

**Curriculum Vitae (September, 2015)**  
**Maria Lombardi Bullen, Ph.D., CPA**

Associate Professor of Accounting  
Lucas College and Graduate School of Business  
San Jose State University

**EDUCATION**

**Degrees**

Ph.D., University of California, Los Angeles, (AACSB Accredited), Los Angeles, California, 1982 (Accounting Major)

MBA, University of California, Berkeley, (AACSB Accredited), Berkeley, California, 1970 (Accounting Major)

BS, University of California, Berkeley, (AACSB Accredited), Berkeley, California, 1969 (Accounting Major)

**Special Certifications and/or Designations**

CPA – State of California, Active Status, California State Board of Accountancy (1973)

CPA – State of Georgia, Active Status - Georgia State Board of Accountancy (1983)

**ACADEMIC EXPERIENCE**

**Teaching Experience at the University Level**

August 22, 2014 – Present: Associate Professor of Accounting, San Jose State University

2012 – August 21, 2014: Associate Professor of Accounting, Dominican University of California, San Rafael, California

2006 – 2012: Associate Professor of Accounting, Clayton State University, Morrow, GA (Metro Atlanta Area - AACSB Accredited). (Promoted to Full Professor with Tenure effective August, 2012 shortly before leaving to join Dominican.)

2005 – 2006: Visiting Associate Professor of Accounting, Clayton State University, Morrow, Georgia.

2004 – 2005: Visiting Associate Professor of Accounting, Berry College, Mount Berry, Georgia. (AACSB Accredited).

1982 – 2004: Assistant Professor of Accountancy (1982-1990) and Tenured Associate Professor of Accountancy (1990-2004) , Georgia State University, Atlanta, Georgia (AACSB Accredited).Tenure effective Fall Quarter, 1990.

1976-1980 Instructor of Accounting, California State University, Los Angeles (Part-time 1976-78; Full-time 1978-80)

1977-78 Teaching Associate in Accounting (Part-time)

## **PROFESSIONAL EMPLOYMENT**

### **Public Accounting**

Price Waterhouse & Company (now PricewaterhouseCoopers)

1971-72 San Francisco (Primarily Audit; three months in Tax)

1974 Los Angeles (Audit)

### **Internal Audit**

1973 Pacific Gas & Electric Co., San Francisco

1975-76 Beverly Enterprises, Pasadena, California

## **TEACHING INTERESTS**

While very interested in continuing my research, publications and academic presentations, I am also very student-oriented and devote a lot of time to teaching as well as to service and professional activities that directly benefit students and my institution. I enjoy teaching different levels of students various accounting courses, and am available to teach at the undergraduate or graduate level the courses and day or evening schedule needed by my institution. As I am doing at San Jose State University, I enjoy teaching to undergraduates both levels of Intermediate Accounting, Managerial Accounting, and Forensic Accounting. In addition at the graduate level I enjoy teaching courses (MS Accounting) in Financial Reporting and Analysis 1 (similar content to Intermediate Accounting) and Forensic Accounting. In the Intermediate and Managerial courses, I utilize McGraw-Hill Connect Online homework management and learning technology. In all my courses I use SJSU Canvas to provide study resources to students electronically and post grades on a timely basis. I enjoy keeping current in the profession and bringing into the classroom what I have learned from professional involvement and my research activities. I am available to teach all levels of Financial Accounting (Principles, Intermediate and Advanced Accounting including International Accounting topics) and Managerial/Cost Accounting at multiple levels, as well as Auditing courses.

### **Courses Taught (and planned)**

#### **San Jose State University (Fall 2014 - Spring 2016)**

Intermediate Accounting I (Fall, 2014, Spring Semester, 2015, Fall Semester, 2015)  
Intermediate Accounting II (Spring Semester, 2016)  
Managerial Accounting (Winter Session, 2015)  
Financial Reporting and Analysis I (Summer, 2015)  
Forensic Accounting (MS Accounting Spring Semester, 2015; Undergraduate Spring 2016)

#### **Recent Previous Institution: Dominican University of California ( Fall 2012 - Spring 2014)**

Managerial Accounting  
Intermediate Accounting 1  
Auditing  
Managerial Accounting for Managers  
Financial Accounting for Managers

#### **Recent Previous Institution: Clayton State University (Fall 2005 –Summer 2012)**

Accounting Internships/Cooperative Education  
Forensic and Investigative Accounting  
Auditing and Assurance Services  
Advanced Financial Accounting, Clayton State University  
Foundations of Accounting (MBA)  
Principles Managerial Acct., Clayton State University  
Managerial Cost Accounting, Clayton State University  
Principles of Financial Acct., Clayton State University  
Intermediate Financial Acct. I, Clayton State University  
Independent Study/Directed Research, Clayton State University

### **RESEARCH INTERESTS**

In the period from 2012 to 2015, I have published, mostly with co-author, four journal articles and been involved in 20 conference presentations/proceedings (personally presented or participated in presentations of 18 of these). With co-author(s), I have one journal article accepted and forthcoming for publication in October, 2015. Another journal article has been submitted for publication. Two presentations are also forthcoming for presentation in October.

My current primary research interests are in current issues in the accounting profession including organizational sustainability reporting for public and private entities, human resource accounting, accounting standard setting and financial reporting including compilation and review engagements for private entities and Small and Medium-Sized Entities (SMEs), and accounting education. My future plans are to continue an active agenda of presenting at conferences and publishing in good quality journals listed in Cabell's Directory of Publishing Opportunities.

## **HONORS/AWARDS**

### **Former Institution: Clayton State University**

- 2011: Received with Greg Kordecki for purpose of conducting research and traveling to conferences to present research and attend other relevant research sessions (\$1,000), Martha Wood Faculty Development Endowment Fund, Clayton State University.
- 2011: Technology Grant to study online and hybrid course delivery best practices and develop Camtasia modules in accounting principles (\$1,500), School of Business.
- 2010: Grant received for benefit of Accounting Club to host event explaining and promoting the accounting profession to students., Georgia Society of CPAs.
- 2010: "Mini Research Grant" received with co-author Greg Kordecki to help cover travel expenses to present several papers, School of Business, Clayton State University.
- 2010: Technology Grant to study online/hybrid versus traditional class delivery, and to prepare comprehensive financial accounting review presentation in Camtasia. (\$1,500), CSU School of Business.
- 2008: Grant received for benefit of Accounting Club to host event explaining and promoting the accounting profession to students, Georgia Society of CPAs.
- 2008: Outstanding Service Award 2007 presented by CSU School of Business faculty in recognition of outstanding accomplishments in service., School of Business, Clayton State University.
- 2007: Grant received for benefit of Accounting Club to host event explaining and promoting the accounting profession to students, Georgia Society of CPAs.

## **INTELLECTUAL CONTRIBUTIONS**

### **Working Papers and Projects in Process**

1. The Audit Quality Practice Monitoring Trend: Implications for Professional Oversight and Overreach (Accepted with co-author for presentation at 2015 SEINFORMS Conference, October 8-9, 2015. (Research will continue in the area and developed into article.)
2. Creative Pricing: Relevant Considerations in Establishing Work Value to Client While Enhancing Firm Profitability (Accepted with co-authors for presentation at 2015 SEINFORMS Conference, October 8-9, 2015. (Research will continue in the area and developed into article.)

3. An Investigation of Total Firm Sustainability and Integrated Reporting in the Global Arena (Research will continue in the area and developed into article.)
4. Developments Toward Improving the PCAOB Audit Reporting Model
5. An Overview of Human Resource Accounting and Implications for Management Decision-Making (Research will continue in the area and developed into article.)
6. The non-audit accountant's reporting obligation: Evolving impact of Statements on Standards for Accounting and Review Services (SSARS) for Small and Medium-Sized Entity (SME) engagements. (Research will continue in the area and developed into article.)

**Journal Articles - Submitted for Publication:**

Bullen, M. L., Kordecki, G.S. & Capener E (2015). Accounting rubrics: Integration for Assessment and improved student learning. (Submitted to *Journal of Applied Research for Business Instruction* (JARBE) in Cabell's Directory of Publishing Opportunities.)

**Journal Articles – Accepted for Publication:**

Bullen, M. L. , Capener E. and Kordecki, G.S. &. (2015). The accounting internship: Toward meaningful experiences for students, employers, and educational institutions. Accepted for publication in *Journal of Theoretical Accounting Research* in Cabell's Directory of Publishing Opportunities. (expected October, 2015)

**Journal Articles – Published:**

Bullen, M.L., Kordecki, G., (2014). Model for efficient and effective footnote disclosure in pedagogical and practitioner application. *Journal of Instructional Pedagogy* (13), 30-40. (Peer reviewed journal—At time of acceptance and printing (as also reported on first page of printed journal) in Cabell's Directory of Publishing Opportunities.

Kordecki, G., Bullen, M.L. (2014). Evolutionary developments in accounting standard setting for private entities and SMEs. *Journal of International Business and Cultural Studies*. (8), 83-100. Peer reviewed journal. At time of acceptance and printing (as also reported on first page of printed journal) in Cabell's Directory of Publishing Opportunities with acceptance rate of less than 25%.

Kordecki, G., Bullen, M. L. (2013). Pros and Cons of the Framework for Financial Reporting for SMEs. *Current Accounts/Georgia Society of CPAs* (September/October, 2013), 12-13.

Kordecki, G., Bullen, M. L. (2012). The FAF Plan for standard setting improvement: Is it viable for private companies? *Current Accounts/Georgia Society of CPAs* (May/June, 2012), 14-15.

- Kordecki, G., Bullen, M. L. (2011). Will subsequent event and going concern disclosures provide audit relief? *Current Accounts/Georgia Society CPAs* (January, 2011), 31-32.
- Bullen, M. L., Kordecki, G. (2010). Traditional and alternate delivery systems in teaching accounting. *Global Education Journal*, 5-16.
- Bullen, M. L., Eyer, K.-A. (2010). Human Resource Accounting and international accounting developments: Implications for measurement of human capital. *Journal of International Business and Cultural Studies*, (3), 62 - 76.
- Bullen, M. L., Kordecki, G. (2008). Human Resource Accounting: Implications for capital investment decision-making. *Insights to a Changing World*, 2008(4), 23-31.
- Bullen, M. L. (2007). Human Resource Accounting: A useful tool for measurement and management in organizations. *Leadership and Organizational Management Journal*, 2007(4), 85-103.
- Novin, A. M., Bullen, M. L. (2006). Course-embedded assessment and improvement of students' learning in the introductory accounting course. *Global Education Journal*, 2006(4), 25-42.
- Flamholtz, E. G., Kannan-Narasimhan, R., Bullen, M. L. (2004). Human Resource Accounting Today: Contributions, Controversies and Conclusions. *Journal of Human Resource Costing & Accounting*, 8(2), 23-37.
- Flamholtz, E. G., Bullen, M. L., Hua, W. (2003). Measuring the ROI of Management Development: An Application of the Stochastic Rewards Valuation Model. *Journal of Human Resource Costing & Accounting*, 7(2-Jan), 21-40.
- Flamholtz, E. G., Bullen, M. L., Hua, W. (2002). Human Resource Accounting: A Historical Perspective and Future Implications. *Management Decision*, 40(10), 947-954.
- Hermanson, D. R., Hermanson, R. H. & Bullen, M. L. (1996). Inside and Outside Directors' Perceptions of Corporate Governance Issues. *Journal of Business and Economic Perspectives*. Vol. 22, No. 2, 32-42.
- Bagranoff, Nancy A.; Bullen, M. L.; and Johnson, J. R. (1994) "Partnerships with Business." *Management Accounting*. July 1994, p.56.
- Sackmann, S., Flamholtz, E. G., and Bullen, Maria Lombardi. (1989). Human Resource Accounting: A State-of-the-Art Review. *Journal of Accounting Literature* 8, (Fall, 1989): 235-264.
- Bullen, Maria Lombardi, and Flamholtz, Eric G. (1985). "A Theoretical and Empirical Investigation of Job Satisfaction and Intended Turnover in the Large CPA Firm." *Accounting Organizations and Society* 10, No.3: 287-302.

Copeland, J. E.Jr., (Former Managing Partner, Atlanta office, Deloitte & Touche); Bullen, M. L.; and Hermanson, R. H. "Hostile Takeover Debate: Discussion and Cautious Recommendations." (1989) *The Corporate Growth Report*, 7, No. 4, July-August, 14-20.

Copeland, Jr., James E.; Bullen, Maria Lombardi; and Hermanson, Roger H. "A Comparative View of Hostile Takeovers: CEOs, Congressional Aides, and Business School Faculty." *Corporate Growth*, May-June, 1989, pp. 16-25.

Copeland, Jr., James E.; Bullen, Maria Lombardi; and Hermanson, Roger H. "How CEOs View Hostile Takeovers." *Business*, April-May-June, 1989, pp. 3-8.

Bullen, Maria Lombardi, Hermanson, Roger H.; and Mott, Ronald T (Partner, Ernst & Young). How Will Small Companies Fare in the Late 1980's?" *Business*, July-August-September, 1988, 11-17.

Hermanson, Dana R.; Bullen, Maria L.; and Hermanson, Roger H. It's Just a Matter of Time. *New Accountant*, April 1988, 18-20, 38.

Bullen, M. I. & Martin, L. C. Job Satisfaction and Intended Turnover in the Large CPA Firm: Differences by Tenure, Education, and Sex. *The Woman CPA*, October, 1987, 8-13.

Bullen, M. L., Hermanson, R. H.; and Mott, R. T. "Eliminating Fraud in Financial Reporting." *Business*, July-August-September, 1987, 29-37.

Bullen, M. L.; Hermanson, R. H.; & Mott, R. T. "Small Business Meets Tax Reform 86." *Business*, January-February-March, 1987, pp. 13-24. Reprinted in *Managing the Small Business: Insights and Readings*. Edited by Cynthia C. Ryans (Professor, Library Administration, Kent State University). Prentice-Hall. Chapter 7, 269-85.

### **Doctoral Dissertation**

Bullen, M. L. (1982). *An Empirical Study of Sources of Job Satisfaction in the Big Eight CPA Firms*. Graduate School of Management, University of California, Los Angeles, Spring, 1982.

### **Conference Proceedings -- Accepted**

Kordecki, G. and Bullen, M.L. (2015) The Audit Quality Practice Monitoring Trend: Implications for Professional Oversight and Overreach (Accepted with co-author for presentation at 2015 SEINFORMS Conference, October 8-9, 2015.

Kordecki, G., Bullen, M. L. and Capener, E. (2015) Creative Pricing: Relevant Considerations in Establishing Work Value to Client While Enhancing Firm Profitability, Accepted for proceedings and presentation at Southeastern Chapter of the Institute for Operations Research and the Management Sciences Annual Meeting, October 8-9, 2015. (will attend and present)

## Conference Proceedings

- Bullen, M. L., Kordecki, G. (2015). Human Resource Accounting: Overview and Implications for Organizational management and Reporting. Southeast Institute for Decision Sciences Forty-fifth Annual Meeting, Savannah, GA, February 25-27, 2015.
- Kordecki, G.S. & Bullen. (2015). New Wave Reporting – Relative utility for U.S. preparers and users. Southeast Institute for Decision Sciences Forty-fifth Annual Meeting, Savannah, GA, February 25-27, 2015.
- Bullen, M. L. , Kordecki, G.S. & Capener E. (2014)Innovations in Education—DoingInternships Right. Southeastern Chapter of the Institute for Operations Research and the Management Sciences Annual Meeting, October 2-3, 2014.
- Kordecki, G.S. & Bullen, M.L. (2014). The Efficacy of Revised Accountant’s Reporting Obligation for SSARS Engagement. Southeastern Chapter of the Institute for Operations Research and the Management Sciences, October 2-3, 2014.
- Bullen, M.L. & Kordecki, G.S. (2014). Techniques for Student Engagement and Feedback in Junior Level Accounting Courses,” (Abstract for Poster Session) Conference on Teaching and Learning (CTLA), 2014 American Accounting Association Annual Meeting, Atlanta, Georgia, August 2-6, 2-14
- Bullen, M. & Kordecki, G.S (2014). The PCAOB Audit Reporting Model: Evolution Toward Expanded Auditor Responsibilities for SMEs. Southeast American Accounting Association Meeting, April 3-5, 2014.
- Bullen, M. L., Kordecki, G. (2013). “Using Rubrics as a Teaching Tool for Guiding Both Assessment and Improvement of Student Learning in Business Schools,” Presented October 3, 2013) Southeastern Chapter of the Institute for Operations Research and the Management Sciences (SEINFORMS) 2013 Annual Meeting, Myrtle Beach, South Carolina, October 4-5, 2013.
- Bullen, M. L., Kordecki, G. (2013). “Accounting Major Program Assessment: Improving Curriculum Performance with Major Specific Exit Examinations” (Presented October 3, 2013). Southeastern Chapter of the Institute for Operations Research and the Management Sciences (SEINFORMS) 2013 Annual Meeting, Myrtle Beach, South Carolina, October 4-5, 2013.
- Bullen, M. L., Kordecki, G. “The Case for Consideration of Differential Financial Reporting and Auditing Standards Between Closely and Widely Held Enterprises in the U.S., China and Other Developed and Developing Economies.” 2013 American Accounting Association Annual Meeting, Anaheim, CA, , Research Interaction Session, August 5, 2013.
- Bullen, M. L., Kordecki, G. “Behavioral Implications for Resource Allocation and Investment Decision-Making of Specialized Financial Reporting for Privately Owned Entities in the U.S. and Beyond.” Atlanta, Georgia. Proceedings of SABE/IAREP/ICABEET 2013 Conference

(Sponsored by Society for the Advancement of Behavioral Economics (SABE), International Association for Research in Economic Psychology (IAREP), and The International Confederation for the Advancement of Behavioral Economics and Economic Psychology (ICABEEP).

- Bullen, M. L., Kordecki, G. “Extending Relevant Educational Enhancements into the Private Work Sector for Returns on Efficiency and Effectiveness: The Case for Template Driven Accounting Information” Atlanta, Georgia. Proceedings of SABE/IAREP/ICABEEP 2013 Conference
- Bullen, M. L., Kordecki, G., Capener, E. (2013). “Revitalizing Student Learning in Accounting through use of Rubric Designs.” San Francisco, California: Proceedings of 2013 Western Region American Accounting Association Annual Meeting.
- Bullen, M. L., Kordecki, G. (2013). “Exploring the Need for Selective Accounting and Auditing Standards in Small and Medium Business Beyond the United States.” Charleston, South Carolina: Proceedings of 2013 Southeast Decision Sciences Annual Meeting.
- Bullen, M. L., Kordecki, G. (2013). “Compilation and Review Engagements: New Directions in Non-Audit Services.” Charleston, South Carolina: Proceedings of 2013 Southeast Decision Sciences Annual Meeting.
- Bullen, M. L., Kordecki, G. (2012). “Organizational Sustainability: Approach to Enhance Stakeholder Value.” San Francisco, California: Proceedings of 2012 Decision Sciences Annual Meeting.
- Kordecki, G. and Bullen, M.L. (2012). “Organizational Sustainability Reporting and Effect of Going Green on Shareholder Value.” Myrtle Beach, South Carolina: Proceedings of 2012 Southeastern Chapter of the Institute for Operations Research and the Management Sciences. [www.seinforms.org](http://www.seinforms.org)
- Bullen, M. L., Kordecki, G. (2012). “Standard Setting for Private Companies: Realities of the Public Response to the FAF Plan for Improvement.” Washington DC: Proceedings of 2012 American Accounting Association Annual Meeting Proceedings. [www.aaahq.org](http://www.aaahq.org)
- Bullen, M. L., Kordecki, G. (2012). Decision Sciences Annual Meeting. San Francisco, California: “Organizational Sustainability: Approach to Enhance Stakeholder Value.”(November 19, 2012).
- Bullen, M. L., Kordecki, G. (2012). “Duality in Accounting Principles: Overcoming Burdens for the Small and Medium Size Enterprises.” Savannah, Georgia: Proceedings of 2012 American Accounting Association Southeast Region Meeting. [www.aaahq.org](http://www.aaahq.org)
- Bullen, M. L., Kordecki, G. (2012). “Forensic Accounting: Fighting Fraud and Much More.” Columbia, SC: 2012 Proceedings of Southeast Decision Sciences Institute

Conference. [www.sedsi.org](http://www.sedsi.org)

Kordecki, G., Bullen, M. L. (2012). "The Clarity Project: Improved Guidance for Accounting Practitioners" Columbia, SC: 2012 Proceedings of Southeast Decision Sciences Institute Conference. [www.sedsi.org](http://www.sedsi.org)

Bullen, M. L., Kordecki, G. (2011). "Evolutionary Developments in Accounting Standard Setting for Private Companies in the United States." Denver, Colorado: 2011 Conference Proceedings of American Accounting Association Annual Meeting.

Kordecki, G., Bullen, M. L. (2011). "Enhancing Undergraduate Accounting Courses through Knowledge Retention Assessments." Denver, Colorado: 2011 Conference Proceedings of American Accounting Association Annual Meeting.

Kordecki, G., Bullen, M. L. (2011). "Distortions for construction contractors: Implications of revised revenue recognition standards." Southeast Institute for Management and Operations Research. [www.seinforms.org](http://www.seinforms.org)

Bullen, M. L., Kordecki, G. (2011). "Pathways Commission seeks improvements in accounting education to meet growing demands of accounting profession." Southeast Institute for Management and Operations Research. [www.seinforms.org](http://www.seinforms.org)

Kordecki, G., Bullen, M. L. (2011). "Revenue recognition: Disruptions in financial accounting and reporting for construction contractors." 2011 Proceedings of Southeast American Accounting Association.

Bullen, M. L., Kordecki, G. (2011). "Joint AAA/AICPA Pathways Commission seeks to improve accounting education to meet needs of modern marketplace." 2011 Conference Proceedings of Southeast American Accounting Association.

Bullen, M. L., Kordecki, G. (2011). "Private Company Financial Reporting: Alternatives to Accounting Standards for Public Companies." Savannah, GA: Southeast Decision Sciences Institute. [www.sedsi.org](http://www.sedsi.org)

Kordecki, G., Bullen, M. L. (2011). "Useful Information from Knowledge Retention Assessments in Intermediate Accounting and Auditing Courses." Savannah, GA: Southeast Decision Sciences Institute.

Bullen, M. L., Kordecki, G. (2010). "Teaching accounting and other business courses totally and partially online." Myrtle Beach, SC: 2010 Conference Proceedings of Southeast Institute for Operations Research and Management Sciences. (pp. 2-8).

Bullen, M. L., Kordecki, G. (2010). "Going concern and management plans: Management or auditor burden?" (pp. 9-14). Myrtle Beach, SC: Southeastern Institute for Operations Research and Management Science.

- Bullen, M. L., Kordecki, G. (2010). "Showcasing the financial principles and intermediate accounting courses with relevant A & A practice reporting issues." (pp. 38-42). University of South Alabama, Mobile, AL: Collected Papers of American Accounting Association Southeast Regional Meeting.
- Bullen, M. L., Eyler, K. A. S., Kordecki, G. (2010). "International financial reporting standards: What students need to know." (pp. 43-48). University of South Alabama, Mobile, AL: Collected Papers of American Accounting Association Southeast Regional Meeting.
- Bullen, M. L., Novin, A. M. (2010). "Human Resource Accounting's role in organizational Sustainability." (pp. 35-42). 2010 Conference Proceedings of Southeastern Decision Sciences Institute. [www.sedsi.org](http://www.sedsi.org)
- Kordecki, G., Bullen, M. L. (2010). "Downloading relevant A & A practiced reporting items in financial principles and intermediate accounting courses." 2010 Conference Collected Papers of Georgia Association of Accounting Educators.
- Novin, A. M., Bullen, M. L. (2009). "Investigation of discrepancies in computation of financial ratios." (pp. 2-5). 2009 Conference Proceedings of Southeast Institute for Operations Research and Management Sciences. [www.seinforms.org](http://www.seinforms.org)
- Bullen, M. L., Eyler, K.-A. (2009). "Human Resource Accounting and international developments: Observations and implications for the measurement of the value of human assets." (vol. 2009). University of Mississippi, Oxford, MS: 2009 Southeast American Accounting Association Meeting. [www.aaahq.org/southeast](http://www.aaahq.org/southeast)
- Bullen, M. L., Novin, A. M. (2009). "Human resource accounting and the balanced scorecard." (vol. 2009, pp. 90-94). Charleston: 2009 Southeast Decision Sciences Institute. [www.sedsi.org](http://www.sedsi.org)
- Bullen, M. L. (2008). "Human Resource Accounting from an international perspective." (vol. 2008, pp. 36-52). Myrtle Beach: Southeastern Chapter of the Institute for Operations Research and the Management Sciences. [www.seinforms.org](http://www.seinforms.org)
- Bullen, M. L. (2008). "An overview and history of Human Resource Accounting." (vol. 2008, pp. Concurrent Session 4.37). Sarasota, Florida: American Accounting Association. [aaahq.org](http://aaahq.org)
- Bullen, M. L. (2008). Incorporating Human Resource Accounting value measures in capital investment decisions (pp. 33-39). Southeast Decision Sciences Institute. [www.sedsi.org](http://www.sedsi.org)
- Bullen, M. L., Novin, A. M. (2007). How involvement in college clubs in the major can benefit student learning: The Accounting Club as illustration.. Proceedings of the Thirty-Seventh Annual Conference of the International Society for Exploring Teaching and Learning (ISETL). [www.isetl.org](http://www.isetl.org)

- Novin, A. M., Bullen, M. L. (2007). Time to change the traditional system for evaluation of faculty performance (pp. 109-112). Proceedings of the Southeastern Chapter of the Institute for Operations Research and the Management Sciences. [www.seinforms.org](http://www.seinforms.org)
- Bullen, M. L., Butterfield, S. L., Kordecki, G. (2007). "Using technology in intermediate and managerial accounting courses." (pp. 4). Proceedings of the Georgia Association of Accounting Educators. [www.GAAE.org](http://www.GAAE.org)
- Novin, A. M., Bullen, M. L. (2007). "Investigation of the relative importance of various internal controls for small businesses from the students' point of view." (pp. pp. 13-17). Proceedings of the Southeast Decision Sciences Institute.
- Novin, A. M., Bullen, M. L. (2006). "Assessment and Improvement of Students' Learning in Principles of Financial Accounting Course through Course-Embedded Assessment." American Accounting Association Western Regional Meeting.
- Novin, Adel and Maria L. Bullen "Monitoring and Improvement of Students' Learning in Principles of Financial Accounting Course Through Course-Embedded Assessment." Presented at and included in Conference Proceedings the 2006 Annual Meeting of the Georgia Association of Accounting Educators, held in Atlanta, GA, February 3- 4, 2006.
- Bullen, M. L. "Teaching Principles of Accounting." Presented at and included in Conference Proceedings of "The 2005 International College Teaching Methods & Styles Conference," held in Reno, Nevada, September 19-20, 2005.
- Bullen, M. L. "Intermediate Accounting Assignments to Develop Communication and Computer Skills, Awareness of Current Developments and Analysis of Company Web Sites." Georgia Association of Accounting Educators Annual Meeting, Statesboro, Georgia, February 6, 1999.
- Bullen, M. L. "Human Resource Accounting." Georgia Association of Accounting Educators Annual Meeting, St. Simons Island, Georgia, February 8, 1997.
- Martin, L. C. & Bullen M. L. 1987 Annual American Accounting Association Meeting, Cincinnati, Ohio "An Empirical Examination of the Job Mobility and Related Motivations of Certified Public Accountants Employed in Industry." August 17, 1987.
- Martin, L. C., and Bullen M. L. "An Empirical Examination of Industrial CPAs' Perceptions of Organizational Costs and Benefits and Job Mobility." Southeast Region American Accounting Association Meeting, Atlanta, Georgia, April 24, 1987.
- Bullen, M. L. "Job Satisfaction and Intended Turnover in the Large CPA Firm: Differences by Length with Firm, Education and Sex." Southeast Regional Meeting, American Accounting Association, Greenville, South Carolina, April 19, 1986.

Bullen, M. L. "An Empirical Examination of the Effects of Area Specialty and Hierarchical Level on Job Satisfaction and Intended Turnover in the Large CPA Firm." 1986. Southeastern Doctoral Consortium, Greenville, South Carolina (Dr. Larry N. Killough, Virginia Polytechnic Institution and State University.), April 17, 1986.

Bullen, M. L. "Job Satisfaction and Intended Turnover in the Large CPA Firm: Differences by Firm Area and Level." Southeast Regional Meeting, American Accounting Association, Orlando Florida, April 27, 1985.

Bullen, M. Lombardi. "The Impact of Career Goal Choice on Job Satisfaction and Intended Turnover in the Large CPA Firm." Southeast Regional Meeting, American Accounting Association, Biloxi, Mississippi, April 13, 1984.

Bullen, Maria L. and Flamholtz, E. G. "A Theoretical and Empirical Investigation of Job Satisfaction and Intended Turnover in the Large CPA Firm." American Accounting Association Annual Meeting, New Orleans, Louisiana, August 22, 1983.

Bullen, M. L. "An Empirical Examination of the Dimensions of Job Satisfaction in the Large CPA Firm." Southeast Regional Meeting, American Accounting Association, Virginia Beach, Virginia, April 29, 1983.

Bullen, M. L. "An Empirical Examination of the Dimensions of Job Satisfaction in the Large CPA Firm." Southeast Graduate Workshop, Virginia Beach, Virginia, (Dr. Thomas G. Evans, University of South Carolina, Coordinator) April 28, 1983.

Lombardi, M. C.(maiden name) and Flamholtz, E. G., 1979 American Accounting Association Annual Meeting, Honolulu, Hawaii "The Impact of Human Resource Accounting Measurement on Personnel Budgeting Decisions: A Psycho-Technical Systems Approach." August 23, 1979.

### **Conference Presentations – Accepted for Presentation**

Kordecki, G., and Bullen, M.L.,(2015) The Audit Quality Practice Monitoring Trend: Implications for Professional Oversight and Overreach (Accepted with co-author for presentation at 2015 SEINFORMS Annual Meeting, October 8-9, 2015. (will attend and present)

Kordecki, G., Bullen, M. L. and Capener, E. (2015) Creative Pricing: Relevant Considerations in Establishing Work Value to Client While Enhancing Firm Profitability, Accepted for proceedings and presentation at Southeastern Chapter of the Institute for Operations Research and the Management Sciences Annual Meeting, October 8-9, 2015. (will attend and present)

## **Conference Presentations - Presented**

Bullen, M. L., Kordecki, G. (2015). Human Resource Accounting: Overview and Implications for Organizational management and Reporting. Southeast Institute for Decision Sciences Forty-fifth Annual Meeting, Savannah, GA, (Presented February 26, 2015).

Kordecki, G.S. & Bullen. (2015). New Wave Reporting – Relative utility for U.S. preparers and users. Southeast Institute for Decision Sciences Forty-fifth Annual Meeting, Savannah, GA, Presented February 26, 2015.

Bullen, M. L. , Kordecki, G.S. & Capener E. (2014)Innovations in Education—Doing Internships Right. Southeastern Chapter of the Institute for Operations Research and the Management Sciences Annual Meeting, October 2-3, 2014. (Presented October 2, 2014.)

Kordecki, G.S. & Bullen, M.L. (2014). The Efficacy of Revised Accountant’s Reporting Obligation for SSARS Engagement. Southeastern Chapter of the Institute for Operations Research and the Management Sciences. October 2-3, 2014. (Presented October 2, 2014.)

Bullen, M.L. & Kordecki, G.S. (2014). Techniques for Student Engagement and Feedback in Junior Level Accounting Courses,” Conference on Teaching and Learning (CTLA), 2014 American Accounting Association Annual Meeting, Atlanta, Georgia, August 2-6, 2-14. (Presented in “A Poster Session of Pedagogy and Course Best Practices,” August 2, 2014.

Bullen, M. & Kordecki, G.S (2014). The PCAOB Audit Reporting Model: Evolution Toward Expanded Auditor Responsibilities for SMEs. *Southeast American Accounting Association Meeting*, April 3-5, 2014 (Presented April 4, 2014).

Bullen, M. L., Kordecki, G., Capener, E. (2013). “Using Rubrics as a Teaching Tool for Guiding Both Assessment and Improvement of Student Learning in Business Schools,” Southeastern Chapter of the Institute for Operations Research and the Management Sciences (SEINFORMS) 2013 Annual Meeting, Myrtle Beach, South Carolina, October 4-5, 2013. Presented October 3, 2013)

Bullen, M. L., Kordecki, G. “Accounting Major Program Assessment: Improving Curriculum Performance with Major Specific Exit Examinations” Southeastern Chapter of the Institute for Operations Research and the Management Sciences (SEINFORMS) 2013 Annual Meeting, Myrtle Beach, South Carolina, October 4-5, 2013. (Presented October 3, 2013).

Bullen, M. L., Kordecki, G., “The Case for Consideration of Differential Financial Reporting and Auditing Standards Between Closely and Widely Held Enterprises in the U.S., China and other Developed and Developing Economies.” Research Interaction Session, August 5, 2013. American Accounting Association Annual Meeting, Anaheim, CA August 5 – 7, 2013

Bullen, M. L., Kordecki, G. (2013). “Behavioral Implications for Resource Allocation and Investment Decision-Making of Specialized Financial Reporting for Privately Owned Entities in the U.S. and Beyond.” Atlanta, Georgia: SABE/IAREP/ICABEET 2013 Conference (July 26, 2013). (Sponsored by Society for the Advancement of Behavioral

Economics (SABE), International Association for Research in Economic Psychology (IAREP), and The International Confederation for the Advancement of Behavioral Economics and Economic Psychology (ICABEEP).

Bullen, M. L., Kordecki, G., “Extending Relevant Educational Enhancements into the Private Work Sector for Returns on Efficiency and Effectiveness: The Case for Template Driven Accounting Information” Atlanta, Georgia: SABE/IAREP/ICABEEP 2013 Conference (July 27, 2013).

Bullen, M. L., Kordecki, G., Capener, E. (2013). “Revitalizing Student Learning in Accounting through use of Rubric Designs.” San Francisco, California: 2013 Western Region American Accounting Association Annual Meeting. (April 27, 2013).

Bullen, M. L., Kordecki, G. (2013). “Exploring the Need for Selective Accounting and Auditing Standards in Small and Medium Business Beyond the United States.” Charleston, South Carolina: 2013 Southeast Decision Sciences Annual Meeting. (February 21, 2013).

Bullen, M. L., Kordecki, G. (2013). “Compilation and Review Engagements: New Directions in Non-Audit Services.” Charleston, South Carolina: Proceedings of 2013 Southeast Decision Sciences Annual Meeting. (February 21, 2013).

Bullen, M. L., Kordecki, G. (2012). “Organizational Sustainability: Approach to Enhance Stakeholder Value.” San Francisco, California: Proceedings of 2012 Decision Sciences Annual Meeting.

Kordecki, G. and Bullen, M.L. 2012 Southeastern Chapter of the Institute for Operations Research and the Management Sciences Myrtle Beach, South Carolina:” Organizational Sustainability Reporting and Effect of Going Green on Shareholder Value”. (Presented by co-author, October 4, 2012)

Bullen, M. L., Kordecki, G. 2012. American Accounting Association Annual Meeting, Washington D.C. Association, “Standard Setting for Private Companies: Realities of the Public Response to the FAF Plan for Improvement. “(Research interaction session conducted by co-author August 8, 2012.)

Bullen, M. L., Kordecki, G. , 2012 American Accounting Association Southeast Region Meeting, Southeast Region, American Accounting Association, Savannah, Georgia, "Duality in Accounting Principles: Overcoming Burdens for the Small and Medium Size Enterprises". (April 13, 2012).

Bullen, M. L., Kordecki, G., 2012 Southeast Decision Sciences Institute Conference, Southeast Decision Sciences Institute, Columbia, SC, "Forensic Accounting: Fighting Fraud and Much More". (March 1, 2012).

- Kordecki, G., Bullen, M. L., 2012 Southeast Decision Sciences Institute Conference, Southeast Decision Sciences Institute, Columbia, SC, "The Clarity Project: Improved Guidance for Accounting Practitioners". (March 1, 2012).
- Bullen, M. L. , Kordecki, G. , 2011 Southeast Institute for Management and Operations Research Annual Meeting, Southeast Institute for. Management and Operations Research, Myrtle Beach, South Carolina, "Pathways Commission Seeks Improvements in Accounting Education to Meet Growing Demands of Accounting Profession". (October, 2011).
- Kordecki, G. , Bullen, M. L. , 2011 Southeast Institute for Management and Operations Research Annual Meeting, Southeast Institute for Management and Operations Research, Myrtle Beach, South Carolina, "Distortions for Construction Contractors: Implications of Revised Revenue Recognition Standards." (October 7, 2011).
- Kordecki, G., Bullen, M. L. (2011. American Accounting Association Annual Meeting, American Accounting Association, Denver, Colorado, "Enhancing Undergraduate Accounting Courses through Knowledge Retention Assessment". (August 10, 2011).
- Bullen, M. L., Kordecki, G., 2011. American Accounting Association Annual Meeting, American Accounting Association, Denver, Colorado, "Evolutionary Developments in Accounting Standard Setting for Private Companies in the United States". (August 8, 2011).
- Kordecki, G., Bullen, M. L., 2011 Southeast American Accounting Association Annual Meeting, Southeast American Accounting Association, Destin, Florida, "Revenue Recognition: Disruptions in Financial Accounting and Reporting for Construction Contractors". (April 9, 2011).
- Bullen, M. L., Kordecki, G., 2011 Southeast American Accounting Association Meeting, Southeast American Accounting Association, Destin, Florida, "Joint AAA/AICPA Pathways Commission Seeks to Improve Accounting Education to Meet Demands of Modern Marketplace". (April 8, 2011).
- Bullen, M. L., Kordecki, G., Southeast Decision Sciences Institute 2011 Annual Meeting, Southeast Decision Sciences Institute, Savannah, GA, "Private Company Financial Reporting: Alternatives to Accounting Standards for Public Companies". (February 25, 2011).
- Kordecki, G., Bullen, M. L., Southeast Decision Sciences Institute 2011 Annual Meeting, Southeast Decision Sciences Institute, Savannah, GA, "Useful Information from Knowledge Retention Assessments in Intermediate Accounting and Auditing Courses". (February 25, 2011).
- Kordecki, G., Bullen, M. L. 2010. Georgia Association of Accounting Educators' 2010 Annual Meeting, Georgia Association of Accounting Educators (GAEE), Macon, GA, "Downloading Relevant A&A Practice Reporting Items in Financial Principles and Intermediate Accounting Courses." (February 6, 2010).

- Bullen, M. L., Kordecki, G., 2010 Annual Meeting of Southeast Institute for Operations Research and Management Sciences, Southeast Institute for Operations Research and Management Sciences, Myrtle Beach, "Going concern and management plans: Management or auditor burden?". (October 8, 2010).
- Bullen, M. L., Kordecki, G., 2010 Annual Meeting of Southeast Institute for Operations Research and Management Sciences, Southeast Institute for Operations Research and Management Sciences, Myrtle Beach, SC, "Teaching accounting and other business courses totally and partially online". (October 7, 2010).
- Bullen, M. L., Kordecki, G., Southeast American Accounting Association Annual Meeting, SEAAA and University of Alabama, Mobile, AL, "Showcasing the financial principles and intermediate accounting courses with relevant A & A practice reporting issues". (April 10, 2010).
- Bullen, M. L. , Kordecki, G. , Eyler, K.-A., Southeast American Accounting Association Annual Meeting, SEAAA and University of Alabama, Mobile, AL, "International financial reporting standards: What students need to know". (April 9, 2010).
- Bullen, M. L., Novin, A. M., 2010 Annual Meeting of the Southeast Decision Sciences Institute, Southeast Decision Sciences Institute, Wilmington, NC, "Human Resource Accounting's Role in Organizational Sustainability". (February 17, 2010).
- Novin, A. M., Bullen, M. L., 2009 Annual Meeting of Southeast Institute for Operations Research and Management Sciences, Southeast Institute for Operations Research and Management Sciences, Myrtle Beach, SC, "Investigation of discrepancies in computation of financial ratios". (October 1, 2009).
- Bullen, M. L., Eyler, K.-A., 2009 Southeast American Accounting Association Meeting, Southeast American Accounting Association, University of Mississippi, Oxford MS, "Human Resource Accounting and international developments: Observations and implications for the measurement of the value of human assets". (May 1, 2009).
- Bullen, M. L., Novin, A. M., 2009 Southeast Decision Sciences Annual Meeting, Southeast Decision Sciences Institute, Charleston, South Carolina, "Human Resource Accounting and the Balanced Scorecard". (February 19, 2009).
- Bullen, M. L., 2008 Southeastern INFORMS Conference, Southeastern Chapter of the Institute for Operations Research and the Management Sciences, Myrtle Beach, South Carolina, "Human Resource Accounting from an international perspective". (October 2, 2008).
- Bullen, M. L., 2008. International Meeting of American Accounting Association, American Accounting Association, Anaheim, California, "An overview and history of Human Resource Accounting". (August 5, 2008).

- Bullen, M. L., 2008 Southeast Decision Sciences Institute, , Orlando, Florida, "Incorporating Human Resource Accounting value measures in capital investment decisions". (February 21, 2008).
- Novin, A. M., Bullen, M. L. ,2007 Southeastern INFORMS Conference, Southeastern Chapter of the Institute for Operations Research and the Management Sciences, Myrtle Beach, South Carolina, "Time to change the traditional system for evaluation of faculty performance" (October 4, 2007).
- Novin, A. M. , Bullen, M. L. , 2007 Southeast Decision Sciences Institute Conference, Southeast Decision Sciences Institute, Savannah, "Investigation of the relative importance of various internal controls for small businesses from the students' point of view". (February 22, 2007).
- Bullen, M. L., Butterfield, S. L. , Kordecki, G. 2007., GAAE 2007 Annual Meeting, Georgia Association of Accounting Instructors, Gainseville, GA, "Using technology at Clayton State University in intermediate accounting and tax courses". (February 3, 2007).
- Novin, A. and Bullen. M. L. 2006 Western Region American Accounting Association Meeting in Portland, Oregon "Assessment and Improvement of Students' Learning in Principles of Financial Accounting Course Through Course-Embedded Assessment." (April 28, 2006).
- Novin, Adel and Maria L. Bullen " Monitoring and Improvement of Students' Learning in Principles of Financial Accounting Course Through Course-Embedded Assessment." 2006 Annual Meeting of the Georgia Association of Accounting Educators, Atlanta, GA, (February 3, 2006).
- Bullen, M. L. "Teaching Principles of Accounting." Conference Proceedings of "The 2005 International College Teaching Methods & Styles Conference," held in Reno, Nevada, (September 19, 2005).
- Bullen, M. L. "Intermediate Accounting Assignments to Develop Communication and Computer Skills, Awareness of Current Developments and Analysis of Company Web Sites." Georgia Association of Accounting Educators Annual Meeting, Statesboro, Georgia, (February 6, 1999).
- Bullen, M. L. "Human Resource Accounting." Georgia Association of Accounting Educators Annual Meeting, St. Simons Island, Georgia, (February 8, 1997).
- Martin, L. C. & Bullen M. L. 1987 Annual American Accounting Association Meeting, Cincinnati, Ohio "An Empirical Examination of the Job Mobility and Related Motivations of Certified Public Accountants Employed in Industry." (August 17, 1987).
- Martin, L. C., and Bullen M. L. "An Empirical Examination of Industrial CPAs'

Perceptions of Organizational Costs and Benefits and Job Mobility.” Southeast Region American Accounting Association Meeting, Atlanta, Georgia, (April 24, 1987).

Bullen, M. L. “Job Satisfaction and Intended Turnover in the Large CPA Firm: Differences by Length with Firm, Education and Sex.” Southeast Regional Meeting, American Accounting Association, Greenville, South Carolina, (April 19, 1986).

Bullen, M. L. “An Empirical Examination of the Effects of Area Specialty and Hierarchical Level on Job Satisfaction and Intended Turnover in the Large CPA Firm.” 1986. Southeastern Doctoral Consortium, Greenville, South Carolina (Dr. Larry N. Killough, Virginia Polytechnic Institution and State University.), (April 17, 1986).

Bullen, M. L. “Job Satisfaction and Intended Turnover in the Large CPA Firm: Differences by Firm Area and Level.” Southeast Regional Meeting, American Accounting Association, Orlando Florida, (April 27, 1985).

Bullen, M. Lombardi. “The Impact of Career Goal Choice on Job Satisfaction and Intended Turnover in the Large CPA Firm.” Southeast Regional Meeting, American Accounting Association, Biloxi, Mississippi, (April 13, 1984).

Bullen, Maria L. and Flamholtz, E. G. “A Theoretical and Empirical Investigation of Job Satisfaction and Intended Turnover in the Large CPA Firm.” American Accounting Association Annual Meeting, New Orleans, Louisiana, (August 22, 1983).

Bullen, M. L. “An Empirical Examination of the Dimensions of Job Satisfaction in the Large CPA Firm.” Southeast Regional Meeting, American Accounting Association, Virginia Beach, Virginia, (April 29, 1983).

Bullen, M. L. “An Empirical Examination of the Dimensions of Job Satisfaction in the Large CPA Firm.” Southeast Graduate Workshop, Virginia Beach, Virginia, (Dr. Thomas G. Evans, University of South Carolina, Coordinator) (April 28, 1983).

Lombardi, M. C.(maiden name) and Flamholtz, E. G., 1979 American Accounting Association Annual Meeting, Honolulu, Hawaii “The Impact of Human Resource Accounting Measurement on Personnel Budgeting Decisions: A Psycho-Technical Systems Approach.” (August 23, 1979).

## **PUBLICATIONS: CHAPTERS IN BOOKS AND MONOGRAPHS**

Flamholtz, Eric G. And Bullen, Maria Lombardi. “Behavioral Research in Human Resource Accounting.” Chapter 5 in Behavioral Accounting Research: A Critical Analysis. pp. 89-116, Edited by Kenneth R. Ferris (Southern Methodist University) Columbus, Ohio: Century VII, 1988.

Flamholtz, Eric G.; Randle, Yvonne; and Bullen, Maria Lombardi. "Human Resource Accounting: An Overview." Chapter 6 in The Future Directions of Employee Relations, pp.167-202. Edited by Eric G. Flamholtz with Felicitas Hinmna (UCLA Institute of Industrial Relations) Los Angeles: University of California, Los Angeles, 1985.

### **Non-Refereed Presentations and Papers**

Bullen, M. L., International Truck & Engine Corporation Executive Leadership Program, Management Systems Consulting Corporation, Los Angeles, CA, Chicago, IL, "Capital Investment Decision Analysis Workshop - Group 2". (July 12, 2007).

Bullen, M. L., International Truck & Engine Corporation Executive Leadership Program, Management Systems Consulting Corporation, Los Angeles, CA, Chicago, IL, "Capital Investment Decision Analysis Workshop - Group 1". (June 28, 2007).

Bullen, M. L., The Accounting Institute, Georgia Society of CPAs, Athens, GA, "Capital Investment Analysis". (October 5, 2007).

Bullen, Maria Lombardi. "Atlanta." in "A Sampler of Cities to Work In." New Accountant, February 1988, pp. 29-30.

### **SAN JOSE STATE UNIVERSITY**

#### **SERVICE TO LUCAS COLLEGE AND GRADUATE SCHOOL OF BUSINESS**

Scholarship Committee Chair, Spring 2015, desire continued appointment: Chaired committee in selection of multiple scholarships awarded to students through the Department.

Accounting Curriculum Committee: Fall 2014 to present: (Attended meetings and participated in curriculum planning and project with colleague on review of syllabi and course rigor of accounting major courses.)

Accounting and Finance Faculty Recruiting Committee  
(In Fall, 2014 participated in interview for 6 Finance faculty candidates and wrote evaluation on all of them. In Spring 2015, participated in interviews for 3 Accounting faculty candidates and wrote evaluations. Participation included attendance at lunch and research presentations for all but one candidate, as well as group faculty interviews for all candidates and for three candidates, dinner.

Beta Alpha Psi Student Organization - participated in multiple events during the semester, including three hour networking events with members of the accounting profession and BAP Banquet, most recently on May 8, 2015.

## **SERVICE TO LUCAS COLLEGE AND GRADUATE SCHOOL OF BUSINESS**

Scholarship Committee: Co-Chair with Associate Dean Malu Rodan, recently voted and expect major activities in Spring 2016; desire continued appointment.

Faculty Marshal – Lucas College and Graduate School of Business Convocation, December 19, 2014 and May 22, 2015

Advising and Student Related Activities:

Participation in New Student Open House, April 11, 2015

Participation in Freshmen Orientation, June 10, 2015

Attended other on campus professional events with students such as SJSU's Accounting Advancement Center sponsored CPA Exam and 150 hour License Requirement Updates on April 13, 2015 and September 15, 2015.

Attended Ernst & Young Faculty Appreciation Dinner in Santana Row on May 18, 2015.

Networked with EY accounting professionals who hire SJSU students.

Financial Executives International: Coordinated and assisted in Coordination of scholarships from FEI to SJSU students. Maintained membership and attended multiple meetings and events, networking on behalf of SJSU.

Cal CPA: Help to publicize scholarships and CPA state society's student benefits. Attended Cal CPA networking events to help promote SJSU students, including the recent SVSJ Attorneys, Bankers & CPAs (ABC) Springfest, May 5, 2015.

## **SERVICE TO THE UNIVERSITY**

Audit Committee for Associated Students, recently appointment and expect involvement starting Fall, 2015.

Commencement Faculty Marshal, May 23, 2015

## **SERVICE THROUGH THE PROFESSION**

Reviewer for 2015 Southeastern Chapter of the Institute for Operations Research and the Management Sciences Annual Meeting, Myrtle Beach, SC.

Reviewer for 2015 Southeast Decision Sciences Forty-fifth Annual Meeting, Savannah, GA and Discussant, February 26, 2015, and Session Chair, February 26, 2015 at 2015 at meeting.

Reviewer for 2014 Southeastern Chapter of the Institute for Operations Research and the Management Sciences Annual Meeting, Myrtle Beach, SC and Discussant, October 2, 2014 and Session Chair, October 3, 2014.

Affiliated with Financial Executives International, Silicon Valley Chapter Fall 2014 and attended chapter events. Took on role as Scholarship Coordinator for FEI/Silicon Valley and SJSU during leave of existing Coordinator, and have continued to assist with FEI scholarships for SJSU students.

Member California Society of CPAs; helped publicize scholarships and hope to attend Silicon Valley events starting in 2015.

### **Memberships in Professional Organizations in Addition to FEI and CalCPA**

American Accounting Association

American Institute of CPAs

Beta Gamma Si

### **SERVICE THROUGH THE COMMUNITY**

Affiliated with Junior League of San Jose (Sustainers) and plan to participate in some volunteer activity in 2015.

### **DOMINICAN UNIVERSITY OF CALIFORNIA SERVICE ACTIVITIES**

#### **SERVICE TO THE UNIVERSITY**

##### **1. GENERAL SERVICE**

###### **Committee Member:**

IRB University Committee 2012 – May 2014

Barowski School of Business AACSB Committee - 2013 to May, 2013

Budget and Priorities Committee – 2013 to May, 2013

###### **Curriculum Development (including new courses, new programs or new pedagogical approaches):**

Worked with colleagues in undergraduate and graduate accounting curriculum development planning strategy to assist Dominican students meet CPA 150 hour requirements and also meet AACSB faculty qualifications requirements.

###### **Service to the Student Body:**

- Dominican Accounting and Finance Association – participated in multiple meetings and events.
- Financial Women’s Association Scholarships – Helped publicize scholarship, attended FWA Scholarship orientation meeting, hosted FWA representatives at Caleruega lunch February 26, 2013, attended 2013 Financial Woman of the Year Luncheon on September 27, 2013 in San Francisco honoring scholarship winners and financial woman of the year.
- Cal CPA Scholarship, Publicized scholarships, wrote letters of recommendation for candidates, attended Cal CPA events in San Francisco in November, 2012 and 2013 recognizing scholarship winners.

**Service to the Discipline/Profession**

2012-2013: Reviewed papers and/or served as discussant/moderator multiple times for conferences sponsored by American Accounting Association, American Accounting Association Western Region, Southeastern Chapter of the Institute for Operations Research, and the Management Sciences, Decision Sciences Institute.

**Memberships in Professional Organizations**

American Accounting Association  
American Institute of CPAs  
California Society of CPAs  
Financial Executives International  
Beta Gamma Sigma

**RELATIVELY RECENT PREVIOUS SERVICE (2007-2012) AT FORMER INSTITUTION CLAYTON STATE UNIVERSITY (Service at earlier Preceding Institutions Berry College and Georgia State University is not included.)**

**Award****School of Business, Clayton State University, Outstanding Service Award 2007**

Presented by the Faculty and Deans in recognition of outstanding accomplishments in service.

**Directed Student Learning****Directed Individual/Independent Study**

2007: Research on An Overview of Human Resource Accounting, Student completed weekly two to three page assignments and a research paper.).

2007: Research on Advanced Accounting, Student completed the equivalent of Advanced Accounting.

2007: Research on An Overview of Human Resource Accounting, Student completed multiple agreed upon research assignments.

**Internship Advisor**

During the period from 2007 – 2011 supervised 12 student internships, helped students develop objectives, conferred with students about their internships, read and graded student papers at midterm and end of internship on job responsibilities and experiences.

## **Clayton State University Assignments**

### **Committee/Task Force Chair College**

2007 – 2008: Chair, Accounting Search Committee.

### **Committee/Task Force Member**

#### **University**

2011 – 2012: University Faculty Senate.

2009 – 2012: Faculty Advisory Committee to the Provost.

2011: Goal 4 Strategic Planning Committee: "Foster a Continuous Student Alumni Learning Environment".

2010 : School of Business Dean Search Committee.

2006 – 2009: Curriculum and Academic Advisory Council (CAPC).

#### **College**

2007, 2009 – 2012: School of Business Meritorious Awards Committee.

2008 – 2012: Career Development Committee.

2006 – 2012: Student Success /Recruitment Committee.

### **Support to Student Organizations/Campus Activities**

2010 – 2012: Beta Gamma Sigma; Adviser.

2009: Accounting Club; Consultant.

2007 – 2009: Accounting Club; Adviser.

2005 – 2008: Accounting Club; Adviser.

### **Other Institutional Service Activities (2006 – 2012)**

Participated in Tutoring Blitz before final exams each semester.

Attended University New Student Convocations and after the ceremony lunched with students.

Attended Clayton State University Graduate Hooding Ceremonies.

Attended Clayton State University Academic Honors Convocations.

Participated in Clayton State Open Houses. Spoke about accounting major to business students and their parents, and interacted with them afterwards at table. Attended Honors Convocation recognizing students' outstanding accomplishments.

## **Professional Service**

### **Committee Member**

- 2008: American Accounting Association Teaching, Learning and Curriculum Section Membership Committee.
- 2010 – 2012: Georgia Society of CPAs Assurance Services Section; Member of Leadership Team of Assurances Services Section of Georgia Society of CPAs. Participate in meetings and correspondence.

### **Member**

- 1992 – Present: Financial Executives International (FEI).
- 1982 – Present: American Accounting Association (AAA).
- 1982 – Present: Beta Gamma Sigma.
- 1973 – Present: American Institute of Certified Public Accountants.
- 1973 – Present: American Institute of CPAs (AICPA).
- 1970 – Present: Phi Beta Kappa.
- 2010 – 2012: Georgia Society of CPAs Assurance Services Section Leadership Team.
- 2006 – 2012: Georgia Society of CPAs, State and Southside Chapter.
- 1992 – 2012: Financial Executives International National and Atlanta Chapter.
- 1985 – 2012: Georgia Association of Accounting Educators (GAAE).
- 1983 – 2012: Georgia Society of CPAs (GSCPAs).
- 2006 – 2008: Georgia Association for Women in Higher Education (GAWE).
- 2006 – 2008: Society for the Advancement of Management (SAM).
- 2006 – 2006: Georgia Association of Accounting Educators.

### **Officer, Other Officer**

2010 – 2012: Beta Gamma Sigma.

### **Officer, Treasurer**

2008 – 2012: UC Berkeley Alumni Club of Georgia; Treasurer of UC Berkeley Club of Georgia.

### **Discussant and Reviewer (2008-2012)**

Acted as discussant/and or reviewer multiple times at Conferences for American Accounting Association, Southeast American Accounting Association, Southeast Decision Sciences Institute and Southeastern Institute for Operations Research and Management Sciences. Also reviewed articles for Behavioral Research in Accounting and Franklin Publishing.

### **Session Chair**

- 2011: 2011 American Accounting Association Annual Meeting; Chaired session "IFRS Adoption Issues" at 2011 American Accounting Association Annual Meeting.
- 2011: 2011 American Accounting Association Annual Meeting; Chaired session "Effects of Mandatory IFRS Adoption" at 2011 American Accounting Association Annual Meeting..
- 2011: 2011 Southeast American Accounting Association Meeting; Chaired session "Accounting Education" at 2011 Southeast American Accounting Association meeting..
- 2011: Southeast Decision Sciences Institute; Session Chair of "Accounting Topics".
- 2010: Southeastern Institute for Operations Research and Management Sciences; Conference Session Chair of "Accounting Education".
- 2010: Southeast Region of American Accounting Association; Chaired two session on Accounting Education at Southeast American Accounting Association 2010 Annual Meeting.
- 2010: Southeast American Accounting Association; Session Chair of "Accounting Education".
- 2010: Southeast Decision Sciences Institute 2010 Annual Meeting; Chair of session "Accounting Issues and Solutions".

- 2009: Southeast Decision Sciences Institute; Chaired session "Data Security and the Balanced Scorecard" at Annual Meeting.
- 2009: Southeast Decision Sciences Institute; 2009 Southeast Decision Sciences Institute Session Chair.
- 2008 – 2008: American Accounting Association 2008 Annual Meeting; Chaired four sessions of 2008 American Accounting Association Annual Meeting .
- 2008 – 2008: Southeast Decision Sciences Institute 2008 Conference.
- 2007 – 2007: Southeast Decision Sciences Institute 2007 Conference.

### **Public Service**

- 2000 – 2012: UC Berkeley Alumni Club of Georgia Scholarship and Membership Committees; Other Community Service Activities, Assist with Membership and Scholarship Committees..

### **Community Service Related to Field of Expertise**

- 2008 – 2011: UC Berkeley Alumni Club of Georgia; Officer, Treasurer, Treasurer of Alumni Club.

### **Contribution to the Improvement of Community Life**

- 2010 – 2012: United Nations Development Fund for Women; Member, Activities included volunteering at Annual "Spring Walk" on June 5, 2010 and attendance at Annual Meeting: Celebrating Women's Empowerment on August 28, 2010.

### **Other Community Service Activity**

- 2006 – 2012: UC Berkeley Alumni Club of Georgia; Committee Member, Scholarship Committee Member.