

**Stephanie Ross**  
Assistant Professor

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

**PROFESSIONAL ADDRESS**

Stephen F. Austin State University  
Accounting  
BUSI - R.E. McGee Business 292C  
Nacogdoches, TX 75962  
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Office Telephone: (936) 468-1595  
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**EDUCATION**

**PHD, 2020.**

Institution: University of Texas at San Antonio  
Specialization/Major: Accounting  
Dissertation: Corporate Governance and Executive Compensation in Firms with Clawback Provisions

**MBA, 2000.**

Institution: University of Texas at Dallas  
Specialization/Major: Business

**MS, 1999.**

Institution: University of Texas at Dallas  
Specialization/Major: Accounting

**BA, 1988.**

Institution: University of Texas at Dallas  
Specialization/Major: Economics and Finance

**HONORS & AWARDS**

**School of Accountancy Marlin C. Young Teaching Excellence Award Nominee**, February 1, 2023  
SFA School of Accountancy

**Dr. Sammie Smith Professorship**, August 22, 2022  
Dr. Sammie Smith

**Beta Gamma Sigma Member**, April 20, 2022  
Beta Gamma Sigma - SFA Chapter

**School of Accountancy Distinguished Service Award Nominee**, March 16, 2021  
SFA School of Accountancy

**School of Accountancy Marlin C. Young Teaching Excellence Award Nominee**, February 1, 2021  
SFA School of Accountancy

## PROFESSIONAL EMPLOYMENT

### Assistant Professor

Stephen F. Austin State University, September 1, 2016 - Present

Position Description:

Assistant Professor

### Adjunct Professor

Lone Star College - Cyfair, January 15, 2019 - May 15, 2019

Position Description:

Adjunct professor for Special Topics in Taxation - Tax Research course in Spring 2019 with a course evaluation of 4.8/5.0.

### Instructor

University of Texas at San Antonio, January 2018 - May 2018

Position Description:

Assist students in becoming proficient in recognizing and interpreting financial transactions, analyzing and recording business transactions in a financial accounting system, completing the accounting cycle, and preparing financial statements in accordance with generally accepted accounting principles. Course evaluation of 4.8/5.0.

### Instructor

University of Texas at San Antonio, August 2016 - December 2016

Position Description:

Assist students in becoming proficient in recognizing and interpreting financial transactions, analyzing and recording business transactions in a financial accounting system, completing the accounting cycle, and preparing financial statements in accordance with generally accepted accounting principles. Course evaluations of 4.7/5.0 and 4.6/5.0 for two sections of the course.

## TEACHING & RESEARCH INTERESTS

Teaching Interests:

My teaching interests are financial accounting and auditing.

Research Interests:

My research interests include compensation, corporate governance and auditing.

## LICENSURES & CERTIFICATIONS

CPA, TSBPA, State. (January 31, 2022 - January 31, 2023).

Active CPA in the state of Texas

## PUBLICATIONS

Ross, S. Intermediate Accounting Online/Face-to-Face Comparison.

Abstract: Examine the performance of Intermediate Accounting II students with the same instructor with one section fully online and one fully face-to-face.

Notes: Planning to complete paper and submit to Clute journal in Spring 2023.

Ross, S. The Impact of Clawback Provisions on Vesting Terms.

Abstract: An examination of the vesting terms embedded in CEO and CFO equity-based compensation (options and shares) as a result of the presence of a clawback provision.

Notes: Reworking this paper from my dissertation and rerunning the code. Expected date of submission by Summer 2023.

Ross, S. *Impact of Student Loan Forgiveness for Minorities.*

Abstract: Examination of the impact of student loan forgiveness on minorities.

Notes: Preparing for the Journal of Critical Incidence that has an annual deadline of May 31, 2023.

Ross, S. *Not-for-Profits: Is it time to tax them?.*

Abstract: Providence has a great deal to offer to its residents, but it is primarily known for its universities and hospitals. However, these offerings to the community have been curtailed over the years due to funding shortfalls primarily resulting from tax-exempt status afforded to non-profit organizations. Nonprofits have had tax exempt status under federal law since 1859 because they serve a public good; however, has the time come to change that?

Almost 20 years ago, Mayor David Cicilline negotiated a Memorandum of Understanding with Brown University, Providence College, Johnson & Wales University, and Rhode Island School of Design where the institutions would make \$48 million in voluntary payments in lieu of taxes (PILOT) to the city of Providence over the course of 20 years. PILOT agreements with local colleges, universities and hospitals are due to expire in fiscal years 2023 and 2024. With increasing strains on the budget, due to COVID, how should the legislature act?

Notes: Reworking the case study and plan to submit to the Journal of Case Studies (Society of Case Study Research Journal) by Spring 2023.

## CONFERENCE PRESENTATIONS

Ross, S. (Presenter & Author), Americas Conference on Information Systems (AMCIS 2023), "Using Artificial Intelligence to Identify and Analyze ESG Investments", Association for Information Systems, Panama City, Panama. (August 12, 2023).

Abstract: Compare the AGI responses from Google's Bard, Microsoft's Bing, and OpenAI's ChatGPT to see how each reports on ESG scores for the top 20 Fortune 500 companies.

Notes: Compare the AGI responses from Google's Bard, Microsoft's Bing, and OpenAI's ChatGPT to see how each reports on ESG scores for the top 20 Fortune 500 companies.

Ross, S. (Presenter & Author), Southwest Case Research Association, "Not for Profits - Is it Time to Tax Them?", Southwest Case Research Association, Houston Texas. (March 9, 2023).

Abstract: Nonprofits have had tax exempt status under federal law since 1859 because they serve a public good, however, has the time come to change that?

Noe, K. G. (Author Only), Ross, S. (Presenter & Author), 2022 Clute International Academic Conference on Business, "Intermediate Accounting Online/Face-to-Face Comparison", Clute Institute, Las Vegas. (October 10, 2022).

Abstract: Intermediate II comparison on online and face-to-face exam results

Ross, S. (Presenter & Author), 44th Annual Society for Case Research and Global Jesuit Case Series Summer Workshop, "Not for Profits - Is it Time to Tax Them?", Society for Case Research, Xavier University - New Orleans. (July 27, 2022).

Abstract: Nonprofits have had tax exempt status under federal law since 1859 because they serve a public good, however, has the time come to change that?

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

Abstract: Discussed Examsoft

Notes: Discussed Examsoft

## PROFESSIONAL MEMBERSHIPS

American Institute of Certified Public Accountants, (August 23, 2022 - Present).

American Accounting Association, (October 31, 2019 - Present).

Texas Society of CPAs, (October 31, 2019 - Present).

National Association of Black Accountants, (August 30, 2021 - August 20, 2022).

American Institute of Certified Public Accountants, (August 30, 2020 - August 30, 2021).

## **FACULTY DEVELOPMENT ACTIVITIES**

Conference Attendance, "Session Chair (Moderator) - Clute International Academic Conference", Clute Institute, Las Vegas, Nevada. (October 10, 2022).

Session chair (moderator) for Session 105 - Accounting on Monday, October 10, 2022 from 10:40am - 11:40am.

Workshop, "PCSB - Case Writing Workshop", Providence College, Providence, Rhode Island. (June 29, 2022 - July 1, 2022).

This workshop provided for a better understanding of case writing and the publishing process. It allowed for the growing of case teaching skills, both in planning and delivery.

Workshop, "CPA2B Bootcamp", TXCPA - East Texas, Nacogdoches, TX. (April 1, 2022).

Attendee at a workshop designed to provide/refresh with knowledge and direction needed to prepare for the CPA exam and march towards a CPA license.

## **TEACHING EXPERIENCE (Two-year)**

Stephen F. Austin State University, Summer 2023

ACCT 4337 500, Auditing Principles

ACCT 3301 500, Intermediate Accounting

Stephen F. Austin State University, Spring 2023

ACCT 3301 1, Intermediate Accounting

ACCT 3301 500, Intermediate Accounting

ACCT 1301 500, Small Business Accounting

ACCT 4175 2, Special Problems

Stephen F. Austin State University, Fall 2022

ACCT 5365 600, Ethics & Prof Issues in Acct

ACCT 3301 1, Intermediate Accounting

ACCT 3301 500, Intermediate Accounting

ACCT 2301 3, Princ of Financial Accounting

Stephen F. Austin State University, Summer 2022

ACCT 4337 500, Auditing Principles

ACCT 3301 500, Intermediate Accounting

Stephen F. Austin State University, Spring 2022

ACCT 4337 1, Auditing Principles

ACCT 3301 1, Intermediate Accounting

ACCT 3301 500, Intermediate Accounting

ACCT 1301 500, Small Business Accounting

Stephen F. Austin State University, Fall 2021

ACCT 4337 1, Auditing Principles

ACCT 3301 1, Intermediate Accounting  
ACCT 3301 2, Intermediate Accounting  
ACCT 1301 520, Small Business Accounting

Stephen F. Austin State University, Summer 2021  
ACCT 3301 500, Intermediate Accounting

Stephen F. Austin State University, Spring 2021  
ACCT 4337 500, Auditing Principles  
ACCT 4337 600, Auditing Principles  
ACCT 3301 500, Intermediate Accounting  
ACCT 3301 600, Intermediate Accounting

Stephen F. Austin State University, Fall 2020  
ACCT 4337 1, Auditing Principles  
ACCT 3301 1, Intermediate Accounting  
ACCT 3301 2, Intermediate Accounting  
ACCT 3301 520, Intermediate Accounting

Stephen F. Austin State University, Maymester 2020  
ACC 331 916, Intermediate Accounting

Stephen F. Austin State University, Spring 2020  
ACC 437 1, Auditing Principles  
ACC 331 1, Intermediate Accounting  
ACC 331 2, Intermediate Accounting

Stephen F. Austin State University, Fall 2019  
ACC 331 1, Intermediate Accounting  
ACC 331 2, Intermediate Accounting  
ACC 231 4, Prin of Financial Accounting

## **PROFESSIONAL SERVICE OR VOLUNTEER WORK**

University Budget Council, Member, approximately 50 hours spent for the year. (March 11, 2021 - Present).

### **Activity Description**

"The UBC is designed to be an ongoing committee, and will give stakeholders from across the University community the chance to evaluate current budget priorities and make thorough and specific recommendations on future budgets."

The committee completed it's first full season of the budget process and made recommendations to be presented to the SFA President and Board of Regents.

SFA's Eta Epsilon Chapter of Alpha Kappa Alpha Sorority, Inc, Guest Speaker, approximately 2 hours spent for the year. (March 17, 2023).

### **Activity Description**

Guest speaker at the SFA student organization financial/budgeting workshop program.

Guest speaker at the SFA student organization financial/budgeting workshop program.

Virtual Saturday Virtual Course Presentation, Presenter - Online Presentation on Teaching Accounting, approximately 5 hours spent for the year. (July 1, 2020 - August 1, 2020).

### **Activity Description**

I prepared a PowerPoint presentation for the CTL Virtual Saturday event. The presentation was titled "Making Accounting Marvels" and discussed excellence in accounting, my accounting discipline conceptualization and an overview of why accounting matters.

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Scholarship Committee, Member, approximately 10 hours spent for the year. (August 23, 2021 - Present).

Activity Description

Manage processes and awards for all college-level scholarships.

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Diversity and Inclusion Task Force, Member, approximately 10 hours spent for the year. (November 12, 2020 - Present).

Activity Description

To define the mission, vision and objectives for the COB - Diversity and Inclusion Task Force

The task force met in November 2020 for the first time. We were able to do some brainstorming and had a list of take-away items to work on for the next meeting. In 2021/2022, the group met to discuss DEI goals and objectives for the COB.

College of Business Graduation Attendance - August 2023, Faculty, approximately 3 hours spent for the year. (August 5, 2023).

Activity Description

College of Business Graduation Attendance - August 2023

College of Business Graduation Attendance - August 2023

College of Business Graduation Attendance - August 2022, Faculty, approximately 3 hours spent for the year. (August 6, 2022).

Activity Description

College of Business Graduation Attendance - August 2022

College of Business Graduation Attendance - August 2022

Research Excellence Committee, Member, approximately 15 hours spent for the year. (September 1, 2019 - August 31, 2021).

Activity Description

Review and approve the applications for publication awards funded to business school faculty that published in the last year.

Coordinator for the submission of student projects (August 2021 – 2019)

Review and approve the applications for publication awards funded to business school faculty that published in the last year.

Coordinator for the submission of student projects (August 2021 – 2019)

College of Business Graduation Ceremony Attendance - Spring 2021, Faculty, approximately 3 hours spent for the year. (May 8, 2021).

Activity Description

Spring 2021 Graduation Ceremony Attendance - May 8, 2021

Spring 2021 Graduation Ceremony Attendance - May 8, 2021

College of Business Graduation Ceremony Attendance, Faculty, approximately 3 hours spent for the year. (December 2019 - December 2020).

Activity Description

Fall 2019 Graduation Ceremony Attendance – December 14, 2019

May 2021 Graduation Ceremony Attendance-May 8, 2021

Fall 2019 Graduation Ceremony Attendance – December 14, 2019

May 2021 Graduation Ceremony Attendance-May 8, 2021

Assessment Committee, Member, approximately 50 hours spent for the year. (August 1, 2022 - Present).

Activity Description

Co-chaired on set-up of the Accounting Boot Camp for incoming Intermediate Accounting 1 students in Fall 2022.  
Co-chaired on set-up of the Accounting Boot Camp for incoming Intermediate Accounting 1 students in Fall 2022.

Curriculum Committee, Member, approximately 10 hours spent for the year. (September 1, 2019 - Present).

Activity Description

Review and update curriculum where needed.  
Review and update curriculum where needed.

Intermediate Coordinator Committee, Chairperson, approximately 5 hours spent for the year. (September 1, 2019 - Present).

Activity Description

Review and update Intermediate course where needed.  
Review and update Intermediate course where needed.

**2022:** Met with McGraw Hill in Spring 2022 and the committee decided to remain with the publisher and move to the most recent edition for Intermediate Accounting in Fall 2022.

**2021:** In November 2021, I attended a Wiley webinar presentation for the Kieso Intermediate Accounting launch. I will also attend the webinar for McGraw Hill in Spring 2022 when they announce their new release for Intermediate Accounting. After attending the McGraw Hill presentation, the committee will meet and assess whether to stay with our current Intermediate Accounting publisher or consider switching to Wiley.

Pilot and Lead on New Exam Software for School of Accountancy, Pilot and Lead on New Exam Software for School of Accountancy, approximately 100 hours spent for the year. (August 1, 2020 - May 31, 2023).

Activity Description

Continuing to serve as the point of contact for questions with Examsoft set-up and general questions. Attending online presentations, piloting the software in my Intermediate Accounting 1 courses, creating a flow-process of the steps involved in setting up the software for a class, creating a Quick Reference guide, setting-up the Accounting department laptops for the new software and creating a FAQs sheet for faculty reference.

Continuing to serve as the point of contact for questions with Examsoft set-up and general questions. Piloting the software in my Intermediate Accounting 1 courses, creating a flow-process of the steps involved in setting up the software for a class, creating a Quick Reference guide, setting-up the Accounting department laptops for the new software and creating a FAQs sheet for faculty reference.

Graduation Celebration Committee, Member, approximately 7 hours spent for the year. (September 1, 2019 - May 31, 2022).

Activity Description

Coordinator for Pinning ceremony for graduating Master Accounting students and reception.  
Coordinator for Pinning ceremony for graduating Master Accounting students and reception.

National Association of Black Accountants, Student Organization Advisor, approximately 40 hours spent for the year. (September 1, 2019 - May 31, 2022).

Activity Description

To address the professional needs of its members and to build leaders that shape the future of the accounting and finance profession.

Key Accomplishments:

**2021/2022:**

Worked on goal of becoming a chartered organization  
Presentation by RogerCPA Review Representative on CPA Exam, etc.

Fundraisers: Bake sale; Popcorn sale

Membership Drive:

- Tabling event in front of Business Building to get name out to business students
- Attended, spoke and tabled at Black Student Caucus event
- Tabled at the Freshman Convocation and Student Organizations

**2019/2020:**

Site visit from former NABA Regional president (Sept 2019)

Professionalism Workshop (Nov 2019)

Axe'cepted Student Event, Accounting Faculty and NABA Advisor Representative, approximately 2.5 hours spent for the year. (April 2, 2022).

Activity Description

Speak with students and offer COB college/Accounting program/NABA organization information. Spoke with numerous students regarding the COB Accounting program and NABA organization.

Axe'cepted Student Event, Accounting Faculty and NABA Advisor Representative, approximately 2 hours spent for the year. (May 1, 2021).

Activity Description

Speak with students and offer COB college/Accounting program/NABA organization information. Spoke with several students regarding the COB Accounting program and NABA organization.

Beta Gamma Sigma, Nacogdoches, Texas. Officer, Vice President, approximately 10 hours spent for the year, (April 17, 2023 - Present).

Activity Description

VP of Finance for Stephen F Austin State University Chapter of Beta Gamma Sigma

VP of Finance for Stephen F Austin State University Chapter of Beta Gamma Sigma

Solid Foundation Association (Non-Profit), Nacogdoches, TX. Officer, Treasurer, approximately 20 hours spent for the year, (October 4, 2022 - Present).

Activity Description

My responsibilities include assisting with preparing the annual budget and presenting the budget and financials at the quarterly meetings.

This non-profit foundation has provided mentoring, tutoring, education, spiritual development and cultural enrichment to at-risk students in the Nacogdoches area.

Solid Foundation Association (Non-Profit), Nacogdoches, TX. Board of Directors, approximately 10 hours spent for the year, (January 24, 2022 - Present).

Activity Description

My responsibilities include regular attendance of board meetings, support and monitor the Executive Director, ensure effective organizational planning, monitor the organization's program and services, etc.

This non-profit foundation has provided mentoring, tutoring, education, spiritual development and cultural enrichment to at-risk students in the Nacogdoches area.

Solid Foundation Non-Profit, Nacogdoches, TX. Tutor to at-risk students in Nacogdoches, approximately 35 hours spent for the year, (October 6, 2021 - Present).

Activity Description

I tutor at-risk students, once a week, in Nacogdoches.

I tutor at-risk students, once a week, in Nacogdoches.

Southwest Case Research Association, Galveston, Texas. Conference-Related, approximately 10 hours spent for the year, (April 11, 2023 - April 13, 2024).

Activity Description

Track Chair for the Non-ProfitManagement/Ethics session for the 2024 conference.

Track Chair for the Non-ProfitManagement/Ethics session for the 2024 conference.



