

# **Helen G. Gabre, PHD, CPA**

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## **EDUCATION**

### **UNIVERSITY OF MISSISSIPPI**

*Patterson School of Accountancy*

*Ph.D. in Accounting May 2008.*

### **ALABAMA A&M UNIVERSITY**

*M.B.A., May 1984.*

### **UNIVERSITY OF ALABAMA IN HUNTSVILLE**

*B.S. in Accounting May 1982.*

### **ADDIS ABABA UNIVERSITY**

*B. S. in Social Work, May, 1977.*

**PROFESSIONAL CERTIFICATION:** Certified Public Accountant (CPA), Kentucky.

## **EXPERIENCE**

Present	Associate Professor Alabama A&M University
Fall, 2003 – Spring, 2007	Graduate Teaching Assistant as a doctoral student University of Mississippi
Fall, 1999 – 2003	Instructor Alabama A&M University
Fall, 1997 – Summer, 1999	Lecturer University of Alabama in Huntsville
Fall, 1996 & Spring, 1997	Part-time Accounting Instructor University of Alabama in Huntsville
1996 Winter - 1997	Part-time Instructor Calhoun community College
1991-1995	Accounting Instructor Philips Junior College
1985-91	Accounting Instructor National Career College

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1986

Accounting Instructor (part-time)  
Alabama A&M University

## RESEARCH ACTIVITIES

**Research interests:** corporate governance, accounting education, accounting information systems, accounting history

### Publications (refereed):

- Gabre, H., Flesher, D. & Ross, F. (2107). CPA Credential Perceptions: A Case Study of Hispanic Accountants. *Accounting Education*, 26(1), 54-77.
- Gabre, H. G., Flesher, D. L. & Ross, F. (2015). Addressing the challenges of diversity in the profession: Determinant factors for the dearth of minority CPAs. *The CPA Journal*, December, 2015.
- Gabre, H. G. & Jobe, M. (2103). Does learning style matter? What we've got here is . . . failure to communicate. *The National Accounting Journal*, (15)1.
- Gabre, H. G. & Kumar, G. (2012). The Effects of Perceived Stress and Facebook on Accounting Students' Academic Performance. *Accounting and Finance Research*, 1(2).
- Flesher, D. L. & Gabre H. G. (2009). NABA: At 40. *Journal of Accountancy*, December, 2009.
- Anantharaman, S. & Gabre, H. G. (2002). The Impact of Internet on the Accounting Curriculum. *Journal of 21<sup>st</sup>. Century Accounting*, 2.

### Publications (Non -refereed):

- Gabre, H. G., Flesher, D., & Ross, F. (2014). Determinant Factors for the Dearth of Minority CPAs Alabama Society of CPAs (ASCPA) Newsletter.

### Grants:

- Awarded research grant from National Association of State Board of Accountancies (NASBA), May, 2011 for research: Gabre, H. G., Flesher, D & Ross F. *Determinant Factors for the Dearth of Minority CPAs*.  
<http://www.nasba.org/blog/2011/03/25/17613/>

### Working Papers:

- Gabre, H. G. & Stocks, M. H. The Audit Committee: A Reactive Process?
- Gabre, H. G., Stocks, M. H, Wang, K, and Wilder, W. M. *An Empirical Investigation of Audit Committee Decision Quality*.
- Ammeter, A. P., Gabre, H. G., & Klingen, A. M. *The Centrality of Trust in Virtual Communication: Relating Modes of Relational Communication to Performance in Online Learning*.
- Jobe, M., Gabre, H. G., & Stocks, M. H. *The Impact of Elements of an Ethical Environment on Manager's Project Evaluations under Agency Problem Conditions*.

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## PRESENTATIONS:

- Clarke, A., Gabre, H. G., Ross, F. & Wells, J. We're About Success! Leadership Skills Development Program: How External Efforts Increased the Retention of African Americans in the Accounting Profession. Presented at the 2015 American Accounting Association (AAA) Diversity Section Conference, Atlanta, Georgia, November 6-8, 2015.
- Gabre, H. G., Flesher, D & Ross F. *Determinant Factors for the Dearth of Hispanic CPAs*. Presented at the American Accounting Association (AAA) Annual Conference in Atlanta, Georgia, August 2-6, 2014.
- Gabre, H. G., Flesher, D & Ross F. *Determinant Factors for the Dearth of Hispanic CPAs*. Presented the American Accounting Association (AAA) Southeast Region Conference in St. Petersburg, Florida on April 4, 2014.
- Gabre, H. G. & Jobe, M. The effect of perceived stress and learning style on academic performance. Presented (by co-author) at Society of Business Research conference in Nashville, Tennessee on October 24-26, 2013.
- Gabre, H. G., Flesher, D & Ross F. *Determinant Factors for the Dearth of African American CPAs*. Presented the American Accounting Association (AAA) Annual Conference in Anaheim, California on August 3-7, 2013.
- Gabre, H. G., Flesher, D & Ross F. *Determinant Factors for the Dearth of African American CPAs*. Presented at the American Accounting Association, Southeast Region Meeting in Nashville, TN on April 4-6, 2013.
- Gabre, H. G. & Jobe, M. *Does Learning Style Matter?* Presentation (by co-author) at The Society of Business, Industry and Economics annual conference, Destin, FL, April 16-19, 2013.
- Gabre, H. G., Flesher, D & Ross F. *Determinant Factors for the Dearth of Minority CPAs*. Presented (by co-author) at the National Association of State Board of Accountancy meeting (NASBA) at Eastern Regional Meeting, Philadelphia, PA, June 13-15, 2012.
- Gabre, H. G., Flesher, D & Ross F. *Determinant Factors for the Dearth of Minority CPAs*. Presented (by co-author) at the National Association of State Board of Accountancy meeting (NASBA) at Western Regional Meeting, June 27-29, in Anchorage, AK, 2012.
- Gabre, H. G., Flesher, D & Ross F. *Determinant Factors for the Dearth of African American CPAs*. Presented at the American Accounting Association, Southeast Region Meeting in Destin, Florida on April 7-9, 2011.
- Gabre, H. G. & Stocks, M. H. *The Audit Committee – A Reactive Process?* Presented at the American Accounting Association Annual Meeting in New York, New York on August 5, 2009.
- Gabre, H. G. & Stocks, M. H. *The Audit Committee – A Reactive Process?* Presented at the American Accounting Association, Southeastern Regional Meeting in Oxford, Mississippi on April 30, 2009 – May 2, 2009.
- Gabre, H. G., Stocks, M. H., Wilder, W. M., & Wang, K. *An Empirical Investigation of Audit Committee Decision Quality*. Presented at the American Accounting Association, Auditing Section Midyear Conference in St. Petersburg, Florida on Jan 17, 2009.
- Gabre, H. G. & Flesher, D. *The Growth of the National Association of Black Accountants (NABA): 1969-2007*. Presented at the Research Interaction

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Forum Session at the American Accounting Association (AAA) Annual Conference in Anaheim, California on August 4, 2008.

- Gabre, H. G. & Flesher, D. *The Growth of the National Association of Black Accountants (NABA): 1969-2007*. Presented at the AAA (American Accounting Association) 2008 Public Interest Section/Academy of Accounting Historians Joint Conference on April 11, 2008.
- Ammeter, A. P., Gabre, H. G., & Klingen, A. M. *The Centrality of Trust in Virtual Communication: Relating Modes of Relational Communication to Performance in Online Learning*. Presented (by co-author) at the annual meeting of the Organizations and Society in Information Systems (OASIS) Workshop at the International Conference on Information Systems, Montreal, Canada, December, 2007.
- Gabre, H. G. *Individual Retirement Accounts*. Presented at the 6<sup>th</sup> Society of Business, Industry and Economics Annual Conference, Branson, Missouri, April 5, 2004.
- Gabre, H. G. *The National Association of Black Accountants: A Brief History*. Presented at the 10<sup>th</sup> World Congress of Accounting Historians in August, 2004, Oxford, Mississippi.

## PROFESSIONAL ACTIVITIES:

- Attended the American Accounting Association 2016 Teaching, Learning and Curriculum Section Colloquium on September 29 - October 1, 2016 in San Antonio, Texas.
- Attended the American Accounting Association Southeast Region Conference, April 14-16, 2016 in Atlanta, Georgia.
- Served as an invited reviewer of essays to select candidates for the AICPA's 2016 Accounting Scholars Leadership Workshop.
- Attended the annual ASCPA's (Alabama Society of CPAs) Educators' Conference and acquired CPE credit for the CPA certification maintenance, October 9, 2015.
- Attended the American Accounting Association 2015 Annual Conference for Teaching and Learning in Accounting (CTLA) Meeting in Chicago, Illinois, August 8-9, 2015.
- Reviewed a paper for American Accounting Association Southeast Region annual conference, Asheville, NC, April 16-18, 2015.
- Served as a Dialogue Facilitator for American Accounting Association Southeast Region annual conference, Asheville, NC, April 16-18, 2015.
- Attended a conference as an Invited Advisor for the AICPA (American Institute of Certified Public Accountants) Pipeline Initiative through Diversity and Inclusion research study (December, 2014).
- Reviewed a paper for the upcoming American Accounting Association's 2014 Annual Meeting, Atlanta, Georgia conference.
- Served as an invited reviewer and reviewed a paper for *Accounting Education: an international journal*. Submitted the review on November 13, 2013.
- Participated in the ASCPA's (Alabama Society of CPAs) *Pay it Forward-Classroom Blitz* program, and taught financial literacy at G. W. Carver High School, Birmingham, Alabama (2013, 2014).

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- Participated in the annual ASCPA's (Alabama Society of CPAs) Educators' Conference and acquired CPE credit for the CPA certification maintenance, October 11, 2013.
- Served as a discussant of a paper at the American Accounting Association 2013 Annual Meeting, Anaheim, California.
- Served as a paper reviewer for the Conference on Teaching and Learning in Accounting (CTLA), Southeast Regional AAA conference, 2013.
- Attended ASCPA-sponsored (Alabama Society of Certified Public Accountants) Educators' Conference in Montgomery, Al (2011, 2013, 2014).
- Served as a discussant for a paper, *Management Accounting, Mass Production, Scientific Management: A History of Success at the Ford Motor Company*, at the Annual AAA Conference, August, 2007.
- Served as a discussant for a paper, *Increasing Political Participation with Internet Voting: A Model of I-voting Adoption*, at the annual PhD Project conference, August, 2006.
- Gabre, H. G. & Anantharaman, S. *Necessary Accounting Changes – The Enron Issues*. Presented at the fourth annual meeting of the Society of Business, Industry and Economics, Gulf Shores, Alabama, April 15-17, 2002.
- Chaired a session on *the New CPA Exam – Changes and Challenges in preparing our students* at the annual meeting of the Society of Business, Industry and Economics, Fort Walton Beach, Florida, April 14-16, 2003.

## SERVICE ACTIVITIES

### Alabama A&M University

- Member, Governance Committee, College of Business and Public Affairs (2016).
- University Screening Committee (grievance).
- Senator, University Faculty Senate (2015-2016).
- Member, Research Committee, College of Business and Public Affairs (2015-2016).
- Responsible for sending welcoming emails to accepted students.
- Secretary, Dean Search Committee for College of Business and Public Affairs.
- Coordinator - VITA (Voluntary Income Tax Assistance) program for participation by accounting students at the IRS site in Huntsville, Alabama for 2009-2014 spring tax seasons.
- Coordinated the Spring Open House for the College of Business and Public Affairs (2014).
- Secretary – Retention and Recruitment Committee (2013-2014).
- Coordinator – Accounting Club yearly trip to the National Association of Black Accountants (NABA) Student Conference in Atlanta, Georgia (2013).
- Chairperson, Department Search Committee (2008-2013).
- Member - Program Vitality Evaluation Committee (2012).
- Student Advisor (1999-2014).
- Member - College of Business and Public Affairs – Assurance of Learning Committee
- Member – College of Business and Public Affairs – Accreditation Committee
- Member - College of Business and Public Affairs - MBA Committee.

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- Senator (Alternate) - University Faculty Senate (2013-14)
- Senator – University Faculty Senate (2012)
- Member - Curriculum Committee member at Alabama A&M University (2007- 2008).
- Member - Strategic Planning Committee member at Alabama A&M University (2008-2012).
- Member and Secretary (2012) - Research Committee member at Alabama A&M University (2008- 2012).
- Served as faculty facilitator for Jump Start program during the fall semester (2003).

## **HONORS AND AWARDS**

- Received a Teaching Excellence award for the University, May, 2014.
- Nominated for a teaching award at the College of Business and Public Affairs, 2013.
- Best Bulldog Faculty for School of Business – Recognized by Honors Peer Educators, March 26, 2009.
- Outstanding Graduate Student Teacher of the Year Award, 2003-2004, University of Mississippi.
- KPMG Doctoral Fellow, 2003-2006.
- Nominee for the 1998-1999 College of Administrative Science Outstanding Teaching Award, University of Alabama in Huntsville.
- Nominee for the 1997-1998 College of Administrative Science Outstanding Teaching Award, University of Alabama in Huntsville.
- Graduated with Honor from University of Alabama in Huntsville in Accounting.
- Received Certificate of Academic Excellence from the M.B.A. program at Alabama A&M University for performance in graduate work.
- Received "Outstanding Service" award at Philips Junior College, 1993.
- Received "Teacher of the Year" award at Phillips Junior College, 1994.

## **MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS**

- Member – American Institute of Certified Public Accountants.
- Member – American Accounting Association
- Member – National Association of Black Accountants
- Member – Alabama Society of Certified Public Accountants
- PhD Project Doctoral Students Association