In this edition …

Members’ publications, awards & honors, promotions & tenure, and tips to teach and cope with the “new normal.”
Welcome from the President

Greetings!

My name is Norma Ramirez Montague, and I am honored to assume the role of the Diversity Section President for 2020-2021. As you well know, the Diversity Section's longstanding goals encompass the creation and dissemination of knowledge as it relates to diversity and inclusion in the accounting and accounting education fields via the promotion of excellence in research, teaching, and practice. As thought leaders in diversity and inclusion, we should strive to achieve those goals in new and innovative ways. In that spirit, I would like to announce the launch of a new two-year initiative for the Diversity Section to build upon our predecessors' tremendous efforts.

“I challenge our membership to take the new academic year as an opportunity to begin to retool, rebrand, and re-engage in our Section.”

I wholeheartedly believe in the vitality of this initiative to further strengthen the Section and thus have asked Section Board Members to begin working closely to create a strategic plan for carrying out this mission. However, you may be asking yourselves what needs retooling? What needs rebranding? How can we re-engage?

**Retooling** consists of taking our various Diversity Section components and enhancing collaboration with like-minded DEI-centered organizations and other groups in the academy and the profession to establish a more comprehensive and wide-reaching Section for the benefit of our membership. Our dedication to service has never been in question. Yet, I believe we are capable of even greater as a Section that seeks to embolden our underrepresented students, faculty, and professionals via enhanced coordination with organizations such as the Ph.D. Project and support for HBCUs. We plan to offer webinars to assist in these goals and further retool our teaching and research skills.

**Rebranding** is simply creating a more welcoming and accessible Section for all AAA members. True diversity and inclusion require the buy-in of ALL segments of our society. Therefore, I would like to see the Diversity Section expand its membership via outreach to our colleagues broadly within the AAA as well as cultivate greater interest in and support for the Section in the academy, the accounting profession, and our corporate partners.

**Re-engaging** involves each of us making a renewed effort to strengthen the ties of our Section, reaching out to those who may have drifted away from our group in an effort to return them to the fold, as well as spotlighting the tremendous talent within the Diversity Section by showcasing members’ research, teaching, service, and practice contributions. We will also offer a series of events during the year to promote our re-engagement efforts, including events highlighted in this newsletter.

Let’s reconnect and re-engage!

*Norma*
Notes of Gratitude

I offer much gratitude to Helen Brown-Liburd for her leadership, mentorship, and continued contributions as Past-President. A special thanks to Kelly Pope, our Vice-President, for challenging me to think more deeply and broadly about our Section’s mission and for initiating and guiding our discussion towards developing a strategy for “retooling, rebranding, and re-engaging” the Section and its members. I also greatly appreciate the help and support of Josette Pelzer (Secretary), Lynette Wood (Treasurer), Sandra Shelton (Council Representative), and the many volunteers who contribute to the Section. Also, many thanks to Theresa Hammond and Kirsten Cook for planning and organizing the 2020 Midyear Meeting; I think we can all agree that they put together a great program!

Norma Montague

Opportunity to Retool!

As part of the AAA’s new weARE series (Webinars on Accounting Research and Education), Kelly Pope (Diversity Section Vice-President) will be presenting the following webinar on October 23. This is a free opportunity to retool your teaching in a pandemic.

Friday, October 23

11:00 am - 12:00 pm Eastern Time

Believe it or Not, I am a Better Teacher Now: The Unexpected Upside of Teaching in a Pandemic

Moderator:
Karen Osterheld, Bentley University
Presenter:
Kelly Richmond Pope, DePaul University

Register Here

Coping Tips From Our Members

“Encouraging neighbors to put up BLM signs in our predominantly white neighborhood in the Pacific Northwest.” – Elizabeth Almer

“Weekly virtual cocktails with a group of friends is a MUST!” – Stephani Mason

“We wrote to my students EVERY SECOND morning from March 17th until graduation on May 20th with POSITIVE content. On June 28th, participated in a 5-hour caravan on Staten Island to support racial justice.” – Susanne O’Callaghan

October topics and dates are described HERE – be on the lookout for November and December topics to be announced soon. Plans are to alternate between education/teaching and research topics each week on Thursdays and/or Fridays through the spring. Come join in a chance to be together, and work together, when it’s hard to get together.
Opportunities to Re-engage!

We are still seeking volunteers for the coming year, so please consider these opportunities to re-engage! Email Norma at montagnr@wfu.edu to express your interest.

**2021 Midyear Meeting Co-Chair** (1 of 2 volunteers needed) – responsible for putting together the content for their midyear meeting while following a timeline that is given to them by their Meeting Manager. Volunteers will learn how to use our submission system (there will be a training webinar) to assign reviewers, accept/reject papers, and build the midyear meeting program sessions.

**Awards Committee Chair** (1 volunteer needed) - responsible for actively seeking, reviewing, and evaluating nominations. The chair will select award recipient(s) based on the award criteria and present the award(s) at the Section/AAA Meeting.

**Membership Committee Co-Chair** (2 volunteers needed) – responsible for collaborating with Section Leadership and the AAA staff liaison for growth and retention of section membership. Activities include a communication outreach to invite or thank members for joining; actively recruiting, retaining, and engaging members; create, cultivate, and propagate the value of membership.

**Regional Coordinators** (6 of 8 volunteers needed – 1 for each region) – responsible for making sure that all submissions are complete, do not include author and co-author names and emails, submitted in the correct area, and that there are no duplicates; assigning all reviewers to the submissions in your area; and providing acceptance and award recommendations to the Paper Chair, based on submitted reviews. Regions: Mid-Atlantic; Midwest; Northeast; Ohio; Southeast; Western; International (filled); Southwest (filled).

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**Awards & Honors**

**Leah Muriel**
Texas Tech University
Golden Torch Faculty Award
Mortar Board, March 2020
Publications from our members


Teaching Tips From Our Members

“I mainly used Zoom as my classroom, publisher curated videos and practice material, WileyPlus & MH Connect, my previous online experience, and good degree of guidance from my school's instructional designer. I use pictures from my school as virtual background.”
– Ahmed Ismail

“Using google sheets and Zoom Breakouts to allow students to collaborate on solving problems in intermediate accounting.”
– Elizabeth Almer

“TaxProf Blog is a great source of "tax in the news" stories to share with students in any tax course, (https://taxprof.typepad.com).”
– Kirsten Cook

“I keep a white board behind me during virtual class sessions making my home office to look like a classroom. It also serves as a contingency plan if my iPad stops sharing content as I solve exercises.” – Melvin Lamboy-Ruiz

“I was desperate to make the online class more personal, so I asked students to submit photos of their parents’ or grandparents’ hometowns. We have many immigrant students, so I got photos from all over the world, as well as some from San Francisco. I used them as "virtual backgrounds" in my Zoom classes and asked students to guess where we "were." (The Golden Gate Bridge was easy.)” – Theresa Hammond
Publications (continued)


Publications are listed in alphabetical order. Names of authors who submitted the publication to the newsletter appear above in bold purple font. URLs were added to each article to facilitate access to these articles by our members.

Diversity Section Officers & Volunteers 2020-2021

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<th>Officers</th>
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<tr>
<td>President</td>
<td>Norma Montague</td>
<td><a href="mailto:montagnr@wfu.edu">montagnr@wfu.edu</a></td>
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<tr>
<td>Vice President</td>
<td>Kelly Pope</td>
<td><a href="mailto:kpope2@depaul.edu">kpope2@depaul.edu</a></td>
</tr>
<tr>
<td>Secretary</td>
<td>Josette Pelzer</td>
<td><a href="mailto:josette.edwards.pelzer@hotmail.com">josette.edwards.pelzer@hotmail.com</a></td>
</tr>
<tr>
<td>Treasurer</td>
<td>Lynette Wood</td>
<td><a href="mailto:lwood@buildusup.com">lwood@buildusup.com</a></td>
</tr>
<tr>
<td>Past President</td>
<td>Helen Brown-Liburd</td>
<td><a href="mailto:bbliburd@business.rutgers.edu">bbliburd@business.rutgers.edu</a></td>
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<tr>
<td>Council Representative</td>
<td>Sandra Shelton</td>
<td><a href="mailto:sshelton@depaul.edu">sshelton@depaul.edu</a></td>
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<th>Committee Vice Directors/Chairs/Co-Chairs</th>
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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.
Opportunity to Retool and Re-engage!

We invite you to attend the Virtual 2020 Diversity Section Meeting on Saturday, October 24! Registration for this event is FREE to all AAA members. The morning plenary will highlight racial justice concerns, with Helen L. Brown-Liburd and Jennifer R. Joe presenting their forthcoming Issues in Accounting Education paper, “Towards a More Inclusive Accounting Academy,” followed by a "Conversation on Diversity, Equity, and Inclusion Concerns" with AAA leaders Elaine Mauldin, 2020-2021 President, and Yvonne L. Hinson, Chief Executive Officer. Following this discussion, faculty and doctoral students will be presenting their research with topics ranging from COVID teaching evaluations and HBCU faculty job satisfaction to more traditional accounting issues such as financial-reporting quality, earnings management, and corporate social responsibility. We will also feature a speaker from our meeting sponsor, KPMG.

2020 Diversity Section Meeting
October 24, 2020
10 AM to 5 PM ET

Take advantage of the zero registration fees and zero travel costs!

1st Virtual Conference

Complimentary Registration!

CLICK HERE TO REGISTER

Awards & Honors

Morgan State University
First HBCU to receive recognition in the IMA’s Higher Education Endorsement Program!

Diversity Section Website
Find us on the Web: aaahq.org/div

Congratulations to all our members who have publications, received tenure, promotions, or honors/awards this past academic year. — Diversity Section