

Minutes of Faculty Meeting
May 17, 2022
10:00 a.m. – 11:00 a.m.
Online

Attendees: Shirley Daniel, Liming Guan, Boo Chun Jung, Manu Kaiama, Jee-Hae Lim , Thomas Pearson, Hamid Pourjalali, Jenny Teruya, Mary Woollen, David Yang, and Jian Zhou

Two subjects were discussed and the following decisions were made:

- 1) Recruiting. The draft letter the Pourjalali provided was discussed and approved with some modifications (see enclosed for the modified and submitted draft).
- 2) Ph.D. students were encouraged to attend all HARDI consortiums that is available for them, but are required to attend at least two HARDI cohorts.

Date: May 18, 2022

TO: Vance Roley, Dean, Shidler College of Business
Elizabeth Davidson, Associate Dean, Shidler College of Business

From: Hamid Pourjalali, Director, School of Accountancy
Shidler College of Business

SUBJECT: Request to recruit for new positions

Thank you for allowing us to make our request for faculty replacement and anticipated faculty needs. This letter requests your support in hiring replacement faculty for one of our current tenure tracks and one of our instructor positions. Furthermore, we respectfully request that we hire an additional tenure track faculty to meet the School of Accountancy's needs in response to changes in the CPA examination starting in 2024.

As you are aware, we agreed with Dr. Tu Xu's one-year leave request last year. Dr. Xu has already accepted another full-time appointment with Renmin University as a full-time tenure track faculty and shows that he has concluded his involvement with the University of Hawaii in 2021:

<https://en.rmbs.ruc.edu.cn/show-77-1008-1.html>

Considering Dr. Xu's new position at Renmin University, the faculty of the School of Accountancy supported the following statement on September 13, 2021.

"Given that Assistant Professor Tu Xu has accepted a position in another university, the School of Accountancy faculty unanimously supports the resolution that the School request permission to recruit a new tenure track faculty member to replace Assistant Professor Xu."

Dr. Xu taught our Accounting Capstone course covering Auditing and Accounting Information Systems. Although it was very difficult to find a replacement, we found one of our Masters of Accounting alumni living on the mainland to teach Dr. Xu's classes in the Fall of 2021 and Spring of 2022. We continue to have a challenging time replacing Dr. Xu with temporary lecturers.

Excluding Dr. Xu's position, we have ten tenured and tenure track faculty and two instructor positions. Ms. Manu Ka'iama, one of our two excellent instructors, has been heavily involved

in developing Hawaiian-related grant proposals. She has externally raised herself and the salary of others. As a result, she has been mostly released from her teaching responsibilities at the School of Accountancy for over ten years.

While we pride ourselves on Ms. Ka'iama's accomplishments and contributions to the University and State of Hawaii, we have to cover Ms. Ka'iama's classes using temporary faculty. It is now more apparent that this temporary solution is not appropriate because the temporary faculty do not have the necessary background in teaching and research, and they cannot provide the required level of service.

Technology has significantly changed the accounting profession as it has revolutionized how accountants collect and report information and auditors audit the reported financial data. Tax codes for individuals and corporations have become more complex and require broader knowledge to implement, plan, and maintain tax systems and records. In response to new roles for today's CPA, the National Association of State Boards of Accountancy (NASBA) and the American Institute of Certified Public Accountants (AICPA) suggested changes in the CPA examination. As a result, the CPA Exam has been revised significantly starting in January 2024 (see Appendix A for additional information). We will need to ensure that graduating students in the Fall of 2024 will have the appropriate background to take the CPA exam. We must have proper faculty members to teach our students rather than relying on temporary lecturers. Furthermore, adequate faculty members will enhance our ability to increase the number of faculty publications in Dean's A- and B-ranked journals, enhancing the reputation of Shidler College and the School of Accountancy.

In its recent meeting (February 4, 2022), the School of Accountancy Advisory Board members also emphasized the need to prepare students for changes in the CPA exam in 2024 and what topics will be necessary for students' success in the CPA exam. Board member Shimamoto emphasized that core competency includes technology, and students are expected to know how technological advances can be used and applied to different areas of accounting expertise.

In summary, we will need to replace Professor Xu's position and recruit a tax faculty while finding a more permanent solution (e.g., receiving a permanent instructor position, preferably a 2nd Native Hawaiian instructor for the College, such as Mr. Myron Mitsuyasu) for Ms. Ka'iama's teaching responsibilities. Appendix B provides the list of our current faculty members.

Appendix A

The Structure of the New CPA Examination

The new CPA licensure and CPA Exam model is a Core + Discipline model. The model starts with a robust core in accounting, auditing, and tax that all candidates must complete. Then, each candidate must choose a Discipline section to demonstrate greater skills and knowledge. Technology knowledge and skills will be tested in all areas pertaining to each section. The new Disciplines reflect three pillars of the CPA profession:

- Business analysis and reporting (BAR)
- Information systems and controls (ISC)
- Tax compliance and planning (TCP)



While we can accommodate and prepare students for the Business analysis and reporting (BAR) discipline, we will need to add and improve our emphasis on two areas: Information Systems and Control (ISC), Tax compliance and planning (TCP). This means that we will need to have better coverage of these topics. **Otherwise, the lack of faculty in Auditing and Accounting Information systems and taxation will affect our ability to prepare for upcoming Uniform CPA Examinations (CPA Exam) changes.**

Appendix B

The list of current SOA faculty

Group one (with professorship):

- Boochun Jung: Financial
- Jian Zhou: Financial/Audit
- Jee-Hae Lim: System/Financial
- Chris Park: Financial
- Hamid Pourjalali: Financial/Managerial

Group two:

- Shirley Daniel: Corporate Governance/Audit
- Tom Pearson: Law/transfer pricing/Tax
- David Yang: Corporate Social Responsibility
- Liming Guan: Financial
- Jenny Teruya: Financial/Accounting Education

Group three (instructors):

- Manu Ka'iama
- Mary Woollen