



Dr. Sandra B. Richtermeyer is a higher education leader with more than 30 years of experience across faculty and administrative roles. She currently serves as Executive Vice Chancellor for Academic Affairs and Provost at Rutgers University–Camden, where she leads the academic enterprise and holds a faculty appointment. Her work spans academic leadership, faculty roles, and engagement with the broader higher education and professional communities.

Her career includes service as Dean of the Manning School of Business at the University of Massachusetts Lowell, as well as faculty and leadership roles at Xavier University and the University of Wyoming. Over the course of her career, she has served as a department chair, associate dean, and faculty member, contributing to academic programs, institutional initiatives, and shared governance. She began her professional career as a CPA in Colorado before transitioning into higher education.

Her academic background is in business, with an emphasis on accounting and information systems. Her teaching and research center on accounting, technology enablement, and corporate governance, and she has been recognized with numerous awards in teaching, research, and service. She is a frequent speaker and has delivered invited presentations in more than 20 countries across six continents. She earned her Ph.D., MBA, and M.S. from the University of Colorado and B.S. from the University of Wyoming, where she was raised. Active as a community volunteer, she remains involved in business and professional associations through leadership roles in national and global organizations.

Sandra B. Richtermeyer, Ph.D.

March 28, 2026

Presidential Search Committee
Nevada State University
Henderson, Nevada

Dear Members of the Search Committee:

I am pleased to submit my candidacy for President of Nevada State University, an institution whose commitment to student success, access, and regional impact reflects the core values that have shaped my career in public higher education. As a first-generation college student, I have experienced firsthand the transformative power of educational opportunity and the importance of institutions that meet students where they are while preparing them for meaningful careers and engaged citizenship. Nevada State's mission to serve a diverse and rapidly growing student population in Southern Nevada strongly resonates with me, particularly given its trajectory as one of the fastest-growing public institutions of its kind.

I currently serve as Executive Vice Chancellor for Academic Affairs and Provost at Rutgers University–Camden, and previously as Dean of the Manning School of Business at the University of Massachusetts Lowell. Both institutions are federally designated Minority-Serving Institutions and enroll significant populations of first-generation college students. These environments have shaped my leadership approach—one that prioritizes access, student success, and institutional responsibility to the communities we serve. Having grown up in Wyoming and worked extensively in Colorado, I also bring a personal understanding of the opportunities and challenges facing institutions in the West.

Across more than 25 years of leadership in higher education, including service as a provost, dean, department chair, and faculty member, I have focused on strengthening student success, expanding academic pathways, cultivating teaching excellence, and connecting universities with workforce and community priorities. In the sections that follow, I describe how my experience aligns with the expectations for the president outlined in your position profile.

Strategic and Visionary Leadership

My leadership experience spans the full lifecycle of institutional strategy, with particular strength in executing strategic plans in complex, multi-campus environments. As provost at Rutgers-Camden, I have led implementation of the campus strategic plan across the academic enterprise,

so that priorities are translated into coordinated action across academic programs, faculty hiring, interdisciplinary initiatives, and resource allocation.

A central aspect of this work has been connecting strategic priorities to institutional growth. I have led efforts to expand academic programs, strengthen enrollment pathways, and build capacity in areas of emerging demand, with a focus on making growth intentional and grounded in institutional mission. A key component of this work is building and sustaining strong leadership teams, collaborating closely with deans and academic leaders to align priorities, develop leadership capacity, and strengthen succession planning.

My experience also includes significant involvement in capital planning and campus development. At the University of Massachusetts Lowell, I worked closely with architects, planners, faculty, and senior leadership throughout the latter design and early-occupancy phases of the \$47 million Pulichino Tong Business Center. As provost, I serve on the Cooper Street Gateway Project committee, a \$60 million initiative integrating academic space, historic preservation, and community engagement. In both settings, I have ensured that physical infrastructure supports academic priorities, student success, and institutional mission.

Earlier in my career as a CPA, I worked with residential and commercial construction clients, gaining practical experience in the financial and operational dimensions of large-scale projects. This background informs my approach to capital planning, reinforcing the importance of integrating financial stewardship, institutional vision, and long-term sustainability.

In addition to my work in higher education, my leadership roles in national and global organizations have involved strategic planning, governance, and organizational transformation, strengthening my ability to connect diverse stakeholders and translating strategy into measurable outcomes.

Student Success and Retention

Student success has been central to my leadership, particularly at institutions serving large populations of first-generation, Pell-eligible, and transfer students. As provost, I have collaborated closely with my team to advance retention and persistence for first-time and transfer students, improve time to degree, and enhance advising and academic support systems.

This work includes aligning curriculum with advising, strengthening transfer pathways, and implementing coordinated strategies across academic and student success units to ensure students remain on track. These efforts are grounded in a data-informed, student-centered approach that emphasizes clear pathways, timely guidance, and meaningful engagement. At Rutgers-Camden, this sustained focus on access and outcomes has contributed to national recognition as a top 10 institution for social mobility by U.S. News & World Report.

A hallmark of my leadership has also been cultivating student engagement and high-quality teaching. In collaboration with faculty, we have enhanced instructional practices, advising, and

experiential learning opportunities. While my own teaching has been recognized through multiple awards, I view teaching excellence as a shared institutional responsibility that must be advanced through intentional investment and collaboration.

Community-Centric Leadership

Throughout my career, I have positioned universities as deeply connected partners in the communities they serve, connecting academic programs with regional workforce and civic priorities. As Executive Vice Chancellor and Provost, I regularly engage with civic leaders, nonprofit organizations, and regional employers to ensure that academic initiatives reflect community needs and create meaningful opportunities for students.

In collaboration with community and industry partners across Rutgers-Camden, the University of Massachusetts Lowell, and Xavier University, we have expanded internships, experiential learning, and community-engaged learning opportunities. These efforts strengthen the connection between academic programs and real-world experience while advancing regional talent development. At UMass Lowell, this also included expanding cooperative education opportunities, providing students with structured, applied learning experiences that integrate academic study with professional practice.

My leadership extends beyond the university through extensive service on nonprofit boards and professional organizations focused on health, education, and public benefit. I have chaired and served on boards at the local, national, and global levels, partnering with diverse stakeholders to advance shared goals and strengthen community impact.

These experiences reflect a sustained commitment to community engagement that aligns closely with Nevada State's mission and its role in supporting the economic and civic vitality of Southern Nevada, particularly in high-demand fields such as healthcare, education, and business.

Shared Governance, Transparency, and Inclusivity

I lead through a collaborative and transparent approach that values shared governance and inclusive decision-making. As provost, I collaborate closely with governance bodies, including the Faculty Senate, University Senate, and campus-level councils, as well as with the Student Government Association, staff groups, and faculty unions. Across these settings, I focus on building strong relationships, fostering trust, and ensuring that governance processes are meaningful, well-informed, and effective.

Working with faculty leaders, we have clarified workload expectations, advanced faculty career progression, and developed mentoring and advancement pathways, including initiatives that support progression from associate to full professor and expand leadership development opportunities.

Given my background as a CPA and CMA, I have been intentional in improving transparency around financial and resource allocation decisions. I regularly engage governance groups in

discussions about budget models, resource constraints, and strategic investments, helping to build a shared understanding of how decisions are made and how resources advance institutional priorities. This approach has strengthened trust and enabled more informed, collaborative decision-making.

My approach to shared governance is also informed by more than 25 years of experience serving on and leading boards of directors at the local, national, and global levels. I have applied principles of strong governance, role clarity, accountability, and succession planning within the university setting by refining committee structures, encouraging inclusive participation, and strengthening governance processes over time.

At the system level, I engage regularly with governance through the Rutgers Board of Governors (BOG) by representing the Chancellor or serving on the BOG Committee on Academic and Student Affairs, maintaining coordination between campus priorities and system expectations. Across these contexts, I prioritize open communication, clear decision-making processes, and inclusive participation.

I view shared governance as essential to institutional strength, so that decisions reflect the collective expertise of the university community while advancing student success and mission.

Fiscal Responsibility and Sustainability

Financial stewardship is a core responsibility of university leadership. As a CPA and CMA and as an accounting scholar, I bring deep expertise in financial management, transparency, and risk assessment, along with extensive experience overseeing academic budgets and resource allocation in complex higher-education environments.

In partnership with deans and administrative leaders, we have directed resources toward institutional priorities, advanced enrollment growth, and diversified revenue through program development and partnerships. This includes developing undergraduate and graduate certificate programs, expanding online and professional offerings, and establishing partnerships with other institutions, corporate partners, and community organizations that generate new revenue streams while advancing the mission.

During my deanship at the University of Massachusetts Lowell, the business school received significant philanthropic investments, including a \$10 million alumni gift—matched by a \$5 million foundation contribution—to endow faculty positions, as well as a \$3 million gift to endow the deanship. I spent considerable time cultivating donor relationships and advancing fundraising efforts, thereby strengthening partnerships and fostering a sustainable culture of philanthropy.

In my current role as provost, I continue to collaborate with academic and administrative leaders to advance financial sustainability through program expansion, strategic partnerships, and careful stewardship of resources. I regularly engage academic leaders in discussions about budget

models, cost structures, and investment priorities, ensuring that financial decisions are transparent, consistent with institutional goals, and conducive to long-term stability.

I approach financial sustainability as an integrated effort that connects academic planning, enrollment strategy, and resource development, so that growth is both mission-driven and financially sound.

Academics and Enrollment

My leadership experience includes extensive work in curriculum development, program expansion, accreditation, assessment, and continuous quality improvement. At both UMass Lowell and Rutgers-Camden, I have collaborated with deans and faculty to enhance academic programs, develop interdisciplinary initiatives, and build pathways connected to workforce and community needs, including high-demand fields such as health, education, and business.

A central focus of my work has been to build and sustain strong academic programs through intentional faculty development and planning. At Rutgers-Camden, my team and I lead an annual cohort-based Faculty Leadership Program designed to prepare faculty for leadership roles and strengthen institutional capacity. In addition, we offer dozens of workshops each year focused on teaching innovation and effective student engagement. Supporting faculty in building strong, sustainable careers, including clear pathways for advancement and leadership development, is a core priority of my leadership.

As both a dean and a provost, I have led the development of short-term and long-term faculty hiring plans that reflect institutional priorities, workforce demand, and emerging academic opportunities. These efforts ensure that programs are appropriately resourced, responsive, and positioned for continued growth.

I bring extensive experience in accreditation and assessment, both within my institutions and nationally. At Rutgers, I serve on the university-wide accreditation leadership team and have participated in accreditation review teams for other institutions, contributing to institutional self-study, quality assurance, and continuous improvement efforts.

At UMass Lowell, during a period of rapid institutional growth, I led business school initiatives that resulted in significant enrollment expansion, including growth in graduate programs and online offerings. At Rutgers-Camden, I have worked closely with deans to stabilize enrollment through program innovation, strengthen academic pathways, and improve coordination between academic and enrollment strategies.

I also bring considerable experience building collaborative pathways with high schools, community colleges, and other universities, creating structured transfer, dual-enrollment, and degree-completion opportunities that advance both access and progression.

Co-curricular integration and student engagement have been consistent priorities throughout my leadership. I have supported student participation in professional organizations, leadership

programs, and experiential learning opportunities that connect academic preparation with meaningful career pathways. My service in roles such as International President of Beta Alpha Psi reflects this long-standing commitment to student engagement and professional readiness.

Closing

Nevada State University's commitment to access, student success, and regional impact, combined with its rapid growth and strong momentum, makes it a compelling opportunity for leadership. I would welcome the opportunity to work in partnership with faculty, staff, students, alumni, and system and community leaders to build on this foundation and contribute to the continued growth and impact of Nevada State. Thank you for considering my application.

Sincerely,

A handwritten signature in cursive script that reads "Sandra B. Richtermeyer".

Sandra B. Richtermeyer, Ph.D.

Sandra B. Richtermeyer, Ph.D.

EDUCATION & CERTIFICATION

Ph.D.	University of Colorado Boulder, CO; Business Administration
MBA	University of Colorado Boulder, CO
MS	University of Colorado Denver, CO; Information Systems
BS	University of Wyoming Laramie, WY; Management Information Systems/Accounting
CMA	Certified Management Accountant
CPA	Certified Public Accountant – Original certificate - Wyoming (Inactive)

Overview of academic, professional, and community experience:

Experienced higher education leader with 25+ years in academic roles, including 20 years of expansive leadership roles at private and public universities. I serve as Executive Vice Chancellor for Academic Affairs and Provost at a leading urban public research university (U.S. News 2025 rankings: #97 national, #46 top public school, #9 social mobility). My leadership experience also includes roles in complex organizations, including dean, chair of the board of directors, lead director, president, and corporate officer. Other professional experience includes serving as an executive coach, CPA, CMA, and consultant in areas of organizational culture, strategic planning, technology enablement, and risk management. I am an active community volunteer serving various nonprofit organizations with missions focused on health, welfare, public/societal benefit, and professional development.

ACADEMIC EXPERIENCE

June 2023-Present

**Executive Vice-Chancellor for Academic Affairs and Provost
Rutgers University – Camden
Appointment as a full professor of accounting in the School of
Business**

Overview of Rutgers University and the Camden Campus:

Camden is one of three regional Rutgers campuses. Rutgers-wide enrollment is 70,000+ students with approximately 6,000 students on the Camden campus. All three Rutgers campuses are ranked by U.S. News as top 100 National Universities and top 50 Public Schools.

Camden specific metrics:

Carnegie Classification: Doctoral University– High Research Activity, also a Community Engaged Institution (R2)

U.S. News rankings 2025-2026: #9 in Social Mobility, #46 in Top Public Schools, #97 in National Universities.

350 full-time faculty, 300 lecturers

Key academic units: Arts and Sciences, Graduate School, University College, School of Business, School of Nursing, Rutgers Law, and Honors College.

Key responsibilities, Camden Campus:

Oversight of academic enterprise includes the following:

- Chief advisor to the Chancellor on all academic matters.
- Oversee all campus academic units and academic centers: School of Business, Law School, School of Nursing, College of Arts and Sciences, which includes component units such as the Graduate School and University College.
- Execution of campus strategic plan as it relates to academic endeavors.
- Collaborate with the Vice Chancellor team (Advancement, Community Engagement, Finance/Administration, Research, Marketing/Communications, Student Affairs, Student Success, Admissions) to advance academic activities on the Camden campus and those that intersect with Rutgers-wide initiatives.
- Fulfill the Chancellor's obligations when he is not available. This includes representation and speaking engagements at corporate, civic, nonprofit, community events, award functions, and alumni events.
- Oversee accreditation activities and academic program reviews.
- Serve as the Chancellor's designee for faculty union grievances and related matters.
- Provide direction to the Associate Provost and team on implementation and delivery of on-campus faculty professional development activities.
- Support and collaborate with the Student Governing Association on academic affairs matters.
- Develop, implement, and oversee Rutgers Camden academic program partnerships and collaboration with Rutgers entities, external universities, community colleges and high schools.

- Oversee curricular development initiatives and collaborate with New Brunswick, Newark, and Rutgers Biomedical Health Sciences provosts to maximize academic pathways across Rutgers.
- Serve as a board member of the Joint Health Sciences Center Association - an independent entity that oversees a comprehensive research facility and innovation hub dedicated to advancing science and medicine throughout the region.

Direct reports: Deans and leaders of academic units/colleges (business, law, nursing, honors, arts and sciences), affiliated academic centers and institutes, Provost office team, and Instructional Design and Technology Department.

Rutgers-wide responsibilities:

- Represent the Chancellor as needed at Rutgers Board of Governors and Board of Trustees meetings. Serve as the Camden representative to the Rutgers Board of Governors Committee on Academic and Student Affairs.
- Serve as a member of the President’s Administrative Council.
- Serve on Promotion and Review Committee (cases from all three campuses, 125+ tenure and promotion cases reviewed annually).
- Represent Camden campus at the Academic Strategy Roundtable.
- Serve on the leadership committee for Rutgers overall Middle States Commission on Higher Education (MSCHE) accreditation.
- Collaborate with fellow provosts from Newark and New Brunswick to implement processes to improve degree pathways across Rutgers.
- Review academic program proposals, monitor potential duplication of programs, and find opportunities for academic program collaboration across campuses.
- Work collaboratively with senior leaders across the university to ensure a culture of belonging and inclusion.

Examples of accomplishments

Development and expansion of:

- Interdisciplinary programs across academic units on the Camden Campus.
- Interdisciplinary program creation and evaluation with provosts on the New Brunswick, Newark, and health campuses.
- Professional development and engagement initiatives for non-tenure track and part-time nonfaculty (lecturers).
- Faculty mentoring opportunities for associate to full professor pathway.
- New faculty orientation and onboarding programs for tenure-track, non-tenure track, and part-time faculty.
- Engagement and support of growing postdoc community.
- Accelerated degree programs (such as 4+1, 2+2+1).
- Collaboration with Student and Academic Success leaders to elevate general advising, pre-professional advising, first-year experiences, and academic orientation.
- Pathways and articulation agreements for community college and other transfer students.
- MOUs, MOAs with other colleges and universities (local, regional and global).
- Graduate and undergraduate stackable certificates.

- Micro-credentials for academic and non-academic units.
- Technology access for faculty to support online course delivery.
- Training, development, and communication pathways for all academic advisors.
- Process evaluation for collaboration with corporate-academic partnerships.
- Experiential learning opportunities for students with record enrollment in learning abroad and experiential learning grants.
- Collaboration with Office of Chancellor in review of the Chancellor's 15-in-5 initiatives for internal faculty grants, visiting faculty appointments, pedagogical grants, and faculty professional development grants.
- Academic unit and faculty participation in nomination process for Rutgers-wide or external faculty recognition opportunities.

July 2016 – May 2023

**Dean, Manning School of Business
Rist Family Foundation Endowed Dean
University of Massachusetts Lowell; Lowell, MA
Appointed as a full accounting professor with tenure.**

Overview of UMass Lowell: University enrollment: 17,500+ students, 1,050 faculty, #87 in U.S. News public university ranking. Doctoral granting university with high research activity. Currently classified as an R1 institution. One of five universities in the UMass system of 70,000+ students. In the last several years, UMass Lowell earned rankings by the *Chronicle of Higher Education* as one of the fastest-growing public universities in the country. UMass Lowell's undergraduate programs are balanced in science and professional programs with a high graduate coexistence and STEM-dominant programs. Its undergraduate admissions practices are selective, and over 40% of the undergraduate student body includes first-generation college students. UMass Lowell's graduate admissions programs are selective, and the university is classified as a "Community Engagement" institution.

Overview of the Manning School of Business:

- AACSB Accredited
- Five academic departments
- Home of two centers with university-wide missions: Donahue Center of Business Ethics and Social Responsibility and Jack M. Wilson Center for Entrepreneurship
- Enrollment of 4,040 students (Fall 2021 census - 38% graduate, 62% undergraduate).
- Programs include BSBA, MBA, MS, and Ph.D. with several areas of concentration offered. All master's and most undergraduate business programs are delivered on-campus and online.
- 80+ full-time faculty and staff; 60+ active part-time or senior adjuncts

Manning School of Business selected recent rankings during my deanship:

- 2022 U.S. News and World Report:
 - #10 Best Online Master's in Business Programs for Veterans (Master of Science)
 - #21 Best Online MBA Programs for Veterans
 - #23 Best Online Bachelor's Programs for Veterans

- #21 Best Online Master's in Business Programs (Master of Science)
- #31 Best Online MBA Programs
- #35 Best Online Bachelor's Programs
- Fortune Education - #18 Best Online MBA 2021
- Poets & Quants U.S. Top 50 Online MBA program 2021, 2020, 2019
- Poets & Quants Most Affordable Online MBA 2021, 2020, 2019
- Princeton Review – Top 50 Online MBA Programs 2022
- Princeton Review – 2020, 2021 Best Business Schools
- CEO Magazine - Ranked "Tier One" in Global MBA Rankings – 2021

Examples of accomplishments

Examples of fundraising and significant gifts:

- Endowed professorships. In 2021, the Manning School of Business received an alumni gift of \$10M with a \$5M UMass Foundation match to fund five chaired business professorships in the college.
- Rist Family Foundation Endowed deanship. In 2022, the university received \$3M alumni gift to endow the Dean of the Manning School of Business position.
- Engaged business school advisory board, leading to 100% engagement and board member-donor participation and 150% donor match.
- Increased level of discretionary college funding from donors more than 10x base amount (since arrival in 2016).
- Key donor support for Women in Business program focusing on leadership development and scholarship support initiatives. Joy Tong Women in Business initiative launched 2019.
- Year over year increases with Days of Giving annual student and alumni gift program.
- Increased year over year alumni, faculty and student participation rates in annual giving.

Student success and engagement:

- Increased co-curricular engagement within student organizations by over 400% in first two years of deanship leading to sustainable and continued growth.
- Created Manning Leaders Council and collaborated with student leaders to coordinate and support 16 student leadership organizations in college.
- Launched Student-Run-Business program, Mill City Consulting for undergraduate students including collaboration with university internal partners (Student Affairs, Residence Life) and external partners (state representatives, city planners and managers).
- Introduced or implemented dozens of external student leadership immersion opportunities with professional organizations such as Beta Gamma Sigma, Salesforce, IMA, IIA, ALPFA, Women-in-Business, Society for Women Engineers, CQA Institute, Collegiate DECA, Teradata, Net Impact, and International Business Ethics Competition.
- Established funding base for business student study abroad experiences.
- Supported and developed funding for BEST program for undergraduate student and faculty research engagement.
- Implemented college-specific multiple first-generation student initiatives in addition to collaboration with university-sponsored River Hawk Scholars Academy.

- Developed formal and informal professional networking opportunities for graduate students.
- Created co-curriculum options for graduate students such as coaching, leadership development, and engagement in career-focused opportunities.
- Enhanced relationship and opportunities for engagement and program improvement with faculty and students from universities outside the U.S.

Enrollment, graduation rates, and metrics for success:

- College enrollment increase of 22% over 6 years (6% undergraduate, 61% graduate)
- Increased bachelor's to master's program with over 29% of undergraduates enrolling in master's programs (part-time or full-time) within a year of graduation.
- Increased six-year graduation rate for college by 3% for students that started in the business school and are still within the university and 8% for those that remained in the business school.

Alumni, donor, and stakeholder engagement:

- Implemented new programs for alumni and external stakeholder visits to campus including Executive-in-Residence speaker/mentor program.
- Developed first-generation scholarship/mentorship program with advisory board.
- Significant year-over-year increases in participation at alumni-focused events as well as overall frequency of events.
- Appointed and supported four co-directors in implementation of two donor-funded centers based in college with interdisciplinary and university-wide missions (Donahue Center of Business Ethics and Social Responsibility and Jack M. Wilson Center for Entrepreneurship).
- Developed corporate atrium visit program and "Company Days" to bring employers and students together in formal and informal settings.

Intra and inter-university initiatives:

- Served as dean member for UMass Lowell Chancellor Search Committee (spring 2022)
- Serving as co-chair of Vice-Chancellor for University Relations search (fall 2022)
- Developed partnership with the UMass Medical School (a separate university in the UMass system) to offer a dual degree program for students in the School of Medicine, Graduate School of Biomedical Sciences, and Graduate School of Nursing to complete graduate business degrees concurrently with their medical school program.
- Collaborated with College of Engineering to grow and enhance curriculum processes for M.S. in Engineering Management program. Includes business college support of over 50% of curriculum and 300% program growth over four years.
- Partnered with College of Engineering on development of B.S., M.S. and Ph.D. program in industrial engineering.
- Developed co-curricular and academic program initiatives with other UMass Lowell colleges including health sciences, engineering, fine arts, humanities, social sciences with degree paths in the following areas: exercise science, nutrition, and wellness, pharmaceutical sciences, biomedical and biotech engineering.

- Led opportunities and funding programs for interdisciplinary research with business faculty and colleagues in science, health science, engineering, fine arts, humanities, social sciences, and UMMS.
- Supported and mentored faculty leader in delivery of Biotech East program (2019-2022) in collaboration with the American Society of Cell Biology and sponsored by Biogen. This program offers leadership development education for postdocs in biotech and related areas.

Mission, vision, strategic planning, risk management, and resource allocation initiatives:

- Led collaborative development of long-term strategic plan with five primary goals focusing on 1) high quality, accessible business school education; 2) extending research reach; 3) increasing opportunities for interdisciplinary collaboration; 4) increasing experiential education; and 5) brand building with the business and academic community.
- Completed comprehensive revision process for college mission and vision statement in 2019 to align with university goals and AACSB accreditation requirements.
- Developed internal controls and risk management procedures for all resource, expenditure, and budgetary processes.
- Responsible for all budgetary oversight.
- Raised awareness through education and communication to faculty of factors associated with key risks in student mental health, student retention, competitive analysis, research advancement, university level crisis reporting, first generation initiatives, and accreditation.
- Developed leadership opportunities for college faculty through new roles such as Director of Faculty Mentoring, Director of Assessment, Co-directors for two college-based centers with university-wide missions.

Increased transparency and communication to internal and external stakeholders:

- Led development of *Manning Experience* professional communication process to build transparency, advance inclusion, and raise awareness of events, trends, and opportunities related to over 9,000 stakeholders including students, faculty, staff, alumni, employers, and local, regional, national and global community partners.
- Developed internal *ManningNews* communication processes for distribution of consistent, transparent, communications to Manning community.
- Developed processes to establish presence and significant growth in all college social media platforms and key branding initiatives.

Research and scholarship success – significant increases in:

- Research productivity growth resulting from changes in scholarly culture. Ongoing focus on supporting university goals for progression from R2 to R1 resulting in year-over-year increases in faculty and doctoral student research productivity. Over 350 faculty publications in five year period ending with 2018 AACSB accreditation cycle. Continued progress for 2018-2021 with yearly gains in peer-reviewed journal articles in high quality journals based on impact factors and the *Financial Times 50* list. Supported related research activities leading to increased faculty service as editors, on editorial review boards, and leadership in their respective academic associations.

- Research speaker series events featuring top researchers from external universities in accounting, finance, marketing, entrepreneurship, and information systems.
- Conference presentations by tenured and tenure track faculty (peer-reviewed submissions).
- Invited presentations for all types of faculty (corporate community, professional associations, etc.).
- Number of instructional practitioners earning scholarly practitioner status.
- Funding available for faculty conference and/or professional development participation (all faculty ranks).
- Sponsorships of academic conferences to elevate support of faculty leadership roles.
- Internal seed grants for faculty research.
- Funding available for research databases and other key scholarly resources.
- Collaborations with library team to develop research performance reporting processes.

Accreditation and curriculum/program development:

- Completed accreditation cycles for AACSB, fulfilled university requirements for regional (NECHE) and UMass system (AQAD).
- Ongoing service as Peer Review Team chair or dean member for several peer university AACSB reaccreditation teams.
- UMass Medical School dual degree program (see above).
- Evolved ongoing and new M.S. programs and graduate certificate programs.
- Enhanced curriculum processes for M.S. in Engineering Management.
- Supported development of collaborative and interdisciplinary initiatives with other UMass Lowell colleges with co-curricular engagement or business program integration including health sciences, engineering, fine arts, humanities, social sciences.

Other college-related growth initiatives:

- Hired 30% of full-time faculty in college (as of 2022). Faculty growth includes incremental positions and replacements.
- Led move to new business school building after decades of residing in previous location. Implemented several initiatives to boost college culture during transition and beyond.
- Worked collaboratively with faculty and union to revise workload agreement and develop standards for research-active, research-productive, and research-intensive faculty qualifications and map to AACSB qualifications agreed upon by faculty.
- Collaborated with university finance, accounting, and human resource leaders to obtain a 33% increase in structural funding for PhD students' stipend support. Grew PhD program by 40% for 2021 admissions cycle. As of January 2022, overall PhD program growth of 87% with inclusion of part-time students.

Academic Experience – Xavier University (2004–2016)

Xavier University is a private, nonprofit Jesuit Catholic university in Cincinnati, Ohio. During my tenure from 2004 to 2016, the university enrolled approximately 6,500 students. I held progressive academic and leadership roles in the Williams College of Business and across the university.

Associate Dean, Williams College of Business, 2014 – 2016

As Associate Dean, I led strategic academic initiatives supporting over 1,700 students across graduate and undergraduate programs. I oversaw AACSB accreditation processes, managed a \$16M direct cost budget, and collaborated across departments on curriculum development, student success, and operational efficiency. I chaired the redesign of the Executive MBA program—achieving a 200% enrollment increase—and oversaw the launch of the Emerging Leaders MBA with enrollment at 175% of budget. I worked closely with department chairs and faculty to advance academic quality and student engagement, while fostering external partnerships with industry, government, and nonprofit organizations. My leadership also encompassed faculty mentoring, board relations, strategic planning, and the cultivation of a collaborative, mission-aligned academic culture.

Director of Faculty Programs – Center for Mission & Identity, 2013 – 2014

In this university-level role, I supported faculty development and institutional mission integration. I helped design and deliver programming that encouraged faculty to align their academic work with the university's Jesuit values and identity.

Chair, Department of Accountancy and Business Law, 2007 – 2014

I provided academic leadership to the department, overseeing curriculum development, faculty hiring and mentoring, assessment, and student engagement. I promoted innovation in teaching and learning, supported interdisciplinary collaboration, and strengthened external partnerships.

Professor of Accountancy, 2010 – 2016

After earning promotion to full professor with tenure, I continued teaching and conducting research in accounting information systems, corporate governance, and strategic performance measurement. I contributed actively to national academic associations and editorial boards.

Associate Professor of Accountancy, 2004 – 2010

Upon joining Xavier University, I focused on advancing curriculum development, supporting accreditation, and building a robust teaching and research profile. My work emphasized accounting education, applied technology, and academic service.

Summary of other faculty roles

2004-2007	Professor-in-Residence (global role) Institute of Management Accountants; Montvale, NJ
Fall 2001-Summer 2004	Associate Professor (tenured and promoted from Assistant to Associate Professor in 2004); focus areas: information systems and accounting; Department of Accounting and Solomon D. Trujillo Center for eBusiness, University of Wyoming; Laramie, WY
Fall 2000 –Spring 2001	Visiting Assistant Professor Teaching/research emphasis – accounting information systems University of Colorado Denver; Denver, CO
1997-2000	Assistant Professor of Accounting Teaching/research emphasis – enterprise systems, business process design, accounting information systems and management information systems. University of Wyoming; Laramie, WY
1993-1997	Graduate Instructor & Research Assistant Department of Accounting; University of Colorado; Boulder, CO
1992-1993	Department Chair; Information Systems Division of Accounting & Information Systems Community College of Aurora; Aurora, CO
1990-1992	Instructor; Accounting and Information Systems Division of Accounting & Information Systems Community College of Aurora; Aurora, CO
1989-1990	Instructor; Accounting and Information Systems; Barnes Business College; Denver, CO

BOARD OF DIRECTOR ROLES & PROFESSIONAL LEADERSHIP

Board Leadership

Global Chair, Institute of Management Accountants (IMA). Role held: *2010–2011*.

Elected as the 4th academic and 4th woman to chair the IMA in its 92-year history. Led the global board of a 140,000+ member professional organization serving finance and accounting professionals in 150+ countries. Oversaw strategic governance reforms and advanced global initiatives.

Service period: *1994–present*, with continued board-level and emeritus involvement through 2024 .

Chair, Ohio Society of Certified Public Accountants (OSCPA). Role held: 2016–2017 (Chair), 2015–2016 (Chair-Elect), 2017–2018 (Past Chair)

Led one of the country’s most active state CPA societies. Board oversight of advocacy efforts, policy development, and professional outreach. Also served as AICPA Council delegate for five years of board term. Service period: 2014–2020 .

Director & Lead Director, COSO (Committee of Sponsoring Organizations of the Treadway Commission). Role held: *Director (2011–2018), Lead Director (2013–2015)*

Provided strategic leadership in advancing COSO's globally recognized internal control and enterprise risk management frameworks. As Lead Director, facilitated coordination among sponsoring organizations and guided governance and thought leadership during a critical framework update period.

Service period: 2011–2018.

President, Beta Alpha Psi International

Role held: 2017–2018 (President), 2016–2017 (President-Elect), 2018–2019 (Past President)

Guided the international honors organization through strategic planning and expanded engagement with students and professionals across more than 300 chapters.

Service period: 2004–2019.

Vice Chair, Massachusetts Society of CPAs. Role held: 2022–2023.

As Vice Chair, contributed to board strategy, governance, and outreach initiatives supporting Massachusetts' CPA community. Total board service period: 2020–2024.

Summary/Timeline for Selected Board of Director and Advisory Service Roles

2020-2024	Massachusetts Society of CPAs – Board Director, Vice Chair
2014-2019	Ohio Society of CPAs – Executive Board Director, Chair-Elect, Chair, Past Chair. AICPA Council Representative from 2015-2019
2016-Present	Vice Chair - United Nations Internal Control Advisory Council Report to Assistant Secretary General-Controller
2016-2019	Beta Alpha Psi International www.bap.org . International Past President (2018-2019) International President (2017-2018) International President-Elect (2016-2017)
December 2011- January 2018	Director - Committee of Sponsoring Organizations of the Treadway Commission (COSO) www.coso.org . Served as lead director from December 2013-November 2015.
2012-2022	Accounting Program Leadership Group – a section of the American Accounting Association (www.aaahq.org) primarily comprised of department chairs and other accounting higher education leaders

Multiple years of board service including three year term as President-Elect; President; Past President (2016-2019).

2013-2014 Ohio Region – a section of the American Accounting Association
Three- year term on board as President-elect; President; Past-President.

Board leadership specifically related to the Institute of Management Accountants (IMA)

IMA is global professional organization (501(c)(3) status in U.S.) based in Montvale, NJ, USA with offices in China, Dubai, Europe (Amsterdam), previously Southeast Asia (Singapore). The board has approximately 40 voting board members, 120+ staff members. IMA currently has 140,000+ members mainly from the finance, accounting, technology and related global professional community from over 150 countries. www.imanet.org

2012-Present Emeritus member of the global board of directors
2024-Present Board Nominations Committee
2024-Present Governance Task Force
2016-2018 Member – Volunteer Leadership Committee of the Board of Directors
2014-Present Co-Founder IMA Women's Accounting Leadership Series (WALS);
Program delivered in NYC, Cincinnati, Chicago, Phoenix, Houston, Amsterdam, Amman
2012-2013 Former Immediate Global Board Chair-Emeritus
2011-2012 Global Board Chair-Emeritus
2010-2011 Global Board Chair
2009-2010 Global Board Chair-Elect and chair of Strategic Planning Committee
2009-2010 Trustee, Institute of Certified Management Accountants (ICMA) and IMA Memorial Education Fund
2006-2007 Regent, ICMA Board of Regents. ICMA is the governing body for the Certified Management Accountant (CMA) exam
2006-2007 Chair Emeritus, IMA Foundation for Applied Research; a separate 501(c)(3) entity of the IMA
2004-2006 President (Chair), IMA Foundation for Applied Research
1994-2011 Leadership and board service in multiple areas at the local (chapter), regional (council), national and global level in roles such as treasurer, at-large director, committee chair, executive committee, etc.

PROFESSIONAL EXPERIENCE

2012-2016 CEO Executive Coach – primary focus on coaching CEOs to elevate relationships with board and C-suite leaders, advise on strategic planning, implementation and evaluation.

2010-2020 Board Consultant – assist boards of directors and CEO's/Executive Directors with issues related to integration of governance, mission, vision, values, strategy and enhance board culture.

- 1990-2002 Certified Public Accountant; client service in metropolitan Denver and surrounding areas. Focus areas: management advisory, systems consulting and implementation, internal control assessment, tax, and assurance services.
- 1991-1992 Corporate Trainer; Community College of Aurora; Aurora, CO
- 1991-1992 Consultant; Small Business Development Center - division of the Small Business Administration; Aurora, CO

RECOGNITION, HONORS, AWARDS, FELLOWSHIPS

***(Nomination criteria or process noted)**

2026 – Jim Benjamin Lifetime Achievement Award. Award granted by the American Accounting Association (upcoming - will be received in Nashville, Feb 2026).

2024 – Administrator of the Year. Award granted by the Rutgers Camden Student Government Association.

2023 R. Lee Brummet Award – Institute of Management Accountants. This award recognizes an IMA volunteer academic member who has distinguished themselves in the management accounting and finance profession.

2023 Appreciation Award from the UMass Lowell Division of Athletics. This was a special award I received as I concluded my service as dean and departed the university for my position at Rutgers Camden.

2013 Ohio Accounting Educator of the Year – (joint award by the Ohio Society of CPAs and the Ohio Region of the American Accounting Association).

2011 Max Block Distinguished Article Award from *The CPA Journal* – Nonprofit Benchmarking Article titled *Analytical Review of Charitable Organizations: Financial Ratios and Benchmarks*.

2011 Lean Enterprise Institute Educator of the Year (National Lean Accounting Summit).

2011 American Women's Society of CPAs Educator of the Year (AWSCPA national organization).

2010 & 2012 One Hundred Wise Women (Deloitte).

2009-2010 Faculty Scholarship – Jack and Mary Kay Downing Scholar/Mentor (Xavier).

2009-2010 Xavier Leadership Academy – one of two faculty members (university-wide) selected for nine month university leadership Program (Xavier).

2009 Ignatian Pilgrimage Participant – (Xavier).

2008-2009 Leadership Cincinnati – Class XXXII; an application based leadership program of the Cincinnati USA Chamber of Commerce (Chamber committee).

2008 Outstanding Professor Award – Fairfield MBA Cohort Program (Student nominated - Xavier).

2008 Outstanding Professor Award – Deerfield MBA Cohort Program (Student nominated - Xavier).

2008 Planting Seeds Award (Nominated by Xavier student leaders).

2006-2007 Lybrand Award (Silver) – award for published organizational ethics research (Global award from IMA based on peer and editorial review).

2007 IMA Special Service Award - three year term as IMA Professor-in-Residence (Selected by IMA leaders).

2007 Dean's Research Award (Xavier).

2007 Faculty Scholarship - Jack and Mary Kay Downing Scholar/Mentor (Xavier).

2006 Dean's Research Award (Xavier).

2005-2008 Department of Accountancy Advisory Board Fellowship (Xavier).

2004-2007 IMA National Professor-in-Residence (Fellowship selected by IMA leaders).

2002-2003 Outstanding Junior Teaching Award – University of Wyoming, College of Business (Nominated by senior faculty).

2003 Microsoft Business Solutions – Pinnacle Award for Excellence in Education. Inaugural recipient of award for academic contribution in business school higher education. (Microsoft Award Committee; Pinnacle awards are highest customer awards granted).

2001 IMA Innovation in Accounting Education Grant (IMA Award Committee).

2000 IMA Faculty Enhancement Grant (IMA Award Committee).

2000 University of Wyoming Mortar Board "Top Prof" Award (Nominated by Mortar Board top student).

2000 University of Wyoming Beta Alpha Psi Outstanding Faculty Award (Nominated by student members/officers). 1999 University of Wyoming Outstanding Junior Teaching Award (Nominated by senior faculty).

1999 University of Wyoming Outstanding Junior Research Award (Nominated by senior faculty).

1999 University of Wyoming Mortar Board "Top Prof" Award (Nominated by Mortar Board top student).

1998 American Accounting Association Government and Nonprofit Section Best Dissertation Award: Nonprofit Accounting (Section Award Committee).

1996 Gerald Hart Doctoral Research Fellowship; University of Colorado (Award Committee).

RESEARCH AND SCHOLARLY ACTIVITIES

Selected research under review

Valentine, S., Greller, M., Richtermeyer, S. 2024. Perceived Corporate Ethical Values as Catalysts for Accounting and Finance Professionals' Positive Careers and Development. Under revision with the *Leadership and Organization Development Journal* (Dec 2025).

Selected Publications (including refereed journals)

Oliver, E.G., Peters, G.F., Richtermeyer, S.B., Watkins, A.L., White, C.G. 2025 The Federation of Schools of Accountancy: Its Brief History, Its Lasting Influence. *Accounting Historians Journal*. <https://doi.org/10.2308/AAHJ-2023-010>.

Jackson, E. and Richtermeyer, S. 2021. Using Strategic Finance Leadership to Improve the Lives of Children. AICPA/CIMA Brief: <https://insights.cgma.org/story/cgma-lccs-strategic-finance/page/1>.

Richtermeyer S. 2020. Jump in. *Strategic Finance*. February.

Miller, T., Randolph, D., Richtermeyer, S. 2019. Key ratios for charitable organization audits. *Tennessee CPA Journal*. Jan/Feb.

Richtermeyer, S. 2018. Women in leadership; time for more. *Strategic Finance*. May.

Richtermeyer, S. and V. Whitehead. 2017. Diversity and inclusion: pace matters. *Strategic Finance*. April.

Richtermeyer, S. 2017. 7 Tips for a diverse pipeline. *Strategic Finance*. August.

- Richtermeyer, S. 2016. Making Progress? The Women's Accounting Leadership Series. *Strategic Finance*. May.
- Hatfield, P.A., Webb, S. Richtermeyer, S. 2015. The impact of permanently restricted assets on nonprofit organizations' investment policy. *Regional Business Review*. 34(1), 18-25.
- Hatfield, P., S. Richtermeyer and S. Webb. 2014. Revenue Diversification and Investment Policy: The Case for Nonprofits. *Journal of Applied Management and Investments*. Vol 3(4): 214-219.
- Greenlee, J, D. Randolph and S. Richtermeyer. 2011. Analytical Review of Charitable Organizations: Financial Ratios and Benchmarks. *The CPA Journal*. July. 8(7):32-36. Article received the Max Block Award by NYCPA.
- Siegel, G., J. E. Sorensen, T. Klammer, and S.B. Richtermeyer. 2010. The Ongoing Preparation Gap in Management Accounting Education: A Guide for Change. *Management Accounting Quarterly*. Summer 11(4): 29-34.
- Siegel, G., J.E. Sorensen, T. Klammer, and S.B. Richtermeyer. 2010. The On-Going Preparation Gap in Accounting Education: A Call to Action. *Management Accounting Quarterly*. Spring 11(3): 41-52.
- Lawson, R. A. and S. Richtermeyer. 2010. Aligning Boards for Improved Strategic Performance Oversight. *Cost Management*. March-April 24(2): 6-15.
- Richtermeyer, S. and S. Webb. 2010. Aligning Technology with Strategic Performance Measurement. *Journal of Corporate Accounting and Finance*. March/April 21(3): 41-45.
- Richtermeyer, S. 2007. Building Processes for a Solid Financial Foundation: The Case of Community Health Initiatives. *Strategic Finance*. August 89(2) p. 52-58.
- Bradford, M., S. Richtermeyer and D. Roberts. 2007. System Diagramming Techniques: An Analysis of Methods Used in Accounting Education and Practice. *Journal of Information Systems*. Spring 21(1).
- Daugherty, J. and S. Richtermeyer. 2007. Supporting Enterprise Systems Across the Business Curriculum: Microsoft Dynamics Academic Alliance. *Enterprise Systems in the 21st Century*. Idea Group Publishing. Hershey, PA.
- Greller, M. and S. Richtermeyer. 2006. Changes in Social Support for Professional Development and Retirement Preparation as a Function of Age. *Human Relations* 59(9): 1213-1234.
- Valentine, S., M. Greller, and S. Richtermeyer. 2006. Employee Job Response as a Function of Ethical Context and Perceived Organizational Support. *Journal of Business Research* (59): 582-588.

Richtermeyer, S., M. Greller, and S. Valentine. 2006. How Ethical is Your Organization? *Management Accounting Quarterly*. Spring 7(3):23-30. Received Lybrand Medal for publication.

Fleischman, G. and S. Richtermeyer 2005. Tax Planning Strategies to Avoid Intermediate Sanctions. *The Tax Adviser*. July 2005. AICPA.

Mauldin, E. and S. Richtermeyer. 2004. An Analysis of ERP Annual Report Disclosures. *International Journal of Accounting Information Systems*. December. Volume 5, Issue 4.

Siegel, G., J. Sorensen and S. Richtermeyer. 2003. Being a Business Partner. *Strategic Finance*. September 39:43.

Siegel, G., J. Sorensen and S. Richtermeyer. 2003. How to be a Business Partner. *Strategic Finance*. October 37:41.

Richtermeyer, S., A. Chmura, and K. Walker. 2003. A Collaborative Approach to 21st Century Business Technology Education. *Journal of Business and Economics Research*. March 93:104.

Bradford, M. and Richtermeyer S. 2002. Realizing Value in ERP. *Journal of Cost Management* 16 (March/April) 13:19.

Richtermeyer, S. and S. Kovar. 2001. AIS Education: Incorporating Trends in Technology into the Curriculum. *Review of Business Information Systems*. Fall (5).

Selected Press Activities/Interviews/Quotes

Risk Standard-Setter Issues Blueprint for Managing Cyber Risk. *Wall Street Journal*. December 2019. <https://www.wsj.com/articles/risk-standard-setter-issues-blueprint-for-managing-cyber-risks-11576620579>

IMA and BAP: Two turn 100. *Strategic Finance*. August 2019.

IMA Chairs: Memories from volunteer leaders. *Strategic Finance*. June 2019.

Women at IMA: Creating opportunities. *Strategic Finance*. June 2019.

Women's Accounting Leadership Series in Jordan – *Alabawaba*. April 2019. <https://www.albawaba.com/ima%C2%AE-institute-management-accountants-holds-womens-accounting-leadership-series-jordan-1279852>

Massachusetts Society of CPAs announces first early college academy for future accountants. <https://www.cpapracticeadvisor.com/accounting-audit/news/12427228/mass-society-of-cpas-announces-first-early-college-academy-for-future-accountants>. *CPA Practice Advisor*. August 2018.

Insider Perspective: 2018 World Economic Forum
<https://www.wbcasd.org/Overview/News-Insights/Insider-perspective/2018-World-Economic-Forum-Davos>. January 2018.

Live from Davos: Will there be a new financial crisis?
<http://www.theaccountant-online.com/comments/live-from-davos-will-there-be-a-new-financial-crisis-6035529>. *The Accountant*. January 2018.

Profession in focus. Interview with Center for Audit Quality.
<https://www.thecaq.org/episode-56-profession-focus-features-sandra-richtermeyer-manning-school-business/>. CAQ Episode 56. January 2018.

Salesforce Works with Higher Ed
<https://www.zdnet.com/article/salesforce-works-with-higher-ed-to-roll-out-trailhead-for-students/>. *ZDNet*. October 2017.

Calvin College Adds Master of Accounting Program
<https://calvin.edu/news/archive/calvin-adds-master-of-accounting-program>. January 2017.

Accountants: beyond inputting numbers. *Cincinnati Enquirer*. September 10, 2015.

Hertz restatement drives home top-level control issues. *Compliance Week*. July 28, 2015.

Revisiting financial I.T. for better monitoring, compliance. *Compliance Week*. June 23, 2015.

Supporting women's accounting leadership. *Forbes.com*
www.forbes.com/.../supporting-womens-accounting-leadership/. February 18, 2015.

COSO tacks towards cyber security. *Compliance Week*. January 27, 2015.

Why the COSO framework matters to you. Interview by the OSCP.A.
www.youtube.com/watch?v=4skTwW6n2Fk. May 15, 2014

Top three trends for CFOs in 2014. *Forbes.com*
www.forbes.com/sites/.../top-three-trends-for-cfos-in-2014/. January 30, 2014.

Vital currencies have real accounting concerns. *Compliance Week*. January 14, 2014.

Big data: its power and perils. Spotlight on Richtermeyer - Valuing big data: problems and solutions. www.accaglobal.com/bigdata. November 2013.

What CFOs can learn from educators (and vice versa). *Forbes.com*
www.forbes.com/.../what-cfos-can-learn-from-educators-and-vice-versa/. July 1, 2013.

What CFOs need to know about COSO. *Forbes.com*.
www.forbes.com/.../what-cfos-need-to-know-about-coso/. May 5, 2013.

How CFOs can bridge the accounting skills gap. *Forbes.com*
www.forbes.com/sites/.../how-cfos-can-bridge-the-accounting-skills-gap/. December 7, 2012.

3 questions with Dr. Sandra B. Richtermeyer. *Kforce Kronicle*. September 2012.

The inexact science of making defensible business judgments. *Compliance Week*. March 13, 2012.

COSO Framework update sparks deep debate on internal control. *Compliance Week*. April 24, 2012.

Editorial. 2010. Richtermeyer Takes IMA Chair. *The Accountant*. September 8.

Canham, C. 2010. Reaching Full Potential: Sandra Richtermeyer Interview. *The Accountant*. August 27.

Interview. 2010. The Value of Professional Associations for Building Your Career. Enhanced Online News.
(<http://eon.businesswire.com/news/eon/20101216006389/en/IMA/Institute-of-Management-Accountants>). December 16.

Richtermeyer to Chair Management Accountants. 2010. *WebCPA*. August 6.
(<http://www.accountingtoday.com>)

Williams, K. 2010. Sandra B. Richtermeyer: Accounting Profession Advocate. *Strategic Finance*. August.

Newquist, C. More on Cost Accounting Careers with IMA Chair Sandra Richtermeyer. *Going Concern*. July 29. (<http://goingconcern.com/2010/07/>)

Barlas, S., C. Dowsett, J. Tucker, K. Williams. 2009. Sandy Richtermeyer Named IMA-Chair-Elect. *Strategic Finance*. May.

Other Selected Publications

Richtermeyer, S. 2011. The Non-Traditional Route for Women in Accounting: The Importance of Mentoring. *The Glass Hammer*. August. (<http://www.theglasshammer.com/news/2011/08/24/the-non-traditional-route/>)

Richtermeyer, S. 2011. Women in Finance – Maintaining a Work/Life Balance. *The Glass Hammer*. April.
(<http://www.theglasshammer.com/news/2011/04/19/op-ed-women-in-finance-maintaining-a-worklife-balance/>)

Richtermeyer, S. 2011. Successful Succession Planning. *Strategic Finance*. June.

Richtermeyer, S. 2011. Seeing the Bigger Picture. *Strategic Finance*. May.

Richtermeyer, S. 2011. Engaging our Volunteers. *Strategic Finance*. April.

Richtermeyer, S. 2011. Achieving Strategic Clarity. *Strategic Finance*. March.

Richtermeyer, S. 2011. Thought Leadership through Meaningful Research. *Strategic Finance*. February.

Richtermeyer, S. 2011. Sharing some Global Perspectives. *Strategic Finance*. January.

Richtermeyer, S. 2010. Benefits of a Multigenerational Network. *Strategic Finance*. December.

Richtermeyer, S. 2010. Inside the IMA Board. *Strategic Finance*. November.

Richtermeyer, S. 2010. A Platform for Leadership Growth. *Strategic Finance*. October.

Richtermeyer, S. 2010. Gain New Perspective by Volunteering. *Strategic Finance*. September.

Richtermeyer, S. 2010. Starting Down the Certification Path. *Strategic Finance*. August.

Richtermeyer, S. 2010. Creating a Professional Development Team. *Strategic Finance*. July.

Richtermeyer, S. 2010. Top Five Reasons Why Strategic Initiatives Fail. *Industry Week*. February 10.

Richtermeyer, S. 2010. Starting Your Career on the Right Track. *New Accountant*. Issue 736. January/February.

Richtermeyer, S. and M. Bradford. 2003. Benefits of Incorporating ERP Systems into Business Curricula. PeopleSoft White Paper Series. May.

2003 Survey of Management Accounting. Published jointly by Ernst & Young and IMA. IMA authors: Hudick, J. S. Richtermeyer, and M. Frigo. Ernst & Young authors: Garg, A. and D. Ghosh.

Richtermeyer, S. 2002. Nonprofit compensation trends: an overview of the 2002 Colorado Nonprofit Salary and Benefits Survey. *Nonprofit Colorado*. November/December.

Richtermeyer, S. and R. Scheer. Editors. 2002 Colorado Nonprofit Salary & Benefits Survey. *Colorado Association of Nonprofit Organizations*.

Richtermeyer, S. Sparks Stores, Inc.: Cost allocation and e-commerce strategies. Published in *Instructor's Manual for Cost Management* by Hilton, Maher, and Selto. Irwin McGraw-Hill. 1999.

Richtermeyer, Sandra. 1996. Ballot initiative threatens nonprofit property tax exemptions. *News Account*. (A publication of the Colorado Society of CPAs). Volume 42 (October).

Richtermeyer, Sandra. 1996. Case studies on integrated accounting on microcomputers in *The curricular integration of ethics: theory and practice*. Edited by C. David Lisman. Praeger; Westport, Connecticut.

Samples of Presentations and Invited Talks

I have delivered invited talks on six continents, in countries such as Australia, Austria, Brazil, the Cayman Islands, Colombia, Germany, Indonesia, Japan, Jordan, Mexico, the Netherlands, Peru, Singapore, South Africa, Switzerland, Turkey, the United Arab Emirates, and Vietnam. In addition, I have been invited by the governments of developing countries, such as Peru, Colombia, and Indonesia, as well as several Caribbean countries, to provide training to government leaders on topics including risk management, anti-corruption, and internal controls. I have also provided this type of training to U.S. state, local, and federal professionals.

Below are examples of recent invited presentations. A full list of presentations is available upon request.

December 2025. Navigating Multilevel Change During Reaccreditation. Annual Conference of the Middle States Commission on Higher Education. Co-presenter with Kimberly O'Halloran and Michele Deegan. Philadelphia, PA.

November 2025. Faculty Workshop – Institute of Management Accountants Annual Student Leadership Conference. Co-presenters: Chevonne Alston, Amal Said, and Di Wu. Cleveland, OH.

October 2025. Future-proofing faculty: Supporting the academic talent pipeline in times of disruption. Co-presenters Eddy Rojas and Joe Bertolino. U.S. University Summit. THE (Times Higher Education). NY USA.

October 2025. Strategic Transfer Pathways: Building Seamless Educational Journeys from 2-Year to 4-Year Institutions. Co-presenter with Michelle Williams. Coalition of Urban and Metropolitan Universities (CUMU) Annual Conference. Baltimore, MD.

October 2025. How do Anchor Institutions Sustain Community-Engaged Projects in Challenging Times? Co-presented with David Birdsell, Michael Palladino, Melanie Perreault, and Michelle Williams. Coalition of Urban and Metropolitan Universities (CUMU) Annual Conference. Baltimore, MD.

September 2025. Redefining the Future: Women Leading the Way. Institute of Management Accountants Women's Leadership Summit. Panel with Esther Alexander, Jackie Oppenheim, Jennifer Pinder. Virtual with attendees from North America, Asia and Europe.

August 2025. Building Tomorrow's Accounting Leaders: Opportunities for Impact and Integration with Professional Associations, Practitioners, and Experiential Learning. Panel Session with Chevonne Alston, Amal Said, and Di Wu. American Accounting Association Annual Meeting. Chicago, IL.

August 2025. Trends in Managerial Accounting Education. Panel Session with Chevonne Alston, Amal Said, and Di Wu. American Accounting Association Annual Meeting. Chicago, IL.

August 2025. Engagement, Access, and Community (EAC), the Path Forward. Panel Session with Chevonne Alston, Amal Said, and Di Wu. American Accounting Association Annual Meeting. Chicago, IL.

June 2025. Accounting Talent Pipeline: Challenges and Opportunities. Annual Global Conference of the Institute of Management Accountants. Co-presenters Chevonne Alston, Amal Said, Di Wu. Phoenix, AZ.

June 2025. Emcee for IMA Global Student Case Competition. Phoenix, AZ.

June 2025. Strategies of Collaboration Across and Up the Organization. AACSB International, Women Administrators Online Conference. Virtual.

May 2025. Culture Leadership and Managing Burnout through Uncertainty. Financial Excellence and Leadership Summit. Dubai, UAE.

May 2025. What comes next for academic leadership roles? AAA WeARE Webinar. Series to develop academic leaders and share examples of transition from chair to associate dean to dean to provost. Virtual.

April 2025. Leadership & Self-Care During Times of Crisis. AACSB International Conference. Vienna, Austria.

February 2025. The impact of the control environment: establishing a strong and healthy foundation for internal controls and compliance. Arizona State University. Tempe, AZ.

February 2025. The Rise of Women's Leadership in Accounting and Finance. Arizona State University in Conjunction with IMA Women's Financial Leadership Series. Tempe, AZ.

February 2025. Academic Leadership Issues Panel. American Accounting Association Accounting Leadership Section Annual Meeting. San Antonio, TX.

November 2024. Faculty Workshop – Institute of Management Accountants Annual Student Leadership Conference. Co-presenters: Chevonne Alston, Amal Said, and Di Wu. Anaheim, CA.

September 2024 and April 2024. Emcee and commentator for Women's Accounting Leadership Series. Virtual global event with women accounting and finance leaders from the U.S., Asia, and Europe.

August 2024. Exploring Bias in Student Evaluations of Teaching. Panel presentation with Stephani Mason, Jason Rinaldo, Kristina Mitchell, Devin Shantikumar. American Accounting Association Annual Meeting. Washington, DC.

June 2024. Emcee for IMA Global Student Case Competition. San Antonio, TX.

March 2024. My Turning Points in History, New Jersey History Day. Closing speaker for history with over 600 junior high and high school students, parents, and educators.

January 2024. How nonprofit organizations can make a societal impact. Beta Alpha Psi International Board of Directors meeting. Virtual

November 2023. Trends in Recurrent Education. Abitus conference. Tokyo, Japan.

June 2023. ESG Reporting and Trends: Considerations for Governmental Organizations. Presentation for the Association of Government Accountants. Boston, MA.

April 2023. CPA Evolution: Curriculum Mapping and Planning Workshop. University of Texas, El Paso. El Paso, TX,

January 2023. Internal Controls and Risk Management. Considerations for Good Governance. Massachusetts Society of CPAs Annual Nonprofit Conference. Boston, MA.

October 2022. Governance and Board Engagement: Considerations to Maximize Performance. Institute of Internal Auditors. Boston, MA.

October 2022. The Role of COSO in Performance Management. India Chapter of the Institute of Management Accountants.

October. December 2021 – Dean’s Boot Camp. Co facilitated and developed six week leadership program for deans from a variety of U.S. colleges. Program sponsored by Academic Impressions. Virtual.

November 2021. Global Trends in Risk Management. Invited by Escuela Nacional de Control, Controller General of the Republic of Peru. Virtual due to Covid.

October 2021. Building boards of the future. Governance panel for Aurora 50, a social enterprise working with leading organizations in the Middle East to accelerate gender balance in the boardroom. Audience was key business leaders in the Middle East. Virtual due to Covid.

June 2021. Global social purpose panel for ACCA Global University Conference. Participated in global panel discussion on university social impact initiatives. Virtual due to Covid.

May 2021. Dean’s perspective panel on the tenure process. Invited by the Eastern Academy of Management for their Junior Faculty Consortium. Virtual due to Covid.

February 2021. Career Development Strategies for Impactful Leadership. Northeast Intergovernmental Audit Forum and Boston Chapter of Association of Governmental Accountants. Virtual.

November 2020. Emotional Intelligence for Deans. Academic Impressions Dean's Conference. Virtual.

November 2020. COSO Framework. United Nations key unit leaders. Virtual, global participation.

June 2020. Higher Education Shaped by COVID-19. Eastern Academy of Management. Virtual.

February 2020. The Academic View for Women. Women in Accounting & Finance Leadership Summit (virtual – national audience).

February 2020. Women's Leadership in Higher Education; invited presentation for women leaders at Elon University. Elon, NC.

January 2020. Risk Management: Critical trends for accounting and finance; Contemporary Issues in Finance, Banking and Accounting for Sustainable Development. Hanoi, Vietnam.

October 2019. IMA Women's Accounting Leadership Series – Chicago, IL; hosted by DePaul University; Moderator to provide synthesis and commentary for program review.

July 2019. Alumni Boards. Speaker for 2.5 day Academic Impressions workshop. Area of focus on setting board strategy and board culture. Boston, MA.

July 2019. Risk Management Workshops- La Contraloria General de la Republica – Lima, Peru. Provided three days of training for government leaders in Peru at their National School of Internal Control.

June 2019. Risk Management. IMA Annual Conference and 100th Anniversary. San Diego, CA.

June 2019. Bogota Learns – Invited expert to work with leaders from Mayor of Bogota's office as well as national level top Colombian leaders. Speaking engagements and three days of workshops for government leaders.

April 2019. IMA Women's Accounting Leadership Series – Servant Leadership presentation and panel discussion for Jordanian CFOs. Amman, Jordan.

April 2019. IMA Women's Accounting Leadership Series. CFO panel. Baruch College, New York, NY.

March 2019. World Business Council on Sustainable Development – panelist for their global leadership program. New York, NY.

December 2018. COSO Frameworks - Implications for Anti-Corruption. ACFE. Boston, MA.

December 2018. Risk Management Workshops- La Contraloria General de la Republica – Lima, Peru. Provided three days of training for government leaders in Peru at their National School of Internal Control.

December 2018 - Continuous Auditing: Implications of Processes and Related Activities. United Nations. Presented to the chairs of audit committees of all United Nation primary organizations. New York, NY.

October 2018. World Business Council on Sustainable Development. Council Meeting. Final release of WBCSD/COSO ESG Risk Management guidance. Singapore.

October 2018. New Metrics. ESG Risk Management Guidance. Philadelphia, PA.

October 2018. IMA Women's Accounting Leadership Series. Listening to the Numbers. Boston, MA.

June 2018. Salesforce Trailhead program. Eduventures. Boston, MA.

June 2018. COSO Certificate Training. AICPA training conducted at the Colorado Society of CPAs office. Englewood, CO.

May 2018. Enterprise Risk Management and Internal Control. Full day CPE workshop sponsored by the Internal Auditor's office of South Dakota. Pierre, SD.

April 2018. Women in Accounting and Finance Leadership Positions. Meonske Conference. Kent, OH.

March 2018. Equity in Higher Education. Salesforce Higher Ed Summit. Washington DC – National Harbor.

March 2018. Extending the Connected Campus to Students through Real World Experience. Salesforce Higher Ed Summit. Washington DC – National Harbor.

January 2018. World Economic Forum - World Business Council on Sustainable Development launch event for WBCSD COSO ESG risk guidance. Davos, Switzerland.

November 2017. Millennials in the Workplace. New England Intergovernmental Audit Forum. Portland, ME.

October 2017. IMA Women's Accounting Leadership Series. Quick bytes of insight. New York, NY.

July 2017. Associate for Government Accountants Annual Meeting. Three presentations on topics related to multigenerational issues in internal auditing and risk management. Annual Meeting. Boston, MA.

June 2017. COSO ERM Update Webinar. For Intel controllers and finance professionals (global audience).

May 2017. Enterprise Risk Management. Oslo, Norway. Provided a risk management workshop to CFOs of Norway's leading companies (organized by PWC) and COSO ERM update for members of IIA Norway.

February 2017. La Contraloria General de la Republica – Lima, Peru. Internal control and risk management. Presented to Controller Generals and their teams representing a majority of Central American and South American countries.

October 2016. Women's Accounting Leadership Series. The role women play in driving business performance. Hosted by Pace University. New York, NY.

July 2016. COSO Workshop. Provided 2.5 day COSO certificate training and workshop for corporate and governmental leaders. Singapore.

May 2016. Closing Generational Gaps. Insurance Accounting & Systems Association. Cincinnati, OH.

April 2016. A Mission Conscious Women's Leadership Seminar to Boost Institutional Effectiveness. Higher Learning Commission conference. Chicago, IL.

March 2016. Alumni Boards. Speaker for 2.5 day Academic Impressions workshop. Area of focus on setting board strategy and board culture. Cincinnati, OH.

October 2015. Improving Organizational Performance & Governance with the Adoption of the COSO Framework. IIA Singapore. Singapore.

October 2015. COSO Academy Roundtable: Singapore Management University.

Sept/October 2015. How Risk Management and Internal Controls Enable Performance. Association of Legal Administrators. (Presentations in New Orleans, Atlanta and Las Vegas in September and October 2015).

April 2015. The Role Women Play in Driving Business Performance. Women in Accounting Leadership Series. Pace University and IMA. New York, NY.

September 2015. A Practical Approach to Implementing the COSO Internal Control Integrated Framework. Northeast Regional Council of the IMA. Mystic, CT.

August 2015. COSO Enterprise Risk Management; IIA Mexico. Mexico City.

July 2015. Setting Board Strategy. Academic Impressions. Alumni Boards: Strengthening Strategy, Growing Engagement. Baltimore, MD.

May 2015. COSO Essentials. Bank Audit Conference. Boston, MA.

May 2015. Revised COSO Implementation and Adoption. Protiviti panel in Cincinnati and Indianapolis.

April 2015. Building Leadership Capacity. Women in Accounting Leadership Series. Xavier Campus (Joint initiative with Pace University and IMA).

March 2015. Enterprise Risk Management; Cayman Islands Society of Professional Accountants. Grand Cayman.

February 2015. Sensitive Situations: How to Help Faculty Reset, Reengage, Phase Out or Retire. Accounting Program Leadership Group of the American Accounting Association. Nashville, TN.

February 2015. Graduate Education: An Incredible Investment in Yourself! Fifth Third Bank Graduate School Conference. Cincinnati, OH.

November 2014. Auditing Governance Frameworks. Professional Development Week. Cayman Island Government. Grand Cayman.

September 2014. Internal Controls and Risk Management for Today's Small Businesses: A Look at the COSO Frameworks. Louisiana Society of CPAs. New Orleans, LA.

September 2014. Regulatory Compliance Using the COSO Framework. CMS Energy. Lansing, MI.

July 2014. Transitioning and Implementing the New COSO Framework. AICPA NAATS.

June 2014. A Practical Approach to Implementing the COSO Internal Control – Integrated Framework. IMA Annual Conference. Minneapolis, MN.

March 2014. Auditing Governance Frameworks – Masterclass. IIA SOPAC. Melbourne, Australia

February 2014. Combining a Tech Background with Leadership Development. Kentucky TRIWIC (program for women I.T. leaders). Cumberland Resort.

January 2014. COSO Framework. Association of Government Accountants Winter Seminar. Nashville, TN.

September 2013. COSO Framework – IIA Brazil. Fortaleza, Brazil.

August 2013. COSO Update – IIA Mexico. Mexico City, Mexico.

November 2012. Diversity in the Profession. International Federation of Accountants. Cape Town, South Africa.

September 2012. Master of Ceremonies for Lean Accounting Summit. Orlando, FL.

August 2012. APLG Panel on Strategic Planning– Annual Meeting of the American Accounting Association. Washington, D.C.

June 2012. COSO Strategies. IMA 93rd Annual Conference and Exposition. Las Vegas, NV.

May 2012. Enabling Performance: Trends in Corporate Governance. Dallas, TX Chapter of the IMA. Dallas, TX.

April 2012. Professional Development Strategies for Long-Term Career Impact. Arcadia College, PA.

April 2012. SNIA Conference. Two COSO presentations, including a keynote. Surabaya, Indonesia.

April 2012. Technical Expectations for New Hires. Midwest Regional Beta Alpha Psi Conference. Chicago, IL.

March 2012. Technical Expectations for New Hires. Rocky Mountain Regional Beta Alpha Psi Conference. Laramie, WY.

March 2012. Professional Development Strategies for Long Term Career Impact. Akron, OH Chapter of the IMA. Akron, OH.

March 2012. Career Development Strategies. Keynote for Denver IMA Chapter Student Night. Denver-Centennial Chapter of the IMA. Denver, CO.

February 2012. Professional Development Strategies for Long Term Career Impact. Boulder Valley Chapter of the IMA. Boulder, CO.

September 2011. Master of Ceremonies for Lean Accounting Summit. Multiple presentations. Orlando, FL.

September 2011. Long Term Career Impact Strategies. IMA Heartland Council. General Session. Springfield, MO.

September 2011. Technology Enablement for Management Accounting: A Digest of Current Software Applications. IMA Heartland Council. Concurrent session. Springfield, MO.

June 2011. Trends in Corporate Governance. ANEFAC. Sao Paulo, Brazil.

May 2011. Professional Development Strategies for Long-Term Impact. CFO Council. Savannah, GA.

May 2011. Finding Your Way to Strong Governance. IMA Gulf South Council. 2011 Leadership Training Program. Orange Beach, AL.

April 2011. Finding Your Way to Strong Governance. IMA Mid-America Council 2011 Leadership Training Program. Rockford, IL.

March 2011. Pursuing a PhD in Accounting. Beta Alpha Psi Rocky Mountain Regional Meeting. Salt Lake City, UT.

March 2011. 10 Stages for Aligning Technology with Strategic Performance Measurement. SAP. B.I., Financials, HR GRC conferences. Las Vegas, NV.

March 2011. Learning Leadership in Your Career: Strategies for Long-Term Impact. Beta Alpha Psi Rocky Mountain Regional Meeting. Salt Lake City, UT.

February 2012. Pathways Commission. Expert Panel Representative and speaker at Public Meeting. Atlanta, GA.

February 2011. Starting Your Career on the Right Path. IMA Grand Valley Chapter. Grand Rapids, MI.

February 2011. CFO Panel Discussion. Moderator. Accounting Program Leadership Group of the American Accounting Association. Savannah, GA.

November 2010. Corporate Governance and Leadership: Finding the Right Balance. IMA Germany Chapter. Stuttgart Germany.

November 2010. Corporate Governance and Leadership: Finding the Right Balance. IMA Turkey Chapter. Istanbul, Turkey.

November 2010. Creating a Professional Development Plan for Long-Term Career Impact. University of St. Gallen. St. Gallen, Switzerland.

Additional 1997-2010 presentations available on request.

Appendix 1 – Community Engagement

I have maintained a long-standing commitment to community engagement at the local, regional, national, and global levels. I have served as a board member for multiple health-focused nonprofits, including a hospital-affiliated outreach program and an autoimmune disease foundation, providing leadership in fundraising, financial oversight, and technology strategy. My community service extends to a wide array of health and welfare organizations, including children's homes, shelters, arts and cultural institutions, and Dress for Success. I advise university alumni boards and mentor entrepreneurs in sectors ranging from aviation to nonprofits and mid-market technology. Additionally, I have collaborated with global technology leaders—Salesforce, Microsoft, Oracle, and PeopleSoft—advising on curriculum integration and educational innovation, including service on multiple academic advisory boards. I also volunteered with Scouts BSA Troop 750 from 2009 to 2016, where I supported youth leadership development through civic programming and outdoor education as an Eagle Scout parent.

Active engagement as a local, regional, national and global volunteer

Dan Beard Council – Volunteer leader for Scouts BSA Troop 750 (2009-2016). Sponsored activities for scouts to earn Snow Sports Badge, Citizen in the Nation, Citizen in the Community, Citizen in the World. Assisted with coordinating multiple scout activities including mulch sales, camping, backpacking, and scout camp. Eagle Scout mom.

Greater Miami Rowing Club

Volunteer for local and regional regattas

Health related nonprofits

- Served as board member for hospital affiliated health program serving adults without health care (Health S.E.T.).
- Served as board member for autoimmune disease related organization (Lupus Foundation). Assisted with fund-raising, process design, technology enablement, and financial oversight.

Voluntary health and welfare organizations

Volunteer to board of directors for multiple nonprofit organizations with the following missions:

- Children's home
- Music museum
- Association for the blind and visually impaired
- Animal shelters
- Homeless shelters
- Dress for Success
- Outdoor recreation camps
- Community theater

University alumni boards

Serve as a volunteer for multiple nonprofit universities and provide training and consultation to help strengthen their alumni boards and develop best practices in governance.

Volunteer advisor for entrepreneurs and start-up community

Serve as volunteer advisor for entrepreneurs in the following industries:

- Aviation – private jet service
- Professional services
- Manufacturing
- Nonprofit
- Mid-market technology firms
- Salon

Advisor for global technology groups

- **Salesforce** – 2017-2022. Work with Salesforce Trailhead initiative and serve as speaker at conferences and provide input on use of Salesforce in university curricula.
- **Microsoft Academic Alliance Advisory Board** - 2008 - 2010. Service on U.S. advisory board and assisted European group with board establishment (Copenhagen; 2008).
- **Oracle Academic Initiative Advisory Board** - May 2005 - May 2006. Provide advice to Oracle regarding integration of their applications suite into college of business curricula.
- **PeopleSoft On-Campus Advisory Board** (national program) – May 2003 - January 2005. Provide advice to PeopleSoft on curriculum integration issues. Prepare workshops and presentations for faculty members implementing PeopleSoft into their business programs.
- **Microsoft Business Solutions, Inc.** – 1998-2008 - (formerly Microsoft Great Plains) Educational Alliance Network Advisory Committee – January 2000 - 2002. Provide advice and assistance to universities and colleges implementing Microsoft Business Solutions in the classroom. Recipient of first Pinnacle Award in education category (awarded to the University of Wyoming).

Global sustainability volunteer:

World Business Council on Sustainable Development (WBCSD) – co-chaired committee to release global guidance on risk management of environmental, social, and governance (ESG) risks - 2018.

- Presented guidance with WBCSD leaders at 2018 World Economic Forum launch event in Davos, Switzerland.
- Presented guidance with WBCSD leaders at launch event in Singapore (2018)
- Served as volunteer for WBCSD Leadership program (NYC 2019)

U.S. Government volunteer activities:

U.S. GAO Green Book Advisory Council – committee convened by the U.S. Comptroller General
2013-2018 Council was charged with developing internal control standards for use by all U.S. federal agencies and adopted by many state and local entities.

Professional volunteer activities:

American Institute of Certified Public Accountants (AICPA)

2015-2020 Delegate for the AICPA Council

American Accounting Association (AAA)

2024-Present Member of Finance Committee
2021-2022 Notable and Distinguished Contributions to Accounting Literature Award Screening Committee
2018-2021 Cook Prize Award Committee (Selector)
2018-Present Accounting Program Leadership Group - Historian
2015-2018 Accounting Program Leadership Group – President-Elect, President/Past-President
2014-2015 Ohio Region - Past President
2013-2014 Ohio Region - President
2012-2013 Ohio Region – President-Elect
2014-2015 Accounting Program Leadership Group – Vice President of Leadership
2012-2014 Accounting Program Leadership Group – Vice President of Academic Standards
2011 Accounting Program Leadership Group – elected to Nominations Committee
2011 Accounting Program Leadership Group – appointed to strategic planning task force
2011 TLC Accounting Hall of Fame – Award Selection Committee Member
2011 Outstanding Dissertation Award (Joint initiative with AAA and Grant Thornton)
2011 Invited Group Faculty Leader, Ernst & Young New Faculty Consortium
2010 Accounting Program Leadership Group – Invited Presenter for Ohio Regional Meeting
2010 Chair, Outstanding Dissertation Committee for Information Systems Section
2010 Invited Group Faculty Leader, Ernst & Young New Faculty Consortium
2008 Chair, Annual Conference Program - Information Systems Section
2008-2009 Ohio Region Representative - Teaching and Curriculum Section.
2005-2008 Ohio Region Representative - Government and Nonprofit Section

Beta Alpha Psi International (BAP)

2019-present Volunteer
2018-2019 Past-President
2017-2018 President
2016-2017 President-Elect
2013 Volunteer - Project "Run-With-It" at International Annual Meeting
2008-2013 Professional Partners Program (previously Forum) participant as needed for annual and regional meetings (IMA Representative)
2004-2007 Member, International Advisory Forum (representing IMA)
2004-2011 Dozens of speaking engagements for local, regional and national BAP events

Educational Foundation for Women Accountants (EFWA)

2007-Present Board of Directors – at-large member, Director of Development

Institute of Management Accountants (IMA) (also see roles under board leadership above)

Present Global Board of Directors, member of Strategic Planning Committee
2022-2024 Strategic Planning Committee
2012-2024 Master of Ceremonies – Global Student Case Competition
2015-2018 Volunteer leadership committee (board committee)
2012-2013 Former Immediate Chair Emeritus
2011-2012 Global Chair Emeritus
2010-2011 Global Chair
2009-2010 Global Chair-Elect
2009-2010 Global Chair, Nominating Committee of Global Board
2009-2010 Chair, Planning and Development Committee; lead strategic planning for IMA global
2009 Developed and hosted first IMA Women's Leadership Forum at Annual Conference
2008-2009 Member, Global Board of Directors; Governance Committee
2007-2008 Chair, External and Member Relations Committee
2007-2008 Member of Governance Committee
2006-2007 ICMA Regent; Board of Regents for the Certified Management Accountant (CMA) exam
2004-2007 National Professor-in-Residence
2006-2007 Chair Emeritus; IMA Foundation for Applied Research
2004-2006 Chair, IMA Foundation for Applied Research
2002-2004 Chair, National Committee on Students; Member of IMA National Executive Committee
2000-2002 Member, National Committee on Students – Subcommittee Chair for Student Chapters
2001-2002 Regional Director, Colorado/Wyoming Border, Pikes Peak and Boulder Chapters
2000-present Co-Founder (including several years as Program Chair) Annual Student Leadership
Conference (this conference is currently in its 26th year)
2000-2001 President, Denver Chapter
1999-2001 Trustee, Foundation of Applied Research
1999-2000 Faculty Mentor, University of Wyoming Student Chapter
1998-2000 Secretary, Rocky Mountain Council
1998-2000 Vice President of Education, Denver Chapter
1997-1998 Academic Liaison, Rocky Mountain Council
1995-1998 Treasurer, Denver Chapter

Lean Accounting Summit

2010-2013 Master of Ceremonies – Lean Accounting Summit (professional conference featuring
best practices of leading edge organizations).
2007-2015 Developed, implemented and monitored faculty/student paired scholarship grant program
that enabled professor/student pairs from dozens of universities to attend leading edge
professional conference featuring best practice organizations and lean thought leaders.

State CPA Societies

Massachusetts Society of CPAs

2020-2024 Member of Board of Directors

Ohio Society of CPAs

2014-2019 Executive board member, Board Chair-Elect, Board Chair, Board Past-Chair
2015-2020 AICPA Council delegate
2007-2011 Co-sponsor of multiple initiatives related to Xavier University student ambassador

Colorado Society of Certified Public Accountants

2001-2002 Member of Summit Committee - special task force assembled to address lack of entrants to the accounting profession.

1994-1996 Member of Nonprofit Technical Committee

1990-1994 Member of Career Education College Committee

Wyoming Society of Certified Public Accountants (WSCP)

1997 Member, Continuing Professional Education Committee

Other Professional Affiliations/Certifications

- Beta Gamma Sigma (member, chapter leader)
- National Association of Corporate Directors (member)
- Leadership Cincinnati USA – Chamber of Commerce (Class of XXXII alumni)