

## Alicia A. Yancy

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College of Business  
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### EDUCATION AND CERTIFICATION

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**Ph.D. Business Administration – Accounting** University of Southern California – 2014  
Dissertation: “The Impact of Balanced Scorecard Adoption on Long-Term Financial Performance”, Advisor: Kenneth Merchant

**Master of Business Administration** Rice University – 2006

**Bachelors of Business Administration – Accounting** University of Houston – 1994

- **CPA** (Certified Public Accountant) (Active, Colorado #30732)
- **Certificate in Effective College Instruction** ACUE – 2020

### RESEARCH AND TEACHING INTERESTS

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Research: Balanced Scorecard, Non-Financial Performance Measures, Accounting Education  
Managerial Accounting,

Teaching: Financial Accounting, Cost Accounting, Intermediate Accounting I & II, Accounting  
Analysis for Decision-Making, Managerial Accounting, Data Analytics

### PUBLICATIONS

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**Yancy, Alicia A.** (2019). Soft Skills...The Missing Link for Accounting Career Success. *Texas Business and Technology Educators Association Journal*, 20(1), 49-57.

Lloyd, C., Shroff, A. A., & **Yancy, A.** (2018). Repatriation of Foreign Earnings: A Lesson from Past Efforts. *Practical Tax Strategies*, 100(2), 24-28.

**Yancy, Alicia A.** (2017). Who Adopts Balanced Scorecards? An Empirical Study. (2017). *International Journal of Business, Accounting & Finance*, 11(2), 24-37.

**Yancy, Alicia A.** (2017). The Importance of Mentoring Underrepresented Minorities in Business Education. *Texas Business and Technology Educators Association Journal*, 19(1), 5-14.

### WORKING PAPERS

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“What is The Impact of the Balanced Scorecard on Long-Term Financial Performance?”  
Manuscript in preparation.

## WORK-IN-PROGRESS

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“Why Are Fewer Students Pursuing CPA Certification? Factors that Influence an Accounting Student’s Desire to Take the CPA Exam” with Don Holmes.

## TEACHING EXPERIENCE

**Student Evaluations: (last 2 years – 4.46 average)** (5 point scale, 5 Best, 1 Worst)

Summer 2020 Teaching Evaluations – 4.82/4.38

Spring 2020 Teaching Evaluations – No evaluations administered due to COVID-19

Fall 2019 Teaching Evaluations – 5.00/4.60

Summer 2019 Teaching Evaluations – 5.00/4.86

Spring 2019 Teaching Evaluations – 5.00/4.80/4.20

Fall 2018 Teaching Evaluations – 4.00/2.36

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### Courses Taught:

*Loyola University of New Orleans*

Financial Accounting, Financial & Managerial Accounting (MBA) Fall 2021

*University of Houston – Downtown*

Intermediate Accounting I Summer 2021

ACC Analysis for Decision-Making, Managerial Accounting & Budgeting (MBA) Spring 2021

Intermediate Accounting I, Managerial Accounting & Budgeting (MBA) Fall 2020

Intermediate Accounting I Summer 2020

Intermediate Accounting I, ACC Analysis for Decision-Making Spring 2020

Intermediate Accounting I, Cost Accounting Fall 2019

Intermediate Accounting II Summer 2019

Cost Accounting, Intermediate Accounting I, ACC Analysis for Decision-Making Spring 2019

Cost Accounting (F2F and online) Fall 2018

Intermediate Accounting I Summer 2018

Cost Accounting, Intermediate Accounting II, ACC Analysis for Decision-Making Spring 2018

Cost Accounting, Governmental & Not-For-Profit Accounting (online) Fall 2017

Governmental & Not-For-Profit Accounting (online), Intermediate Accounting I Summer 2017

ACC Analysis for Decision-Making, Cost Accounting Spring 2017

Cost Accounting Fall 2016

Intermediate Accounting I Summer 2016

ACC Analysis for Decision-Making, Cost Accounting, Managerial Accounting Spring 2016

Cost Accounting, Managerial Accounting Fall 2015

Cost Accounting, Intermediate Accounting I Summer 2015

Cost Accounting, Managerial Accounting Spring 2015

Cost Accounting, Managerial Accounting Fall 2014

Intermediate Accounting I Summer 2014

Cost Accounting, Managerial Accounting Spring 2014

Intermediate Accounting I, Managerial Accounting Fall 2013

*University of Denver*

Accounting for Decision Making (Managerial Accounting) Spring 2013, Winter 2013

*University of Southern California*

Accounting II (Managerial Accounting) Fall 2011

Core Concepts of Accounting Information (Managerial Accounting)

Fall 2009

## CONFERENCE PROCEEDINGS

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Yancy, A. (2016). Who Uses Balanced Scorecards? *Proceedings for the Academy of Business Research*. San Antonio, TX.

## INVITED PRESENTATIONS

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Texas Society of CPAs Accounting Educators Conference  
“Online Education Delivery and Testing”  
Virtual  
October 2020

Houston CPA Society 2017 Spring Accounting Expo –  
“Current Topics in Cost Accounting”  
Houston, TX  
May 2017

## OTHER PRESENTATIONS

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NABA Accounting Career Awareness Program – Summer 2018, Summer 2017, Summer 2016 –  
“Accounting Certifications & Advanced Degrees”

## SERVICE

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### Internal:

UHD University Curriculum Committee	Fall 2019 - Present
AACSB Maintenance of Accreditation Committee	Fall 2016 - Present
Professional Accounting Society – Faculty Advisor	Spring 2014 – Summer 2016
ACCI Department - Accounting Faculty Search Committee (Chair)	Fall 2014 - Present Fall 2018 – Spring 2019
UHD Accounting Department Curriculum Committee (Chair)	Fall 2017 – Spring 2019
UHD Academic Affairs Council	Fall 2017 – Spring 2019
UHD Organized Research and Creative Activities (ORCA) Committee	Fall 2017 – Summer/Fall 2019
Davies COB MBA Admissions Committee	Fall 2015 – Fall 2018
UHD Minority Male Initiative	Fall 2015 – Spring 2016
UHD Service Learning Committee	Spring 2015 – Fall 2015
UHD Core Assessment Committee	Fall 2015 – Spring 2016
ACCI Department Writing Assessment Team	Spring 2015 & Spring 2018
ACCI Department Chair Search Committee	Spring 2017

### External:

San Jacinto College Business Curriculum Advisory Committee	2015 - Present
Texas Business and Technology Educators Association	Spring 2019 – Present

Editorial Review Committee	Spring 2019 – Present
TXCPA Houston (formerly Houston CPA Society)	Fall 2014 - Present
Student Auxiliary Steering Committee	Fall 2015 – Fall 2017
University of Houston Black Alumni Association	Fall 2013 – Present
Treasurer	Fall 2016 - Present
National Association of Black Accountants (NABA)	Fall 2013 – Present
Houston Chapter President’s Advisory Board	Fall 2020 - Present
Western Region CPA Review Boot Camp Co-Director	Summer 2016
UHD Campus Advisor	Fall 2013 – Present
Accounting Career Awareness Program (ACAP) Committee	Fall 2013 - Present
American Institute of Certified Public Accountants (AICPA)	Spring 2015 - Present
Accounting Scholars Leadership Workshop – Application Reviewer	2016 - 2018
INROADS Volunteer	2015 - Present
KPMG PhD Project Accounting Doctoral Students/Alumni Association	Spring 2015 - Present

## CONFERENCES

### Participant:

AICPA Women’s Global Leadership Summit	
Chicago, Illinois	November 2017
AICPA Accounting Profession Diversity Pipeline Symposium	
Atlanta, GA	May 2018
Houston, Texas	May 2017
Washington, DC	December 2015
Management Accounting Section Doctoral Consortium	
Houston, Texas	January 2012
Seattle, Washington	January 2010
American Accounting Association Annual Conference	
Anaheim, California	August 2013
Denver, Colorado,	August 2011
San Francisco, California	August 2010
New York, New York	August 2009
Anaheim, California	August 2008
Chicago, Illinois	August 2007
PhD Project Annual Doctoral Consortium and Conference	
Anaheim, California	August 2013
Denver, Colorado	August 2011
San Francisco, California	August 2010
New York, New York	August 2009
Anaheim, California	August 2008
Chicago, Illinois	August 2007
Washington, DC	August 2006
Management Accounting Section Mid-Year Meeting	
Houston, Texas	January 2012
Seattle, Washington	January 2010
Long Beach, California	January 2008
Pac-10 Doctoral Consortium	

Los Angeles, California

March 2007

**FELLOWSHIPS, AWARDS, AND HONORS**


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UHD Office of Research and Sponsored Programs (ORSP) Faculty Development Project Grant	2019
UHD President's Recognition – Senior Survey	2016
Houston CPA Society Voelkel Education Award	2016
NABA Accounting Achievement in Education Award	2016
Neighborhood Tax Centers Above & Beyond Award	2015
USC African American Cultural Celebration Keynote Speaker	2015
Rice Black Business Students Association Alumni Honors	2014
California Society of CPAs Accounting Doctoral Scholarship	2011
AICPA Minority Doctoral Fellowship	2006 – 2011
KPMG/PhD Project Doctoral Fellowship	2006 – 2011
University of Southern California Doctoral Fellowship	2006 – 2011
National Black MBA - Doctoral Scholarship (Los Angeles Chapter)	2007,2008,2009
EDGE/First Summer Research Fellowship	2007
National Black MBA - Doctoral Scholarship (Houston Chapter)	2007
AICPA Minority Accounting Scholarship	2005
National Black MBA - MBA Scholarship (Houston Chapter)	2005
Alice Pratt Brown MBA Scholarship (Rice University)	2004 – 2006

**WORK EXPERIENCE**


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Loyola University of New Orleans Rev. Joseph A. Butt, SSJ Endowed Assistant Professor of Accounting	2021 – Present
University of Houston – Downtown Assistant Professor	2014 – 2021
Visiting Assistant Professor	2013 - 2014
University of Denver Lecturer	2012 - 2013
University of Southern California Instructor, Managerial Accounting	2009, 2011
BMC Software, Incorporated Summer Analyst	2006
Continental Airlines Financial Analyst	2005
BMC Software, Incorporated Financial Analyst	2002-2004
Manager, Sales Analysis	2000-2002
Sales Analyst	1998-2000
Roy F. Weston (Weston Solutions, Inc.) Revenue Manager	1997-1998
Project Accountant	1996-1997

**PROFESSIONAL SERVICE AND AFFILIATIONS**

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San Jacinto College Business Management Advisory Committee	2015 - Present
Texas Society of CPAs/Houston CPA Society	2013 - Present
Houston CPA Society Student Auxiliary Steering Committee	2015 - 2017
Member, National Association of Black Accountants	2015 - Present
Panelist, Accounting Programs Leadership Group Seminar, San Diego	2013
PhD Project Planning Committee	2008 – 2010
University Representative, KPMG/PhD Project Annual Conference	2008 – 2011
Discussant, AAA Annual Meeting, Anaheim	2008
Member, PhD Project / Accounting Doctoral Students Association	2005 – present
Member, American Accounting Association	2007 – present

### **PROFESSIONAL DEVELOPMENT**

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ACUE Fellow – Course in Effective Teaching Practices Houston, TX	AY 2019 – 2020
CTLE Online Course Development Initiative Houston, TX	Summer 2019 – Fall 2019
AAA Intensive Data and Analytics Workshop Orlando, FL	June 2019
OLC Institute Workshop “Designing a Flipped Classroom” Houston, TX	May 2019
SAP North America Next-Gen Winter Boot Camp Huntsville, TX	January 2019
AACSB Annual Accreditation Conference Washington, DC	September 2018
AACSB Business Accreditation Seminar Tampa, FL	June 2018
UHD Designing Exemplary Courses Houston, TX	August 2017
UHD Online Teaching Certificate Program Houston, TX	May 2017
“Designing Exemplary Courses” Workshop Houston, TX	August 2017
Cengage Business Educators Forum Nashville, TN	March 2016
Management Accounting Section Teaching Symposium Newport Beach, CA	January 2015
American Accounting Association (AAA) Audit Educators’ Boot Camp Grant Thornton, Chicago, Illinois	June 2011