
News from the Diversity Section



Diversity Section of the American Accounting Association

Vol. 8, No. 1, Summer 2006

President's Message:

As we approach another Annual Meeting of the American Accounting Association (AAA) (August 6-9, 2006) in Washington, D.C., I am amazed by the speed with which time has flown since our 1st Annual Diversity Section Meeting was held in October 2005. Maybe because of age, or just being very busy with research, teaching, and service projects, or simply not paying attention to time, I've allowed at least a few moments of time to go unaccounted for. But as we approach the next Annual Meeting of the AAA, I am happy to report that planning for our participation in that event is well underway.



Dr. Annie McGowan (Texas A&M University) is our Section Liaison with the Annual Meeting Planning Committee. She has arranged for three very favorable time slots for Diversity Section sessions. I am asking you to support Dr. McGowan by volunteering to serve as reviewers, moderators, and discussants, if she asks. There is much to be done in order to insure the successful completion of our part of this annual event.

A few words about continuing your membership in the Section are appropriate. Your support of the Section is of vital importance to its continued existence. Numbers (of members) count, so I urge you to continue your membership by registering for the Section when you complete your registration form to attend the Annual

Meeting. If you are not attending the meeting, I still encourage you to renew your membership in the Section. Dues are a very affordable \$15.00 per year. These dues are used to support awards and administrative expenses of the Section.

In the next few months, we will have planning discussions about our 2nd Annual Section Meeting. Dr. Georgia Saemann (University of Wisconsin-Milwaukee) has agreed to chair the planning committee once again. She did an outstanding job coordinating our 1st Annual Section Meeting held in Atlanta, Ga., after we had to make an unexpected change of meeting location from Katrina-ravaged New Orleans, La. When she calls for volunteers I hope you will be supportive. One person cannot make this meeting a success.

On another note, several of our Diversity Section colleagues are conducting research projects, which look specifically at diversity issues. One such project is looking at the question of whether minority and majority accounting faculty were motivated to enter the profession by the same variables. Another project seeks to determine whether there are differences in attitudes and behaviors of minority and majority accounting students at minority and majority colleges and universities. These and other projects, require your help in data collection. I urge you to support them when called upon.

I will finish as I started by urging you to continue your membership and participation in the Section. You can do this by: 1) paying your dues; 2) attending the Annual AAA Meeting in

Washington, D.C.; 3) supporting the research efforts of fellow colleagues; and 4) planning to attend our 2nd Annual Section Meeting. I hope to see you in Washington D.C. at our Breakfast and Business Meeting to be held on Tuesday, August 8th at the Annual AAA Meeting.

Harold T. Little, Jr. President

Inaugural Diversity Section Mid-Year Meeting:

The inaugural mid-year meeting of the Diversity Section of the AAA was held in Atlanta, Georgia from October 6-8, 2005. There were 51 registrants for the meeting, which opened with a welcome reception on Thursday, October 6. The first full day of the conference started with a panel discussion on “How Can We Increase the Success Rate of Minority Faculty in the Accounting Education Profession?” Panelists included Harold Little (Western Kentucky University), Fred Jacobs (Georgia State University) and Mark Dawkins (University of Georgia).

The panel focused on the challenges faced by minority faculty in the accounting academy and the related strategies that promote academic career success. An objective of the session was to provide a forum for accounting administrators to hear and discuss a range of previously unspoken concerns and issues of underrepresented faculty (read more in Cheryl’s article). There were four concurrent research sessions before lunch covering financial reporting issues, corporate governance and audit, students’ perceptions and performance, and increasing diversity in accounting.

At lunch, the registrants were addressed by **Denise Mummert**, President of the Georgia Society of CPAs. She defined diversity as equality of opportunity, and more broadly as differences in race and gender, differences in background, education, and personality. She spoke about things we can do institutionally and informally to promote diversity, such as:

- Helping young people value education
- Helping them believe they can succeed
- Encouraging others to take responsibility and seize opportunities for development
- Mentoring

After lunch the meeting continued with a research session on diversity in business, and a panel discussion on administrative opportunities in accounting. Panelists included Ida Robinson-Backmon (North Carolina A&T State University), Fred Jacobs (Georgia State University), Emmanuel Onifade (Morehouse College) and Timothy Fogarty (Case Western University). The panelists discussed the opportunities and challenges related to administrative positions, including dean and department chair responsibilities.

Friday’s meeting ended with a business meeting chaired by Harold Little, President of the Section, and was followed by a reception hosted by Ernst and Young LLP that highlighted the E&Y Diversity Research Grant.

Note: Winners of the E&Y Diversity Initiatives Grant were Aretha Hill, and Shawnta Friday-Stroud, both from Florida A&M University. Congratulations to Aretha and Shawnta!

Saturday opened with another panel discussion with various journal editors. Panelists included: Jesse Dillard, Editor—*Accounting and the Public Interest* (Portland State University). Sue Ravenscroft, Editor—*Issues in Accounting Education* (Iowa State University). Timothy Fogarty, Associate Editor—*Issues in Accounting Education* (Case Western University).

Paul Williams, Associate Editor—*Accounting and the Public Interest* (North Carolina State University) and Cheryl Lehman, General Editor—*Advances in Public Interest Accounting* (Hofstra University).

The editors provided their recommendations for publishing in prominent accounting journals. Topics included research design, writing

techniques, and review-process success factors. The panelists emphasized the publication opportunities in their journals and the importance of diversity research.

The final two sessions of the conference presented research looking at assessment of diversity and pedagogy and curriculum.

We would like to thank the sponsors of the Diversity Section Mid-year meeting - Ernst and Young LLP and the AICPA - Minority Initiatives Committee.

We are looking forward to *our next meeting which will be held October 12-14, 2006 at the Embassy Suites – Atlanta Airport Hotel in Atlanta, GA*. Keep your calendars open!

The Editors

Panel Discussions Offer New Challenges

Cheryl L. Allen, Ph.D., CPA. Vice-president – Diversity Section



It was at the 2000 annual AAA convention in Atlanta, GA that the first official talks and campaign regarding establishing the Diversity Section of the AAA were conducted. We were reminded of the efforts of those who had operated for many years as an AAA committee subject to limited resources and to dependence on the mercy of the AAA leadership. Those in attendance made the case for having our own section, and there was much discussion and concern expressed about the ability of the section to sustain itself. Before it was over, we all got a quick lesson in “AAA organization 101.”

Fast forward 5 years – the first annual meeting of the Diversity Section was held in Atlanta, Georgia. As fate would have it, the conference was relocated from New Orleans, LA to Atlanta.

Although the circumstance for the required location change was tragic (hurricane Katrina), the relocation was so apropos- (again) Atlanta facilitated the marking of another milestone for the Diversity Section. No doubt, the conference was a testimony to what hard work and perseverance can produce.

The conference presentations covered a gamut of topics: Auditing, Accounting Education, Corporate Governance, and Empirical/ Archival. However, the two panel discussions highlighted new challenges.

The first panel was a continuation from a panel discussion held at the annual meeting in San Francisco, CA. The panel focused on the challenges faced by minority accounting faculty and related strategies that promote academic career success. Participants Mark Dawkins, Cynthia Jackson, and Harold Little, shared a common sentiment related to the service expectations of minority faculty. Although usually implicit, minority accounting faculty are constantly faced with wearing more than one hat – being everything to everyone – serving as advisors to student organizations, academic advisors of minority students, minority representation on departmental and university-wide committees, etc... Considering the scarcity of minority faculty on university campuses, the potential magnitude of this challenge is very clear. Further, the magnitude seemingly is consistent across schools (small vs. large; minority vs. non-minority). The message of the panel was to communicate the importance of administrators considering these additional service-expected responsibilities when evaluating and developing strategies related to the tenure and promotion of minority faculty.

The second panel, moderated by Ida Robinson-Backmon, included Fred Jacobs, Timothy Fogarty, Emmanuel Onifade, and Quinton Booker - who are serving or have served their respective institutions as department chairs,

assistant deans and deans. We were made aware through the second panel that while there is an obvious faculty need in higher education, there is also a need (demand) for minority administrators (department chairs; deans; provosts). The panel participants spoke very candidly about the pros and cons of these positions. Nonetheless, an additional challenge is the lack of availability of minorities to meet the demand. The panel addressed yet another implied responsibility that non-minority faculty may escape. Listening to the discussions, attendees were motivated to consider filling the need for minorities in all facets of academic institutions.

Minutes of the American Accounting Association Diversity Section Business Meetings in San Francisco and Atlanta –

August 9, 2005 -San Francisco, CA

The meeting was called to order by Ida Robinson-Backmon, President of the section.

Georgia Saemann gave an update on the upcoming Diversity Section Meeting to be held in New Orleans, LA October 6-8, 2005. Georgia stressed the importance of the success of this meeting since it would be the first meeting of the Diversity Section. She urged members to submit papers, research proposals, panel sessions, and other highly interactive workshops. Georgia encouraged all members to attend the meeting and to encourage other colleagues to attend.

Cheryl Allen, Secretary, presented the minutes from the previous year's meeting.

Fred Jacobs presented the 2005-06 slate of officers:

- ❖ President – Harold Little
- ❖ Vice President – Cheryl Allen
- ❖ Secretary – Linda Poulson
- ❖ Treasurer – Diana Robinson
- ❖ Program Liaison – Annie McGowan

The slate of officers were accepted and voted on. There was one “Nay” vote and no abstentions.

Harold Little conducted the meeting after being voted President and he encouraged all of the new officers to work toward an outstanding year. He then called for committee reports.

Program Committee:

Vaughn Radcliff reported on the Annual Program Committee. He thanked everyone who submitted papers and/or served on panels. He noted that the Diversity Section had three concurrent sessions in this year's program and that the sessions were well attended. He thanked Aretha Hill and Cheryl Allen for their support and encouraged members to continue to submit papers and panel sessions to future AAA conferences.

Awards Committee:

The awards committee presented three awards at the AAA meeting. Juan Rivera Presented the following:

Advancing Diversity in the Business Sector –
Allan Boston from Ernst & Young

Exemplary Service to the Profession –
Theresa Hammond (Boston College).
Andrea Alston accepted the award for Theresa.

Excellence in Accounting Research –
Henock Louis (Penn State University).

Newsletter:

Janice Prather-Kinsey gave an update on the newsletter. She encouraged people to send in any stories or comments that would be appropriate for the newsletter.

Faculty Development Committee:

Emmanuel Onifade reported on the Faculty Development Committee. A primary goal of this committee is to explore ways to ensure that minority faculty knows about seminars and conferences that might help to develop their careers. Emmanuel asked that members consider developing case studies as part of their research. He also asked for more volunteers to assist him on this committee.

Parting Comments from the outgoing President:

Outgoing President Ida Robinson gave some parting comments of serving as President. She thanked Fred Jacobs the preceding president for his mentorship. She mentioned that the Diversity Section partnered with other sections to present panels. She commented that the AICPA has supported this section from the beginning and she encouraged attendance at the first Section meeting in New Orleans (Atlanta).

Ernst & Young Award:

Ellen Glazerman announced that Ernst & Young is starting a diversity grants program and that proposals were being accepted on the relevance of the diversity agenda. Information about the grant can be found on the website. She also said you may email her at ellen.glazerman@ey.com.

AICPA Best Research Award:

The AICPA Minority Initiatives Committee Best Research Award was awarded to Maria Leach-Lopez and William W. Stammerjohan.

Harold Little – Research Project:

Cheryl Allen gave an update on the research project she and others were working on. Harold had sent out 300 email surveys and had received only 75 responses. He encouraged all members to complete the survey. Someone suggested that the URL to the survey be included on the AAA website for the Diversity Section.

DocNet:

Matt Anderson mentioned that there were conversations going on through a website called DocNet that voiced concerns that some students who are entering PhD programs are not prepared or of the quality required by most PhD programs. He urged us and the PhD Project to be aware of these conversations and to watch closely how these conversations may impact on African Americans being admitted to PhD programs.

Harold Little – Vision Statement for 2005 – 2006

Harold gave a report on the treasury. There appeared to be some confusion on the number of paid members as reported on the financial statements and the number as reported by the AICPA. Harold indicated he would follow up on this matter.

Harold called for more participation on committees from the membership.

He plans to increase communications to the members of the activities of the Diversity Section.

Harold stated he would like to see the Diversity Section serve as a research and presentation outlet. He also encouraged members to participate in the AAA regional meetings.

He encouraged us to make it a top priority to increase our membership. One suggestion was for each of us to recruit a colleague at our respective universities to join the Diversity Section.

The meeting was adjourned at 8:05am.

October 7, 2005 - Atlanta, GA

The meeting was called to order by Harold Little at 5:00p.m.

Linda Poulson presented the minutes from the Diversity Section meeting at the AAA Annual Meeting in San Francisco, CA, August 9, 2005. The minutes were unanimously approved.

Diana Robinson, treasurer, presented the financial report and commented that we have 331 professional and student members. The report was unanimously approved.

Committees:

Harold passed out a list of committees and asked for members to serve on the committees. The latest list of committees and chairpersons are:

Annual Program Committee – Annie McGowan
Awards Committee – Jean Wells-Howard
By-Laws – Maurice Lockridge
Diversity Initiatives – Open
Doctoral Programs – Buky Folami
Faculty Development – Emmanuel Onifade
Historian – Peter Johnson
Membership Committee – Delano Berry
Newsletter Committee – Dahlia Robinson and
Ena Rose-Green
Mentoring – Felix Amenkhlenan
Nominating Committee – Ida Robinson-
Backmon
Research Committee – Linda Murray
Section Meeting – Open
Student/Faculty recruitment Committee – Kevin
James
Web Advisory – Mark Hale

Date and Selection Site for Next Diversity Section Meeting:

There was some discussion as to when and where to hold the next Mid-Year Diversity Section meeting. Several dates were suggested, but no final date was agreed upon. Atlanta, Las Vegas, and Los Angeles were suggested as possible locations for the next meeting. The Section Meeting Committee will determine the date and location for the meeting at a later date.

Minority Faculty Directory:

Lynette Wood has a data base of Minority Faculty contact information. If you have any questions or need contact information please contact Lynette Wood at lynwood@vt.edu.

The meeting was adjourned 6:00pm

Submitted by:

*Linda Poulson, Secretary - Diversity Section
Elon University*

**Fifteen Accounting Doctoral Students
Awarded \$10,000 Minority Doctoral
Scholarships by KPMG Foundation**

The KPMG Foundation has awarded a \$10,000 KPMG Minority Accounting Doctoral Scholarship to fifteen minority accounting doctoral candidates. The scholarships, for the 2006-2007 academic year, are renewable for a total of five years at \$10,000 a year.

The recipients are: **Richard Carrizosa**, New York University; **Mashona Cole**, Jackson State University; **Fabio Gaertner**, University of Arizona; **Kenneth Henry**, Florida International University; **Melvin Lamboy-Ruiz**, Purdue University; **Veena Loonanan-Brown**, Florida Atlantic University; **Jonathan Milian**, University of Chicago; **Norma Montague**, University of South Florida; **Susan Muzorewa**, Morgan State University; **Ross Roberts**, Drexel University; **Cathy Scott**, Jackson State University; **Dave Thompson, Jr.**, Jackson State University; **Adrian Valencia**, Florida State University; **Kara Visa**, New York University; and **Alicia Yancy**, University of Southern California.

In support of its continuing effort to diversify the ranks of our nation's business schools and eventually the greater business community, the KPMG Foundation has, to date, earmarked nearly **\$8** million in scholarships to minority accounting and information systems doctoral candidates.

Bernard J. Milano, President of the KPMG Foundation, believes that "these students have learned that dedication, hard work and ambition pay off. They are a key to our country's future and we look forward to following their success after graduation."

The KPMG Foundation Doctoral Scholarship Program for African-American, Hispanic-American and Native American Doctoral Students in Accounting or Information Systems is part of a larger commitment by the KPMG Foundation to increase minority representation,

not only in accounting programs at colleges and universities, but in the American work force.

The scholarship program complements The PhD Project, a groundbreaking \$16 million program created by KPMG that recruits minority professionals from business into doctoral programs in all business disciplines. The PhD Project attacks the root cause of minority underrepresentation in corporate jobs: historically, very few minority college students study business as an entrée to a corporate career. Diversifying the faculty will attract more minorities to study business and better prepare all students to function in a diverse workforce.

Both programs have been tremendously successful. While there are currently only 775 minority business school professors teaching in the country (up from 294 in 1994 when the Project began), an impressive 402 minorities are currently enrolled in business doctoral programs and 50 are scheduled to begin in 2006. The PhD Project has more than doubled the number of minority business professors.

As the scholarships are renewable for a total of five years, there are 28 doctoral candidates already in the program who will continue to be supported by the Foundation. Adding the 15 new awardees, this brings to 43 the total number of participants for the 2006-2007 academic year. To date, approximately three-fourths of all minority accounting doctoral students in the nation have received financial support from the KPMG Foundation.

Submitted by: Lisa King - KPMG Foundation

Women @ Grant Thornton Rolls Out Networking Training

Among the firm's success stories from the past year is the creation of our women's initiative known as Women @ Grant Thornton. While still new, the initiative has already provided valuable tools to our women, key among them being networking skills.

John D. Rockefeller once said, "I will pay more for the ability to deal with people than for any other ability under the sun." The 93% of adults who think of themselves as shy would likely agree. In this world where who you know is sometimes just as important as what you know, networking is an essential skill for success. Grant Thornton realizes this fact and has made a concerted effort to develop the networking skills of its women.

"Networking is essential for business development," says Kathy Habluetzel, who leads the Family Wealth Planning Practice in the firm's Charlotte office and who chairs the Women @ Grant Thornton Steering Committee. "It's a skill that men often have inherently or develop earlier in their careers and one that women often struggle to master."

Providing our women with networking training

To build the networking prowess of the firm's women, the Women @ Grant Thornton Steering Committee created a networking "meeting-in-a-box" and shared it with each of the firm's 50 local offices. Local office Women @ Grant Thornton champions then tailored the presentation materials included in the meeting-in-a-box to suit the needs of the women in their office and presented the "do's" and "don'ts" of networking during a Women @ Grant Thornton meeting. Each local office was advised to then set up at least two networking follow-up events during the Fiscal Year to allow the women to put their new skills into practice.

The firm's Chicago women began attending monthly luncheons of the Professional Women's Club of Chicago. Women in the firm's New York offices invited an external business development expert to lead a session on personal marketing and networking skills, and the San Jose office teamed with women from local banks and law firms to coordinate regular networking events. Grant Thornton's Chief Operating Officer, Shelley Stein, has been in the public accounting

profession for more than 28 years and says few skills have served her better in her career than solid networking. "Networking is integral to my career," Shelley notes. "It is essential in that it allows me to increase my visibility both within and outside of our organization. An added bonus is that I've met and developed relationships with people who have become good friends." Submitted by: Monica J. Perez, National University Recruiting Manager, Grant Thornton LLP.

Financial Report:

Following is the Diversity Section’s budget for the fiscal year September 1, 2005, through August 31, 2006.

| | |
|--------------------------------------|---------------------|
| Inflows | |
| Dues | |
| Assoc. Member | 138 |
| Full Member | 4,185 |
| Mid-year Meeting - Registration Fees | 700 |
| Interest Income | <u>265</u> |
| Total Inflow | 5,288 |
| Outflows | |
| Annual Meeting | 225 |
| Staff support | 265 |
| Awards | 239 |
| General/Administrative | 638 |
| Total General | <u>1,158</u> |
| Total Outflows | <u>1,383</u> |
| Net inflow | <u>\$ 3,905</u> |

Awards/Promotions/Honors

Raymond J. Elson received the 2006 Rea and Lilian Steel Outstanding Teaching Award at Valdosta State University.

Buky Folami was hired as an assistant professor at Bryant University in Smithfield, RI

Margarita Lenk was awarded the 2006 Exceptional Achievement in Service-Learning Instruction and Research Award at Colorado State University. Margarita and two of her students, Erin Smrdu and Tara Nelson, were also

awarded the Jack Stewart Student Project Award, the first national student project competition of the Accounting information Systems Educators Association.

Robert Oliva was hired as Chairperson for the Department of Accounting at University of Arkansas at Little Rock.

Sharon Simmons from the University of the Virgin Islands was awarded the 2006 National Achievement in Education award by the National Association of Black Accountants (NABA).

Refereed Journal Publications

Folami, B. and P. Musa. 2006. Semiconductor Company turns to Computer Integrated Manufacturing (CIM) to Improve Business Performance. *Business journal for Entrepreneurs*.

Folami, B., R. Arora and Kasim Alli. "SFAS 123 Amendment and the Use of Lattice Models to Value Employee Stock Options: Implications for Accountants" Forthcoming. *The CPA Journal*.

Hribar, S.P., N.T. Jenkins, and W.B. Johnson Stock Repurchase as an Earnings Management Device. *Journal of Accounting and Economics* 41 (3-27).

Lenk, M., E. Zlotkowski, S. Gelmon and R. Jones. 2005. Indicators of Engagement at Minority Serving Institutions. *National Campus Compact*.

Jenice Prather-Kinsey. 2006. Developing Countries Converging with Developed-country Accounting Standards: Evidence from South Africa and Mexico. *The International Journal of Accounting*,

**Mark Dawkins recognized as GSCPA
Accounting Educator of the year**



ATLANTA - The Georgia Society of Certified Public Accountants (GSCPA) recently recognized Mark Dawkins as the 2006 Accounting Educator of the Year. This award is given to accounting educators who have a passion for teaching and the accounting profession. Professor Dawkins is a selfless and gifted teacher who is a dedicated advocate of accounting as a profession. His extraordinary service contributions have benefited the University of Georgia, the state of Georgia, and the accounting profession in general through his tireless work to promote diversity in higher education and the workplace.

Submitted by: Betty Breen - GSPCA

Diversity Section
American Accounting Association
5717 Bessie Drive
Sarasota, FL 34233-2399

Editors' Corner

Ena and I were happy to serve as Co-editors of the Diversity Section Newsletter. The newsletter serves as an avenue to highlight the accomplishments of the members of the section as well as to inform members of events they missed and opportunities available to help them develop professionally as doctoral students or faculty members. Please continue to volunteer to serve as presenters, reviewers, and moderators at the Annual as well as the Mid-year meeting. Thanks to everyone who helped with this newsletter.



Dahlia Robinson
Ena Rose-Green