

PAMELA H. CHURCH
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Education

University of Houston, Ph.D. in Accounting, 1986

Dissertation: "Environmental Volatility and Capital Budgeting Practices"

Support Area: Organizational Behavior

Received the Atlantic Richfield Academic Excellence Award

Memphis State University

B.S. in Education, 1973

M.S. in Accounting, 1977; Minor: Management

Honors and Awards: Alpha Lambda Delta Honorary Fraternity, Kappa Delta Pi Education Fraternity, Phi Kappa Phi Honor Society, Marie Leonard Award for Distinguished Scholarship, Student Government Award for Scholastic Achievement, Outstanding Senior in Education Award, Outstanding Junior in Education Award

Professional Certification C.P.A., Tennessee, 1979 (passed exam on first sitting)

Experience

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| 1988 - present | Rhodes College
Associate Professor
<u>Courses Taught:</u> Principles of Accounting, Managerial Accounting, Cost Accounting, Intermediate Accounting I and II, Auditing, Federal Income Tax, Seminar in Accounting Control, Topics in Auditing, Graduate Topics in Accounting: Governmental and International Accounting, Seminar in Financial Accounting Theory and Research |
| 1984 - 1988 | Assistant Professor, Memphis State University
<u>Courses taught:</u> Principles of Accounting, Intermediate Accounting, Cost Accounting, Financial Accounting Research |
| 1981 - 1984 | Teaching Fellow, University of Houston
<u>Courses taught:</u> Principles of Accounting, Intermediate Accounting |
| 1980 - 1981 | Instructor, University of New Orleans
<u>Courses taught:</u> Principles of Accounting, Managerial Accounting, Intermediate Accounting |
| 1980 - 1981 | Accounting Consultant |

Hibernia National Bank, New Orleans, Louisiana

1978 - 1979 Instructor, Southeast Missouri State University

1978 Staff Accountant
Peat, Marwick, Mitchell, and Co., Memphis, Tennessee

1975 - 1977 Cost Accountant

Professional Activities

Member, Task Force of the AICPA Personnel Testing Subcommittee (to develop the Level II Achievement Test), 1986-87

Director, CMA Programs, National Association of Accountants, Memphis Chapter, 1989-90

Director, Manuscripts, National Association of Accountants, Memphis Chapter, 1990-1991 and 1992-1993

Director, Employment Services, Institute of Management Accountants (formerly National Association of Accountants), Memphis Chapter, 1991-1992

Reviewer, Southwest Decision Science Institute, Southwestern Federation of Administrative Disciplines Annual Meeting, 1992

Discussant and Session Chairperson, Southwest Decision Science Institute, Southwestern Federation of Administrative Disciplines Annual Meeting, 1992

Southeast Regional Director, Management Accounting Section of the American Accounting Association, 1992-1994

Member, National Steering Committee, Management Accounting Section of the American Accounting Association, 1994-1995

Program Director, Tennessee Society of Accounting Educators annual meeting, sponsored by Rhodes College, 1995

Director, Memphis Chapter, Institute of Management Accountants, 1990-1995

Judge, University of Memphis Graduate School Research Competition, March, 1995

Reviewer, American Accounting Association Management Accounting Case Conference, 1996

Reviewer, Southeast Regional American Accounting Association meeting, 1986, 1994, 1995,

1996

Treasurer, Tennessee Society of Accounting Educators, 1996-98

Reviewer, Southeast Regional American Accounting Association meeting, 1986, 1994, 1995, 1996

President, Tennessee Society of Accounting Educators, 1998-99

Member, Tennessee State Board of Accountancy Special Committee to Study the Future Supply of Accountants, 1998-99

Member of the Board of Directors, Tennessee Society of Certified Public Accountants, 1997-present

Scholarship Committee Chairman, Tennessee Society of Certified Public Accountants, 1999-present

Reviewer, Annual Meeting of the Accounting, Behavior, and Organizations Section of the American Accounting Association, Annual Meeting, 2007

Service-Rhodes College

Member, Search Committee, Robinson Chair of Accountancy, Department of Economics and Business, 2007-08

Member, Events Management Task Force, Fall 2006-present

Chair, Department of Economics and Business, 2002-2005

Director, Masters of Science in Accounting, 1999-present

Chair, Search Committee for Accounting Position, 2004-2005

Tenure and Promotion Committee, 2003-2004

Independent Studies Committee, 2002-2003

Educational Development Committee, 2000-2002

Faculty Ad-hoc Committee on Retirement, 2001-2002

Faculty Development Committee, member, 1998-99

Curriculum Committee

Member, 1994 to 1997; Chair, 1995-96, 1996-97

Admissions and Financial Aid Committee
Member, 1990-1993; Chair, 1992-1993

Board of Trustees Investments Committee, 1991 to 1995

Board of Trustees Audit Committee, 1995-present

Participant, Teaching Portfolio Workshop, Rhodes College, May, 1995

Rhodes Roundtable, 1990-1991

Faculty Presentation, "Liberal Arts in the Board Room," Rhodes Forum, Fall, 1991

Faculty Advisor

Professional Memberships

American Accounting Association

American Institute of Certified Public Accountants

Institute of Management Accountants - Director, 1990-1995

Tennessee Society of Certified Public Accountants - Director, 1997 to present;
Chair, Scholarship Committee, 1997 to present.

Tennessee Society of Accounting Educators - Treasurer, 1997; Vice president, 1998;
President, 1999

Publications and Presentations - National and International Refereed

1. "Enhancing Business Forecasting with Input from Boundary Spanners," coauthored with J. David Spiceland, Journal of Business Forecasting Methods and Theory, Spring, 1987.
2. "Spanning Boundaries in Capital Budgeting", Business & Tax Planning Quarterly, Volume 5, Number 3, 1989, pp. 18-20. Recipient of 1988-89 Manuscript Award, Memphis Chapter, National Association of Accountants for this paper.
3. "Objective and Subjective Assessments of Volatility in Organizational Environments," abstract, Proceedings of the Annual International Symposium on Forecasting, May, 1987.
4. "Business Forecasting and the Organizational / Environmental Interface," coauthored with David Spiceland, Proceedings of the Annual International Symposium on Forecasting, May,

1987.

5. "Bringing Liberal Arts to the Forefront of Accounting Education," Management Accounting News and Views, Management Accounting Section of the American Accounting Association, Spring, 1992.
6. "Accounting, Financial, and Market Variables: Predictors of Merger and Acquisition Targets," coauthored with Anna L. Meador and L. Gayle Rayburn, presentation, Research Forum, Annual Meeting, American Accounting Association, August, 1992.
7. "Outside Influences on Capital Budgeting Systems," coauthored with Kenneth R. Lambert, Journal of Cost Management, Fall, 1993.
8. "Development of Prediction Models for Horizontal and Vertical Mergers," coauthored with Anna L. Meador and L. Gayle Rayburn, Journal of Financial and Strategic Decisions, forthcoming, 1996.
9. "Employee or Independent Contractor: Proceed with Caution," coauthored with Kenneth R. Lambert, Management Accounting, June, 1993.

(Recipient of *National Certificate of Merit* in Institute of Management Accountants' annual manuscript competition, 1993.)

10. "The Role of Honors Accounting Courses in the Current Educational Environment," coauthored with Kenneth R. Lambert and Sarah C. Dawkins, presentation, Annual Meeting, American Accounting Association, August, 1993.
11. "Development of Prediction Models for Horizontal and Vertical Mergers," coauthored with Anna Lee Meador and L. Gayle Rayburn, Journal of Financial and Strategic Decisions, January, 1996.
12. "Performance Evaluation and Compensation Systems: Multinational Considerations," coauthored with Jessica Nicholson and Carolyn George, presentation, Annual Meeting, American Accounting Association, August, 1997.
13. "Assessment of Capital Budgeting Sophistication: An Application of Fuzzy Set Theory," coauthored with David Spiceland and Carolyn George, Advances in Accounting, Spring, 1998.
14. "Performance Appraisal Practices in U.S.-Based Multinational Companies," presentation, coauthored with Cynthia Harris and Carolyn George, Academic Business World Conference, May, 2006, recipient of Presentation Excellence Award

National Invited Presentations and Panel Membership

1. "Meeting the 150-Hour Requirement in a Liberal Arts Environment: Rhodes College," Invited Presentation, Faculty Summer Seminar, AICPA, New Orleans, Louisiana, May, 1992.
2. Member of AICPA Panel, Conference on the Accounting Program Response to the 150-Hour Requirement, Little Rock, Arkansas, September, 1992.
3. Member of AICPA Panel, Pennsylvania Institute of CPAs Education Conference, Hershey, Pennsylvania, November, 1992.
4. Member of AICPA Panel, American Assembly of Collegiate Schools of Business Annual Meeting, Seattle, Washington, April, 1993.
5. Moderator and Member of Panel, 150-Hour Conference, Montclair, New Jersey, October, 1993.
6. Seminar Leader, AICPA Continuing Education Conference on 150-Hour Education Requirement, Columbus, Ohio, May, 1994.
7. Invited participant, AICPA Future Forum, November, 1997.

Publications and Presentations - Regional Refereed

1. "Spanning Boundaries in Capital Budgeting," abstract, Proceedings of the 1987 Southeast American Accounting Association Regional Meeting, April, 1987.
2. "Recruitment and Retention of Gifted Students in Accounting Programs," Proceedings of the 1987 Southeast American Accounting Association Regional Meeting, April, 1987.
3. "Chief Financial Officers' Perceptions of Environmental Influence and Capital Budgeting Systems," abstract, Proceedings of the 1988 Southeast American Accounting Association Regional Meeting, April, 1988.
4. "The Role of Honors Classes in Accounting Programs: A Survey," coauthored with Sarah C. Dawkins, abstract, Proceedings of the 1988 Southeast American Accounting Association Regional Meeting, April, 1988.
5. "Creating a Learning Environment Outside of the Classroom: A Survey of Accounting Programs," coauthored with Sarah C. Dawkins, abstract, Proceedings of the 1989 Southeast American Accounting Association Regional Meeting, April, 1989.
6. "The Growing Demand for Management Audits: An Historical Perspective," coauthored with Carolyn George, abstract, Proceedings of the 1991 Southeast American Accounting Association Regional Meeting, April, 1991.

7. "Financial Ratios Revisited: A Lisrel Approach," coauthored with Anna Lee Meador and L. Gayle Rayburn, abstract, Proceedings of the 1992 Southeast American Accounting Association Regional Meeting, April, 1992.
8. "Performance Evaluation and Compensation Issues in Multinational Companies," coauthored with Jessica Nicholson and Carolyn George, Southeast American Accounting Association Regional Meeting, April, 1996.

Regional Invited Presentations

1. "Recruitment, Retention, and Placement of Honors Students in Accounting," presentation, Tennessee Society of Accounting Educators annual meeting, October, 1988, Nashville, Tennessee.
2. "The Role of Private Colleges in Accounting Education," presentation at the Tennessee Society of Accounting Educators annual meeting, October, 1990, Martin, Tennessee.
3. "Teaching Auditing in the Current Education Environment," presentation at the Tennessee Society of Accounting Educators annual meeting, October, 1994, Brentwood, Tennessee.
4. "Positioning Management Accounting in the Business Curriculum at a Small Liberal Arts School," Southeast American Accounting Association Regional Meeting, April, 1994, Louisville, Kentucky.
5. "The Changing Environment of Management Accounting," Tennessee Society of Accounting Educators," October, 1995, Memphis, Tennessee
6. "The Impact of the 150-Hour Education Requirement on the Undergraduate Accounting Curriculum," presentation, Tennessee Society of Accounting Educators, October, 1998, Nashville, Tennessee
7. "The Future Supply of Accounting Graduates: Factors Impacting Our Profession," presentation, Tennessee Society of Accounting Educators, October, 1999, Clarksville, Tennessee.
8. "Current Issues in the Accounting Curriculum," presentation, Tennessee Society of Accounting Educators, October, 2000, Jackson, Tennessee.
9. "Liberal Arts and Business," presentation, Tennessee Society of Accounting Educators, September, 2004, Nashville, Tennessee.