

MAGAN R. CALHOUN, DBA, CPA

Education

Doctorate of Business Administration

May 2021

Creighton University, Omaha, NE

Research Emphasis: Behavioral Accounting

Master of Accountancy

August 2012

Belmont University, Nashville, TN

Bachelor of Business Administration - Accounting

May 2010

Austin Peay State University, Clarksville, TN

Research Activities

Publications:

Calhoun, Magan, & McCarthy, Victoria (2023). An unintended consequence of flexible work arrangements (FWAs)—the role of peer resentment on turnover intentions in public accounting. *Journal of Accounting & Organizational Change*, 19(3), 401-419.

Refereed Conference Proceeding:

Calhoun, Magan, & McCarthy, Victoria (2022, March). The Great Attrition and Public Accounting Firms: Peer Resentment as a Factor Pre and Post Covid. Presented to the Institute for Global Business Research (IGBR).

Other Research Activities:

Dissertation Title – The Unintended Consequences of FWAs - Peer Resentment, FSOP and Turnover Intentions – A Moderated Mediation Study.

Journal Articles in Progress:

Calhoun, Magan, Bradley-Geist, J. & Kocsis, D. - Development stages, data collection is complete. Exploring the relationship between intensity of use of flexible work arrangements pre and during pandemic and its impact on peer resentment and turnover intentions.

Brown, P., McCarthy V. & Calhoun, M. – Development stages. Diversity in accounting education.

Professional/Scholarly Presentations (Presentation Only, Without Proceedings)

These presentations reflect my ongoing engagement with emerging technologies, AI literacy, and instructional innovation. Although not tied to a specific research study, these workshops and symposium sessions contribute to my professional expertise, support faculty development, and advance institutional knowledge in AI-enhanced teaching and learning.

UCCS College of Business AI Summit (May 2025)

Calhoun, Magan & Williams, Suzie. The Art of AI Prompting: Unlocking Productivity

Workshop Description: This session will highlight why effective prompting is essential to maximizing AI's potential in education and share techniques for refining prompts to generate more accurate, relevant, and useful responses for any task.

Calhoun, Magan & Williams, Suzie. Prompting 101: The Basics.

Workshop Description: Learn how to craft clear, effective prompts through fun practice and live iteration. Then, apply your skills to a real task—something tedious, repetitive, or creative—that AI can help make faster or easier. Bring a task you've been putting off—this is your chance to let AI lighten the load!

CSU–Pueblo AI Symposium (October 2025)

Calhoun, Magan. AI as a Partner in Learning: Innovative Assessments for Deeper Engagement in Foundational Courses

Workshop Description: Generative AI and shifting student behaviors present both challenges and opportunities in foundational courses. In this session, I shared my journey of redesigning a Principles of Accounting class by blending Universal Design for Learning (UDL) with intentional AI integration. Faculty will see practical strategies such as offering choice in assignments, emphasizing comprehension over memorization, and setting transparent AI-use expectations. Participants will leave with inspiration, examples, and a call to action: identify one assignment they can adapt using UDL and AI principles to foster deeper engagement and reduce academic dishonesty.

SoCo & AI Regional Event (November 2025)

Calhoun, Magan. Thinking Outside the Bot – Using Generative AI to Spark Creativity & Innovation

Workshop Description: Across Southern Colorado and beyond, many professionals, educators, and students are still unsure how Generative AI can fit into their daily work beyond writing tasks. This workshop invites participants to reimagine AI not as a replacement for creativity, but as a partner in thinking, learning, and problem-solving. The session begins with a concise overview of Generative AI and how tools like ChatGPT and Copilot can support brainstorming, ideation, and creative exploration across disciplines. Participants will learn foundational prompting strategies to transform vague ideas into specific, actionable outputs—whether designing a new course, improving communication, or tackling operational challenges faced by faculty and staff. Through live demonstrations and collaborative mini-exercises, attendees will experience how to co-create with AI, refine prompts, and adapt responses for real needs. By the end, participants will leave with ready-to-implement ideas and renewed creative confidence to integrate AI as a thinking partner that enhances human creativity and innovation.

Administrative Experience

Administrative Responsibilities:

- Partners with key administrative offices, including Student Success Advising, the Dean of Students, Admissions, and the Graduate School, to enhance campus-wide support and coordination.
- Collaborates with the Assistant Dean for Internal Relations to coordinate and implement AACSB assessment plans, ensuring compliance with AACSB International standards and reporting requirements.
- Oversees and supports the strategic management and development of MBA, MSA, and EDBA programs, providing guidance to Faculty Program Directors to enhance program effectiveness and alignment with institutional goals.
- Works with faculty, curriculum committees, and Team Leads (department chairs) to analyze, develop, and evaluate courses, curricula, and undergraduate and graduate academic programs, ensuring alignment with institutional standards and educational goals.
- Provides strategic direction and oversight for the COB Academic Team, managing waitlists, course scheduling, course sequencing, reviewing and approving petitions and other administrative functions to optimize academic program delivery and efficiency.
- Assists in resolving student issues related to suspensions, Code of Conduct and academic misconduct infractions, ethical concerns, and adherence to policies and procedures.
- Supports the Dean by representing them as needed, contributing to strategic planning initiatives, and ensuring the implementation of policies aligned with the college's strategic goals.
- Participate in campus and college-level recruiting, admissions, and graduation events to support student engagement and program visibility.

Administrative Achievements:

- Collaborated with the EDBA Faculty Director and the Program Director of Graduate Programs to enhance the EDBA program by developing and updating policies and procedures for admissions, curriculum, and the dissertation process and committees.
- Collaborated with staff, Team Leads, and faculty to implement a new online class capacity procedure, ensuring a smooth and seamless transition and optimizing process efficiency.
- Developed and implemented a Wellness Break plan for College of Business staff, in collaboration with the Wellness Center, providing 90 minutes per week for mental health and stress reduction.
- Facilitated the approval process for new emphases, including Supply Chain Management in the undergraduate program and Space-Cyber Enterprise Management in the MBA program, streamlining curriculum development and implementation.
- Partnered with academic staff to identify and develop opportunities for accelerated master's programs within the College of Business, enhancing program offerings and student pathways.
- Revised job descriptions for EDBA, MBA, and MSA Faculty Directors to ensure consistency and clarity in duties, responsibilities, and staff coordination.

- Organized staff training programs, including CARE team and de-escalation training from the Dean of Students Office, as well as active shooter training provided by Public Safety.
- Developed a comprehensive application form for faculty to propose new programs and emphases, capturing demand information, resource requirements, marketing strategies, scheduling, faculty coverage, and a timeline of required steps. This form streamlines the development process, ensuring ideas are thoroughly vetted and a consistent, equitable process is maintained across all disciplines.
- Participated in the AACSB reaccreditation visit for the UCCS College of Business in November 2024, attending key meetings and providing support as requested by the Assistant Dean. Contributed to the successful reaccreditation approval by AACSB in February 2025.
- Worked with the new Associate Dean to evaluate and refine job descriptions and team structure for the academic staff. Collaborated to clarify roles, improve efficiency, and align responsibilities with the college's strategic shift toward certificates and alternative pathways.
- Leading the planning and coordination of the AI Summit, scheduled for May 2, 2025, to enhance faculty and staff knowledge of AI tools in education and business. Organizing sessions on AI integration, productivity, and ethical considerations to support innovation and professional development within the College of Business.
- Coordinated the revitalization of the Healthcare Administration Certificate collaboration between the College of Business and Beth-El College of Health Sciences. Identified inconsistencies in prior agreements, organized key information, and facilitated a reconvened meeting in Spring 2025 to align terms in the best interests of both colleges. Currently updating the Memorandum of Understanding (MOU) to finalize collaboration details, ensuring Beth-El assists in marketing and faculty recruitment efforts. The revised structure is expected to take effect by the end of Spring 2025, fostering increased interest and enrollment in both programs.
- Assumed responsibilities as EDBA Faculty Director in Spring 2024 following the program's sunset decision. Managed student concerns, facilitated dissertation committee placements, and attended dissertation proposal and final defenses. Updated and finalized EDBA Student Handbook, developed dissertation committee guidelines and designed surveys for students and faculty to document key areas for future program improvement. Leading efforts to ensure an efficient program closure while preserving insights for potential future relaunch.

University Committees:

- Associate Deans Council
- Council for Undergraduate Education
- Graduate Executive Committee
- Waitlist Recruiting Workgroup (February 2024 to January 2025) - Collaborate with the Vice Chancellor of Enrollment Management and other key campus stakeholders to devise strategies for reducing waitlists and enhancing scheduling efficiency.
- Certificate Policy Revision Committee (March 2024 to January 2025)

College Committees:

- Undergraduate Curriculum Team

- Master of Science in Accounting (MSA) Curriculum Team
- Master of Business Administration (MBA) Curriculum Team
- Executive Doctorate of Business Administration (EDBA) Curriculum Team
- Executive Committee
- Associate Dean Search Committee (Spring 2024)

Master of Science in Accounting (MSA) Faculty Director

University of Colorado at Colorado Springs College of Business

January 2022 – August 2023

Administrative Responsibilities:

- Advised students related to the admissions process, CPA Exam requirements, and curriculum details, providing accurate and comprehensive guidance to facilitate their academic and career planning.
- Scheduled and distributed the end-of-program assessment for AACSB accreditation. Analyzed results and reported findings to the accounting faculty, assisting in curriculum enhancements and ensuring compliance with accreditation standards.
- Collaborated with the Assistant Program Director for Graduate Programs and the Marketing Team to develop and implement a strategic marketing plan aimed at increasing enrollment numbers for graduate programs.
- Efficiently managed administrative tasks including approving course substitutions, reviewing exceptions to admissions standards, and handling various administrative requests, ensuring timely and accurate responses.
- Prepared and presented detailed information on curriculum changes, assessment updates, and other critical updates to the accounting faculty during MSA Team meetings, ensuring alignment and continuous improvement.

Administrative Achievements:

- Collaborated with the College of Business marketing team to design and implement new LinkedIn and digital marketing campaigns. Organized and conducted two Becker CPA Exam Review webinars to increase awareness of the CPA exam and provide MSA program information to undergraduate students. Presented MSA program details in accounting classes along with other faculty members.
- Conducted a comprehensive review of the MSA curriculum in Fall 2022, benchmarking against peer and aspirant institutions. Analyzed competitor programs and students needs to enhance the core curriculum for future CPAs. Adjustments included moving ACCT 6720 - Accounting for Partnership and Corporate Taxation to the required core and shifting ACCT 6770 - Federal Tax Research to an elective, catering to students focusing on taxation. These changes ensure students receive essential taxation knowledge for the CPA exam and career readiness, while allowing those pursuing auditing or corporate accounting to select relevant electives.
- Updated learning goals following recommendations from the AACSB peer review team to align with the College of Business mission and enhance measurable outcomes. This change strengthens our adherence to AACSB accreditation standards, improves clarity and measurability in the assessment process, and led to curriculum adjustments by faculty to ensure students meet the new learning goals.

Committees:

- MSA Curriculum Team (College)
- Graduate Curriculum Team (College)
- Graduate Executive Committee (University)

Teaching Experience*Courses Taught*

- Principles of Accounting 1 – Financial Accounting
 - Accelerated (8 week), Online, Flipped and Traditional Classroom and Remote Synchronous
- Principles of Accounting 2 – Managerial Accounting
 - Accelerated (8 week), Online, Flipped, Hybrid and Traditional Classroom
- Accounting Information Systems
- Auditing
 - Hybrid
- Governmental and Not-for-Profit Accounting
 - Traditional, Hybrid and Remote Synchronous
- Advanced Managerial Accounting for Decision Making
 - Hyflex, Hybrid and Online
- Intermediate Accounting 2 (1 semester)
- Advanced Computer Applications for Accounting
- Technology for Business – Microsoft Excel
 - Accelerated, Web and Traditional Classroom
- Ethics and Diversity in Business
 - Accelerated, Web and Traditional Classroom
- Introduction to Business
 - Traditional and Remote Synchronous
- Graduate Internships

Assistant Professor of Accounting*Colorado State University at Pueblo**August 2025 – Current*

- Designed and delivered ACCT 410 – Auditing as a new course preparation, developing all lectures, assessments, and applied projects; integrated student-choice project pathways that allowed learners to explore emerging audit issues and the use of AI in assurance while maintaining alignment with professional standards.
- Successfully taught Auditing in a hybrid format, creating an engaging and inclusive learning environment for simultaneous in-person and online students; course evaluations highlighted effective facilitation, interaction, and equitable engagement across modalities.

- Redesigned ACCT 330 – Accounting Information Systems to reflect a new textbook edition and current practice, incorporating applied systems analysis projects and a QuickBooks simulation that provided students with hands-on experience using a widely adopted accounting platform.
- Implemented experiential AIS assignments that strengthened students' understanding of transaction flows, internal controls, and technology-enabled accounting processes, improving students' confidence in applying concepts to real-world business systems.
- Reimagined ACCT 201 – Financial Accounting using active-learning projects that extend beyond traditional assessment, emphasizing conceptual understanding, professional judgment, and decision-making over rote computation.
- Embedded Generative AI literacy across courses, guiding students in ethical, transparent, and discipline-appropriate use of AI as a thinking and analysis tool rather than a shortcut, with explicit instruction on limitations, verification, and professional responsibility.
- Participated in and contributed to multiple AI-focused faculty and professional development events, demonstrating practical applications of generative AI beyond written communication, including analysis, workflow support, instructional design, and decision-making in business and accounting contexts.

Assistant Teaching Professor of Accounting

(Promotion to Associate Teaching Professor approved in Fall 2024, title goes into effect August 2025)

University of Colorado at Colorado Springs

August 2018 to August 2025

Teaching Details

- Transitioned seamlessly to an online learning environment during COVID-19. Using Microsoft Teams, Zoom, WebEx, One Note and Panopto to enhance learning in the remote environment while also staying connected to students and their needs.
- Developed a new course Advanced Managerial Accounting for Decision Making using insight from industry professionals and IMA concepts the objectives, syllabus and course were drafted and presented for approval by the undergraduate, MBA and MSA committees. The course focuses on strategic decision making with managerial accounting information. Primary assignments include reading, 3 group case analyses and a complex final group case analysis. Developed analytical rubrics for all case studies and graduate research paper. This course was developed as a cross-listed undergraduate and graduate course to be offered as a special topic in accounting in the summer 2021 semester which was moved to a permanent offering in Summer of 2024.
- Recorded online lectures, textbook problems to facilitate a flipped classroom learning experience that provide students the ability to engage with material outside of class which creates a rich in-class experience with discussions and practice. The materials are robust enough to provide a seamless and rich learning experience for both the campus and online sections.
- Prepare and deliver lectures, present in-class examples, and exercises, and develop projects in Governmental and Not-for-Profit accounting to assist students in gaining a foundational knowledge of concepts used to account for governments and non-profit organizations. Developed analytical rubrics for not-for-profit research paper and presentations.

- Prepare and deliver an engaging Introduction to Business course that focuses on why business basics are important for all students to learn. Secured 10 guest speakers from the community and well-known businesses to share real world knowledge and experiences.
- Developed two modules of the new executive education Mini MBA. The modules will consist of basic financial and managerial accounting concepts with an emphasis on ethics in practice. (August – November 2021)
- Oversight for graduate internships from August 2022 – 2024. Met with graduate students prior to internships, supported them throughout, reviewed their assignments, provided feedback, and organized and evaluated end-of-semester presentations.
- Recruit, interview, hire, and supervise accounting tutors for the College of Business, and provide support to other faculty throughout this process.

High-Impact Practices

- Fall 2018 - Organized and held class at the Colorado Springs local food bank, Care and Share. The members took the class on a tour of the facility, discussed the current state of their business, and allowed a Q&A with their controller.
- Fall 2020 – Current - Recruited and hired multiple Teaching Assistants. Delegated tasks, explained grading techniques, created instructional videos, and conducted research meetings. Guided TAs in reviewing textbooks (Governmental and Nonprofit Accounting and Advanced Managerial Accounting for Decision Making) for adoption in new and revised courses. TAs provided feedback on coursework, supported research for the master's program review, evaluated course setup for effectiveness, and contributed to enhancing classroom engagement and learning.
- Invite industry professionals as guest speakers to a variety of courses, Government and Non-profit accounting, Introduction to Business, and Advanced Managerial Accounting for Decision Making.
- Summer 2022 - a case project for graduate students involving engagement with a local business to analyze a capital investment decision. Students gathered background information from the business and utilized their accounting expertise to create a case study evaluating three potential options and their financial impacts.
- 2024 – Current - Actively engage in professional development to advance AI literacy and modern teaching strategies. Attended the AI Unchained BotKeeper Accounting Conference (Fall 2024), COLTT Conference (Summer 2024), UCCS Teaching and Learning Conference (January 2025), and Cengage Empowered Educator Conference (February 2025). Completed nine CPE courses related to AI (seven in 2024, two in 2025), read several books about teaching with AI, and integrated contemporary instructional methods to enhance student engagement and learning outcomes. Continuously update course materials to align with best practices for effectively engaging today's students.
- Incorporated AI literacy in ACCT 2010 (Fall and Spring 2025) by integrating AI-driven problem-solving into lectures and assignments. Students engaged with Generative AI to explore its benefits, limitations, and ethical considerations, developing critical thinking skills and a deeper understanding of AI's role in accounting.
- Spring 2025: Designed and implemented AI-enhanced active learning assignments in Financial Accounting courses, leveraging ChatGPT to drive engagement, critical thinking, and real-world application of accounting concepts. These open-ended assignments empower

students to connect course material to their skills, interests, and future careers, fostering deeper learning and long-term retention.

- 2024 - Completed multiple CPE courses on Diversity, Equity, and Inclusion (DEI) in the field of accounting and attended Daniels Fund Ethics Initiative seminars to deepen understanding of inclusivity and ethical leadership in and beyond the classroom. Applied these insights to foster an inclusive learning environment and contribute to a more equitable university community.
- Spring 2025: Participating in the Universal Design and Inclusive Teaching Fellow Program to explore diverse strategies for enhancing accessibility, engagement, and student success through evidence-based, high-impact teaching practices. The program focuses on developing educators in meaningful ways to create supportive, inclusive learning environments where all students can thrive.

Faculty Committees and Service

- Facilitated and presented workshops for college-level IRC faculty, providing guidance on the annual evaluation process, policies, and promotion pathways. Focused on equipping faculty with strategies to navigate evaluations effectively and accelerate their promotion timeline. (Spring 2025)
- Collaborate with IRC faculty in drafting the **promotion policy** for advancement to the Principal (Teaching Professor) rank. Facilitate discussions to refine the policy, gather faculty feedback, and prepare the final draft for submission to college leadership. Targeting completion and approval by the end of the Spring 2025 semester.
- Serving as a **dissertation committee member** for a colleague's EdD program evaluation study, providing guidance on research design, methodology, and analysis. Supported the successful proposal defense in February 2025 and continue to advise on the evaluation process.
- **IRC Accounting Faculty Search Committee (January – April 2024)**
- **IRC Promotion Policy Review Committee (December 2021 – August 2023)**
- **EDBA Advisory Committee (September 2022 – May 2023)**
- Prepared the initial draft of a comprehensive student handbook for the new EDBA program at UCCS program starting in Fall 2021. Provided the EDBA-Cyber program director and committee insight and recommendations to incorporate into their program to help reduce pain points during the first year of the program. (January – May 2021)
- **College of Business Technology Advisory Committee (November 2020 to December 2022)** Accounting and Finance Department representative. This committee meets monthly to discuss the technology needs of the College of Business and makes decisions about how to spend funds.
- **University of Colorado (CU) Online Initiative Faculty Committee (November 2020 – December 2021)**. This committee serves as a voice for the faculty at UCCS during the development of the new CU Online Initiative program.
- **Compass Navigate Advisory Committee (May 2020 – August 2023)**. This committee reviews course syllabi and other materials for inclusion as a Compass course for the University.
- **Accounting Honor Society – Advisor (May 2021 to August 2023), Co-Advisor (January 2019 – May 2021)**. Assist the officers in decision-making, recruiting efforts and event planning.

- Regularly asked to write reference and recommendation letters for current and past students for internships, full-time positions, scholarships, and graduate school applications.

Course Instructor (Mentor)

Western Governor's University, Online

July 2017 to August 2018

Teaching Details

- Support students through the online learning process by helping them navigate the learning resources available in the course and providing additional learning resources as needed.
- Prepare and record video lectures and live webinar sessions to enhance student learning and retention of the principles of accounting material. These sessions are the student's primary learning method in the online environment and are critical to their success in the course.
- Advise and assist a caseload of approximately 200 students on a rolling basis through the Principles of Accounting and Accounting 2 courses which are notoriously difficult. Regular meetings are common where I use online tools to teach and have one-on-one sessions to clarify concepts.
- Provide unique support to individual students who are struggling with a variety of issues, to include learning disabilities, technical difficulties, mental roadblocks, and test anxiety daily.
- Work closely as a team with the other Course Instructors and Program Mentors to ensure that our students are taken care of and completely satisfied with the Course Instructor interactions.

Committees and Service

- Selected to serve on the Principles of Accounting redevelopment team as a subject matter expert. This project involves redevelopment of the entire course, that includes developing the competencies, writing the content for each module, and preparing the assessment materials.
- Naturally fell into the lead position of the Accounting 2 course where I developed useful resources for the course, including student study guides, detailed study notes, lectures, and alternative study plan materials.
- Build trusting and strong relationships with students, so they feel comfortable approaching Course Instructors for help with course and career related questions.

Instructor of Accounting

Austin Peay State University, Clarksville, TN

August 2012 to July 2017

Teaching Details

- Prepare and deliver lecture materials in Principles of Accounting using the traditional, flipped, hybrid and web-based courses in a manner that fosters learning through listening, working problems and continuous participation in class to help students gain a solid foundation of the financial and managerial accounting concepts required in business.
- Extensive experience planning, building, and delivering course material using Pearson's MyAccountingLab, McGraw Hill's Connect, Cengage's Skills Assessment Manager (SAM) and Desire2Learn (D2L) learning management software.
- Assisted in coordinating, planning, and carrying out a Principles of Accounting Lab where the students play Monopoly to simulate common transactions that occur in a real business; the lab facilitated an enhanced understanding of basic accounting knowledge. (**High Impact Practice**)

- Prepared and delivered materials for Accounting Information Systems where students develop an understanding of information systems, the underlying relationships of data within the system and the internal controls to help protect the system from fraud.
- Incorporated a fraud case or presentation in the Accounting Information Systems course to emphasize the importance of personal values and integrity in the accounting industry.
- Developed a Microsoft Office Excel course to help students learn the basic functions of the program and its use in business which will result in a Microsoft Excel certification that will add value to their business degree.
- Created and assigned simulated tasks to be completed in Microsoft Office Excel that encourages students to explore the features and usefulness of the program in a business context.
- Advocated for integrating innovative teaching methods and technology into all classes such as recording lectures, working out problems using MyMedia and Wacom Tablet devices and using Zoom to hold virtual office hours and study sessions for online courses. Experience with online proctoring services such as SmarterProctoring and Examity.

Committees and Service

- Collaborated with College of Business faculty and staff, career services and distance education to develop new ways to reach our students through outside activities, career development and networking opportunities.
- Served on the **Undergraduate Assurance of Learning (AOL) Committee (2014 to 2017)** for the initial AACSB accreditation and collaborated with fellow faculty members about processes and outcomes of the data gathered across all disciplines of the College of Business.
- Assisted in developing a Learning Goals Assessment team that scheduled, administered, and assessed assurance of learning exercises for the Undergraduate AOL Committee.
- Served on the **Ad Hoc Quality Matters (QM) committee (2015 to 2017)** where the members committed to excellent teaching in the online environment. Attended 10 hours of faculty development courses required to learn how to create a QM certified course, Principles of Accounting 1 and 2 have been successfully developed and taught.
- Served on the **search committee** for management candidates in Spring 2013 that required review of curriculum vitae, interviews, and selection of candidates to consider for hire.
- Planned, coordinated, and held student career events, including resume writing workshops, etiquette in networking events, interviewing seminars and mock interview sessions that lead up to the APSU College of Business Networking Fair.
- Recruited 15 employers and 75 students in 2014; 20 employers and 50 students in 2015 and 12 employers and 32 students in 2016 for the Annual College of Business Networking Fair and Meet the Firms. The Networking Fair is an event that helps all business students practice their networking skills to become comfortable in a professional setting, helping students prepare for interviews and potential internships. The event has evolved into two separate events, Meet the Firms for accounting and finance majors and Career Connections for management, marketing, economics, and general business majors.
- Chaperoned three out-of-classroom experiences, which included two trips to Nashville where we visited the Nissan plant, Second Harvest Food Bank, Ajax Distributing, Ingram Content Group and Curb Records and one trip to the Corvette Manufacturing plant in Bowling Green, Kentucky. Students were given the opportunity to experience various types of businesses

and to explore their daily routines to connect what they have learned in the classroom to each unique industry.

- Regularly asked to write reference and recommendation letters for both current and past students for internships, full-time positions, scholarships, and graduate school.
- Served as the APSU 2016 and 2017 Girls Summer Leadership Camp Counselor Coordinator where four student counselors reported directly to me. I was responsible for supervising the counselors, ensured smooth activity transitions, and provided guidance and support to the counselors throughout the week.
- Encourage students to plan for the future and provide guidance and support in their choices to pursue graduate school, the CPA exam or a path for their careers. I provide critical information and knowledge which empowers the student to make informed decisions and judgments about their future.

Professional Licensure

Certified Public Accountant

December 2013

Actively licensed in the State of Tennessee

Honors and Community Affiliations

Outstanding Instructor Service Award - University of Colorado at Colorado Springs College of Business – May 2023

Outstanding Instructor Award – University of Colorado at Colorado Springs College of Business – May 2021

Best Oral Presentation in the Humanities/Arts/Social Sciences – Retention Issues in Public Accounting Firms: Who Knew? - St. Albert's University Research Day – Creighton University, March 2018

Recipient of Golden Gov Award:

- Most Outstanding Professor in Accounting, Finance and Economics – 2015, 2016, 2017
- Best Mentor – 2015, 2016, 2017
- Most Helpful – 2016, 2017
- Most Technologically Inclined – 2014, 2015

Selected and Honored as Favorite Teacher by Athletes

- Jordan Harmon, Finance, APSU Baseball, Spring 2017
- Lauren Maki, Accounting and International Business, APSU Women's Basketball, Spring 2016

MSSA-CGSA, Treasurer and Board Member, Clarksville, TN, November 2014 to July 2017

Member of the American Accounting Association – Public Interest Section, Accounting Information Systems Section and Behavioral Accounting Section, *Member January 2017 – December 2018*

Tennessee Society of Certified Public Accountants, Member since December 2013

Massey Alumni Board Member, Belmont University, December 2012 to June 2016

Becker Campus Ambassador, Becker Professional Education, August 2011 to May 2012

Principles of Accounting Tutor, Belmont University, December 2010 to December 2011

Point of Contact, HHC 101st Sustainment Brigade Family Readiness Group, January to November 2011

Beta Alpha Psi Member, Belmont University, September 2010 to August 2012

Point of Contact, 584th Maintenance Family Readiness Group, April 2008 to July 2009

Professional Experience

Temporary Tax Staff Accountant

January to April 2012, 2015, 2016

Tax Intern

Lattimore Black Morgan & Cain, Brentwood, TN

- Trusted to work independently on trust tax returns remotely during the 2015 and 2016 tax season to help ease the load of the current staff accountants while keeping my tax skills and knowledge current.
- Prepared corporate and partnership tax returns, M-1 adjustments and depreciation schedules using Pro Fx and fixed asset software.
- Familiarity of trust and gift tax returns with Cons 1099, tax-exempt interest and K-1 income.
- Assisted with the analysis of transaction detail and drafted the documentation for a corporate transaction cost analysis.
- Performed research for the formation of a private foundation, state extension deadlines, and state apportionment calculations.

Tax Intern

Stone, Rudolph & Henry CPA, Clarksville, TN

January 2010 to April 2010

- Integrated tax preparation and receptionist experience to assist with increased client flow during tax season.
- Assisted with preparation of schedule C, E, and Depreciation tax forms under supervision of Senior Staff.
- Interacted professionally with all levels of staff within the firm.
- Filled two intern positions and balanced the workload of tax and administration duties throughout tax season.

Tax Specialist II

H&R Block, Oak Grove, KY

Seasonal from January 2007 to April 2009

- Established return clients by providing knowledgeable tax advice and preparing accurate tax returns for two consecutive seasons.
- Assisted first time taxpayers with filing tax returns so that each client departed with a basic understanding of tax knowledge.
- Mastered new software system as a First-Year Tax Professional and assisted co-workers with questions during transitional period.
- Completed both Basic Building Blocks Tax Courses the first year and advanced two tax certification levels by completing 61 hours of additional coursework the second year.