



Gender Issues and Worklife Balance Newsletter
Winter 2009 Edition

GIWB Section Newsletter, Winter 2009

Newsletter Editor: L. Murphy Smith



Letter from the Section President

I want to thank everyone who is helping the Section to continue to succeed and grow, in these trying times.

This has been an eventful year with headlines and news stories relevant to the section since the annual meeting in August 2008. The year started with news of a continued lag of pay for women relative to men, with women closing the gap in the heavily populated coastal cities of the United States. Frequent stories of how companies were changing the work environment to be more accommodating to various life-styles and family needs of employees that they wanted to retain appeared regularly.

As the economy began to turn sour, the frequency of the stories about non-traditional work environments were replaced with stories of entities changing their retirement plans from defined benefit to defined contribution plans. However the pay gap stories continued to report the “gender pay gap”

Most recently, the news stories report continual layoffs and cutbacks of employment and benefits. The latest news is that there are more women than men in the work force for the first time, however, the pay gap has begun to grow again. News of entities eliminating fringes, including those considered minimal such as health care plans, along with retirement plans demonstrates the reversal of the peak “work life” workplace environment to a bygone era where people worked for minimal wages with no benefits.

Perhaps these times present some research opportunities for us to consider, such as: do we take the workplace factors for granted in assessing issues in work-life balance research and in hard times, why does the gender pay gap grow?

I look forward to seeing you all in New York this August. We have a panel of successful women executives, members of the ASWCPAs, who will share some of the key factors that contributed to their success and discuss techniques and approaches they used to achieve work-life balance in

their own lives. Since Susanne and I live in New York City, we want to come up with a surprise for the section members attending. If anyone has a suggestion, please email me at jpvwalker@aol.com.

Sincerely,

~John

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GIWB Annual Business Meeting at the AAA Annual Meeting

The American Accounting Association (AAA) Annual Meeting is scheduled for August 2-5, 2009 in New York City. The theme of the 2009 meeting is "Accounting at a Tipping Point." The importance of accounting for our global society has become increasingly apparent in recent years. However, this importance is juxtaposed against the shrinking of our academic community and the narrowing of the accounting research domain. Yet, forces are in place to revive and renew the accounting academic community. In our 2009 AAA meeting we will celebrate the significance of accounting around the globe and explore opportunities for renewal of the accounting academy. More information is available on the AAA website (<http://aaahq.org>).

Pics from Last Year's (August 2008 Chicago) AAA Annual Meeting

Last year's (2008) American Accounting Association (AAA) Annual Meeting was held in Anaheim. Here's a few pics of GIWB-related events:



Left: Stanley H. Kratchman receives KPMG Mentoring Award from Outgoing President Wayne Bremser. Right: KPMG Outstanding Dissertation Winner Dr. Dewain Lee being congratulated by KPMG Foundation Member Bernie Milano.





Left: President John Walker addressing the GIWB members at the annual meeting, August 2008. Right: Doctoral scholar Tracy Rebecca Smith presenting research at a GIWB paper session.



Left: GIWB members enjoy an early morning breakfast and business meeting. Below: Outgoing President Wayne Bremser receives Award for Outstanding Service from Incoming President John Walker.



Left: Outstanding Published Manuscript Award winners Murphy Smith, Katherine T. Smith, and Craig Keller (not pictured).





GIWB members discussing important research and teaching issues.

Nominations of GIWB Officers to Serve in 2009-10:

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

You may nominate officers to serve in the GIWB Section's Four Elected Officer Positions:

President-Elect
VP Practice
VP Research
Secretary-Treasurer

Other officers are appointed, such as regional coordinator positions. The function of regional coordinators is to ensure reviews of GIWB papers submitted to regional meetings. All officers' duties are described on the GIWB website in the Bylaws section (<http://aaahq.org/GIWB/bylaws.html>). If you have an interest in serving in any officer position, elected or appointed, please contact President John Walker or President-Elect Ellen Cook.

Research News:

Feucht, F.J., Stan Kratchman, K.T. Smith, and L.M. Smith. 2009. Changes in Gender Distribution among Accounting Academics. *International Journal of Critical Accounting*, in press. Available at http://papers.ssrn.com/sol3/papers.cfm?abstract_id=1091017.

Abstract:

The purpose of this study is to examine current developments in the distribution of men and women in accounting academia, including university faculty positions and in leadership roles in the American Accounting Association (AAA). The study also reviews women's participation in the accounting practice field. The role of women in accounting has substantially increased in

recent decades. The proportion of faculty positions held by women has increased in all academic ranks. The proportion of AAA leadership positions held by women has increased, such as regional vice presidents and membership on editorial boards. However, even with these increases, a much lower proportion of women hold senior academic ranks and leadership positions in the AAA. Perhaps, if the trend continues, women will account for a higher proportion of these academic roles in the future, but due to different perspectives on work-life balance and other gender-related differences, women may choose to hold a lower proportion of these roles. By reporting on the current status of women in accounting academia, the study provides a benchmark on which future studies can build.

Teaching News:

Great Ideas for Teaching Accounting -- South-Western College Publishing has created the Great Ideas for Teaching accounting site (<http://www.swlearning.com/accounting/car/gita.html>) to allow accounting professors the opportunity to share their teaching techniques. The teaching tips contributed by various accounting professors are categorized into a table of contents similar to that of an introductory accounting textbook. The site also provides tips on classroom management, communication skills and teamwork development. Visitors can use a form at the site to submit their own teaching ideas.

GIWB Section Awards:

The Gender Issues and Work-Life Balance Section (GIWB) of the American Accounting Association will present four awards at the GIWB annual business meeting at the AAA meeting in Anaheim:

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.
2. KPMG Outstanding Dissertation Award: Awarded each year to the outstanding dissertation regarding gender issues and work-life balance.
3. KPMG Outstanding Published Manuscript Award: Awarded each year to the outstanding published manuscript regarding gender issues and work-life balance.
4. KPMG Mentoring Award: Awarded each year to a special mentor (female or male) who has affected the lives of women in accounting.

The KPMG Best Paper Award is selected from the GIWB papers presented at the annual meeting. The other three awards are selected from nominees received by March 1, 2009. Information about the awards and submission information is available on the GIWB website (<http://aaahq.org/GIWB/awards.html>) and the AAA website (<http://aaahq.org/awards/GenderIssuesAwards.htm>).

These awards have a significant impact on the 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.

Call for Papers:**CALL FOR PAPERS: The Allied Academies International Conference Spring 2009:**

The Allied Academies (<http://alliedacademies.org/>) will hold its Spring 2009 international meeting in New Orleans, Louisiana. Presentation dates will be Wednesday April 8 through Friday April 10, 2009. Conference Submissions and registration materials are due by March 1. Base registration, on or before March 1, is \$300, late registration after that date will be \$350. To provide you with maximum outlets for your research, the Allied Academies will hold joint meetings of all its member academies:

Academy of Accounting and Financial Studies (AAFS)
Academy for Economics and Economic Education (AEEE)
Academy of Educational Leadership (AEL)
Academy of Entrepreneurship (AE)
Academy of Information and Management Sciences (AIMS)
Academy of Organizational Culture, Communications & Conflict (AOCCC)
Academy of Marketing Studies (AMS)
Academy of Strategic Management (ASM)
Academy of Legal, Ethical and Regulatory Issues (ALERI)
Academy for Studies in International Business (ASIB)
International Academy for Case Studies (IACS)
Academy of Health Care Management (AHCM)

All papers accepted for presentation at the Conference will be published in the appropriate Proceedings. The top papers submitted for award consideration will receive an award. In addition, the award winning papers, as determined by the referees, will be published in the appropriate Journal. We expect 25% of the papers submitted to the Conference to appear in the respective journals. Manuscripts which are not initially accepted for journal publication may be revised and resubmitted for further consideration. This is a practice which we sincerely encourage. Direct submission to any Journal is invited at any time. For more information on direct submissions, go to the Submission Instructions page.

We will be holding the conference at the Hilton New Orleans Riverside in the heart of New Orleans and walking distance to the French Quarter. We have secured an excellent rate of \$119 for our participants. When contacting the conference hotel, be sure to tell them you are with the Allied Academies conference to ensure you get the discounted rate. Our room block will expire on March 1, so make your arrangements early. We look forward to seeing you there.

Hilton New Orleans Riverside
Phone: 504-561-0500

GIWB Website:

The GIWB website (<http://aaahq.org/GIWB/gis.html>) 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. Arundhati Rao of Elizabethtown College (raoa@etown.edu).



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 them or you have seen other people's work that you think our section members should know about.
- Conferences and calls for papers related to GIWB - make sure all regional or local events you may be involved with get good billing this way.
- This could include non-AAA events too (if directly 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. promotions or awards (don't be shy now!) 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.
- PhD 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! Perhaps you'd like to submit a short article for 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!

Happy spring semester to all,

Murphy

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