

Aretha Y. Hill, PhD, CPA, CCRP

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SUMMARY

Accomplished accounting educator, professional, and CPA with over 25 years of experience in accounting, student engagement, professional development, and career coaching. Expertise in curriculum and content development. Proven ability to manage complex initiatives and collaborate with cross-functional teams. Passionate about advancing professional education, creating career pathways, and preparing candidates for academic, certification, and career success.

Leadership & Mentorship Highlights

- Established a mentorship framework for underrepresented students, fostering skill development and career awareness.
- Guided students in securing internships and entry-level roles, contributing to increased employment outcomes post-graduation.
- Advocated for the integration of leadership development and career coaching into academic advising.

Program Development & Career Readiness Initiatives

- Curriculum Innovation - Designed courses incorporating career readiness, data analytics, and decision-making frameworks.
- Career Exploration and Development - Organized events to guide students in understanding professional opportunities and building networks.
- Leadership Training - Collaborated with student organizations to provide hands-on leadership experiences and professional development.

Teaching

- Utilize a flipped classroom model, integrating data analytics and visualization software to improve engagement and comprehension.
- Employ gamification techniques to make learning engaging, enjoyable, and motivating for students.
- Design lessons that incorporate case studies and practical projects, enabling students to apply their knowledge to real-world business challenges.
- Develop course materials that integrate business concepts, risk assessment, and accounting, preparing students for the complexities of modern workplaces.
- Provide CPA exam preparation support, guidance and resources to help students achieve success.

EDUCATION AND CERTIFICATION

- **Ph.D. in Accounting**, Texas A&M University
- **Master of Accountancy**, University of Missouri-Columbia
- **B.B.A. in Accounting**, Fort Valley State University
- **Certified Public Accountant (CPA)**, State of Georgia
- **Certified Cyber Resilience Practitioner (CCRP)**, (Certified 2025)

PROFESSIONAL EXPERIENCE

Associate Professor of Accounting

Florida Memorial University, College of Business, August 2026 – Present

- Teach undergraduate and graduate accounting courses.

Associate Professor of Accounting

Hampton University, College of Business, August 2025 – August 2026

- Teach undergraduate courses, including Financial Accounting, Intermediate Accounting and Auditing.

Accounting Professor

Georgia State University, Parttime, January 2025 – August 2025

- Taught undergraduate courses, including Financial Accounting.

Founder and CEO

AMPower Careers and Solutions, LLC, 2021–Present

- Established a consulting and coaching firm focused on career readiness, workforce development, and educational consulting for students, institutions, and professionals.
- Design and lead workshops and curriculum development focused on accounting, business, cybersecurity, and professional skills.
- Provide career coaching and development to high school, college students, and young professionals.
- Partner with universities and organizations to support student engagement, career pipeline development, and corporate collaborations.

Founder and CEO

AYHill CPA, LLC, 2018–Present

- Founded and manage a CPA firm providing financial accounting, auditing support, and business advisory services to small businesses, nonprofits, and individual clients.
- Serve as a trusted advisor for entrepreneurs and executives, providing insight on business formation, budgeting, and financial analysis.

Associate Professor of Accounting (Tenured)

Alabama A&M University (AAMU), College of Business and Public Affairs (COBPA), 2022 – 2024.

MBA Program Director

- Designed the MBA – Data Analytics curriculum with concentrations in Accounting Analytics, Finance Analytics, and Cybersecurity Management.
- Created a robust accountability framework for the MBA program, ensuring higher academic standards and outcomes.
- Redesigned MBA admission standards and evaluation processes to align with elevated benchmarks for academic and professional readiness.
- Streamlined and improved the academic advisement process to enhance student support and success.
- Advisor, AAMU National Black MBA Case Competition team.

Associate Dean for Student Success

- Designed and implemented a new student success model integrating academic advisement and career development services, fostering a seamless and wholistic student experience.

- Streamlined the academic advisement model to ensure support and alignment with career goals.

Academic Innovation

- Developed and taught advanced accounting courses, such as auditing, intermediate accounting, and financial accounting, using innovative teaching methods.
- Designed and implemented courses that integrate real-world applications, including data analytics, forensic accounting, and auditing.
- Initiated and coordinate the Data Analytics and Emerging Technology Certificate Program.
- Initiated and coordinated a comprehensive review of the accounting program, resulting in a redesigned curriculum aligned with CPA Evolution and incorporating data analytics.
- Collaborated with the Computer Science department to create an Accounting–Data Science concentration, preparing students for emerging industry demands.
- Led initiatives to promote accounting career awareness and CPA exam preparation, increasing student readiness for certification.

Funding and Awards

- Awardee and Coordinator, AICPA’s Minority Serving Institutions (MSI) Engagement Technology Award, AAMU (2022-2024)
- Awardee and Coordinator, AICPA’s Minority Serving Institutions (MSI) Engagement Technology Award, FAMU (2021)
- Awardee and Project Coordinator, PwC Digital Enablement Award Program, FAMU (2021)
- Awardee and Project Coordinator, PwC Digital Enablement Award Program, FAMU (2022 - 2025)
- Project Coordinator, William F. Pickard, Ph.D., Global Automotive Alliance (GAA) Manufacturing and Supply Chain Management, AAMU awarded \$100,000, 2022.

Mentorship and Professional Development

- Mentored accounting and MBA students focusing on leadership development and career preparedness.
- Acted as a co-faculty advisor for student organizations, including the National Association of Black Accountants (NABA), guiding students in professional development activities.
- Partnered with regional employers to create internship opportunities, increasing student placements.
- Coordinate professional development and career development workshops and activities.

Leadership and Administration

- Played a key role in the College of Business and Public Affairs (COBPA) AACSB accreditation strategic planning, contributing to planning and execution.

- Collaborated with the Career Services team to provide professional development workshops and career coaching sessions.
- Led initiatives to engage with corporate and government partners increasing student internship opportunities and placement.
- Assisted with the development of the COBPA budget proposals and defense.
- Chair and member on several University, College and Department committees.

Associate Professor of Accounting (Tenured)

Florida A&M University (FAMU), School of Business and Industry (SBI), 2011 – 2021

- Taught undergraduate and graduate courses, including auditing, forensic Accounting, intermediate accounting, and financial accounting.
- Establish student career readiness initiatives to connect students with alumni working in accounting.
- Initiated and coach the MBA–Accounting track CPA Exam Preparation Cohort Program
- Coordinated the AICPA Field Test of the CPA Exam – Auditing and Systems.
- Initiated and assisted with the implementation of the Microsoft virtual computer lab initiative.
- Initiated, championed, and led the integration of data analytics and emerging technologies into the accounting and business courses.
- Organized leadership workshops and discussions featuring industry professionals focusing on career pathways and emerging topics.
- Implemented a flipped classroom model, integrating digital tools and case studies to improve engagement and comprehension.
- Coached students for case competitions, resulting in several teams earning top national placements.
- Served on the Dean’s Council
- Chair, College Curriculum Committee
- Chaired and served on several University, College and Department committees.
- Funding and Awards
 - Awardee and Coordinator, AICPA’s Minority Serving Institutions (MSI) Engagement Technology Award (Ongoing)
 - Awardee and Project Coordinator, PwC Digital Enablement Award Program (2019 – 2021)

Chair and Associate Professor of Accounting (Tenured)

Fort Valley State University (FVSU), Department of Business Administration and Economics (DBAE), 2009 – 2011 and 1993 - 1996

- Created and delivered accounting courses tailored to prepare students for professional certifications.
- Played a critical role in curriculum development, emphasizing career readiness and integrating data analytics modules.
- Developed and taught advanced accounting courses, such as auditing, accounting theory, financial accounting, and intermediate accounting, using innovative teaching methods.
- Reengineered all business curricula integrating international aspects and technology.
- Developed partnerships with local businesses to facilitate internship opportunities and career exploration for students.
- Mentored students in resume building, interview preparation, and career goal setting, with a focus on underrepresented populations.
- Served on the faculty advisory committee, contributing to strategies that improved student retention and success rates.
- Served on College and University committees, including serving as committee chair.

Associate Professor of Accounting

North Carolina A&T State University (NCAT), School of Business and Economics, 2008 – 2009

- Focused on teaching intermediate accounting and auditing courses, incorporating case studies and collaborative projects.
- Led initiatives to integrate professional development workshops into the curriculum, helping students prepare for the workforce.
- Partnered with corporate leaders to host campus recruiting events and networking opportunities.
- Provided individualized career coaching, helping students identify career pathways and develop actionable career plans.
- Coached students for case competitions, resulting in several teams earning top national placements.

Associate Professor of Accounting (Tenured)

Florida A&M University (FAMU), School of Business and Industry (SBI), August 2000 – May 2008

- Developed and taught advanced accounting courses, such as auditing, accounting Theory, intermediate Accounting, fraud examination using innovative teaching methods.
- Established and coordinated an Accounting Lab and Tutorial Center to support students in mastering course materials and preparing for certification exams.
- Served as the faculty advisor for student-led professional organizations, including the National Association of Black Accountants (NABA).
- Coached students for case competitions, resulting in several teams earning top national placements.

- Served as a liaison with corporate partners.
- Partnered with corporate leaders to host academic, recruiting and networking opportunities.
- Connected students with industry professionals to foster career exploration and professional growth.
- Played a key role in securing funding for scholarships and professional development initiatives.
- Chair, Curriculum Committee, School of Business and Industry, Florida A&M University
- Chair, Ernst & Young Scholarship Program, Florida A&M University
- Faculty Coordinator, School of Business and Industry High School Connectional
- Faculty Coordinator, Connecting Students to Corporate America Program, FAMU IMA Student Connectional, [Student office visits to Bell South, Coca-Cola, Home Depot (Atlanta, GA)]
- Attendee, Summer-in-Europe (Study Abroad Program), European Business School, Schloß Reichartshausen,

Industry Experience

- Professor in Residence, Forensic Advisory Services, KPMG, LLP, Atlanta, GA
- Faculty Consultant, Business Risk Services, Ernst & Young, LLP, Cleveland OH
- Internal Auditor, Federated Department Stores, Inc. (Macy's, Inc.)
- Staff Auditor, Price Waterhouse

PUBLICATIONS and PRESENTATIONS

Submitted

Does Audit Education Help Narrow the Expectation Gap? *Journal of Applied Accounting Research*, Submitted June 2025, *(ready for resubmission)*.

Working Papers

The Impact of Financial Trauma on the Entrepreneur's Risk Tolerance and Decision-Making

Critical Thinking in Accounting, with AICPA Critical Thinking Task Force (revised)

Business Student's Perspectives on Academic and Workplace Ethics

The Influence of Appreciative Advisement and Teaching on Accounting Students Decisions

Whitepapers and Academic Resources

American Institute of Certified Public Accountants' (AICPA) Forensic and Valuation Services "FVS" University Initiatives Task Force, *Forensic Accounting Model Curriculum*, 2017.

American Institute of Certified Public Accountants' (AICPA) Business Solution Implementation Task Force Whitepaper "A CPA's Approach to Business Solution Implementations", October 2013.

Refereed Publications

Hill, A.Y. and Friday, S.S. 2009. *Information Fatigue: The Case of Activity-based Information (ABI) in Decision-making*, Journal of Technology Research, 1.

Hill, A.Y., Bates, I.W. 2007. *An Empirical Analysis of ABI Acceptance Measures and Determinants*, Journal of International Business Disciplines, 1, 2.

Drumming, S. Gillman, E., Hill, A., Benjamin, C. 2007. *A Framework for Deploying Project Management Software in Audit Planning*. Review of Business Research.

Hill, A.Y., Bates, I.W. 2006. *Connecting ABI Acceptance Measures to Task-Complexity, Ease of Use, User Involvement and Training*, Business Research Yearbook, XIII, 18-21.

Bates, I.W., Finley-Hervey, J., Hill, A. Y. 2006. *Examining the Perceptions of Accounting Professors' and Accounting Students' Solution Strategies in an Introductory Accounting Course*, Business Research Yearbook, XIII, 32-37.

Green, A.L., Hill, A.Y., Friday, E., and Friday, S.S. 2005. *The Use of Multiple Intelligences to Enhance Team Productivity*, Management Decision, 43, 3, 349-359.

Friday, E., Friday-Stroud, S.S., Green, A.L., and Hill, A.Y., 2006. *A Multi-Semester Comparison of Student Performance between Multiple Traditional and Online Sections of Two Management Courses*, Journal of Behavioral and Applied Management, 8, 1, 66-81.

Published Proceedings

Information Fatigue: The Use of Activity-Based Information (ABI) in Decision-making. 2001.

Proceedings of the American Society of Business and Behavioral Sciences Proceedings, 12, 1, 2004-2013.

The Use of Internet Classes: Two Sides to the Argument. 2002. Proceedings of the Academy of Business Administration Journal, 2002. With Friday, E., Friday, S.S., and Green, A.L.

The Influence of Task Difficulty, Implementation Process Factors, and User Perceptions on User Acceptance of Activity-Based Information, 2003. Program and Proceedings of the American Accounting Association Annual Meeting, Honolulu, HI. With Hill, A.Y., McGowan, A.S., and Holmes, S.

Working Papers

The Impact of Financial Trauma on the Entrepreneur's Risk Tolerance and Decision-Making with J. Haynes.

Critical Thinking in Accounting, with AICPA Critical Thinking Task Force (revised)

Business Student's Perspectives on Academic and Workplace Ethics: A Comparative Analysis

The Influence of Appreciative Advisement and Teaching on Accounting Students Decisions

Invited Speaker and Panelist

- Invited Speaker, Writing the Financial Plan as part of the Empowering Entrepreneurial Excellence Training Series, AAMU Center for Entrepreneurship, Innovation and Economic Development (CEIED) and Truist (virtual), 2024
- Invited Speaker, Money Moves - Financial Trauma workshop (Atlanta, GA), 2024

- Invited Speaker, PwC Digital Enablement Best Practices Webinar, 2023

Career Development Initiatives

- Co-coordinated a Community Connections: Technology & Communication course with the Fort Valley State University Cooperative Extension personnel where middle and high school males enhanced their basic technology and communication skills and engaged in career awareness activities.
- Co-coordinated a Digital Skills Workforce Workshop with FVSU Cooperative Extension.

Presentations

- Integrating Technology and Cooperative Learning in Accounting Courses: Best Practices and Challenges, with Emma Cole.
- *Student's Perceptions of the Auditor's Actions in Fraud Schemes*, The Society of ^{FI}Business, Industry, and Economics Annual Conference, April 2013, Sandestin, FL.
- *The Formation Dynamics and Outcome of Mentorship and Sponsorships: The Impact of African Americans' Career Advancement in Public Accounting Firms*. For Paper Presentation. With S.S. Friday-Stroud). International Academy of Business and Public Administration Disciplines (IABPAD) Conference, January 3-6, 2010.
- *Business Students Perceptions of the Role of Auditors and the Auditing Process: Post-SOX*. 2009 Auditing Midyear Meeting, St. Petersburg, FL.
- *Framework for Deploying Project Management Software in Audit Planning*. With S. Drumming, E. Gillman, C. Benjamin. 2007 Annual Conference of the International Academy of Business and Economics, Las Vegas, NV.
- *Students Perceptions of Access Grid Technology as a Synchronous Distance Learning Tool*. With T. Suarez and S. Friday-Stroud. 2006 Annual Meeting of the Management Faculty of Color, Tallahassee, FL.
- *Connecting ABI Acceptance Measures to Task-Complexity, Ease of Use, User Involvement and Training*. With I. Bates. 2006 Annual Meeting of the International Academy of Business Disciplines, San Diego, CA.
- *Examining the Perceptions of Accounting Professors' and Accounting Students' Solution Strategies in an Introductory Accounting Course*. With I. Bates and J. Finley-Hervey. 2006 Annual Meeting of the International Academy of Business Disciplines, San Diego, CA.
- *Explaining Resistance to Using Activity-Based Information (ABI): A Case Study*. 2005 Southeast Regional Meeting of the American Accounting Association, Charlotte, NC.
- *The Benefits and Challenges of Using ABI: The Case at a Telecommunication Provider*. 2005 Society for Advancement of Management International Business Conference, Las Vegas, NV.
- *Information Fatigue: The Use of Activity-Based Information (ABI) in Decision-making*. Annual Meeting of the American Society of Business and Behavioral Sciences 2005, Las Vegas, NV.
- *The Influence of Task Difficulty, Implementation Process Factors and User Perceptions on User Acceptance of Activity-Based Information*. With A. L. McGowan and S. A. Holmes. Annual Meeting of the American Accounting Association, Honolulu, HI.
- *Listening Skills and Performance in an Undergraduate Accounting Course*. With S.S. Friday and E. Friday. 2003 American Society of Business and Behavioral Science Conference, Las Vegas, NV.
- *The Influence of Task Difficulty, User Involvement, Training and Perceptions on ABI Acceptance*. With A. L. McGowan. 2003 Southeast Regional Meeting of the American Accounting Association.
- *The Use of Internet Classes: Two Sides to the Argument*. With E. Friday, S.S. Friday and A.L. Green. 2002 National Conference of the Academy of Business Administration.
- *General Framework for Change, ABM as a Change Enabler, Case on ABM Change*. With A.L. McGowan. American Productivity and Quality Center: ABC/M Advanced Implementation Group, July 2001.
- *ABCM Users' Perceptions and Experiences*. Bell Canada, Toronto, Canada, June 2001.

Discussant

- Discussant, *Enterprise Risk Management and Firm Reputation*, 2019 AAA Southeast Region Meeting
- Discussant, *Internal Control Opinion Shopping: Does Initial Audit Fee Discounting Matter*, 2019 AAA Southeast Region Meeting
- Discussant, *Beyond the Guest Speaker: An Interactive Professional Learning Experience*, 2018 AAA Annual Meeting
- *The Informational Role of CEOs at Audit Committee Meetings*, American Accounting Association Southeast Region Meeting, April 2016.
- *Learning Accounting for Foreign Currency Transactions Using Hedging Derivatives: A Tutorial*, Annual Meeting of the American Accounting Association, August 2015.
- *Transactions Costs and Competition among Auditors in Local Markets*. Chu, L, Simunic, D. Ye, M. Zhang, P. AAA Auditing Section Midyear Meeting, January 2014.
- *UK Shareholder's Views on the Threats to Auditors' Independence*. Dart, E.M. and Chandler, R. Annual Meeting of the American Accounting Association., August 2007.
- *Perceptions of Entering Ph.D. Project Doctoral Students*. Schwartz, B. and Walden, W.D. Annual Meeting of the American Accounting Association. August 2006.
- *Beating or Meeting Earnings-Based Target Performance in CEOs' annual Cash Bonuses*, Simon Yang, Adelphi University. Annual Meeting of the American Accounting Association. August 2005.
- *KM Practices: The Case of Acushnet Company*. Omar Khalil, Allison Claudio, and Ahmad Saleem. 2005 Society for Advancement of Management International Business Conference.
- *Auditors' Assessments of and Responses to Earnings Management Risk and Corporate Governance Risk*. Jean C. Bedard and Karla M. Johnstone. 2003 Annual Meeting of the American Accounting Association.
- *Corporate Governance and the Audit Process*, Jeffrey R. Cohen, Ganesh Krishnamoorthy, and Arnie Wright. 2003 Annual Meeting of the American Accounting Association, Honolulu, HI.
- *The Influence of Independent and Effective Audit Committees on Earnings Quality*. Daniel Bryan, Carol Liu and Samuel Tiras. 2003 Annual Meeting of the American Accounting Association, Honolulu, HI.
- *Expanding Attestation Services: An Analysis of WebTrust*. 2000 Southwest Regional Meeting of the American Accounting Association, San Antonio, TX.

PROFESSIONAL AFFILIATIONS AND SERVICE

Professional Memberships

- Member, Academic Executive Council of the American Institute of Certified Public Accountants (AICPA), 2018 -2022
- Commissioner, National Accreditation Commission (NAC) of the AICPA
- Chair, AICPA NAC University Initiatives Taskforce
- Member, AICPA Academic Executive Committee
- Member, AICPA Fellowship Selection Task Force
- Member, AICPA Critical Thinking Task Force
- Member, AICPA Forensic and Valuation Services "FVS" University Initiatives Task Force
- American Accounting Association (AAA) Outstanding Accounting Educator Award Committee
- AAA Auditing Section Communication Committee, Current
- Regional Coordinator (Auditing) AAA Southeast Region, 2014-current
- AAA Southeast Region – Auditing Section Liaison
- Member, Sharpen Your Teaching Skills Sessions Subcommittee of the American Accounting Association – 2015 - Current

- American Accounting Association (AAA) Southeast Region Auditing Section Liaison, 2014 - Current
- Member, Auditing Education Committee of the AAA, 2014-17
- Planning Committee, AAA Southeast Region Meeting, 2015-16
- Member, Auditing Section of the AAA Education Committee, 2015-16
- Member, Program Committee, AAA Southeast Region Meeting, 2015-19

Editorial Boards and Review Activities

- Reviewer, Annual Meeting of the American Accounting Association, 2004-Current
- Reviewer, Southeastern Regional Meeting of the American Accounting Association, 2016-Current
- Reviewer, *Principles of Auditing and Other Assurance Services*, 17e. Whittington/Pany.
- Reviewer, *Fundamentals of Intermediate Accounting*, 1e. Kieso et al. (Wiley).
- Reviewer, *Auditing and Assurance Services*, 2e. Louwers et al. (McGraw-Hill).
- Reviewer, *Auditing*, 2e. Knechel et al. (Thomson South-Western).
- Focus Group, *Financial Accounting*, Libby, Libby, Short. (McGraw-Hill).
- Focus Group, *Financial Accounting: An Integrated Statements Approach*, 3e. Duchac et al. (Thomson South-Western).

University Committees and Other

- Advisory Council, Southeast US Higher Education Consortium for International Business, Georgia State University (GSU) Center for International Business Education and Research (CIBER)
- Member, University System of Georgia Board of Regents Advisory Council-Business
- FAMU Deans' Council
- FAMU Faculty Senate Steering Committee
- FAMU Faculty Senate
- FAMU Tenure and Promotion Committee
- Chair, FAMU School of Business and Industry Tenure and Promotion Committee
- SBI Assessment Committee
- FAMU Curriculum Committee
- Chair, FAMU School of Business and Industry Curriculum Committee
- Chair, FAMU School of Business and Industry Student Grievance and Behavior Committee
- Member, FVSU Institutional Effectiveness Committee
- FAMU School of Business and Industry Graduate Teacher of the Year
- Board of Director, YWCA of Greensboro, NC
- Member, Financial Committee, YWCA of Greensboro
- Member, School of Business and Industry (SBI) AACSB Accreditation Steering Committee
- Member, SBI Recruitment, Admissions, Retention and Progression Committee
- Member, Quality Enhancement Plan (QEP) Committee, Florida A&M University
- Chair, QEP Budget Committee, Florida A&M University
- Member, Organizational Science Committee, Enterprise Resource Planning, Florida A&M University
- Faculty Advisor, KPMG, LLP Future Diversity Leaders Program, Florida A&M University
- Faculty Advisor, FAMU Chapter of the Institute of Management Accountants, 2001-2005
- Faculty Advisor, Beta Alpha Chapter of the Alpha Kappa Alpha Sorority, Inc.,
- Member, American Institute of Certified Public Accountants
- Member, American Accounting Association
- Member, Auditing Section, American Accounting Association
- Board of Directors, Shisa, Inc. 2001- 2008
- Life Member, Alpha Kappa Alpha Sorority, Incorporated
- Life Member and Treasurer, FVSU National Alumni Association, Incorporated

