

Pamela H. Church

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Education

University of Houston, Ph.D. in Accounting 1986; Atlantic Richfield Academic Excellence Award

University of Memphis, B.S. in Education 1973; M.S. in Accounting 1977;
Student Government Scholastic Achievement Award for Top Graduate, Phi Kappa Phi Honor Society

Professional Certification C.P.A. Tennessee

Experience

Aug. 2021-present	Christian Brothers University Professor of Accounting Areas of Instruction: Financial Accounting, Professional Ethics, Auditing
1988 – 2020	Rhodes College Associate Professor of Accounting Chair, Department of Business Director, M.S. in Accounting Program Ralph C. Hon Research Professor, 2017-2020 Jameson M. Jones Award for Outstanding Faculty Service, 2019 Coordinator of SaveFirst Volunteer Tax Preparation Program at Rhodes <u>Areas of Instruction:</u> Financial Accounting, Cost Accounting, Auditing, Governmental and Not-for-Profit Accounting
1984 - 1988	University of Memphis Assistant Professor of Accounting
1980 - 1981	University of New Orleans Accounting Instructor
1978 - 1979	Southeast Missouri State University Accounting Instructor
1978	Peat, Marwick, Mitchell, and Co. (now KPMG) Staff Auditor

Publications and Presentations: National Refereed

- "Objective and Subjective Assessments of Volatility in Organizational Environments," abstract, Proceedings of the Annual International Symposium on Forecasting, May, 1987.
- "Business Forecasting and the Organizational / Environmental Interface," coauthored with David Spiceland, Proceedings of the Annual International Symposium on Forecasting, May, 1987.
- "Enhancing Business Forecasting with Input from Boundary Spanners," coauthored with J. David Spiceland, Journal of Business Forecasting Methods and Theory, Spring, 1987.
- "Spanning Boundaries in Capital Budgeting", Business & Tax Planning Quarterly, Volume 5, Number 3, 1989, pp. 18-20. Recipient of 1988-89 Manuscript Award, Memphis Chapter, National Association of Accountants for this paper.
- "Bringing Liberal Arts to the Forefront of Accounting Education," Management Accounting News and Views, Management Accounting Section of the American Accounting Association, Spring, 1992.
- "Accounting, Financial, and Market Variables: Predictors of Merger and Acquisition Targets," coauthored with Anna L. Meador and L. Gayle Rayburn, presentation, Research Forum, Annual Meeting, American Accounting Association, August, 1992.
- "The Role of Honors Accounting Courses in the Current Educational Environment," coauthored with Kenneth R. Lambert and Sarah C. Dawkins, presentation, Annual Meeting, American Accounting Association, August, 1993.
- "Employee or Independent Contractor: Proceed with Caution," coauthored with Kenneth R. Lambert, Management Accounting, June, 1993. Recipient of *National Certificate of Merit* in Institute of Management Accountants' annual manuscript competition, 1993.
- "Outside Influences on Capital Budgeting Systems," coauthored with Kenneth R. Lambert, Journal of Cost Management, Fall, 1993.
- "Development of Prediction Models for Horizontal and Vertical Mergers," coauthored with Anna L. Meador and L. Gayle Rayburn, Journal of Financial and Strategic Decisions, 1996.
- "Development of Prediction Models for Horizontal and Vertical Mergers," coauthored with Anna Lee Meador and L. Gayle Rayburn, Journal of Financial and Strategic Decisions, January, 1996.
- "Performance Evaluation and Compensation Systems: Multinational Considerations," coauthored with Jessica Nicholson and Carolyn George, presentation, Annual Meeting, American Accounting Association, August, 1997.
- "Assessment of Capital Budgeting Sophistication: An Application of Fuzzy Set Theory," coauthored with David Spiceland and Carolyn George," Advances in Accounting, Spring, 1998.
- "Performance Appraisal Practices in U.S.-Based Multinational Companies," presentation, coauthored with Cynthia Harris and Carolyn George, Academic Business World Conference, May, 2006, recipient of Presentation Excellence Award.

“Fostering Student Empirical Research in Undergraduate Accounting Programs,” presentation, Annual Meeting, American Accounting Association, Effective Learning Strategies Session, August, 2009.

“The Impact of the Informal Organization in C.P.A. Firms.” Academy of Business Research, New Orleans, March, 2011.

“Assimilation of New Hires in Public Accounting,” American Accounting Association Annual Meeting, August 2014, Atlanta, Georgia.

“Assimilation of New Hires in Public Accounting,” Current Issues in Auditing, Volume 8, Number 2, December, 2014. <http://aaapubs.org/doi/full/10.2308/ciia-50926>

“Defining the Gates of Entry to the C.P.A. Profession.” American Accounting Association Annual Meeting, August 2018

Publications, Presentations, and Panel Memberships: National Non-refereed

“Meeting the 150-Hour Requirement in a Liberal Arts Environment: Rhodes College,” Invited Presentation, Faculty Summer Seminar, AICPA, New Orleans, Louisiana, May, 1992.

Member of AICPA Panel, Conference on the Accounting Program Response to the 150-Hour Requirement, Little Rock, Arkansas, September, 1992.

Member of AICPA Panel, Pennsylvania Institute of CPAs Education Conference, Hershey, Pennsylvania, November, 1992.

Member of AICPA Panel, American Assembly of Collegiate Schools of Business Annual Meeting, Seattle, Washington, April, 1993.

Moderator and Member of Panel, 150-Hour Conference, Montclair, New Jersey, October, 1993.

Seminar Leader, AICPA Continuing Education Conference on 150-Hour Education Requirement, Columbus, Ohio, May, 1994.

Invited participant, AICPA Future Forum, November, 1997.

“Opinion: Want to reduce turnover? Treat workers like people.” MarketWatch, April 18, 2016. <http://www.marketwatch.com/story/want-to-reduce-turnover-treat-workers-like-people-2016-04-18> (editor reviewed)

Publications and Presentations: Regional Refereed

"Spanning Boundaries in Capital Budgeting," abstract, Proceedings of the 1987 Southeast American Accounting Association Regional Meeting, April, 1987.

"Recruitment and Retention of Gifted Students in Accounting Programs," Proceedings of the 1987 Southeast American Accounting Association Regional Meeting, April, 1987.

"Chief Financial Officers' Perceptions of Environmental Influence and Capital Budgeting Systems," abstract, Proceedings of the 1988 Southeast American Accounting Association Regional Meeting, April, 1988.

"The Role of Honors Classes in Accounting Programs: A Survey," coauthored with Sarah C. Dawkins, abstract, Proceedings of the 1988 Southeast American Accounting Association Regional Meeting, April, 1988.

- "Creating a Learning Environment Outside of the Classroom: A Survey of Accounting Programs," coauthored with Sarah C. Dawkins, abstract, Proceedings of the 1989 Southeast American Accounting Association Regional Meeting, April, 1989.
- "The Growing Demand for Management Audits: An Historical Perspective," coauthored with Carolyn George, abstract, Proceedings of the 1991 Southeast American Accounting Association Regional Meeting, April, 1991.
- "Financial Ratios Revisited: A Lisrel Approach," coauthored with Anna Lee Meador and L. Gayle Rayburn, abstract, Proceedings of the 1992 Southeast American Accounting Association Regional Meeting, April, 1992.
- "Performance Evaluation and Compensation Issues in Multinational Companies," coauthored with Jessica Nicholson and Carolyn George, Southeast American Accounting Association Regional Meeting, April, 1996.
- "The Consideration of Multinational Factors in Performance Appraisal Systems," presentation, coauthored with Cynthia Harris and Carolyn George, abstract, Proceedings of the 2008 Southeast American Accounting Association Meeting, Birmingham, Alabama, April, 2008.
- "The Shifting Gates of Entry to the C.P.A. Profession." - Dialogue Session, Midwest Region American Accounting Association meeting, October 2017 (presented and discussed by Scott Dell as part of a group dialogue)

Regional Invited Presentations

- "Recruitment, Retention, and Placement of Honors Students in Accounting," presentation, Tennessee Society of Accounting Educators annual meeting, Nashville, Tennessee, October, 1988.
- "The Role of Private Colleges in Accounting Education," presentation at the Tennessee Society of Accounting Educators annual meeting, Martin, Tennessee, October, 1990.
- "Teaching Auditing in the Current Education Environment," presentation at the Tennessee Society of Accounting Educators annual meeting, Brentwood, Tennessee, October, 1994.
- "Positioning Management Accounting in the Business Curriculum at a Small Liberal Arts School," Southeast American Accounting Association Regional Meeting, Louisville, Kentucky, April, 1994.
- "The Changing Environment of Management Accounting," Tennessee Society of Accounting Educators," Memphis, Tennessee, October, 1995.
- "The Impact of the 150-Hour Education Requirement on the Undergraduate Accounting Curriculum," presentation, Tennessee Society of Accounting Educators, Nashville, Tennessee, October, 1998.
- "The Future Supply of Accounting Graduates: Factors Impacting Our Profession," presentation, Tennessee Society of Accounting Educators, Clarksville, Tennessee, October, 1999.
- "Current Issues in the Accounting Curriculum," presentation, Tennessee Society of Accounting Educators, Jackson, Tennessee, October, 2000.

“Liberal Arts and Business,” presentation, Tennessee Society of Accounting Educators, Nashville, Tennessee, September, 2004.

“Cases, Group Work, and Other Best Practices in Teaching Accounting,” Tennessee Society of Accounting Educators, Nashville, Tennessee, September, 2011.

“Best Practices for Teaching Intermediate Accounting,” Tennessee Society of Accounting Educators, Nashville, Tennessee, September, 2012.

Professional Activities

- Member, Transition Task Force, CPA Evolution Project, National Association of State Boards of Accountancy (NASBA), August 2020-present
- Member, CBT Committee, National Association of State Boards of Accountancy (NASBA), October 2018-present
- Member, Tennessee State Board of Accountancy, 2016-present
- Reviewer, Midwest Region American Accounting Association Meeting, 2017
- Reviewer, American Accounting Association, Auditing Section, 2014.
- Reviewer, Annual Meeting of the Accounting, Behavior, and Organizations Section of the American Accounting Association, Annual Meeting, 2007
- Tennessee Society of Certified Public Accountants Board of Directors 1997-2011, Scholarship Committee Chairman 1999-2010
- Tennessee State Board of Accountancy Special Committee to Study the Future Supply of Accountants 1998-99
- Reviewer, Southeast American Accounting Association meeting 1986, 1994, 1995, 1996, 2008
- Reviewer, American Accounting Association Management Accounting Case Conference 1996
- Institute of Management Accountants, Director 1990-1995
- Tennessee Society of Accounting Educators: President 1998-99; Treasurer 1996-1998; Program Director annual meeting 1995; Section Moderator 2011
- Member, National Steering Committee, Management Accounting Section of the American Accounting Association 1994-1995

Activities, Rhodes College

- Faculty Adviser (approximately 35 undergraduate and 18 graduate students annually)
- Chair, Department of Commerce and Business, May 2015-2020; Interim Chair, July 2014-May 2015
- Director, Master of Science in Accounting, 1999-2020
- Ralph C. Hon Professorship in Economics and Business, 2015-2020
- Coordinator of the SaveFirst Volunteer Tax Preparation Program at Rhodes, 2015-2020; Inducted into the ImpactAmerica Hall of Fame, January 2020
- Ad Hoc Committee on Retirement Benefits, 2017.
- Departments and Programs Assessment Committee (DPAC), 2018-2019
- Search Committee for Management Position, Chair, 2014-15
- Search Committee for Marketing Position, Chair, 2014-15

- Search Committee for Accounting Position, Chair, 2014-15
- Search Committee for Department Chair, 2013-14 Committee on Committees 2012-2015, Chair 2013-2014
- Common Table Life Cycle Team, 2013-2014
- Board of Trustees Audit Committee 1995-2017
- Tenure and Promotion Committee, 2003-2004; 2011-2012
- Search Committee for Finance Position 2011-2012
- Search Committee for Marketing Position 2011-2012
- Standards and Standing Committee 2008-2011, 2015-16; Chair 2009-2011
- Search Committee for Accounting Position Chair 2004-05, 2007-08, 2008-09, 2009-10
- Events Management Task Force 2006-2008
- Chair, Department of Economics and Business, 2002-2005
- Independent Studies Committee 2002-2003
- Educational Development Committee 2000-2002
- Faculty Ad-hoc Committee on Retirement 2001-2002
- Faculty Development Committee 1998-99
- Curriculum Committee 1994 to 1997, Chair, 1995-97
- Admissions and Financial Aid Committee 1990-1993, Chair 1992-1993
- Board of Trustees Investments Committee 1991 to 1995
- Rhodes Roundtable 1990-1991

Professional Memberships

- American Accounting Association
- American Institute of Certified Public Accountants
- Tennessee Society of Certified Public Accountants