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Education:

BS	1984	Alcorn State University	Accounting
MPA	1985	Jackson State University	Accounting
PhD	1994	University of North Texas	Accounting

Academic Experience

Administrative Experience:

Vice President and Associate Provost for Diversity – Texas A&M University, 2020-present

Responsibilities:

- Provides scholarly leadership on practices and measures to further diversity
- Facilitates the assessment of outcomes related to diversity, equity, and climate
- Facilitates the planning and implementation of programs to ensure diversity and equity
- Monitors the university’s progress towards meeting university diversity plan goals.
- Provides administrative leadership for the Diversity Operations Committee
- Supervises the personnel, budget, and grant programs for the Office of Diversity

Accomplishments:

- Secured and provided oversight for designation under Title III and Title V of the Higher Education Act of 1965 (Hispanic Serving Institution designation)
- Initiated collaborative agreements with Prairie View A&M University
- Implementation of the Learning Environment Engagement Program – “Core Values Engagement Model” to enhance campus climate (2021).
- Co-PI for the NSF RISEUPP Postdoctoral Fellowship Program to enhance the diversity of the professorate.

Associate Dean for Undergraduate programs – Mays Business School, 2018 – 2020

Responsibilities:

- Provide intellectual leadership for undergraduate programs.

- Developed and promoted initiatives aimed at improving the quality of undergraduate education
- Provide oversight for classroom scheduling
- Coordinated teaching awards and selection processes
- Supervised student services including advising
- Oversight for first-year admissions, Honors, and URM admissions
- Liaison to Dean Advisory Board for recruiting
- Oversight for High Impact Learning Programs: Business Honors, Business Fellow, Center for International Business, Mays Career Center, Office of Diversity, and Inclusion
- Co-Chair of Curriculum and Assessment Committees.
- Dean's designee for approval of undergraduate curriculum changes
- Coordinate all college and university assessment activities

Accomplishments:

- Led design of Pilot Cohort model for a high impact undergraduate program
- Restructuring of Business Undergraduate Programs into the Mays Student Transformation Center
- Creation of new Introduction to Business Course with first year experience
- Redesign of Mays Assessment Plan
- Mays Transformational Leadership Speaker Series
- Implementation of cultural competency series in first year experience
- Created Inclusive leadership training program for business organization leaders

Assistant Dean for Diversity and Inclusion – Mays Business School, 2016-2018

Responsibilities:

- Executive leader reporting directly to the Dean of Mays Business School
- Created and provided oversight of the College Diversity Council to executive initiatives to recruit and retain underrepresented undergraduate and graduate students, climate, and curriculum and community engagement.
- Serves as the point of contact for external constituents on issues related to diversity and inclusion
- Assist the college in its goal of attracting diverse faculty and staff
- Takes an active role in the College's strategic planning process
- Coordinates and maintains budget
- Maintains and distributes funds for diversity programs
- Assessment reporting for the diversity and inclusion
- Represents Mays at Diversity Conferences
- Works with the Communications Office to highlight Mays Diversity and Inclusion efforts
- Coordinates the business school's involvement with community organizations

- Works closely with the Vice President for Diversity and Inclusion and other college diversity leaders to promote advancement of and accountability for the University's diversity goals.

Accomplishments:

- Strategic planning and Implementation for the Mays Office of Diversity and Inclusion
- Created the Mays Speaks dialogue series geared towards helping Mays faculty, staff and students learn to lead by leveraging differences.
- Member of the Mays Strategic Planning Committee
- Collaborated with undergraduate recruiters and the Dean's advisory council to develop a recruiting strategy to target prospective students from populations underrepresented at Mays.
- Worked with diversity officers at SEC and top 10 business schools to conduct a best diversity practices project.
- Created the Office of Diversity and Inclusion Website
- Created the Multicultural Association of Business Students to encourage an inclusive climate
- Developed the Return on Inclusion (ROI) Corporate Partners Program resulting in donations of over \$550,000 to support diversity and inclusion initiatives.
- Initiated a diversity and inclusion grant program to encourage Mays faculty, staff, and students to engage in diversity and inclusion initiatives. Distributed \$35,000 in 2016
- Served as Co-Chair of the Women's Leadership Initiative Conference
- Served as Co-Chair for the Mays Habitat project.

Director, Professional Program in Accounting – Mays Business School, 2008 – 2016

Responsibilities:

- Provide oversight of office operations including annual evaluation of office staff
- Provide oversight of PPA and MSA admissions
- Collaborate with MS advisors in each department track admissions
- Select students for annual awards and scholarships
- Act as program liaison with recruiting partners including Big Four Accounting firms
- Prepare annual reports for Dean of Graduate Programs
- Annual update of website and print media
- Set budget and provide oversight for advisory council
- Review and approve degree plans and petitions
- Complete ranking surveys
- Oversight for accounting program assessment of learning

Accomplishments:

- Under my leadership the Professional Program increased enrollment by approximately 10 percent while maintaining an average grade point of 3.6 and approximately 80 percent first-time CPA exam rate. Mays was ranked 8th nationally for “Best master’s in accounting Degrees” in 2016 by College Choice. The Professional Program tied for 12th public graduate program by U.S. News and World Report in 2012.
- Increased program diversity from 6% to 12% over a 4-year period.
- Developed and taught a professional development seminar for the MS Accounting Program
- Established pipeline programs with Historically Black Colleges and Universities
- Developed the non-profit track for the Professional Program
- Led the re-design of the Professional Program data base and website
- Designed brochures for the Professional Program and MS Accounting Program

Teaching Experience:

- Associate Professor, Texas A&M University, 2000-present
- Assistant Professor, Texas A&M University, 1994-2000
- Visiting Professor, Texas A&M University, 1993-1994
- Lecturer, University of North Texas, 1992-1993
- Teaching Assistant, University of North Texas, 1989-1992
- Lecturer, Jackson State University, 1987-1989

Professional Accounting Experience:

- U.S. Department of Commerce, 1985-1987

Continuing Education:

- Cornell University, Diversity, and Inclusion Certification 2021
- Certified Internal Coach, Hudson Institute for Coaching 2021
- AACSB Associated Dean Leadership Summit, 2018 Wakonse
- South Teacher Development Conference, 1999
- Center for Teaching Excellence Teaching Portfolio Workshop, 1997
- Prentice Hall Seminar for Accounting Educators, 1996
- KPMG Ph.D. Project Conference, 1994-2001
- Center for Teaching Excellence Master Teaching Workshop, 1996
- Ernst & Young Program Leader Development Workshop, 1994
- Center for Teaching Excellence Learning Styles Workshop, 1994

Publications:

Review of Managerial Accounting Principles – Garrison, Noreen, and Brewer. Issues in *Accounting Education* (Volume 25, No. 4, pp 792-794, 2012).

“Cost Management Implications for the Funding of an HIV/AIDS Long-term Care Facility” with Sarah Holmes, and Joyce Strawser: *Research in Healthcare Financial Management* (Volume 8, No. 1, 2006).

“The Effects of Influence and Cost Shifting on Profitability in Government Contracting” Co-authored with Valaria Vandrzyk: *The Accounting Review* (October 2022).

“Public Sector Analysis of the Relationship Between Audit Pricing and Audit Contract Type” Co-authored with Jerry Thorne, Sarah Holmes, Carolyn Strand, and Robert Strawser: *The Journal of Accounting and Public Policy* (Fall 2001).

“An Examination of the Economic Consequences Associated with Government Contractors Choice of Cost Allocation Bases” Co-authored with Valaria Vandrzyk: *The Journal of Accounting and Finance Research* (Volume 6, No. 3, Summer 1999)

“The Impact of ABCM Adoption on Users’ Jobs and Work Environment,” *Journal of Cost Management* (March/April 1999).

“Perceived Benefits of Activity-Based Costing System Implementation” *Accounting Horizons* (March 1998).

“Satisfaction with Activity Based Cost Management Systems,” Co-authored with Thomas Klammer: *Journal of Management Accounting Research* (Fall 1997).

Other Publication Activity

“Perceived Benefits of Activity-Based Costing System Implementation” *Reprinted in Emerging Practices in Management Accounting* (1998).

“Satisfaction with Activity-Based Cost Management Systems” Co-authored with Thomas Klammer *Reprint in Emerging Practices in Management Accounting* (1999).

Research Projects in Process:

“Re-Imagining STEM Equity and URM Postdoc Pathways” National Science Foundation Grant (10M), Co-Principle Investigators: Robin Cresiski, Archie Holmes, David English, and Leslie Gonzales.

“The Association between Activity-Based Costing and Hospital Performance” Melissa Martin: Under revision for *The Journal of Management Accounting Research*.

“The Determinants of Academic Success for First Generation Undergraduate Business Student” Survey Design.

“Understanding Case Duration in Three Surgical Procedures: A Multilevel Approach” with Kayla Cline.

“Non-Financial Indicators of Hospital Performance” with Melissa Martin.

Research Related Presentations:

National Association of Diversity Offices in Higher Education conference (March 2022)
Developing and Running a Faculty Hiring Program in Higher Education.

American Accounting Association Annual Meeting (August 2018), Chair and Discussant:
Accounting Ethics Symposium

SEC Business School Diversity Office conference: Fayetteville AR (March 2017) “Building a Case for Diversity Research in Business Schools”

American Accounting Association-Diversity Section Meeting: Atlanta, GA (October 2007)
“The Association between Activity-Based Costing and Hospital Performance” with Sarah Holmes and Melissa Martin.

American Accounting Association-Management Accounting Section Meeting: Fort Worth, TX (January 2007) “The Association between Activity-Based Costing and Hospital Performance” with Melissa Martin.

American Accounting Association-Management Accounting Section Meeting: Fort Worth, TX (January 2007) Discussant: “The Value Added by Auditing and Hidden costs.”

American Accounting Association Annual Meeting: Honolulu, Hawaii (August 2003) “The Influence of Task Difficulty, Implementation Process Factors, and User Perceptions on User Acceptance of Activity-Based Information” with Aretha Hill and Sarah Holmes.

Seventh Annual International Symposium and Workshop of the International Society for Research in Healthcare Financial Management: Baltimore, MD (August 2001) “Cost Management Implications for the Funding of an HIV/AIDS Long-term Care Facility” with Sarah Holmes, Joyce Strawser, and Kelly Reed.

American Accounting Association Annual Meeting: San Diego, CA (August 1999) “The Effects of Influence and Cost Shifting on Profitability in Government Contracting” with Valaria Vendrzyk.

American Accounting Association Annual Meeting: San Diego, CA (August 1999) “A Public Sector Analysis of the Relationship Between Audit Pricing and Audit Contract Type”, with Jerry Thorne—selected for the governmental section best paper award.

American Accounting Association Annual Meeting: San Diego, CA (August 1999) “An Activity-Based Costing Response to Prospective Payment Funding: An AIDS Care Facility Case Study” with Sarah Holmes and Joyce Strawser.

Academy of Business Administration Global Trends Conference, Curacao, Netherlands Antilles (December 1998) “An Activity-Based Costing Response to Prospective Payment Funding: An AIDS Care Facility Case Study” with Sarah Holmes and Joyce Strawser.

Management Accounting Conference (AAA) San Antonio, TX (October 1996), “An Examination of the Economic Consequences Associated with Government Contractors’ Choice of Cost Allocation Bases” with Valaria Vandrzyk.

Institute for Operations Research Management Science Conference: New Orleans, LA (October 1995), “An Examination of the Economic Consequences Associated with Government Contractor’s Choice of Cost Allocation Bases” with Valaria Vandrzyk.

American Accounting Association Annual Meeting: San Francisco, CA (August 1993) “A Note on the Potential Misspecification of the Operating Cash Flow Algorithm” with Sarah Holmes and Thomas Klammer.

Teaching Related Presentations

Texas A&M University Excel Conference: College Station, TX (August 2020), Keynote Speaker: “Helping African American Students Embrace Their Identities in Historically White Environments”

Engaging National Leaders on Undergraduate Student Success (Spring 2019) Panelist, High Impact Learning

AACSB Diversity Conference: Phoenix, AZ (November 2018) Panelist, “Strategies for Building an Inclusive Curriculum”

Ph.D. Project Accounting Doctoral Student Conference: Chicago, IL (August 2007) “The Pursuit of Teaching Excellence.”

AISPA Faculty Summer Seminar: Salt Lake City, Utah (June 1999) “Teaching Strategies for the CPA Vision Curriculum Redesign Project.”

American Accounting Association Southwestern Region Meeting: Dallas, TX (March 1997) “The Use of Technology to Teach Management Accounting.”

American Accounting Association southwest Region Meeting-Accounting Education Session: San Antonio, TX (March 1996) Moderator.

Practice Related Presentation

Leadership Texas Women's Conference: College Station, TX (August 2018 "Advancing Diversity and Inclusion in Higher Education"

Mays Women's Leadership Initiative Conference: College Station, TX (October 2017) "The Business Case for Women in Leadership"

Arthur Andersen and the American Productivity and Quality Center (July 2001) "Activity Based Change Management.

Brazos Valley CPA's, Continuing education course (January 1997) "The Information Revolution: The Potential of Economic Value-Added Reporting" with Martha Loudder.

Texas A&M University-College of Business Administration Summer Enrichment Program 1996 and 1995 "Careers in Accounting."

Brazos Valley CPAs, Continuing Education Course (January 194) "The Implementation of Activity-Based Costing Systems"

Honors and Awards

Bill and Gina Flores Professorship in Business (2016 - present)

Deloitte Professorship (2008 - 2016)

Mays Faculty Fellow (2009)

American Accounting Association Diversity Section Service Award (2008)

Association of Former Students University Level Distinguished Achievement Award (2007)

PriceWaterhouseCoopers Faculty Fellow (2005 – present)

Association of Former Students College Level Distinguished Achievement Award (2003)

Phillips Faculty Fellow (2002)

Texas A&M University Honors Teacher/Scholar Award (2002)

American Accounting Association Best Governmental Paper Award (1999) Montague

Center for Teaching Excellence Scholar (1998 - 1999)

Honors Professor of the Year (1998 – 1999) Beta

Alpha Psi Outstanding Faculty (1994 – 1995)

Grants Received

2022 NSF Includes Alliance: Re-Imagining STEM Equity with URM Postdoc Pathways (\$10M)

2006 Assessment Plan for Introductory Managerial Accounting

2005 Mays Teaching Innovation Grant

2004 Price Waterhouse Coopers Excellence Fellow
2003 IBM Endowment for the Business of Government Grant
1997 Research and Graduate Studies Faculty Mini-Grant
1997 Lowry Mays College and Graduate School of Business Summer Research Grant
1996 Research and Graduate Studies Faculty Mini Grant

Professional Memberships

National Association of Diversity Officers in Higher Education
Business School Diversity, Equity, and Inclusion Collaborative-founding board member
American Accounting Association
Institute of Management Accountants
National Association of Black Accountants

Doctoral Student Committee Assignments

Kayla Kline, Rural Public Health (Dissertation Committee)
Beverly Rowe, Accounting (Dissertation Committee)
Aretha Hill, Accounting (Dissertation Committee, First year paper)
Catherine Weber, Accounting (Dissertation Committee, First year paper)
Jim Diedeker, Accounting (First year paper reviewer)
Shirley Hurley, Accounting (Departmental reviewer, pre-proposal)
Jerry Thorne, Accounting (Dissertation Committee and first year paper reviewer)

University Service

Texas A&M Presidents Athletic Council (2018 – present)
Academic Civil Rights Investigation Committee (2018 – 2020)
Mays Strategic Planning Committee (2016 – 2017)
Mays Graduate Council Representative (2012 – 2016)
Search Committee-Director of Center Retailing Studies
Dine and Discover Program for minority recruitment (Summer 2013)
Business Career Awareness Program, Faculty Administrator (Fall 2001 – 2012)
Center for Teaching Excellence Board Member (2007 – 2009)
Honors Program Advisory Council (2006 – 2006)
Mays Regents Scholar Program, Mentor (2005 – 2008)
Texas A&M University Athletic Council (2005 – 2007)
Texas A&M University Black Faculty Alliance, Treasurer (2005)
Texas A&M Honors Scholarship Selection Committee (2004 – 2006)
University Provost Search Committee (2002)
Dean of Faculties Advisory Committee on Diversity Issues (Fall 2000 – Fall 2001)
Provost's Committee for Review of The Race & Ethic Studies Institute (2001)
African American Business Society, Advisor (1997 – present)
National Association of Black Accountants, Advisor (1993 – present)

Institute of Management Accountants, Faculty Advisor (1993 – present)
Summer Research Opportunities Program, Mentor and Research Advisor
ExCEL Mentor (1994 – present)
New Faculty Orientation, Panel Discussant
Women's Faculty Network

Professional Development

Strengths Training Workshop and Certification (2013)
Cornel University- Diversity and Inclusion Certificate (2021)
Hudson institute of Coaching-Certified Internal Leadership Coach (2021)
Academic Leadership Institute Fellow (2022)

National Service

American Accounting Ethics Symposium, Co-Chair/Chair (2017 – 2019)
American Accounting Association Annual Meeting, Program Liaison (2005 – 2006)
Ernst & Young Diversity Grant Selection Committee, Chair (2005 – 2007)
KPMG Accounting Ph.D. Project Conference Committee, Faculty Advisor (2001 – 2003)
KPMG African American Doctoral Student Association, Mentor (1997 – present)
International Journal of Information Systems, Ad hoc reviewer (2003)
International Journal of Accounting, Ad hoc reviewer (2002)
AAA New Faculty Consortium, Group Leader (2001; 2002)
AAA Management Accounting Conference, Reviewer (2001)
AAA Management Accounting Conference, Discussant (2002)
AAA Management Accounting Conference, Discussant (2003)