



**American
Accounting
Association**

***Gender Issues and Worklife Balance Section Newsletter
Fall 2025***

GIWB Section Newsletter, Fall 2025

Newsletter Editor: L. Murphy Smith



Letter from the President

Dear GIWB Section Members:

Thank you so much for being part of our GIWB Section. I hope your fall semester is going well. We have almost reached the end. A new year with new opportunities for growth is fast approaching. As the accounting profession evolves, so will the significance of gender and work-life balance.

I am looking forward to my term as president of the GIWB section and am grateful to its leaders and AAA leadership for the strong and inspired support they have offered me. Dr Bambi Hora introduced me to the work of this section and has inspired me for many years; Dr. Murphy Smith has also worked diligently to strengthen our presence within AAA. Together we can all join forces and poise the section for future growth. I hope to see a continued increase in growth for our section; this can be enhanced by recommendations from current members to other accounting faculty.

The AAA is offering numerous events for members to participate in. Several upcoming meetings are shown below in the newsletter.

Please consider submitting a paper to the GIWB Section track at the AAA Annual Meeting. Papers from GIWB Section members will be considered for the Best Paper Award, which includes a \$1,000 cash prize. The AAA's August 2026 Annual Meeting will be held at Caesar's Palace in Las Vegas. Also, please consider volunteering as a paper reviewer, session chair, and/or discussant at the annual meeting. These roles are vital to the success of our section meeting.

I can be reached at Ewalker15@uco.edu, and I look forward to another productive year for the GIWB Section.

Best Regards,

Ed

Edward R. Walker, PhD, CPA, CMA, CIA, CFE
GIWB Section President
University of Central Oklahoma
100 N. University Drive, Edmond, OK 73034

Upcoming Meetings:

2026 International Accounting Section Midyear Meeting IA
Cincinnati, OH
01/08/2026 - 01/10/2026

2026 Auditing Section Midyear Meeting AUD
San Antonio, TX
01/15/2026 - 01/17/2026

2026 Joint Midyear Meeting of the AIS and SET Sections
AIS SET
Provo, UT
02/05/2026 - 02/07/2026

2026 American Taxation Association Midyear Meeting ATA
Nashville, TN
02/19/2026 - 02/21/2026

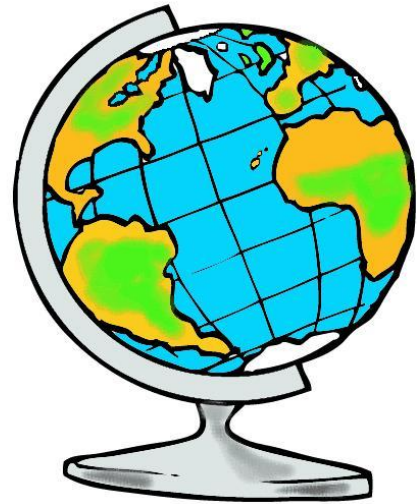
2026 Forensic Accounting Section Research Conference FA
Montclair, NJ
03/13/2026 - 03/14/2026

2026 Government and Nonprofit (GNP) Section Midyear Meeting GNP
Durham, NH
03/20/2026 - 03/21/2026

Accounting Horizons Conference on Bridging Accounting Research and Practice
Arlington, VA
05/21/2026 - 05/22/2026

Accounting Horizons Conference
Arlington, VA
05/21/2026 - 05/22/2026

2026 Spark Meeting
Virtual Meeting
06/01/2026 - 06/03/2026





Research Update

By Dr. Jaclyn Prentice, VP-Research:



GWIB Section Member Dale Flesher coauthored an article in the *Journal of Accounting Education* titled "A salute to Clara C. Lelievre: Alabama's first woman, CPA, pioneer educator, and inspiration for AAA's Gender Issues and Worklife Balance Section." Dr. Flesher also coauthored an article in the *Accounting Historians Journal* titled "Mary Lanigar America's First Female Big 8 Partner."

Other GIWB Section Member publications (name highlighted bold blue):

- **Farshadfar, S.**, Samarbakhsh, L., & Jahan, I. (2025). Executive age, executive gender and financial statement comparability. *Advances in accounting*, 68, 100805.
- Lau, M., Flasher, R., & **Didia, L.** (2025). The case of tenure and promotion: an examination of Title VII and minoritized faculty representation. *Studies in Higher Education*, 50(3), 464-482.
- Ricci, M. A., Hatfield, R. C., **Hoang, K.**, & Thomas, E. (2025). Talking to New Auditors about Client Service. *Accounting Horizons*, 1-13.
- **Burney, L. L.**, Radtke, R. R., & Widener, S. K. (2025). Navigating Coercive Control in Organizations: A Study on Employee Responses and Outcomes. *Behavioral Research in Accounting*, 37(2).
- **Bailey, C.**, Bouchard, J., & Nash, J. (2025). The Struggle Is Real: When Audit Office Resource Strain Impacts Audit Quality. *Current Issues in Auditing*, 1-9.
- Aier, J. K., Cao, J., Carr, K., & **Rakestraw, J. R.** (2025). Local office non-audit tax fee dependence and audit quality: a tax client relationship perspective. *Managerial Auditing Journal*.
- Daoust, L., Hux, C. T., & **Zimmerman, A. B.** (2025). Caught between two worlds: Big 4 professionals moving to non-Big 4 firms. *Contemporary Accounting Research*, 42(3), 2156-2187.

Research, Call for Papers:

Accounting History has a Call for papers for a special issue "Women and Accounting's Past". [Call for Papers: Special Issue 'Women and Accounting's Past', 2025](#)

Journal of Governmental and Nonprofit Accounting has a call for papers. [Journal of Governmental and Nonprofit Accounting | American Accounting Association](#)

Journal of American Taxation Association (JATA) has a call for papers. [JATA Special Section on EAC Call for Papers .pdf](#)

Journal of Management Control has a call for papers - "Experimental Research in Management Accounting and Control: Winning the War for Talent in HR". [CfP JoMaC Special Issue Experiments - War for Talent final.pdf](#)



Practice Update

By Dr. Jason Jordan:

KPMG's 2025 CAO Agenda 2025 report recently found that work-life balance is a central pressure point in accounting's talent crunch. In the survey, "the accounting function is known to have a poor work-life balance" ranked as the second-largest driver of the accountant shortage, flagged by 48% of chief accounting officers and 56% of their direct reports. This reason trailed only the profession's high entry barriers in frequency. Read alongside KPMG's broader pipeline concerns, the takeaway is that retention hinges as much on sustainable workload and flexibility as it does on recruitment and credentialing. The finding meshes with another fresh practice snapshot from Thomson Reuters which finds that 58% of corporate tax departments say they're under-resourced, conditions that fuel long hours and erode balance. Together, these findings describe an ecosystem where thin staffing and peak-cycle intensity collide with work-life balance. The implications for practice are that flexible staffing models, smart automation, and capacity planning are likely essential priorities for acquiring talent and delivering quality."



AAA Council Meeting Summary **By Dr. Megan Burke, Council** **Representative:**

At the most recent AAA Council meeting, the Council Ballot Committee selected candidates for the Board position of Director-Focusing on Membership. The Council also discussed the process for electing the Council Committee on Awards, the committee responsible for populating AAA's various award committees. CEO Yvonne Hinson provided an organizational update, and there was a detailed discussion about the ongoing public relations campaign.

Most of the meeting, however, was dedicated to reimagining the AAA Annual Meeting. Several ideas were brainstormed to enhance the event, and members are encouraged to provide further feedback or suggestions. Please send your thoughts to MBurke5@twu.edu. The meeting concluded with a discussion on expanding international membership, focusing on strategies to engage potential members, address barriers to joining, and provide added value to global audiences.

The 2026 AAA Annual Meeting will be held in:



The AAA invites you to the 2026 Annual Meeting in Fabulous Las Vegas. Conference Hotel: Caesar's Palace.
<https://aaahq.org/Meetings/2026/August-Meeting/Hotel>

2026 Annual Meeting
Las Vegas, NV
08/01/2026 - 08/05/2026

Looking ahead:

2027 Annual Meeting
Orlando, FL
07/31/2027 - 08/04/2027

2028 Annual Meeting
Anaheim, CA
08/05/2028 - 08/09/2028



Other Meetings:



The AAA phased out the Southwest Region, along with other AAA Regions, but the SW Region lives on, rebooted as the American Accounting Researchers & Educators (AARE).

The American Accounting Researchers & Educators (aarehq.org/) is a community of accounting researchers and educators, is dedicated to providing a dynamic and collaborative environment to share quality scholarly research and pedagogies that benefit current and future accounting academics.



The AARE's second annual conference will be held at the Renaissance Dallas Richardson Hotel in Dallas, Texas, March 18-20, 2026. The AARE conference is held in conjunction with the FBD Annual Conference.

The Institute for Global Business Research (IGBR) 2026 Spring Conference

The Institute for Global Business Research (IGBR) is a non-profit organization, originated from many years of professional, academic teaching and research expertise of accomplished business professors from around the globe.

2026 Spring Conference in Nashville
April 15-17, 2026

The 2026 Spring Conference will be held in Nashville, Tennessee at the Waymore's Guest House & Casual Club. The discounted room rate at the hotel is \$179 for conference registrants. Waymore's is a boutique hotel located in East Nashville. Guests can enjoy comfort food at its

All-Day Café in the lounge lobby or take in the best views in Nashville from Tall Tales, the rooftop cocktail bar. With soaring ceilings, private nooks, comfy rooms, and an artist-driven ambiance, Waymore’s curates the true Nashville experience.



Statue of Athena in Nashville’s full-size replica of the Greek Parthenon.

The conference will feature live sessions, workshops, student research awards and more. For those who are unable to attend in person, you can participate in the live sessions via zoom or in asynchronous sessions.

Conference info at: <https://www.igbr.org/conferences/>
Submit at: <https://www.igbr.org/conference-submission-nashville-2026/>

- > Submission Deadline: March 1, 2026,
 - > Early Registration Deadline: March 1, 2026
 - > Early Registration – \$450
 - > Student Registration – \$195
 - > Late Registration – additional \$100
-



One of Nashville’s nicknames is “Athens of the South.” The city’s full-size replica of the Greek Parthenon is located in Centennial Park.

Member News and Accomplishments:



*Dr. Anna Vysotskaya,
University of Surrey (UK)*

Congrats to Anna Vysotskaya on receiving the 2025 CGMA Research Award – Distinguished Research on Data Analytics in Accounting Education. She has over twenty years of experience in higher education. She specializes in fostering dynamic, learner-focused environments while managing assessments and collaborating with colleagues to enhance teaching methodologies. Her research focuses on integrating data analytics, AI and sustainability practices along with ethical frameworks into accounting and finance education, reflecting a commitment to shaping the next generation of accounting professionals.



*Dr. Donald L.
Arial, Kennesaw
State University*



*Dr. Katherine
Taken Smith,
TAMU-CC RELLIS*



*Dr. L.M. Smith,
TAMU-CC
RELLIS*

Congrats to Donald L. Arial, Amine Khayati, Lawrence Murphy Smith, Katherine Taken Smith, and Renier Steyn, the 2025 recipients of the Excellence in Accounting Ethics Education Award from the Public Interest, Ethics, and Sustainability Section of the American Accounting Association. The award was presented at the AAA's August 2025 Annual Meeting. The award recognized the

authors' innovative teaching technique, "Code Focused Value Self-Confrontation (CVSC)

Pedagogy," which can be used to effectively integrate ethics into the accounting curriculum.

The Code Focused Value Self-Confrontation (CVSC) pedagogy was described in their article, "Improving Ethical Compliance in Accounting and Business: An Ethics Code Focused Value Self-Confrontation Approach," published in *Research on Professional Responsibility and Ethics in Accounting* in 2024. <https://doi.org/10.1108/S1574-076520240000026002>



*At the awards ceremony: Amine Khayati,
Donald L. Arial, and Renier Steyn.*

CALL FOR PAPERS: THE OIL, GAS & ENERGY QUARTERLY

Greetings,

I have been editor of *The Oil, Gas & Energy Quarterly* for more than 40 years, and I am always looking for articles. Please go to my Quarterly website and check me out

<http://faculty.tamucc.edu/dcrumbley/>

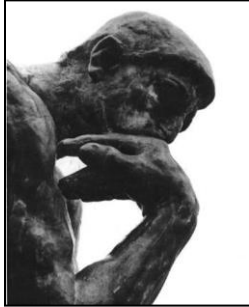
The manuscripts should explore the most significant current developments in oil and gas taxation, accounting, finance, and economics. Severance and excise tax issues and important state tax developments are appropriate topics. Other natural resources articles are also requested (e.g., coal, timber, solar, wind). Research studies derived from empirical and analytical methodologies are encouraged.

D. Larry Crumbley, CPA, Cr.FA, CFF, MAFF
Editor, *The Oil, Gas & Energy Quarterly*



Texas A&M University-Corpus Christi Motto: *The Island University*

Teaching News:



PowerPoint Presentations on Ethics: Available online

(bit.ly/teachbusinessethics) are four ethics-related presentations: (1) Ethics in Business and Society, (2) Pursuit of Ethics: Heroes and Villains in Life and Legend, (3) Teaching Ethics: Why, What, How, and (4) Ethics--The Basics and Why It Matters: An Ethics Presentation Adaptable across Academic Fields. Ethics is a critically important issue for persons working in accounting and other areas of business. While teaching technical concepts and skills, various professional organizations, ask that business school faculty integrate ethical training into their classes. While financial

statement analysis and corporate financial reporting requirements are important technical topics, the issue of ethics addresses deeper truths about doing business and life in general. These presentations make a compelling argument that what really satisfies a person's soul is not fame and fortune, but living a life reflecting noble character and personal integrity



Quick Links to Online Accounting and Auditing Resources: Available

online (<https://goo.gl/8So2ym>) are links to a variety of useful accounting and auditing websites. This website makes it easy for students and others to identify some key accounting- and auditing-related websites. The websites are categorized among seven categories: financial accounting, auditing, international accounting and auditing, research and publications, accounting organizations, information technology, and ethics. Among the accounting organizations on the list of links is the American Institute of

CPAs (AICPA). The AICPA and its predecessors have been serving the accounting profession since 1887. Another organization on the list is the Institute of Internal Auditors (IIA), which was established in 1941. The IIA serves more than 70,000 members from more than 100 countries in internal auditing, governance and internal control, IT audit, education, and security. Another organization on the list is the Institute of Management Accountants (IMA). The IMA has a global network of more than 100,000 members in 120 countries and 300 professional and student chapters. The website offers resources such as continuing education; on-line issues of the IMA's journal, *Strategic Finance*; and information about the IMA's certification program.

GIWB Section Membership Drive:

Tell others about the Gender Issues and Worklife Balance (GIWB) Section. Everyone knows students and colleagues who are affected by matters of work-life balance or gender issues. The GIWB Section is relevant to AAA members regardless of their fields of specialization. Over the years, the GIWB Section has offered numerous paper sessions, panels, pre-conference workshops, and symposia at the AAA annual meeting. The Section provides four prestigious awards funded by KPMG each year, three for research and one for exemplary mentoring of students. When joining the AAA or when renewing membership, ask your colleagues to select and join the GIWB Section.

Here's How to Add the GIWB Section to an Existing AAA Membership:

- Go to the AAA website and in the top right corner, click on "Login" and then enter your AAA username and password when prompted.
- Click on your name when it appears on the screen's upper right. Now your Member Dashboard is open.
- Under the heading "Online Store," click on Sections & Print Options. From this page, you can quickly complete the process of joining the GIWB Section.

GIWB Website:



The GIWB website (<http://aaahq.org/giwb>) lists the objectives of our section, how to become a member, bylaws, officers, awards, and our newsletter. A big thanks goes to our webmaster: Dr. Sarah Hinchliffe, Long Island University-Post (sarah.hinchliffe@liu.edu).

GIWB Bylaws are on GIWB Website:



The GWIB Section Bylaws provide information for activities of the GIWB Section, such as officer duties and awards criteria. The current Bylaws are shown on the Section Website (<http://aaahq.org/GIWB>).

GIWB Section Annual KPMG Awards:



As announced earlier on the AAA website, the Gender Issues and Work-Life Balance Section will be presenting four awards at the GIWB annual business meeting at the AAA meeting in Atlanta. The awards are described in the GIWB By-Laws (found at aaahq.org/giwb).

1. KPMG Best Paper Award: Awarded each year to the best paper presented in the Gender Issues and Work-Life Balance sessions at the Annual Meeting. At least one author must be a member of the Section.
 2. KPMG Outstanding Dissertation Award: Awarded each year to the outstanding dissertation (published in the prior calendar year) regarding gender issues and work-life balance. Nominations due March 1.
 3. KPMG Outstanding Published Manuscript Award: Awarded each year to the outstanding published manuscript (published in the prior calendar year) regarding gender issues and work-life balance. Nominations due March 1. At least one author must be a member of the Section.
 4. KPMG Mentoring Award: Awarded each year to a special mentor (female or male) who has affected the lives of women and men in accounting. Nominations due March 1.
- Award recipients are notified by April 1.

These awards have a significant impact highlighting work of accounting academic researchers regarding gender issues and work-life balance. The contributions of the KPMG Foundation to higher education and academic scholarship are sincerely appreciated.



GIWB Officers:

The GIWB Section has five elected officers: President-Elect, VP-Research, VP-Practice, Secretary-Treasurer (2-year term), and AAA Council Representative (3-year term). Elections are held each spring. In addition to the five elected positions, there are a number of other officer positions that are appointed. If you are interested in serving in an appointed position, please let the President know. All officers'

duties are described on the GIWB Bylaws

Current officers are listed on the GIWB website (<http://aaahq.org/GIWB/Officers>).

ELECTED OFFICERS 2025-26

 <p>President Edward Walker University of Central Oklahoma ewalker15@uco.edu</p>	 <p>President-Elect: Marsha Huber University of Missouri- Kansas City mh5xc@umkc.edu</p>
 <p>VP-Research & Secretary/Treasurer: Jaclyn Prentice University of Central Oklahoma jprentice4@uco.edu</p>	 <p>Co-VP-Practice: Cortney Brazil KPMG cbrazil@kpmg.com</p>
 <p>Council Representative: Megan Burke Texas Woman's University mburke5@twu.edu</p>	 <p>AAA Council Chair: Bambi A Hora, University of Central Oklahoma bhora@uco.edu</p>

Thank you for serving our Section

All elected and appointed officer are listed on the GIWB Section website (<https://aaahq.org/GIWB/Officers>) and their duties are described in the Section bylaws. If you're interested in serving in an appointed position, please contact the GIWB Section President. A big thanks to all our officers, elected and appointed, for their service to our Section!

Contact the Newsletter Editor:



Please send me items of interest for the next newsletter, including:

- Recent books or journal articles related to GIWB, whether you have published these or you have seen other people's work that you think our section members should know about.
- Conferences and calls for papers could include non-AAA events too (if relevant to section members' interests)
- Have you been to an interesting meeting recently? Why not write a few

paragraphs for us describing who presented what so we can all benefit in some way from events we couldn't attend?

- Personal accomplishments e.g. publications, promotions, or awards (if possible, include a photo; don't be shy!) Have you changed jobs recently? Let people know where you are now via the newsletter perhaps!
- New research projects started or updates on current ones you may be working on.
- Doctoral students tell us what you are doing and what you are finding out--there may be people out there who can help you in all kinds of ways you hadn't thought about. Ask!
- Submit a short article to be published in the newsletter.
- Other items related to GIWB e.g. comments or questions you'd like answers to or help with. Maybe someone out there has an answer that can help you with an issue you are facing? Ask!

The end of the year fast approaches. I often think of Dickens' classic book, 'A Christmas Carol,' which has been adapted to numerous movie versions, starring acclaimed actors such as Patrick Stewart, Bill Murray, Jim Carey, and the Muppets. One of my favorite scenes in the book is where Jacob Marley's ghost tells Ebenezer Scrooge there's more to business than just business:

"But you were always a good man of business, Jacob," faltered Scrooge, who now began to apply this to himself. "Business!" cried the Ghost, wringing its hands again. "Mankind was my business. The common welfare was my business; charity, mercy, forbearance, and benevolence, were, all, my business. The dealings of my trade were but a drop of water in the comprehensive ocean of my business!" (Dickens, C. 1843. A Christmas Carol).

Best to you,

Murphy

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