

MILLER COLLEGE OF BUSINESS
VITA – AACSB
September 1, 2019 – August 31, 2024

PROFESSIONAL BACKGROUND

Name: Nadra Pencle

Rank: Assistant Professor

Involvement: Participating

Qualification: Scholarly Academic

Brief Description for Basis of Qualification: SA because received a Ph.D. in 2019 and had at least 3 peer-reviewed journal publications in last 5 years.

Office Address: Whiting Business Building 335

Area of Academic Discipline Specialization: Accounting

Degrees

Ph.D. Degree:

Name of Degree: Ph.D.

Year Conferred: 2019

Degree-Granting Institution: University of Central Florida

Principal Academic Units:

Major Fields of Study: Accounting

Minor Field of Study:

Dissertation Title: Two Studies Analyzing the Cognitive Effects of Business Case and Paradoxical Framing on Perception of Sustainability

MBA Degree:

Name of Degree: MBA

Year Conferred: 2006

Degree-Granting Institution: Nova Southeastern University, H. Wayne Huizenga College of Business

Principal Academic Units:

Major Fields of Study: Finance

Minor Field of Study:

Dissertation Title:

B.S. Degree:

Name of Degree: B.S.

Year Conferred: 2003

Degree-Granting Institution: Florida International University

Principal Academic Units:

Major Fields of Study: Travel & Tourism Management

Minor Field of Study:
Dissertation Title:

SCHOLARLY ACTIVITIES

Refereed Journal Articles

1. Pelzer, J., Booker, D., Pencle, N., Brown,, V. (2023). Making the Case for Diversity: Exploring the Use of Case Studies for URMs in the Accounting Curriculum". *AAA-Issues in Accounting Education, Tier 2*, 38(3), 39–63.
<https://publications.aaahq.org/iae/article-abstract/38/3/39/11102/Making-the-Case-for-Diversity-Exploring-the-Use-of?redirectedFrom=fulltext> **Tier 2**/Basic or Discovery Scholarship, Goal 10 - Reduced Inequalities, Goal 11 - Sustainable Cities and Communities, Goal 4 - Quality Education
2. Pencle, N., Watts, O. (2023). To Be or Not To Be: The Nature and Extent of Identity Calculus among Accounting Professors from Underrepresented Backgrounds. *AAA-Issues in Accounting Education, Tier 2*, 38(3), 65–86.
<https://publications.aaahq.org/iae/article-abstract/38/3/65/11269/To-Be-or-Not-To-Be-The-Nature-and-Extent-of?redirectedFrom=fulltext> **Tier 2**/Basic or Discovery Scholarship, Goal 10 - Reduced Inequalities, Goal 4 - Quality Education, Goal 5 - Gender Equality, Goal 8 - Decent Work and Economic Growth
3. Pencle, N. (2023). The Interactive Effect of Cognitive Frame and Performance Measurement System Scope on Managers' Choice of Sustainable Suppliers. *AAA-Journal of Management Accounting Research, Tier 1*, 41, 1-19. 2022 **Tier 1**/Basic or Discovery Scholarship, Goal 10 - Reduced Inequalities, Goal 11 - Sustainable Cities and Communities, Goal 12 - Responsible Consumption and Production, Goal 16 - Peace and Justice Strong Institutions (Corruption), Goal 17 - Partnership for the Goals, Goal 8 - Decent Work and Economic Growth, Goal 9 - Industry, Innovation and Infrastructure
4. Pencle, N. (2022). Motivating Corporate Sustainability Research in Management Accounting Through the Lens of Paradox Theory. *Accounting Perspectives, Tier 2*, 21(4), 663-696. <https://onlinelibrary.wiley.com/doi/abs/10.1111/1911-3838.12314> **Tier 2**/Basic or Discovery Scholarship, Goal 10 - Reduced Inequalities, Goal 12 - Responsible Consumption and Production, Goal 16 - Peace and Justice Strong Institutions (Corruption), Goal 17 - Partnership for the Goals
5. Baudot, L., Dillard, J., Pencle, N. (2020). Hybrid organizations and an ethic of accountability: the role of accountability systems in constructing responsible hybridity. *Accounting, Auditing & Accountability Journal, Tier 1*, 35(3), 598-626.
<https://www.emerald.com/insight/content/doi/10.1108/AAAJ-11-2019-4287/full/html> **Tier 1**/Basic or Discovery Scholarship, Goal 10 - Reduced Inequalities, Goal 11 - Sustainable Cities and Communities, Goal 12 - Responsible Consumption and Production, Goal 17 - Partnership for the Goals, Goal 8 - Decent Work and Economic

Growth, Goal 9 - Industry, Innovation and Infrastructure

6. Baudot, L., Dillard, J.F., Pencle, N. (2020). The emergence of benefit corporations: A cautionary tale. *Critical Perspectives on Accounting*, Tier 1, 67(68).
<https://www.sciencedirect.com/science/article/pii/S1045235419300127> Tier 1/Basic or Discovery Scholarship, Goal 11 - Sustainable Cities and Communities, Goal 12 - Responsible Consumption and Production, Goal 17 - Partnership for the Goals, Goal 8 - Decent Work and Economic Growth, Goal 9 - Industry, Innovation and Infrastructure

Presentations at Conferences

1. Pencle, N. (Panelist), 2020 EAR Annual Conference, "Panelist for EAR Annual Conference Webinar," European Accounting Review Annual Conference., Virtual. (November 19, 2020).
2. Pencle, N. (Presenter), 2020 Accounting Behavior and Organizations Virtual Research Conference and Doctoral Consortium, American Accounting Association-Mid Year Meeting, Virtual. (October 2, 2020). Basic or Discovery Scholarship
3. Pencle, N. (Discussant), Organization Studies, 15th OS Workshop- Greece (Done Virtually-May 2020), "Discussion of :Informal Economies and Sustainability Practices," Organization Studies, 15th OS Workshop-, Greece (Done Virtually-May 2020). (May 2020).
4. Pencle, N. (Author), Organization Studies, 15th OS Workshop- Greece, Organization Studies, Greece -Virtual. (May 21, 2020). Other
5. Pencle, N. (Author), 2020 PhD/New Faculty Consortium at the International Accounting Section Midyear Meeting, "Paradox Theory: Synthesis and Research Opportunities in Corporate Sustainability," American Accounting Association, fl. (January 2020). Basic or Discovery Scholarship

Conferences and Meetings Attended

1. AAA Sustainability ESG and Accounting, American Accounting Association. (February 2024 - February 2024).
2. AAA-Management Accounting Section Midyear Meeting, American Accounting Association. (January 2024 - January 2024). / Basic or Discovery Scholarship
3. FWCA-Women of Color (WOC) Healing Hour, Faculty Women of Color in the Academy (FWCA)-Virginia Tech. (November 2023 - November 2023).
4. EAA-Virtual Accounting Research Seminar, European Accounting Association.

- (November 2023 - November 2023).
5. Accounting Faculty Alumni Association (AFAA)-Brown Bag Series, Accounting Faculty Alumni Association (AFAA). (May 2020 - October 2023).
 6. East Coast Behavioral Accounting Workshop Series. (May 2020 - October 2023).
 7. AAA ABO, American Accounting Association. (October 2023 - October 2023).
 8. AAA Sustainability ESG and Accounting, American Accounting Association. (February 2023 - February 2023).
 9. AAA Intense Data & Analytics Workshop, American Accounting Association. (May 2022 - May 2022).
 10. AAA 2022 Joint Conference of the Public Interest and Gender Issues and Worklife Balance, American Accounting Association. (May 2022 - May 2022).
 11. Race and Accounting Reading Group, Valparaiso University. (January 2022 - January 2022). / Basic or Discovery Scholarship
 12. Race and Accounting Reading Group, Valparaiso University. (December 2021 - December 2021). / Basic or Discovery Scholarship
 13. AICPA Webinar: CPA Evolution Impact on Accounting Programs, AICPA. (July 2021 - July 2021). / Teaching and Learning Scholarship
 14. GMARS 2021 - Global Management Accounting Research Symposium, Global Management Accounting Research Symposium. (June 2021 - June 2021). / Basic or Discovery Scholarship
 15. AAA-Management Accounting Section Virtual Midyear Meeting, American Accounting Association. (January 2021 - January 2021). / Basic or Discovery Scholarship
 16. EAA-European Accounting Review 2020 Annual Conference, European Accounting Association. (November 2020 - November 2020).
 17. CSEAR NA Webinar – ECRs Taking the Floor-2020, Centre for Social and Environmental Accounting Research-North America. (November 2020 - November 2020).
 18. AAA-2020 Diversity Section Meeting, American Accounting Association. (October 2020 - October 2020).
 19. KPMG's-Accounting Faculty Alumni Association (AFAA) 2020, KPMG's

- Accounting Faculty Alumni Association (AFAA) 2020. (July 2020 - August 2020).
20. AAA New Faculty Consortium, American Accounting Association & Ernst & Young Foundation. (January 2020 - February 2020).
 21. AAA-2021 International Accounting Section Midyear Meeting, American Accounting Association-AAA. (January 2020 - January 2020).
 22. AAA- International Accounting Section, American Accounting Association. (January 2020 - January 2020).
 23. PhD Project Annual Meeting, KPMG Foundation & Others. (November 2019 - November 2019).
 24. Florida Education Fund Annual Meeting, Florida Education Fund & McKnight Foundation. (October 2019 - October 2019).
 25. AAA-Accounting Behavior and Organizations Mid Year Meeting, American Accounting Association. (October 2019 - October 2019).

Business and Other Professional Experience

1. Professional, Accounting Perspectives, Reviewer/referee. (January 2024 - December 2024).
2. Professional, Sustainability Journal, Co-Editor. (September 2022 - 2023).
3. Professional, Sustainability Accounting, Management and Policy Journal, Reviewer/referee. (July 2022 - 2023).
4. Professional, Sustainability Accounting, Management and Policy Journal, Reviewer/referee. (June 2022 - 2023).
5. Professional, AAA-PI Research Committee, Committee Member. (October 2021 - 2023).
6. Professional, AAA-Accounting Horizons, Reviewer/referee. (June 2022 - September 2023).
7. Professional, Journal of Business Ethics JBE, Reviewer/referee. (March 2022 - September 2023).
8. Professional, Sustainability Accounting, Management and Policy Journal, Reviewer/referee. (January 2023 - February 2023).
9. Professional, AAA-Diversity Mid-Year 2021, Session Chair. (May 2021 - September 2021).

- 2021).
10. Professional, Sustainability Accounting, Management and Policy Journal (SAMPJ), Reviewer/referee. (April 2021 - September 2021).
 11. Professional, AAA-Diversity Mid-Year 2021, Ad-Hoc Reviewer. (July 2021 - August 2021).
 12. Professional, AAA-Diversity Mid-Year 2021, Ad-Hoc Reviewer. (July 2021).
 13. Professional, Sustainability Accounting, Management and Policy Journal (SAMPJ), Ad-Hoc Reviewer. (September 2019 - December 2020).
 14. Professional, AAA-2020 ABO Conference,, Ad-Hoc Reviewer. (July 2020).
 15. Professional, AAA International Section, Reviewer/referee. (January 2020).

Professional Development and Participation

1. Attended Recital/Presentation/Exhibition, Service. (August 2023 - August 2023) / Teaching and Learning Scholarship
2. Training, Teaching, BSU's Immersive Learning program focuses on creating a syllabus and planning a future immersive learning course. If you are loaded for a spring 2023 or fall 2023 class, and that class can be immersive, it would be great to use this time to develop materials for it now. If you are not loaded for an immersive class, you can create a hypothetical one that can be implemented later. It is also okay to revamp an immersive course you have already taught. The Office of Immersive Learning is happy to discuss these options, provide community partner ideas, or help you at any time during (and after) the training. (October 2022 - November 2022) / Teaching and Learning Scholarship
3. Attended Seminar/Training, Teaching, Interactive dashboards using Excel featuring KAT Manufacturing projects was a hands-on data analytics project workshop. All participants were given access to the KATs dataset, which I am currently using in ACC306. (June 2022 - June 2022) / Teaching and Learning Scholarship
4. Attended Recital/Presentation/Exhibition, Service. (May 2022 - May 2022) / Teaching and Learning Scholarship
5. Faculty Learning Community, Other, AAA Intensive Data and Analytics Summer Workshop III is a four-day workshop designed for faculty and program leaders experienced in using data and analytics software **and** faculty looking for opportunities to incorporate data and analytics tools into their courses, curricula, and research. (May 2022 - May 2022)

6. Attended Seminar/Training, Teaching, **Storytelling Workshop Series focussed on How to Bring Your Course to Life through Stories.** (February 2022 - April 2022) / Teaching and Learning Scholarship
7. Professional Development Group, Teaching, BSU's skills Infusion is a semester long course for new faculty and staff at BSU. The workshop is put on by our Career center and the focus is to align current academic coursework with the skills employers are seeking by reviewing course syllabi, mapping course outcomes to the National Association of Colleges and Employers' (NACE) workplace competencies, and reflecting with input from the Career Center and Indiana employer/ alumni partners. (January 2022 - April 2022) / Teaching and Learning Scholarship
8. Attended Recital/Presentation/Exhibition, Service. (August 2021 - August 2021) / Teaching and Learning Scholarship
9. Attended Seminar/Training, Scholarship, Based on a review of textbooks and 60 cases used in PCSB classes conducted by a group of PCSB faculty and alumni in 2019-20, there is room for improvement. This finding is consistent with other nationwide assessments. As an answer to the review of textbooks and cases, PCSB and Ph.D. co-sponsored a two-day virtual case writing workshop in June-July 2021. (June 2021 - July 2021) / Applied or Integration/Application Scholarship
10. Attended Seminar/Training, Teaching, Strategies for Success in the College Classroom. (October 2020 - December 2020)
11. Training, Other, Exploring Your Diversity Story. (July 2020 2020)
12. Attended Seminar/Training, Teaching. (June 2020 - July 2020)
13. Workshop, Research, Two-week summer writing challenge. Incredibly, our 10 teams produced more than **264 hours of writing and more than 151,000 words.** (June 2020 - July 2020)
14. Attended Seminar/Training, Other, New Faculty Consortium was a multi-day activity targeted at new faculty at AACSB accredited universities across the US. The content was delivered by reputable accounting academics and professionals. The content was focused on research, teaching, scholarship and service. (January 2020 - February 2020)
15. Attended Seminar/Training, Other, New Faculty Academy is a semester long course for new faculty at BSU. The content was delivered by reputable staff at various ranks across BSU. The content was focused on research, teaching, scholarship, personal development, and service. (August 2019 - December 2019)

SERVICE ACTIVITIES

Student Mentoring/Supervision

1. Accounting, 40 credit hours.
2. Accounting, 40 credit hours.
3. Justyce Solomon, Faculty MentorBSU's-The Pathways Project, Accounting, Completed. (December 2022).
4. Hailey Lambertson, Honor's Thesis Advisor, Accounting, HONR.499, 3 credit hours, "A Study of Variables Affecting Retention Rates in U.S. Accounting Firms," Completed. (April 25, 2022).
5. Mackenzie K. Slade, Honor's Thesis Advisor, Accounting, HONR.499, 3 credit hours, "How Accounting Firms Give Back and its Effects," Completed. (2021).

University, College, Departmental Committees

1. College, Societal Impact Committee, Committee Member. (August 2023 - Present).
2. Department/program, Salary Committee, Committee Member. (August 2023 - Present).
3. Department/program, Curriculum and AoL, and online education Committee, Committee Member. (August 2022 - Present).
4. Department/program, Faculty Development Committee, Committee Member. (August 2022 - Present).
5. College, Miller College of Business Research Experience Program, Committee Chair. (May 2021 - Present).
6. College, BSU-MCOB-Dean Search Committee, Committee Member. (September 2022 - 2022).
7. College, MCOB-Inclusive Excellence (IE) Taskforce, Committee Member. (January 2021 - December 2022).
8. Department/program, Undergrad Curriculum Committee, Committee Member. (September 2019 - 2022).
9. College, MCOB-Inclusive Excellence Committee, Committee Member. (August 2020 - 2021).
10. College, Faculty Development Committee, Committee Member. (2020 - 2021).

11. University, BSU-Provost and Executive Vice President for Academic Affairs Office, Committee Member. (2020 - 2021).
12. College, MCOB-C-KITE Steering Committee, Committee Member. (January 2021 - May 2021).

International Experience

1. Professional, Accounting Perspectives, Reviewer/referee. (January 2024 - December 2024).
2. Professional, Sustainability Journal, Co-Editor. (September 2022 - 2023).
3. Professional, Sustainability Accounting, Management and Policy Journal, Reviewer/referee. (July 2022 - 2023).
4. Professional, Sustainability Accounting, Management and Policy Journal, Reviewer/referee. (June 2022 - 2023).
5. Professional, AAA-Accounting Horizons, Reviewer/referee. (June 2022 - September 2023).
6. Professional, Journal of Business Ethics JBE, Reviewer/referee. (March 2022 - September 2023).
7. Professional, Sustainability Accounting, Management and Policy Journal, Reviewer/referee. (January 2023 - February 2023).
8. Professional, AAA-Diversity Mid-Year 2021, Session Chair. (May 2021 - September 2021).
9. Professional, Sustainability Accounting, Management and Policy Journal (SAMPJ), Reviewer/referee. (April 2021 - September 2021).
10. Professional, Sustainability Accounting, Management and Policy Journal (SAMPJ), Ad-Hoc Reviewer. (September 2019 - December 2020).
11. Professional, AAA International Section, Reviewer/referee. (January 2020).

Honors, Awards, and Recognitions

1. KPMG-ADSA Fellowship, KPMG Foundation (October 2020)
2. Florida Education Fund (FEF) Doctoral Fellowship, Florida Education Fund (FEF) (2019)

3. KPMG Doctoral Fellowship, KPMG Foundation (2019)

Summary of Intellectual Contributions – AACSB Report

<u>Contribution Type</u>	<u>BDS</u>	<u>AIS</u>	<u>TLS</u>	<u>Total</u>
<i>Refereed Journal Articles (PRJ)</i>	6	0	0	6
<i>Books/Monographs (Mono)</i>	0	0	0	0
<i>Conference Proceedings in Scholarly Meetings (Proc)</i>	0	0	0	0
<i>Presentations at Conferences</i>	2	0	0	2
<i>Professional Presentations (Pres)</i>	0	0	0	0
<i>Grants</i>	0	0	0	0
<i>Textbooks</i>	0	0	0	0
<i>Conferences and Meetings attended</i>	5	0	1	6
<i>Professional Development and Participation</i>	0	1	7	8
<i>Consulting</i>	0	0	0	0