



**HOWARD
UNIVERSITY**

School of Business
Center for Accounting Education

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FY 2015 EVENTS

**Greater DC/MD/VA
College Program**
February 7, 2015

Greater PA College Program
February 21, 2015

Greater NY College Program
March 20, 2015

Chief Diversity Officer Meeting
March 23, 2015

**Greater Houston
College Program**
March 28, 2015

**2nd Annual WAS
Alumni Program**
June 2015

**George S. Willie Accounting
Career Awareness Program**
June 21–26, 2015

**11th Annual
We're About Success! Program**
June 28 – July 2, 2015

**Accounting Scholars
Development Program**
July 12 – 18, 2015

We're About Success!

WINTER 2015

CAE ON THE MOVE

Profession-wide Accounting Pipeline Project Implemented by AICPA

Diversifying the accounting profession remains the mission of the Howard University School of Business Center for Accounting Education (CAE). Achieving this requires a strong, profession-wide collaboration among the profession's stakeholders who are willing to commit the funds, time, and executive focus. Bearing this in mind, following the first Chief Diversity Officers in November 2012, CAE formed the Pipeline Working Group (Group) comprised of senior leaders from various accounting entities. The Group was charged with addressing the first phase of diversification commonly referred to as the 'Pipeline Project': *increasing the pipeline of underrepresented minorities in the accounting profession.*

The five initiatives developed by the Group were expanded and presented in the white paper, **Attracting Underrepresented Minorities to the Accounting Profession: Insights Into Diversifying the Talent Pipeline.** In November 2013, CAE met with AICPA leaders who committed to implementing the following initiatives from the Pipeline Project:

- Establish communication and awareness programs in diverse communities
- Support of school based programs—high schools and community colleges—for students pursuing accounting
- Increase the number of minorities who sit and pass the CPA exam

The implementation plan is being led by the AICPA's Diversity and Inclusion team who has already gained significant traction in ensuring accounting firms, affinity groups, state societies, and other entities work together. Representatives from these groups attended the Accounting Profession Diversity Symposium in Washington, DC from December 10—11, 2014.



CAE and the AICPA through its National Commission on Diversity and Inclusion were joint sponsors of the Symposium. The Symposium provided a forum that featured research findings on young minority accountants and the factors that influence their program of study and facilitat-

ed in-depth focus group discussions among interested parties. Richard Caturano, immediate past AICPA Chairman and Executive Managing Partner in Boston of McGladrey LLP delivered the dinner keynote speech. To learn more about the Pipeline Project, please contact Florence Holland, Manager, AICPA Inclusion, Pipeline & Retention Programs—fholland@aicpa.org.

ASDP Recognizes Vital Role of Community Colleges

The Accounting Scholars Development Program (ASDP) is a 5-day, 4-night residency program aimed at underrepresented minority community college students who are interested in pursuing career opportunities in accounting. The program was held July 20—25, 2014 on the main campus of Howard University. Eighteen (18) students travelled from California, Georgia, New Jersey, New Mexico, New York, and Texas to participate in this dynamic program. The primary purpose of this program is to expose underrepresented minority community college students to the



vast career opportunities in the accounting profession with a consistent focus on the education requirement for being a CPA candidate. The program kicked off with a panel discussion that outlined the process and addressed the challenges in transitioning to a four-year institution. Faculty from University of Maryland, American University, and Catholic University served as panelists. On campus sessions focused on soft skills development—professionalism, communication, and problem solving.

The students went on site visits to the Office of the Comptroller of the Currency and Deloitte Consulting with other firms, KPMG and Robert Half International, visiting the students in the School of Business. Each organization outlined their career opportunities with a strong emphasis on the need to recruit top talent with strong academic records. During the week students also competed in teams on an accounting case study for which their proposed solutions were presented to a panel of faculty judges. Of the twenty-six (26) students who participated in the 2013 program, twelve (12) students have transferred to a four-year institution with two (2) of those students having completed their bachelor's degree in accounting. The 2015 program will be held July 12—18, 2015. If you would like to get involved with ASDP, please email cae.frankcross@gmail.com.



Making Strides—We're About Success! Past Participant



Nana Ahwoi, IT Advisory Risk Senior Manager at EY attended the Inaugural Leadership Skills Development Program in 2005. During her 10+ years of service, she has specialized in a wide array of technology audit, business process reengineering, and risk assessment engagements. She also serves as the Ethnicity Professional Network Chair where her responsibilities include establishing a yearly strategy and leading a team of steering committee members who engage the broader Minneapolis office population in fostering an inclusive culture. Ahwoi's service to her firm and community was recognized by her being the recipient of the 2009 EY Chairman's Values Award. At the 2014 NABA Convention, past participants of We're About Success! gathered for a half day to network and explore topics such as Sponsorship, Coaching, and Establishing Executive Presence—all essential to avoiding or overcoming pitfalls at the management level. Ahwoi addressed the attendees at the luncheon sharing highlights of her career and encouraging them to stay the course. 10 years later she still draws upon the lessons learned at We're About Success! to successfully navigate her workplace. Ahwoi lives in Minneapolis, MN with her husband, Erik Larson and daughter, Linnea (almost 3).

We're About Success! Celebrates 10 Years

Since its inception in 2005, the Leadership Skills Development Program, better known as We're About Success!, has been guided by three crucial objectives: increase the confidence of young African American accountants, encourage them to pass the CPA exam during their early career years, and facilitate exposure to cross-firm role models and resources. First and foremost, CAE celebrates the executive level of firm sponsorship they have received from its stakeholders. This relationship has allowed CAE to tap into executives serving as keynote speakers, facilitators,



and on-site mentors throughout the program. Cathy Engelbert, currently chairman and CEO of Deloitte & Touche LLP's audit subsidiary (assuming the role of CEO-elect of Deloitte LLP on March 11, 2015), was the 2014 keynote speaker at the opening dinner. In the decade of programs, 18 firms have sponsored 1,080 young professionals to the program. These participants have created cohorts of young leaders who have cultivated a diverse, intellectual community committed to the accounting profession.

The success of the program can be attributed to the design and content of the four days schedule which allows master facilitators to engage participants in unique sessions where learning and discussions that may not be able to take place internally are fostered. We're About Success! immerses participants in an environment that focuses on developing capabilities in young professionals who are deemed to be the future leaders of the accounting profession. Please email pkellibrew@howard.edu if you would like to reserve a space for your first year associates.

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New Department of Accounting Chair Appointed



Carroll S. Little has been appointed professor and acting chair of the Department of Accounting in the Howard University School of Business. Since his appointment on July 1, 2014 he has successfully overseen the reaccreditation of the Accounting Program.

Little has extensive teaching and administrative experience. He previously served as an adjunct professor at Southeastern University responsible for a wide range of accounting courses. Little also served as the Director, Office of the Internal Auditor at Howard University for over 16 years. He received his Bachelor's of Arts in Accounting in 1970 from Howard University, a Master's of Science of Administration in 1976 from George Washington, and his Doctor of Public Administration from the University of Baltimore in 2006.

Little hopes to create a vibrant research infrastructure to support the esteemed accounting faculty and continue to nurture an environment where students can acquire the knowledge, skills, and experience to navigate corporate America.

Hats off to Frank

Over the years Frank Ross has received many awards and honors, but there is something special when you are recognized by your peers. In October 2014, Frank was the recipient of the AICPA Gold Medal Award for Distinguished Service. This award recognizes CPAs who have made major contributions to the accounting profession. Ross received the award at the fall meeting of the AICPA Governing Council.

James Curry (left), chair of the awards committee presented the award. Ross' acceptance speech acknowledged the many individuals who mentored him and how it has inspired



him to pay it forward throughout his career with young professionals. Ross went on to say, "Today I see us, the Accounting Profession, having an opportunity similar to the opportunity that led to the founding of NABA – that opportunity is that we can make this a truly diverse profession – what it will take is a profession-wide commitment to making sure that the best and the brightest students - middle school, high school, community college and university students - select accounting as their profession of choice. They want to make the Accounting Profession their life work – regardless of their ethnic origin, race or gender – because they see it as a profession offering them the supportive environment to allow them to climb to the top and achieve their professional dreams. This is the profession I joined in 1966 and was able to advance in. It is the profession that offered me every opportunity to achieve my dreams. I strongly believe that we can make this happen in our lifetime. It won't be easy and it will require the long-term commitment and resources of the entire profession. But it can be achieved".

Ross' vision for diversity in the accounting profession has been at the forefront of his second career as the Director of CAE where every program and initiative accomplishes a goal towards that vision. Ross is currently serving his third term as a member of the AICPA National Commission on Diversity and Inclusion.

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