consequences” with Emma Cole.

“Broadway Wants You” sole authored.

“Streaming Services Denver” with Nathan V. Stuart.

“Pixar, Data Analytics, and Weighted Stuffies” sole authored.

“Balanced Scorecard Dashboard for Disney” with Laurie Burney.

STUDENT RESEARCH SUPERVISION

Seven students presenting at Whalen (Business School winner)	2025
One student presenting at Whalen (Business School winner)	2024
One student presenting at Whalen (Business School winner)	2023
Two students presenting at Whalen	2022

CONFERENCE PRESENTATIONS – COMPETITIVELY SELECTED & INVITED

Presenter, American Accounting Association Annual Meeting	2025
Moderator, American Accounting Association Annual Meeting	2025
Fifteenth International Conference on Food Studies	2025
IMA/MAS Case Conference (3 presentations)	2025
Sustainability Conference, AAA	2025
IMA/MAS Case Conference (3 presentations)	2024
Sustainability Conference, AAA	2024
Teaching for Mastery, Ithaca College Brown Bag Series	2024
Work & Family Researchers Network	2024
Presentation, IMA Finger Lakes	2024
AAA Management Accounting Midyear Meeting	2024
Panel Presentation Central New York Career Development Association	2023
IMA Faculty Friday	2023
IMA/MAS Case Conference (6 presentations)	2023
Ph. D. Project Accounting Doctoral Students Association and Faculty Alumni Association	2023
Conference on Teaching and Learning in Accounting (CTLA)	2023
Intensive Data Analytics (2 presentations)	2023
SPARK Meeting Presentation	2023
Sustainability Conference, AAA	2023

Editor Panel, Diversity and Teaching and Learning Sections Conference	2022
Student Development Panel, Diversity and Teaching and Learning Sections Conference	2022
Case presentations, Diversity and Teaching and Learning Sections Conference	2022
Work & Family Researchers Network	2022
Presentation, IMA Finger Lakes	2022
Case Development Facilitation, AAA Management Accounting Section Case Conference	2022
Editor Panel, AAA Management Accounting Section Case Conference	2022
Case presentations, AAA Management Accounting Section Case Conference	2022
Presentations, American Accounting Association Intensive Data Analytics Workshop: 3 TED Talks on Analytics	2022
Presentation, IMA Akron, OH	2022
Presentation, Mentoring & Mutual Mentoring, cfe Ithaca College	2021
Presentation, IMA Ithaca-Cortland	2021
Panel Presentation on Connecting Research to Practice, American Accounting Association Annual Meeting	2021
Presentation, Financial Executives International, Nashville	2021
Presentation, Nashville COO Forum	2021
Presentation, American Accounting Association Teaching Symposium	2021
Discussant, American Accounting Association Midyear Meeting	2021
Presentation, Ithaca College Women's Mentoring Network	2020
Presentation, IMA Ithaca-Cortland	2020
Discussant, American Accounting Association Annual Meeting	2020
Panel presentation, AAA Management Accounting Section Midyear Meeting	2020
Discussant, American Accounting Association Midyear Meeting	2020
Discussant, American Accounting Association Annual Meeting	2019
Panel presentation, AAA Management Accounting Section Midyear Meeting	2017
Case presentation, AAA Management Accounting Section Case Conference	2016
Paper presentation and discussant, American Accounting Association Annual Meeting	2009
Paper presentation and discussant, American Accounting Association Annual Meeting	2006
Paper presentation, Global Management Accounting Research Symposium	2006
Paper presentation, Management Accounting Research Conference	2006
Paper presentation and Forum paper, American Accounting Association Annual Meeting	2005

Paper presentation, Global Management Accounting Research Symposium	2005
Paper presentation and discussant, Global Management Accounting Research Symposium	2004
Paper presentation and poster session, Canadian Academic Accounting Association Annual Meeting	2004
Paper presentation and Forum paper, American Accounting Association Annual Meeting	2002
Invited participant, BMAS Conference, University of Texas	2001
Paper presentation, Management Accounting Research Conference	2001
Journal of Accounting and Economics Conference Participant	1998
Paper presentation, American Accounting Association	1998
Paper presentation, Canadian Academic Accounting Association	1998
Session Chair, Canadian Academic Accounting Association	1997
Big Ten Doctoral Consortium Fellow	1995, 1997

PRESENTATIONS – INVITED

Ithaca College Women's Mentoring Network	April 2025
St. John Fisher University	October 2024, November 2024
The University of Arizona	September 2005
Queen's University	November 2004
The University of Toronto	October 2004
The Ohio State University	February 2004
Harvard University	March 1999
The University of Waterloo	March 1999
Wilfrid Laurier University	March 1999
Emory University	February 1999
The University of Notre Dame	February 1999
Wilfrid Laurier University	October 1996

GRANTS AND SPONSORED PROGRAMS

Principal on grant from IMA (Institute of Management Accountants) For research on Gender Equity with Christine Bataille & Rachel Ng	2025
Principal on internal grant from Ithaca College Provost office For research on Food Waste with Alka Bramhandkar and Johnine McCartney	2023
Principal on grant from CIMA (Chartered Institute of Management Accountants) (with E. A. Demers and S.K. Widener) For research on "Performance Measurement Systems in B2C Internet Firms"	2001

OTHER PROFESSIONAL DEVELOPMENT

Teaching Assistant Harvard Core Classes, “Financial Reporting and Control [Core]” to improve teaching and case portfolio. Fall 2014.

DISTINCTIONS, HONORS, AWARDS

Bea Sanders/AICPA EDGE in Teaching Award	2024
Ithaca College Green Apple Faculty Award for Sustainability	2024
IMA/MAS Best Case	2023
2 nd Place IECJ Data Analytics/Visualization Case Writing Competition	2021
Institute of Management Accountant’s Lybrand Award	2018, 2020(2), 2021, 2023 (2)
<i>Strategic Management Journal</i> – article chosen to reprint for special virtual issue	2020
Dincolo Teaching Award	2003
William A. Paton Scholarship	1994-1998
American Accounting Association Fellowship	1994
Institute of Chartered Accountants of Ontario Doctoral Support Recipient	1994-1997

SERVICE ACTIVITIES**Professional**

Film and Theatre Research, Editorial Board Member	2025-Present
American Accounting Association Global Scholars	
Mentor	2025-Present
Ad Hoc Reviewer- <i>Journal of Accounting Education</i>	2025
Cornell Beta Alpha Psi Case Competition Judge	2025
Black Leadership Arts Collective Panel	2025
Cost and Advanced Managerial Task Force, Co-Chair	2024-Present
IMA Educational Case Journal (IECJ), Senior Editor	2024-Present
External Evaluator, Master's CyberAccounting, UMGC	2024
Discussant, AAA Sustainability Conference	2023
External Evaluator, MS in Accounting, SUNY New Paltz	2023
AAA Sustainability Conference Steering Committee	2022-Present
Educational Foundation for Women in Accounting Board Member	2022-Present
External Evaluator, MS in Acctg and Fin Mgmt, UMGC	2022
Future of MAS Task Force Member	2021-2022
Committee Chair, Jim Bulloch Award for Innovations in Management	
Education	2020-2021
American Accounting Association Doctoral Colloquium	
Mentor	2020
IMA Educational Case Journal (IECJ) Editor	2019-2024
MAS Teaching Colloquium Co-ordinator	2019-2020
IMA/MAS Case Best Case Committee Chair	2019
IMA/MAS Case Conference Co-ordinator	2017-2018
Ad Hoc Reviewer, Journal of Management Accounting Research	2017
Editorial Advisory and Review Board –Issues in Accounting	
Education	2016-2021
Membership Chair –AAA Management Accounting Section	2015-2024
Secretary Treasurer –AAA Management Accounting Section	2013-2015
Committee Chair, Jim Bulloch Award for Innovations in Management	
Education	2008-2009
Ad Hoc Reviewer, Strategic Management Journal	2007
Reviewer – Canadian Academic Accounting Association Conference	2007
Reviewer – Accounting Behavior & Organizations Section	
Conference	2005-Present
Moderator – Review of Accounting Studies Conference	2004
Discussant – American Accounting Association	
Annual Meeting	2004, 2006, 2007, 2008, 2009, 2011
Reviewer – Management Accounting Section Conference	2002-Present
Reviewer – Management Accounting Section Annual Meeting	2002-Present
Discussant – Management Accounting Section	
Conference	2004, 2006, 2008, 2010, 2012
Ad Hoc Reviewer, <i>Behavioral Research in Accounting</i>	2005-Present
Ad Hoc Reviewer, <i>Contemporary Accounting Research</i>	2003-Present
Ad Hoc Reviewer, <i>Journal of Management Accounting Research</i>	2002-Present

Ad Hoc Reviewer, *Accounting Horizons* 1999-2001

College

Director of Athletics and Recreational Sports Search, Co-Chair 2025
 Chairs' Academy Member 2024-Present
 Television-Digital Media and Screenwriting Department Search 2024-2025
 Schedule Grid Committee 2024-2025
 Faculty NCAA Athletics Rep 2023-Present
 Accounting Department Search Committee 2023
 VP Enrollment Search Committee Spring 2023 & Fall 2023
 IC Teach Focus Group: Advising First Year Students 2023-2024
 Teaching Excellence Institute Fall 2023
 Summer Grants Review Committee 2023
 Graduate Council 2021-Present
 Graduate Curriculum Committee 2021-2025
 Career Opportunities in the Accounting Profession (COAP) Lead 2020-Present
 Women's Mentoring Network Advisory Board 2019-2022
 Whalen Symposium Committee 2018-2020
 Team Faculty Advisor, Tennis 2018-2023
 Freshmen Move-In helper 2018, 2020, 2021, 2022, 2024, 2025
 Team Faculty Advisor, Women's Basketball 2009-2016
 Academic Honors Program Mentor 2005-2007
 Building Bridges Mentor Program 2002-2003
 Academic Liaison, Athletic Department Recruiting 2000-2002

School

Marketing Department Search Committee 2024
 Promotion to Full Committee 2023
 Dept. Search Committee Member 2023
 Tenure and Promotion Committee 2022-2024
 Women's Research Network, Founder 2019-Present
 Beta Alpha Psi, Faculty advisor 2019-Present
 National Association of Black Accountants, Faculty advisor 2019-Present
 Course Evaluation Committee 2018-2019
 Sustainability Committee 2018-Present
 Dept. Search Committee Chair 2018
 Academic Advisor – Black Graduate Business Association 2012 - 2014
 Notre Dame Accounting Research Workshop Series Committee 2001-2007
 Notre Dame Accounting Department Curriculum Committee 2000-2001

Community

Lansing Community Library, elected board member June 2023-Present
 Mayor Potencial, Board Member 2020-Present
 Educate the Children, Board Member 2019-Present
 Protestant Cooperative Ministry, Treasurer 2019-2025
 Plastic Tides, Board Member 2017-Present
 LTAPA (Lansing Theatre and Performing Arts Booster Club)

Publications & Community Relations	2017-2019
President LTAPA	2014-2017
Co-President LTAPA	2012-2014
Parent Member, APPR Committee, Lansing Central School District	2011-2014, 2017
Board Member, Community Development Corporation (CDC), Lansing	2010-2017
Emerita Board Member, Hangar Theatre	2020-Present
Past President, Board of Trustees, Hangar Theatre	2017-2019
President, Board of Trustees, Hangar Theatre	2015-2017
Vice President, Board of Trustees, Hangar Theatre	2013-2014
Board of Trustees, Hangar Theatre	2008-2019
Basketball Parent Liaison, Lansing Sports Boosters, Lansing NY	2010-2021
First Presbyterian Church, Ithaca Session Member	2020-Present
Children's Choir Assistant	2008-2012
Sunday School Teacher	2008-2020
Lead Youth Fundraiser, Cap. Campaign	2013-2015
Lansing PTSO, Membership, HS Vice President	2007-2021
Lansing PTSO, Pack-a-Backpack Chair	2008-2020
University of Michigan Club of Michiana, Board of Directors	2000-2007
WNIT, Public Television Pledge Drive Telephone Volunteer	2000-2001
Sponsor for Troubled Youth, Family and Children's Center, Mishawaka, IN	2000-2003
Confirmation Class Leader & Sunday School Teacher, First Presbyterian Church Mishawaka	2001-2007