

REBECCA TOPPE SHORTRIDGE
SUMMARY OF QUALIFICATIONS, RESPONSIBILITIES, AND EXPERIENCES

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Administrative

- Manage the department's primary budget of \$3.5 million, 33 full-time faculty/staff, and approximately 900 students. Manage differential tuition funds of more than \$1.5 million from graduate programs.
- Re-organized department leadership: appointed two Assistant Chairs in the Department (undergraduate programs and graduate programs/AOL), and a Director for Global Relationships.
- Work to maintain undergraduate and graduate programs ranked in the Top 30 in the country.
- Hired five new faculty members in challenging accountancy market.
- Worked with members of Accountancy Executive Advisory Council to continue to improve department programs and identify solutions for issues facing department. Created policy document for Council that allows for rotation of members and increased diversity.
- Consider new ideas to complete tasks in the department. For example, changed the format of our alumni newsletter saving the department approximately \$15,000.
- Assisted in developing College of Business professorship policy that was implemented in June 2016.
- Work to improve communications/morale in department. Increased transparency by sharing budgets. Show appreciation of faculty with hand-written thank-you notes and birthday cards.

Advancement/Alumni Engagement

- Established endowed scholarship fund with Accountancy Executive Advisory Council in summer 2019 (funding in process). In fall 2018, awarded first Advisory Council scholarship for \$5,000.
- Obtained \$15,000 in scholarship support for minority students participating in the Accounting Career Awareness Program.
- Secured \$500,000 commitment from KPMG to support innovation in accountancy department.
- Worked with NIU Foundation to obtain commitment for PwC Undergraduate Learning Center for accountancy students. Center includes 5 faculty offices, two team-meeting/small conference rooms, and large space for undergraduate tutoring. The proposal also included the continuation of a professorship for 4 additional years. Fund-raising goal is \$500,000.
- Worked with NIU Foundation to secure four professorship commitments of \$80,000 each.
- Received external support that allowed Department to award more than \$300,000 in scholarships annually.
- Planned and implemented new event for alumni at TopGolf that was attended by approximately 100 alumni, many of whom had not attended previous department events. Attendance increased to almost 200 in third year.

Accreditation/Program Reviews

- Served on AACSB visit team in February 2019. Two additional visits scheduled for 2020.
- Submitted Accountancy AACSB Continuous Improvement Review report during summer 2018. Visit occurred in October 2018. Assisted with development of college report.
- Significantly involved in accounting department re-accreditation process in 2013. Wrote much of the accounting department report. Served on the College of Business accreditation team, provided input on college report, and participated in team campus visit.

- Wrote significant portions of three program prioritization reports in the department. Two of three programs were classified in highest category- candidate for enhanced resources. Third program grouped as quality program- maintain current resources.
- Wrote much of the report for university program review; 100 pages of material that is reviewed every 5 years by the university and by the Illinois Board of Higher Education.

Programmatic Initiatives

Undergraduate

- Partnered with Department of Finance to include Microsoft Excel Certification for students in undergraduate program. Students are required to pass Excel Basic and attempt / pass Excel Advanced Certification as part of two courses. Share cost and coordination of effort with the Department of Finance. College of Business will require Excel Basic in fall 2020.
- Worked with the curriculum committee to significantly revise the undergraduate program in Accountancy. Changes included addition of a required Data Analytics in Accounting course for senior Accountancy students, addition of two 1-hour writing courses with reiterative draft process, and resequencing of courses in program.
- Supported development of first on-line accountancy course. The course is required by nine non-business programs on campus. The enrollment limit was increased from 80 to 100 the first semester. On-line format generates \$50 / credit hour for Department use. Currently offer four courses on-line and plan to increase over the next two years.
- Created a Kick-Off event for all juniors starting upper-level accountancy courses. The Kick-Off event includes an introduction to the program and expectations for students. A primary focus of the event is introducing students to the many career opportunities in the accounting field. This event is particularly important as approximately 50% of students starting the junior year are community college transfers.

Graduate

- Worked with the Assistant Chair for Graduate Programs for two new graduate certificate programs in accountancy: Professional Certification and Certification in Accounting Analytics (approved in spring 2019).
- Led the development of a new off-campus Master of Accounting (MAC) program. The program launched in the fall of 2017 at a regional campus for students that do not have an undergraduate degree in accounting.
- Developed a data analytics track in the MAS program that includes partnership courses with OMIS Department.
- Collaborated with Assistant Chair for Graduate Programs to significantly revise the Department Master of Science in Taxation program.
- Worked with the Director of the EY Leadership and Professional Development Center to introduce the MAS Launch. The Launch provides students with an overview of the unique leadership components of the program and expectations for the students.

Student Career/Professional Initiatives

- Hosted Accounting Career Awareness Program in summer 2019 with National Association of Black Accountants. Twenty-five minority students from Chicago region stayed on campus and participated in a variety of activities to increase awareness of opportunities in business and accounting. Obtained external sponsors to pay for cost of entire program.

- Increased participation from employers hiring our students; over 60 employers now recruit accountancy majors at career fairs. Student internships increased from 115 to more than 150 between 2015 and 2018.
- Worked with Internship Director to revamp Career Fairs and recruiting process. Initiated student ethical interviewing contract and expectations for employers.
- Faculty advisor for ALPFA. Worked with students to hosts various professional speakers and Latino's in Business Day for high school students.
- One of two schools in the Midwest to host CPA Field Test to evaluate proposed updates for the exam. Field Test event will be offered again in spring of 2019.

University Leadership

- Served on associate dean curriculum committee and Strategic Enrollment Management committee in spring 2019 (no associate deans in college).
- Led the search committee for the President's Chief of Staff in 2017.
- Served as one of twenty on the academic task force for Program Prioritization. Evaluated 227 academic programs in the university, placed programs in one of five buckets, and made recommendations to university leadership regarding programs that need enhanced resources, those that should be transformed, and those that should be considered for elimination.
- Served on the search committee for the new CFO for the university.
- Served a three-year term on the Academic Planning Council (APC) of the University including as sub-committee co-chair. The APC is responsible for evaluating the quality of programs across the university and providing recommendations for enhancement.
- Chosen as a representative on the University Advisory Committee to the Board of Trustees. Meet with the President and his cabinet to discuss faculty perspectives regarding Board of Trustees meetings. Highlighted strengths/concerns of faculty at Finance, Facilities, and Operations Committee of the Board of Trustees.

Professional Service

- Organized and moderated panel discussion on book-end faculty for New Chairs Symposium at the American Accounting Association Annual meeting.
- Served as Past-President/President/President-Elect and Secretary of the Federation of Schools of Accountancy.
- Served on the Advisory Committee for the AAA Big Thinker's Conference examining the value proposition of Accounting Accreditation.
- Serve on the American Accounting Association Membership Advisory Committee.
- Presented / participated in Illinois CPA Society Board Retreat. Discussed the future of accounting education in a profession that is experiencing rapid changes.

Outreach

- Serve on the Board of Directors for Opportunity House in DeKalb County. Provides services and living facilities for adults with disabilities.
- Hosted Accountancy Competition for 100 high school students in Naperville School System.
- Visited thirteen community colleges to further improve relationships with NIU Accountancy. As a result of visits, developed semi-annual community college newsletter and community college transfer scholarships that are awarded at annual scholarship banquet.
- Present at numerous community college events: high school accounting contest, accounting club meetings, business club meetings.