

MILLER COLLEGE OF BUSINESS
VITA – AACSB
January 1, 2016 – December 31, 2020

PROFESSIONAL BACKGROUND

Name: Nadra Pencle

Rank: Assistant Professor

Involvement: Participating

Qualification: Scholarly Academic

Brief Description for Basis of Qualification: Scholarly Academic (SA) because of earning doctoral degree in 2019. New hire in 2019.

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. Pencle, N. (2020). Hybrid organizations and an ethic of accountability: the role of accountability systems in constructing responsible hybridity. *Accounting, Auditing & Accountability Journal*.
<https://www.emerald.com/insight/content/doi/10.1108/AAAJ-11-2019-4287/full/html>
Tier 1/Applied or Integration/Application Scholarship (AIS)
2. Baudot, L., Dillard, J. F., Pencle, N. (2020). The emergence of benefit corporations: A cautionary tale. *Critical Perspectives on Accounting*, Volume 59.
<https://www.sciencedirect.com/science/article/pii/S1045235419300127> **Tier 1**/Applied or Integration/Application Scholarship (AIS)

Presentations at Conferences

1. Pencle, N. (Presenter), Have You Ever Seen Me? (Un)muted Identities of Professors from Underrepresented Backgrounds, *Paul W. Parkison Department of Accounting Workshop*, Paul W. Parkison Department of Accounting, Virtual. (November 2020) Basic or Discovery Scholarship (BDS)
2. Pencle, N. (Panelist), Panelist for EAR Annual Conference Webinar, *2020 EAR Annual Conference*, European Accounting Review Annual Conference., Virtual. (November 19, 2020)
3. Pencle, N. (Author), Have You Ever Seen Me? (Un)muted Identities of Professors from Underrepresented Backgrounds, *AFAA Brown Bag: Omar Watts & Nadra Pencle*, Virtual. (November 11, 2020) Applied or Integration/Application Scholarship (AIS)
4. Pencle, N. (Presenter), *2020 Accounting Behavior and Organizations Virtual Research Conference and Doctoral Consortium*, American Accounting Association-Mid Year Meeting, Virtual. (October 2, 2020) Applied or Integration/Application Scholarship (AIS)
5. Pencle, N. (Discussant), Discussion of :Informal Economies and Sustainability Practices, *Organization Studies, 15th OS Workshop- Greece (Done Virtually-May 2020)*, Organization Studies, 15th OS Workshop-, Greece (Done Virtually-May 2020). (May 2020)
6. Pencle, N. (Author), *Organization Studies, 15th OS Workshop- Greece*, Organization Studies, Greece -Virtual. (May 21, 2020) Other

7. Pencle, N. (Author), *PARADOX THEORY: SYNTHESIS AND RESEARCH OPPORTUNITIES IN CORPORATE SUSTAINABILITY*, 2020 *PhD/New Faculty Consortium at the International Accounting Section Midyear Meeting*, American Accounting Association, fl. (January 2020) Basic or Discovery Scholarship (BDS)

Conferences and Meetings Attended

1. East Coast Behavioral Accounting Workshop Series, East Coast Behavioral Accounting Workshop Series (Virtual-May-June). (May 2020 - December 2021).
2. KPMG's-Accounting Faculty Alumni Association (AFAA) 2020, KPMG's Accounting Faculty Alumni Association (AFAA) 2020. (July 2020 - February 2021).
3. EAA-European Accounting Review 2020 Annual Conference, European Accounting Association. (November 2020 - November 2020).
4. CSEAR NA Webinar – ECRs Taking the Floor-2020, Centre for Social and Environmental Accounting Research-North America. (November 2020 - November 2020).
5. AAA-2020 Diversity Section Meeting, American Accounting Association. (October 2020 - October 2020).
6. AAA New Faculty Consortium, American Accounting Association & Ernst & Young Foundation. (January 2020 - February 2020).
7. AAA-2021 International Accounting Section Midyear Meeting, American Accounting Association-AAA. (January 2020 - January 2020).
8. AAA- International Accounting Section, American Accounting Association. (January 2020 - January 2020).
9. PhD Project Annual Meeting, KPMG Foundation & Others. (November 2019 - November 2019).
10. Florida Education Fund Annual Meeting, Florida Education Fund & McKnight Foundation. (October 2019 - October 2019).
11. AAA-Accounting Behavior and Organizations Mid Year Meeting, American Accounting Association. (October 2019 - October 2019).

Business and Other Professional Experience

1. Professional, AAA, Reviewer/referee. (2020).

2. Professional, Sustainability Accounting, Management and Policy Journal (SAMPJ), Ad-Hoc Reviewer. (September 2019 - December 2020).
3. Professional, AAA-2020 ABO Conference,, Ad-Hoc Reviewer, **My review: accept**

The idea for the paper is great! The writing is clear and concise. I enjoyed reading the paper and it's refreshing to see that the author(s) included multiple anecdotal evidence from industry. However, it is difficult to evaluate the validity of results of the experiment given this current version of the paper. Please justify the use of students as proxy for managers. Did you capture any information about these students that you can use? The financial perspective appears to benefit the managers only, where as the nonfinancial perspective appears to benefit "others" The paper could benefit from more theoretical development to drive the hypothesis. I'm not convinced that prior research is theory and mentioning "psychology theory" is not sufficient. It is unclear how valid the scales used to assign participants to ENTHUSIAST\NONENTHUSIAST measured conditions are. How was the demand effect mitigated when participants did the experiment over 2 days? Explicitly state the shape of the predicted interaction and as Guggenmos, Piercey, and Agoglia 2018 suggest, that requires strong theory. They also suggest that you report 2 matrices once the shape of the interaction is confirmed. (July 2020).

Professional Development and Participation

1. Attended Seminar/Training, Teaching, Strategies for Success in the College Classroom. (October 2020 - December 2020).
2. Attended Seminar/Training, Teaching. (2020 2020).
3. Training, Other, Exploring Your Diversity Story. (July 2020 2020).
4. Workshop, Research, Summer 2020 Writing Challenge: Let the Writing Begin! Writers -
Thank you for joining us for the two week summer writing challenge. Incredibly, our 10 teams produced more than **264 hours of writing and more than 151,000 words**. We value your opinion of both the process and the writing site. If you would, please take this short survey. At the end of the survey, you will be provided with instructions on how to print off your certificate of completion.

With appreciation,
Kristen

Kristen L. McCauliff, Ph.D.
klmccauliff@bsu.edu
Associate Provost for Faculty Affairs and Professional Development
Associate Professor
Department of Communication Studies

Women's and Gender Studies Affiliated Faculty
Ball State University
Pronouns: she/her/hers. (2020 2020).

5. 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).
6. 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. Mackenzie K. Slade, Honor's Thesis Advisor, Accounting, HONR.499, 3 credit hours, "How Accounting Firms Give Back and its Effects," In-Process. (Fall 2020 - Present).

University, College, Departmental Committees

1. College, MCOB, Committee Member. (August 2020 - 2021).
2. College, MCOB, Committee Member. (2020 - 2021).
3. University, BSU-Provost and Executive Vice President for Academic Affairs Office, Committee Member, **Faculty Compensation and Benefits Review (FCBR)**

Taskforce Meeting Agenda

**November 2, 2020
4:00PM - 5:00PM**

Attendees:

*Susana Rivera-Mills, Provost and Executive Vice President
for Academic Affairs*
Alan Finn, Vice President for Business Affairs and Treasurer

Co-Chairs:

*Kristen McCauliff, Associate Provost for Faculty Affairs and Professional
Development and Associate Professor (CCIM)*
Julie Hopwood, Associate Vice President for Business and Auxiliary Services

Members:

Sheila Abebe, Assistant Professor of Nursing (COH, S&B)

Rose Costello, Associate Vice President for Human Resources

Tom Horan, Assistant Professor of Playwriting and New Works Development (CFA, S&B)

Tarek Mahfouz, Associate Dean of the College of Architecture and Planning and Professor of Construction Management

Anand Marri, Dean of Teachers College and Professor of Educational Studies

Misa Nishikawa, Professor of Political Science (CSH)

Nadra Pencle, Assistant Professor of Accounting (MCOB, S&B)

Scott Stachler, Associate Vice President and Chief Budget Officer

Kate Stoss, Director of University Human Resource Services

Paaige Turner, Dean of the College of Communication, Information, and Media and Professor of Communication Studies

Jill Walls, Associate Professor of Early Childhood, Youth, and Family Studies (TC)

Jennifer Warrner, Assistant Professor of Construction Management and Interior Design (CAP, S&B)

Welcome / Introductions

Today's Tasks: Review of the Faculty Compensation and Benefits Review (FCBR) Taskforce Charge and Membership Review of FCBR Taskforce Membership Ground Rules Review of the FCBR Taskforce Timeline and Meeting Process Gather Initial FCBR Taskforce Membership Prioritization Diagnostic Feedback Assign and Review Tasks / Deadlines Review FCBR Reading Materials / Resources Roundtable Discussion Questions/Comments Provost and Executive Vice President for Academic Affairs Susana Rivera-Mills' and Vice President for Business Affairs and Treasurer Alan Finn's FCBR Taskforce Charge and Membership: Established to carry out a comprehensive review of compensation and benefits packages provided to Ball State University Tenure Line Faculty. Membership includes representation from the following areas: University Governance: University Senate Chairperson University Senate Member Senate Faculty Salary and Benefits Committee Member The Division of Business Affairs Division of Business Affairs Representative Associate Vice President and Chief Budget Officer Associate Vice President for Human Resources Director of Human Resources The Division of Academic Affairs: Division of Academic Affairs (Central Academic Affairs) Representative One College Dean One faculty member from each of the seven Academic Colleges One faculty member from each of the ranks being evaluated: 1.) Assistant Professor; 2.) Associate Professor; and 3.) Full Professor.

*(*An individual member may fulfill multiple areas of representation subject to the*

approval of the Provost and Executive Vice President for Academic Affairs and the Vice President for Business Affairs and Treasurer.)

Work will include researching and providing information on the following: An understanding of the current budget and the new budget model in relation to how Tenure Line Faculty compensation and benefits are funded; Data that provides a comprehensive view of current total compensation and benefits provided to Ball State University Tenure Line Faculty; Comparator data from peer institutions and other national organizations in order to analyze Ball State data within a broader state, regional and national contexts; and Comparator data should also include an analysis of the cost of living for Muncie and comparator locations as well as faculty load including but not limited to workload, class size, faculty-student ratio and other relevant variables. A final report prepared by the FCBR Taskforce co-Chairs, on or before March 15, 2020, to the Provost and Executive Vice President for Academic Affairs and the Vice President for Business Affairs and Treasurer describing the process, data sources, findings, and analysis. Please note, the Taskforce Final Report is to provide a contextualized narrative, not recommendations. Upon review of the Taskforce Final Report, the Provost and Executive Vice President for Academic Affairs and the Vice President for Business Affairs and Treasurer will provide a summary to the President.

FCBR Taskforce Membership Ground Rules: Members should remain civil and respectful of alternative viewpoints/arguments; Members should expect, welcome and encourage all Taskforce membership voices and viewpoints; Members should speak only for themselves and not others; Members should attend all scheduled meetings and assigned individual interviews; Membership should arrive to scheduled meetings and assigned interviews having read and prepared to discuss the assigned material, as well as having completed any assigned tasks by the deadline provided; Members should understand that all FCBR Taskforce meetings and interviews are deliberative and confidential to encourage robust and open communication (any inquiries with regard to the FCBR Taskforce should be directed to the Co-Chairs as the sole points of contact for the FCBR Taskforce activity and status); and Updates and/or additions to the FCBR Taskforce Box Account will be at the discretion of the FCBR Taskforce Co-Chairs.

FCBR Timeline and Meeting Process: FCBR Final Taskforce Report – To be submitted to Provost Rivera-Mills and Vice President Finn on or before Tuesday, March 15, 2021. FCBR Taskforce Meetings - There will be an initial 60 minute full FCBR Taskforce meeting; Followed by 90 minute individual FCBR Taskforce member interviews by the co-Chairs; A 60 minute FCBR Taskforce midpoint meeting; and A final 60 minute FCBR Taskforce meeting to review findings.

FCBR Taskforce Diagnostic:

Please prioritize the following elements of compensation planning based on your professional opinion and area of representation (1 = Most Important, 10 = Least

Important):

Priority

1-10

Benchmarking Geographic Comparators

Benchmarking Field/Discipline Comparators

Benchmarking Industry in General

Benchmarking True Peers and Competitors

Internal Organization Equity and Consistency

Local, State, and Regional Cost of Living Indices

Long-Term Incentives

Performance Measures/Criteria

Recruitment / Retention Tool

Short-Term Incentives

FCBR Taskforce Membership Assignments / Deadlines:

Committee Member

Assignment(s)

Deadline(s)

All Taskforce Members

– Review all information posted to the FCBR Taskforce Box Account:

Institutional Reports and Data:

November 18, 2019 – Faculty Salary and Benefits Committee Meeting Minutes Summary of Spring 2019 Report (ears to Promotion and Attrition) Gender Equity Sub-Committee, March 2016 BSU Female Faculty Focus Group Report, January 2014 Gender Equity Sub-Committee, February 2016

Reading and Other Resources:

Half-Way Out: How Requiring Outside Offers to Raise Salaries Influences Faculty Retention and Organizational Commitment Making Fair and Predictable Salary Adjustments for Faculty of Public Research Universities Academic Capitalism and the Faculty Salary Gap Faculty Compensation: A Historical Perspective Intellectual Rationale for Different Faculty Compensation Systems Designing an Effective Faculty Compensation System Ball State University: An Interpretive History Chronicle of Higher Education Database AAUP Faculty Salaries Database World at Work (Professional Compensation and Benefits Organization) – Sections on Selection and

Usage of Salary Surveys (After Kate Stoss' Meeting Presentation) _
TBD

Julie Hopwood

To create meeting agendas, meeting notes, interview all FCBR Taskforce members individually, and draft the BSU FCBR Final Report (incorporating all relevant FCBR Taskforce membership feedback)

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Ongoing

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Kristen McCauliff

To create meeting agendas, meeting notes, interview all FCBR Taskforce members individually, and draft the BSU FCBR Final Report (incorporating all relevant FCBR Taskforce membership feedback)

-
Ongoing

-
Sheila Abebe

Attend and participate in the initial FCBR Taskforce meeting; the individual Taskforce member interview by the co-Chairs, the midpoint FCBR Taskforce meeting, and the final FCBR Taskforce meeting.

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Rose Costello

Attend and participate in the initial FCBR Taskforce meeting; the individual Taskforce member interview by the co-Chairs, the midpoint FCBR Taskforce meeting, and the final FCBR Taskforce meeting.

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Provide data that provides a comprehensive view of current total compensation and benefits provided to Ball State University Tenure Line Faculty;
Provide comparator data from peer institutions and other national organizations in order to analyze Ball State data within a broader state, regional and national contexts.

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Tom Horan

Attend and participate in the initial FCBR Taskforce meeting; the individual Taskforce member interview by the co-Chairs, the midpoint FCBR Taskforce meeting, and the final FCBR Taskforce meeting.

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Tarek Mahfouz

Attend and participate in the initial FCBR Taskforce meeting; the individual Taskforce member interview by the co-Chairs, the midpoint FCBR Taskforce

meeting, and the final FCBR Taskforce meeting.

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Anand Marri

Attend and participate in the initial FCBR Taskforce meeting; the individual Taskforce member interview by the co-Chairs, the midpoint FCBR Taskforce meeting, and the final FCBR Taskforce meeting.

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Misa Nishikawa

Attend and participate in the initial FCBR Taskforce meeting; the individual Taskforce member interview by the co-Chairs, the midpoint FCBR Taskforce meeting, and the final FCBR Taskforce meeting.

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Nadra Pencle

Attend and participate in the initial FCBR Taskforce meeting; the individual Taskforce member interview by the co-Chairs, the midpoint FCBR Taskforce meeting, and the final FCBR Taskforce meeting.

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Scott Stachler

Attend and participate in the initial FCBR Taskforce meeting; the individual Taskforce member interview by the co-Chairs, the midpoint FCBR Taskforce meeting, and the final FCBR Taskforce meeting.

An understanding of the current budget and the new budget model in relation to how Tenure Line Faculty compensation and benefits are funded;

Data that provides a comprehensive view of current total compensation and benefits provided to Ball State University Tenure Line Faculty;

Kate Stoss

Attend and participate in the initial FCBR Taskforce meeting; the individual Taskforce member interview by the co-Chairs, the midpoint FCBR Taskforce meeting, and the final FCBR Taskforce meeting.

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Provide data that provides a comprehensive view of current total compensation and benefits provided to Ball State University Tenure Line Faculty;

Provide comparator data from peer institutions and other national organizations in order to analyze Ball State data within a broader state, regional and national contexts.

Paaige Turner

Attend and participate in the initial FCBR Taskforce meeting; the individual Taskforce member interview by the co-Chairs, the midpoint FCBR Taskforce meeting, and the final FCBR Taskforce meeting.

Jill Walls

Attend and participate in the initial FCBR Taskforce meeting; the individual Taskforce member interview by the co-Chairs, the midpoint FCBR Taskforce meeting, and the final FCBR Taskforce meeting.

Jennifer Warrner

Attend and participate in the initial FCBR Taskforce meeting; the individual Taskforce member interview by the co-Chairs, the midpoint FCBR Taskforce meeting, and the final FCBR Taskforce meeting.

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Roundtable Discussion Questions/Comments

Individual FCBR Taskforce member interviews by the co-Chairs will be scheduled in the months of November and December, 2020

The next full FCBR Taskforce meeting is scheduled for:DATE:

January 11, 2021

TIME: 4:00PM – 5:00PM

LOCATION: ZOOM . (2020 - 2021).

4. Department/program, Paul W. Parkison Department of Accounting, Committee Member. (2019 - 2021).

International Experience

1. Professional, AAA, Reviewer/referee. (2020).
2. Professional, Sustainability Accounting, Management and Policy Journal (SAMPJ), Ad-Hoc Reviewer. (September 2019 - December 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)
4. AAA-Public Interest Section Meeting-Orlando, Florida - Best Paper Award, The American Accounting Association (March 2018)

Work History

1. Instructor, University of Central Florida –. (August 2014 - August 2019).