

**Marie T. Kelly**  
Lecturer

**CURRICULUM VITAE**  
**Five Year Data as of August 31, 2023**  
**With Historical Education**  
**And Professional Employment**

**PROFESSIONAL ADDRESS**

Stephen F. Austin State University  
Accounting  
BUSI - R.E. McGee Business 292I  
Nacogdoches, TX 75962  
Department Telephone: (936) 468-3105  
Office Telephone: (936) 468-1646  
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**EDUCATION**

**18 graduate hours in Accounting: ACC 511, ACC 512, ACC 563, ACC 585, ACC 575, ACC 576, 2020.**  
Institution: Stephen F Austin State University  
Specialization/Major: Accounting

**MBA, 1987.**  
Institution: Stephen F Austin St University  
Specialization/Major: General Business

**BBA, 1982.**  
Institution: Stephen F. Austin State University  
Specialization/Major: Accounting

**HONORS & AWARDS**

**Distinguished Faculty Member nominee - 2023, April 28, 2023**  
Rusche College of Business

**Distinguished Service Award nominee - 2023, April 28, 2023**  
Rusche College of Business

**Rusche FACULTY SCHOLAR - 2023, April 28, 2023**  
Rusche College of Business

**AARC BRAVO Award - 2022, December 2022**  
Academic Assistance and Resource Center (AARC)

**Distinguished Service Award nominee - 2022, February 24, 2022**  
Rusche College of Business

**MARLIN C. YOUNG TEACHING EXCELLENCE AWARD - 2020, 2020**  
Nelson Rusche College of Business, Stephen F. Austin State University

**PROFESSOR OF THE YEAR AWARD, 2020, August 20, 2020**

Beta Gamma Sigma, International Honor Society

**Accounting Department Nominee - Teaching Innovation Award, 2018**  
Nelson Rusche College of Business

## **PROFESSIONAL EMPLOYMENT**

### **Lecturer**

Stephen F. Austin State University, September 1, 2011 - Present  
Position Description:  
Lecturer

### **Unpaid Accounting Related Work**

Non Profit Entities, 2010 - Present  
Position Description:  
Accounting consultant/Reviewer - Sacred Heart / St. Mary's / Immaculate Conception / Our Lady of Guadalupe (4) Catholic churches 2018-present  
Accounting Reviewer, Nacogdoches County Senior Center/Committee on Aging, April 2013-Present  
Treasurer, Peace Officers Special Support Enterprise, 2011-2014  
Treasurer, Nacogdoches Area Christian Home Educators Association, 2007-2010

### **Adjunct Faculty**

Stephen F. Austin State University, January 2006 - May 2010

### **Teacher/Technology Coordinator**

Douglass ISD, 1991 - 2004

### **Lecturer**

Stephen F. Austin State University, 1988 - 1991

### **Graduate Assistant**

Stephen F. Austin State University, 1987

### **CPA/Partner**

Crowell & Rhodes, 1985 - 1987

### **Controller**

Nacoma Consolidated, 1984 - 1985

### **Accountant**

Alexander & Rogers, 1983 - 1984

### **Staff Accountant**

White, Petrov, & McHone, 1982 - 1983

### **Accounting Internship**

Dresser Industries, Inc., 1981

## **TEACHING & RESEARCH INTERESTS**

Teaching Interests:  
Financial Accounting Principles and Managerial Accounting Principles.

## **LICENSURES & CERTIFICATIONS**

Chartered Global Management Accountant, American Institute of Certified Public Accountants (AICPA)/ Association of International Certified Professional Accountants (CIMA), International. (October 10, 2014 - Present).

CGMA - Chartered Global Management Accountant.

As a management accountant, provides value within the organization by guiding business success through understanding of finance, budgeting internal audit, strategic planning, operations, risk management, and governance.

Certified Online Instructor, Stephen F Austin State University, Local. (July 23, 2014 - Present).  
Completed Certified Online Instructor Certification Training course offered through SFA Office of Instructional Technology.

Secondary Education Teaching certification, Texas Education Agency, State. (1991 - Present).  
Certified in Business and Mathematics

Certified Public Accountant, Texas State Board of Public Accountancy, National. (1984 - Present).

## **PUBLICATIONS**

Shoemaker, N. L., Kelly, M. T., Vega, J. G. (2023). Snowball Sportswear: A Case in Revenue Recognition. *Sage Business Cases*. <https://doi.org/10.4135/9781529621693>

Kelly, M. T., Noe, K. G., Bunn, E. R. (2022). The Effect Color of Exams has on the Final Grade. *American Journal of Education and Information Technology*, Vol. 6(Issue Number 1), Pages 14-18.  
<https://www.sciencepublishinggroup.com/journal/paperinfo?journalid=538&doi=10.11648/j.ajeit.20220601.13>

Abstract: Numerous research studies have been conducted to determine the effect, if any, of colored paper on student exam performance. Among college professors, the general use of colored paper is employed to deter cheating on tests. This practice of printing exams in several colors conveys to the students that there are different versions of the same test, thus, incentives to cheat are reduced. However, several research findings have suggested that colored paper can significantly affect student performance on tests or quizzes while other reports indicate no effect from using colored paper on exams.

After careful evaluation of the contradictory outcomes in the numerous studies conducted using colored paper for test differentiation, the only conclusion that can be made is that more research should be done. The possibility that colored exams could be detrimental to student success must be evaluated further.

Kelly, M. T., Shoemaker, N. L. (2021). "Telecommuting: Creating a Resentful On-Site Workforce". *Journal of Organizational Psychology (ISSN# 2158-3609)*, North American Business Press, Volume 21(1), 2021(JOP 21(1)), 11 - 15.

Abstract: Telecommuting is a growing trend among the American workplace (Gallup, 2017, Kopf, 2018, Kossek et al., 2006, Lucas, 2018). While telecommuting has been shown to have numerous benefits, lack of formal policies regarding telecommuting and uniform treatment of on-site and off-site workers, can lead to unintended consequences for organizations, such as jealousy and resentment of remote workers by those who do not telecommute (Allen et al., 2015, Crandall et al., 2005, Golden, 2007, Lucas, 2018). Two potential sources of this discontent are companies' sick leave and vacation time policies. This article discusses issues that can originate because of these policies and potential solutions to reduce the perceived disparity in fairness between remote and on-site workers with regard to sick leave and vacation time.

Shoemaker, N. L., Kelly, M. T. (2020). What Happens When Formal and Informal Norms Conflict for IT Usage? *Journal of Information Systems*, 34(2), 235-256. <https://doi.org/10.2308/isys-52616>  
Abstract: Employees' ethical perceptions and behavior are shaped by any number of influential factors that may be complementary or in conflict. An increasingly common source of conflict arises from formal organizational norms regarding technology that may clash with an individual's

personal norms, largely shaped by prevailing societal norms (Schwartz 1973). When formal norms are established to protect the organization, the way employees respond to such conflict can put the organization at risk. To explore this threat, we examine how the judgments and intentions of individuals change when formal and informal norms agree or disagree regarding the use of company technology for personal tasks while at work.

Using a sample of 225 upper-level accounting students, we varied a company policy regarding personal use of company technology during work hours (formal norm) and examined participants' responses to the policy relative to participants' expected personal norm based on a previously determined personal norm belief (informal norm). Participants provided judgments of the ethicality of the behavior and their intention to engage in the same behavior. We found that both the formal norm and the informal norm influence ethicality judgments and intentions. When the norms were in conflict, we found both norms influence judgments and intentions, but in different ways: either norm can cause an individual to judge computer use as unethical, but the informal norm dominates the intention to engage in this behavior.

Shoemaker, N. L., Kelly, M. T. (2018). Closing Pandora's Box: Reducing Student Confusion with a Process Costing Simulation. *Journal of Accounting and Finance*, 18(7), 56-61.

Abstract: This paper describes a classroom Process Costing simulation that can be used in both introductory managerial accounting and cost accounting courses in order to help students better understand the principles of process costing and how to apply these principles to a problem. In groups, students work to manufacture candy necklaces for a set amount of time. After the manufacturing time has ended, students work together to determine equivalent units of production, cost per equivalent unit, and total costs for the period. Subsequently, a final class discussion provides opportunities for differences between groups to be discussed and any additional questions to be resolved. The simulation can be used for either the weighted-average method or first-in, first-out (FIFO) method of process costing.

## CONFERENCE PRESENTATIONS

Kelly, M. T. (Presenter & Author), Shoemaker, N. L. (Presenter & Author), Vega, J. G. (Presenter & Author), American Accounting Association (AAA) - Southwest 2022 Annual Meeting, "Snowball Sportswear - A Case in Revenue Recognition", Federation of Business Disciplines, New Orleans, Louisiana. (March 4, 2022).

Abstract: This case explores the challenges that can be encountered by companies using pull-forward sales. The case centers around a sportswear company facing potential revenue recognition problems due to their use of pull-forward sales. Students using the case are required to explore the relevant revenue recognition criteria and evaluate whether the company correctly recognized revenue. They can also examine the case from an ethics and/or perspective to discuss potential corporate governance issues and red flags occurring within the company, as well as, analyzing similar companies' financial data for clues of potential fraud.

Noe, K. G. (Panelist), Ross, S. (Panelist), Shoemaker, N. L. (Panelist), Kelly, M. T. (Panelist), Southwest Region Meeting, "Exploring Testing Options in a COVID Environment and Beyond", American Accounting Association, Virtual. (March 18, 2021).

Abstract: Discussed Examsoft

Notes: Discussed Examsoft

Kelly, M. T. (Presenter & Author), Noe, K. G. (Presenter & Author), Bunn, E. R. (Presenter & Author), American Accounting Association - Southwest 2020 Annual Meeting, "The Color of Paper", Federation of Business Disciplines, San Antonio, Texas. (March 12, 2020).

Abstract: Presentation of a working paper analyzing the color of paper on student success on exams.

Kelly, M. T. (Presenter & Author), Shoemaker, N. L. (Presenter & Author), 2019 Accounting Education Conference, "Straw Towers - Active Learning Project for Cost Accounting", Texas Society of

Certified Public Accountants, Accounting Education Foundation, Austin, Texas. (October 4, 2019).

Abstract: Conducted a Job Order Costing project in Cost Accounting classes, where students have to construct 3-dimensional buildings out of straws and paper clips, with a maximum time constraint of 30 minutes. Once complete, they must calculate their Job Costs including:

Direct Materials

Direct Labor (minutes = hours)

Variable Overhead (applied based on Direct Labor hours)

Notes: Selling prices are calculated based on whether buildings are freestanding/non-freestanding and price per inch. (In order to be freestanding, a tower must stay upright the entire 30 minute time limit, even if the group finished earlier).

Each group is timed, and may calculate different direct labor and overhead based on their time actually used. Students are evaluated based on the most efficient use of resources, or Contribution Margin per inch. (Therefore, the tallest building may not be the most cost efficient).

Students learn how to apply Job Order Costing to a product and apply overhead, along with how to control the production process, lower costs and waste, and impacts on profit.

Kelly, M. T. (Presenter & Author), Shoemaker, N. L. (Presenter & Author), 2019 Southwest Region Meeting, "Clearing the Confusion of Process Costing", American Accounting Association, Houston, Texas. (March 14, 2019).

Abstract: Presentation of classroom managerial Cost Accounting project used to gain hands-on experience of real-life process costing scenario.

## **PROFESSIONAL MEMBERSHIPS**

American Accounting Association, (2018 - Present).

East Texas Chapter, Texas Society of Certified Public Accountants, (2012 - Present).

Texas Society of Certified Public Accountants, (2012 - Present).

American Institute of Certified Public Accountants, (August 31, 1984 - Present).

Beta Gamma Sigma, (1982 - Present).

Beta Alpha Psi, Honor Accounting Fraternity, (1981 - Present).

## **FACULTY DEVELOPMENT ACTIVITIES**

Self-Study Program, "SFA Compliance training, FERPA training, Acceptable Use of Information Resources Policy training, Security Awareness Training, Ethics Online training, Get Inclusive - Title IX Training, EEO Laws and Discrimination Prevention training", Stephen F Austin State University, TX. (October 21, 2022).

SFA Compliance training, FERPA training, Acceptable Use of Information Resources Policy training, Security Awareness Training, Ethics Online training, Get Inclusive - Title IX Training, EEO Laws and Discrimination Prevention training

Self-Study Program, "Security Awareness Training", Stephen F Austin State University, Nacogdoches, TX. (February 1, 2022).

Security Awareness Training to help keep the university's information resources secure.

Self-Study Program, "Ethics Online Training", Stephen F Austin State University, Nacogdoches, Texas. (August 23, 2021).

Ethics training for SFA employees.

Human Resources training, "Search Committee Training", Stephen F Austin State University. (April 20, 2021).  
Participated in search committee training to continue awareness of how to conduct employee interviews and candidate reviews.

Self-Study Program, "FERPA Training", Stephen F Austin State University, Nacogdoches, TX. (November 30, 2020).  
FERPA privacy policy training

Self-Study Program, "Orientation to COVID-19 Minimum Standard Health Protocols", Stephen F Austin State University, Nacogdoches, TX. (July 16, 2020).  
Coronavirus policy training

Self-Study Program, "Ethics Online Training", Stephen F Austin State University, Nacogdoches, Texas. (June 14, 2020).  
Ethics training for SFA employees.

Self-Study Program, "Risks of Social Media Sharing", Information Security Office Information Technology Services, Stephen F. Austin State University, Nacogdoches, TX. (March 3, 2020).  
IT Department learning event to further enhance your knowledge and understanding of information security.

Self-Study Program, "Security Awareness Training", Stephen F Austin State University, Nacogdoches, TX. (February 3, 2020).  
Security Awareness Training to help keep the university's information resources secure.

Self-Study Program, "EEO Laws and Discrimination Prevention", Stephen F Austin State University, Nacogdoches, Texas. (November 6, 2019).  
Participated in Equal Employment Opportunity and Discrimination Prevention training to continue awareness of employment laws in the state of Texas

Self-Study Program, "FERPA Training", Stephen F Austin State University, Nacogdoches, TX. (November 6, 2019).  
FERPA privacy policy training

Seminar, "Assurance of Learning Seminar", AACSB - Association to Advance Collegiate Schools of Business, Tampa, Florida. (November 4, 2019 - November 5, 2019).  
Assurance of Learning seminar to become familiar with accreditation standards, evaluate learning goals and objectives, write program learning goals, and conduct primary trait analysis to write a rubric connected to learning objectives.

Self-Study Program, "Get Inclusive - Title IX Training", Stephen F Austin State University, Nacogdoches, TX. (September 18, 2019).  
Title IX Training - All employees of Stephen F. Austin State University are Responsible Employees under Texas Senate Bill 212 and are therefore mandatory reporters of sex- and gender based discrimination, including sexual assault, domestic violence and stalking in accordance with the University's Sex- and Gender-Based Discrimination, Violence, Harassment and Misconduct Policy 2.13.

Self-Study Program, "Risks of Social Media Sharing", Information Security Office Information Technology Services, Stephen F. Austin State University, Nacogdoches, TX. (August 15, 2019).  
IT Department learning event to further enhance your knowledge and understanding of information security.

Self-Study Program, "Ethics Online Training", Stephen F Austin State University, Nacogdoches, Texas. (June 22, 2019).  
Ethics training for SFA employees.

Self-Study Program, "Property Management Training", Stephen F Austin State University, Nacogdoches, TX. (June 20, 2019).  
Property training provides end users with a better understanding of the rules, policies and procedures related to property at SFA. This training must be renewed bi-yearly.

Self-Study Program, "Security Awareness Training", Stephen F Austin State University, Nacogdoches, TX. (January 16, 2019).  
Security Awareness Training to help keep the university's information resources secure.

Self-Study Program, "FERPA Training", Stephen F Austin State University, Nacogdoches, TX. (November 5, 2018).  
FERPA privacy policy training

## **CONTRACTS, GRANTS, & SPONSORED RESEARCH**

Kelly, M., Noe, K., "Professional Development Award", Funded, Sponsored by Stephen F Austin State University, Stephen F. Austin State University, \$650.00. (August 31, 2022 - August 31, 2023).  
**The Effect Color of Exams has on the Final Grade**

Numerous research studies have been conducted to determine the effect, if any, of colored paper on student exam performance. Among college professors, the general use of colored paper is employed to deter cheating on tests. This practice of printing exams in several colors conveys to the students that there are different versions of the same test, thus, incentives to cheat are reduced. However, several research findings have suggested that colored paper can significantly affect student performance on tests or quizzes while other reports indicate no effect from using colored paper on exams.

After careful evaluation of the contradictory outcomes in the numerous studies conducted using colored paper for test differentiation, the only conclusion that can be made is that more research should be done. The possibility that colored exams could be detrimental to student success must be evaluated further.

Received \$650 for a professional development award because of my published research efforts.

Kelly, M. T., Shoemaker, N. L., "Professional Development Award", Funded, Sponsored by Stephen F. Austin State University College of Business, Stephen F. Austin State University, \$500.00. (August 31, 2021 - August 31, 2022).

### **Telecommuting: Creating a Resentful On-Site Workforce**

Telecommuting is a growing trend among the American workplace (Gallup, 2017, Kopf, 2018, Kossek et al., 2006, Lucas, 2018). While telecommuting has been shown to have numerous benefits, lack of formal policies regarding telecommuting and uniform treatment of on-site and off-site workers, can lead to unintended consequences for organizations, such as jealousy and resentment of remote workers by those who do not telecommute (Allen et al., 2015, Crandall et al., 2005, Golden, 2007, Lucas, 2018). Two potential sources of this discontent are companies' sick leave and vacation time policies. This article discusses issues that can originate because of these policies and potential solutions to reduce the perceived disparity in fairness between remote and on-site workers with regard to sick leave and vacation time.

Received \$500 for a professional development award because of my published research efforts.

Kelly, M. T., Shoemaker, N. L., "Professional Development Award", Funded, Sponsored by Stephen F. Austin State University College of Business, Stephen F. Austin State University, \$2,000.00. (August 31, 2020 - August 31, 2021).  
What Happens When Formal and Informal Norms Conflict for IT Usage?  
Employees' ethical perceptions and behavior are shaped by any number of influential factors that

may be complementary or in conflict. An increasingly common source of conflict arises from formal organizational norms regarding technology that may clash with an individual's personal norms, largely shaped by prevailing societal norms (Schwartz 1973). When formal norms are established to protect the organization, the way employees respond to such conflict can put the organization at risk. To explore this threat, we examine how the judgments and intentions of individuals change when formal and informal norms agree or disagree regarding the use of company technology for personal tasks while at work.

Using a sample of 225 upper-level accounting students, we varied a company policy regarding personal use of company technology during work hours (formal norm) and examined participants' responses to the policy relative to participants' expected personal norm based on a previously determined personal norm belief (informal norm). Participants provided judgments of the ethicality of the behavior and their intention to engage in the same behavior. We found that both the formal norm and the informal norm influence ethicality judgments and intentions. When the norms were in conflict, we found both norms influence judgments and intentions, but in different ways: either norm can cause an individual to judge computer use as unethical, but the informal norm dominates the intention to engage in this behavior.

Received \$2000 for a professional development award because of my published research efforts.

Kelly, M. T., "Professional Development Award", Funded, Sponsored by Stephen F. Austin State University College of Business, Stephen F. Austin State University, \$600.00. (August 31, 2018 - August 31, 2019).

Closing Pandora's Box: Reducing Student Confusion with a Process Costing Simulation

#### ABSTRACT

This paper describes a classroom Process Costing simulation that can be used in both introductory managerial accounting and cost accounting courses in order to help students better understand the principles of process costing and how to apply these principles to a problem. In groups, students work to manufacture candy necklaces for a set amount of time. After the manufacturing time has ended, students work together to determine equivalent units of production, cost per equivalent unit, and total costs for the period. Subsequently, a final class discussion provides opportunities for differences between groups to be discussed and any additional questions to be resolved. The simulation can be used for either the weighted-average method or first-in, first-out (FIFO) method of process costing.

Received \$600 for a professional development award because of my published research efforts.

## CONSULTING

Sacred Heart / St. Mary's / Immaculate Conception / Our Lady of Guadalupe Catholic churches, Nacogdoches County, approximately 45 hours spent for the year. (July 2018 - Present).  
Accounting consultant - Evaluated internal controls and overall organization separation of duties, cash receipts and payments, and reporting processes. Monthly duties include working with business manager to review accounting procedures and cash security, bank reconciliations, and financial statement analysis.

Nacogdoches County Aging Committee/ Senior Center, Nacogdoches, Texas, approximately 60 hours spent for the year. (March 2013 - Present).

Review monthly financial statements and reconcile bank accounts for a nonprofit organization receiving government grant money from several different federal and state agencies.  
Advising/Consulting on accounting related issues.

## TEACHING EXPERIENCE (Two-year)

Stephen F. Austin State University, Spring 2023  
ACCT 3333 1, Cost Accounting  
ACCT 5365 1, Ethics & Prof Issues in Acct



ACCT 2302 1, Princ of Mgt Accounting  
ACCT 2302 2, Princ of Mgt Accounting

Stephen F. Austin State University, Fall 2022  
ACCT 5365 1, Ethics & Prof Issues in Acct  
ACCT 2302 2, Princ of Mgt Accounting  
ACCT 2302 3, Princ of Mgt Accounting

Stephen F. Austin State University, Spring 2022  
ACCT 3333 1, Cost Accounting  
ACCT 5365 1, Ethics & Prof Issues in Acct  
ACCT 2302 1, Princ of Mgt Accounting  
ACCT 2302 2, Princ of Mgt Accounting

Stephen F. Austin State University, Fall 2021  
ACCT 3333 1, Cost Accounting  
ACCT 3333 510, Cost Accounting  
ACCT 5365 1, Ethics & Prof Issues in Acct  
ACCT 2302 2, Princ of Mgt Accounting  
ACCT 2302 3, Princ of Mgt Accounting

Stephen F. Austin State University, Spring 2021  
ACCT 3333 500, Cost Accounting  
ACCT 3333 550, Cost Accounting  
ACCT 3333 600, Cost Accounting  
ACCT 5365 1, Ethics & Prof Issues in Acct  
ACCT 2302 600, Princ of Mgt Accounting  
ACCT 2302 601, Princ of Mgt Accounting

Stephen F. Austin State University, Fall 2020  
ACCT 3333 1, Cost Accounting  
ACCT 3333 2, Cost Accounting  
ACCT 4365 1, Ethics and Prof Iss in Acctg  
ACCT 4365 2, Ethics and Prof Iss in Acctg

Stephen F. Austin State University, Spring 2020  
ACC 333 1, Cost Accounting  
ACC 465 1, Ethics & Prof Issues in Acctg  
ACC 232 1, Prin of Mgmt Acct  
ACC 232 2, Prin of Mgmt Acct

Stephen F. Austin State University, Fall 2019  
ACC 333 1, Cost Accounting  
ACC 333 2, Cost Accounting  
ACC 465 1, Ethics & Prof Issues in Acctg  
ACC 465 2, Ethics & Prof Issues in Acctg

Stephen F. Austin State University, Spring 2019  
ACC 333 1, Cost Accounting  
ACC 465 1, Ethics & Prof Issues in Acctg  
ACC 232 1, Prin of Mgmt Acct  
ACC 232 2, Prin of Mgmt Acct

Stephen F. Austin State University, Fall 2018  
ACC 333 1, Cost Accounting  
ACC 333 2, Cost Accounting

ACC 465 1, Ethics & Prof Issues in Acctg  
ACC 465 2, Ethics & Prof Issues in Acctg

## **PROFESSIONAL SERVICE OR VOLUNTEER WORK**

Honors Academic Contracts, Mentor, approximately 12 hours spent for the year. (August 2012 - Present).

### Activity Description

Worked with individual students one-on-one to complete extended Accounting Case Studies to fulfill their Honor Student contracts.

Helped students to have a more in-depth comprehension of Accounting concepts and practices in the real world.

Recruiting Event - Nacogdoches High School, Coordinator, approximately 25 hours spent for the year. (October 13, 2022).

### Activity Description

High school students were given information about Accounting profession careers, along with Accounting degrees, scholarships, internships, and opportunities offered at SFA.

Aimed at recruiting new students to SFA. This is the first time that the Accounting department has been invited to present at Nacogdoches High School. Student response was overwhelmingly positive, and we foresee continuing this partnership in the years to come.

Showcase Saturday, Mentor, approximately 15 hours spent for the year. (February 26, 2022).

### Activity Description

Explain Accounting programs to potential incoming freshman/transfer students.

Recruit new students to the College of Business

Graduation, Member, approximately 2 hours spent for the year. (December 15, 2018).

### Activity Description

Graduation ceremony attendance by faculty lets students know how proud we are of their accomplishments.

Attendance at a graduation ceremony every year promotes loyalty from our future alumni.

Undergraduate Curriculum Committee, Member, approximately 5 hours spent for the year. (August 2021 - Present).

### Activity Description

Review curriculum proposals from departments and make recommendations for denial, revisions, and/or referral to the Undergraduate Curriculum Committee. Conduct planning, review, and activities to ensure the College has a strong AOL program for all undergraduate degrees.

Assess the college's AOL reports and provide feedback to appropriate departments and dean.

Discussed, voted on the passport proposal for the college.

Beta Gamma Sigma, Member, approximately 5 hours spent for the year. (2011 - Present).

### Activity Description

Honor Society membership

Honor Society

Societal Impact meeting, Member, approximately 1 hours spent for the year. (March 1, 2022).

### Activity Description

Meeting in order to hear suggestions on how to measure Societal Impact.

Dean heard suggestions on how to measure Societal Impact.

Strategic Planning Meeting and Awards, Member, approximately 3 hours spent for the year. (May 10, 2019).

### Activity Description

Strategic plans and assessment were explained, along with progress towards completion.

Strategic plans and assessment were explained, along with progress towards completion.

Faculty Recruitment/Search Committee, Member, approximately 15 hours spent for the year. (April 2021 - Present).

Activity Description

Interviewed and reviewed potential faculty members for open positions within the Accounting department. Attended classroom presentations by job applicants.

Interviewed and reviewed potential faculty members for open positions within the Accounting department.

Student Recruitment Committee, Member, approximately 12 hours spent for the year. (2021 - Present).

Activity Description

Attend Showcase Saturdays. Set up Accounting department booth to answer questions of prospective Accounting majors. (2/26/22)

Attend Showcase Saturdays. Set up Accounting department booth to answer questions of prospective Accounting majors.

Assessment Committee - Chair, Chairperson, approximately 30 hours spent for the year. (August 31, 2019 - Present).

Activity Description

Establish new assessment guidelines and procedures to verify Assurance of Learning in all Accounting courses at both the undergraduate and graduate levels.

Attended "Assurance of Learning" AACSB seminar in Tampa, FL (Nov. 2019). Surveyed faculty and accumulated data to reveal areas for assessment improvement. Currently, in the process of documenting assessment methods already instituted and proposed recommendations for further improvement.

Mentor to New Faculty, Mentor, approximately 8 hours spent for the year. (January 2017 - Present).

Activity Description

Trained new adjunct faculty members with Course setups, including publisher online assignments and D2L instructions. Answered questions, provided syllabi, and instructed on grading.

New adjunct faculty members understood how to setup their courses, including publisher online assignments and D2L instructions. Answered questions, provided syllabi, and instructed on grading.

Assessment Committee, Member, approximately 30 hours spent for the year. (August 31, 2015 - Present).

Activity Description

Establish new assessment guidelines and procedures to verify Assurance of Learning in all Accounting courses at both the undergraduate and graduate levels.

Provide assessment data for specific courses to determine assurance of learning.

Curriculum Committee, Member, approximately 10 hours spent for the year. (August 23, 2012 - Present).

Activity Description

Discuss curriculum changes and prerequisite requirements for classes.

Approve addition of new courses/new requirements to degree plan.

Secretary of Accounting Department, Chairperson, approximately 6 hours spent for the year. (August 23, 2012 - Present).

Miscellaneous Service, Miscellaneous activities to support department or students., approximately 20 hours spent for the year. (January 2023 - December 2023).

Activity Description

Attended Faculty meetings, luncheons, banquets. Wrote recommendation letters for students. See above.

Miscellaneous Service, Miscellaneous activities to support department or students., approximately 20 hours spent for the year. (January 2022 - December 2022).

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Attended Faculty meetings, luncheons, banquets. Wrote recommendation letters for students. See above.

Miscellaneous Service, Miscellaneous activities to support department or students., approximately 20 hours spent for the year. (January 2021 - December 2021).

Activity Description

Attended Faculty meetings, luncheons, banquets. Wrote recommendation letters for students. See above.

Miscellaneous Service, Miscellaneous activities to support department or students., approximately 20 hours spent for the year. (January 2020 - December 2020).

Activity Description

Attended Faculty meetings, luncheons, banquets. Wrote recommendation letters for students. See above.

Miscellaneous Service, Miscellaneous activities to support department or students., approximately 20 hours spent for the year. (August 22, 2019 - December 2019).

Activity Description

Attended Faculty meetings, luncheons, banquets. Wrote recommendation letters for students. See above.

Miscellaneous Service, Miscellaneous activities to support department or students., approximately 20 hours spent for the year. (August 28, 2018 - August 2019).

Activity Description

Attended Faculty meetings, luncheons, banquets. Wrote recommendation letters for students. See above.

Scholarship/Awards Committee, Member, approximately 25 hours spent for the year. (August 28, 2017 - August 2019).

Activity Description

Analyze student accomplishments, transcripts, and scholarship applications in order to determine which Accounting majors should be awarded scholarships. Total scholarship awards exceed \$250,000  
Accounting majors are awarded in excess of \$250,000 in scholarships at the annual Accounting Banquet every April. Each student's application and accomplishments must be scrutinized to assess and determine the best award recipient for each scholarship.

Faculty Recruitment/Search Committee, Member, approximately 15 hours spent for the year. (May 2017 - August 2019).

Activity Description

Interviewed and reviewed potential faculty members for open positions within the Accounting department. Attended classroom presentations by job applicants.  
Interviewed and reviewed potential faculty members for open positions within the Accounting department.

Pinning Ceremony - Accounting Department, Member, approximately 3 hours spent for the year. (May 17, 2019).

Activity Description

I was honored by being asked to pin four of our graduating MPA students during the ceremony on 5/17/19.  
The pinning ceremony is the culmination of 5 years of difficult coursework by our students, and is attended by family and friends in order to honor these students.

Pinning Ceremony - Accounting Department, Member, approximately 3 hours spent for the year. (December 14, 2018).

Activity Description

I was honored by being asked to pin two of our graduating MPA students during the ceremony on 12/14/18.

The pinning ceremony is the culmination of 5 years of difficult coursework by our students, and is attended by family and friends in order to honor these students.

Sacred Heart / St. Mary's / Immaculate Conception / Our Lady of Guadalupe Catholic churches, Nacogdoches, Texas. Reviewer, approximately 45 hours spent for the year, (July 2018 - Present).

Activity Description

Accounting consultant - Evaluated overall organization separation of duties, cash receipts and payments, and reporting processes. Monthly duties include working with business manager to review accounting procedures and cash security, bank reconciliations, and financial statement analysis.

I was asked to advise/review all accounting internal control procedures of all 4 churches, make recommendations for improvement, and consult with the business manager and bookkeeper on a monthly basis to ensure compliance with best business practices.

Nacogdoches County Aging Committee-/Senior Center, Nacogdoches, Texas. Reviewer, approximately 60 hours spent for the year, (March 2013 - Present).

Activity Description

Review monthly financial statements and reconcile bank accounts for a nonprofit organization receiving government grant money from several different federal and state agencies.

Advising/Consulting on accounting related issues.