

# SUPPORT

Education. Achievement. Success.

## AICPA Foundation – Message from the President – 2012



The AICPA Foundation Board of Trustees is pleased to present this Annual Report in an effort to share a glimpse of the programs and services supported throughout the year.

As President of the Foundation, I am proud of not only the support we as Trustees have been able to provide,

but also the commitment each of us has made to both the present and future of this great profession.

We continue our focus on our core mission and programs that have been so successful. In aligning the Foundation's vision to advance the science of accountancy and accounting education, we are committed to supporting and growing the next generation of CPAs through three primary focuses: accounting education & outreach, scholarships & fellowships and diversity & inclusion.

Over the years, key partnerships have been developed and nurtured between the AICPA Foundation and various organizations that play an integral role in attracting and supporting young and old to careers in accounting.

From providing teachers an opportunity to implement creative ideas and expand their students' learning, to aiding future generations of CPAs through scholarship awards and opportunities to attend valuable programs that will enhance their educational learning, these partnerships help strengthen the future of the CPA profession.

Of the many partnerships the AICPA Foundation has been pleased to support, I would be remiss if I did not recognize some of them through the pages of this report.

The Accounting Doctoral Scholars (ADS) Program reached a significant milestone this year as it successfully placed its fourth and final group of ADS students at participating universities. Over the next four to five years, nearly 120 outstanding auditing and tax faculty will join existing faculties at leading colleges and universities. This would not have happened without the vision and efforts of several individuals and organizations. The AICPA Foundation has been proud to participate in such a bold endeavor.

In addition to the continued success of the ADS Program, this fiscal year also saw the culmination of two years of study and insights from teams representing diverse viewpoints in practice and academia with the release of the Pathways Commission report.

The Foundation is looking forward to becoming more versed on the Commission's recommendations and supporting objectives that will enhance the future of higher education in accounting.

Along the lines of change, the end of this fiscal year also brought about a new approach to the profession's focus on diversity and inclusion. After 40 years of dedicated service, the AICPA's Minority Initiatives Committee concluded its promise and a renewed focus on diversity began with the creation of the National Commission on Diversity & Inclusion. The dedication and work done by these pioneer CPAs will forever be appreciated as we advance to the next phase in our efforts to increase retention and advancement of underrepresented minorities and better reflect the clients and communities CPAs serve.

So much has been accomplished, but there is still a tremendous amount to do. We believe with our strong volunteer leadership, the philanthropic arm of the AICPA will have a lasting impact on the profession and can become a priority for members. We hope you will join us in this journey.

A handwritten signature in black ink that reads "George W. Krull, Jr." in a cursive script.

**George W. Krull, CPA**

President

# About the AICPA Foundation

## Background and Purpose of the Foundation

In 1922, the American Institute of Certified Public Accountants (AICPA) established the AICPA Foundation. Its purpose: to advance the science of accountancy, develop and improve accountancy education, and benefit the public by supporting financial education, ethical business behavior and a culturally diverse accounting profession. A 501(c)(3) entity under the Internal Revenue Code, the Foundation is governed by a nine-member Board of Trustees. The trustees include a member of the AICPA Board of Directors, a state CPA society chief executive, the chair of the AICPA Minority Initiatives Committee and leaders in the accounting profession. Members of the AICPA Board of Directors serve as members of the Foundation.

## Core Values of the Foundation

**Collaboration:** The Foundation leverages a national presence to seek alliances and partnerships for greater collaboration so as to be considered the partner of choice for education, cultural diversity and financial literacy initiatives.

**Cultural Diversity:** The Foundation promotes cultural diversity within the profession to better serve a diversified workforce and customer base.

**Education:** The Foundation enlightens the public by providing support of key financial and business matters. It also aims to support quality accounting education.

**Ethics:** The Foundation encourages ethical behavior in the financial and business worlds and enhances trust in the accounting profession.

**Public Service:** The Foundation champions the public benefit through education and information on financial issues and promotes financial literacy.

### What benefits do I receive by giving to the Foundation?

My gift will provide teachers an opportunity to implement creative ideas and expand their students' learning.

My financial support will aid future generations of CPAs through scholarship awards and opportunities to attend valuable programs that will enhance their educational learning.

I will receive a tax deduction when gifting as the Foundation is a not-for-profit 501(c)(3) organization.

My donation will go even further if my spouse or I work for a company that matches their employees' gifts.

[aicpa.org/foundation](http://aicpa.org/foundation)



# Give Someone the Chance to Pursue Their Dreams

We all remember when others helped us at a critical moment in our lives. Perhaps it was in the form of financial aid as we began our education. Perhaps it came through wise advice and motivation. Help from others at crucial moments dramatically influences lives. A scholarship may allow a student to achieve a college degree that otherwise might not be possible. Support for faculty development or a financial literacy program can mean the difference for students between getting a simple education and receiving a life-changing motivational experience.

The spirit of philanthropy is simple: Support others in whatever way possible to improve their lives. The most sincere form of thank you we can give those who helped us in the past is to repeat and amplify that support to others today. Helping provide someone the opportunity to become a CPA changes lives.

Today, you can make a difference in someone's life. You can give someone an opportunity to succeed. And you can accomplish all this with little more than the change in your pockets.

Your generosity is essential to the work of the AICPA Foundation. You are the exceptional individuals whose extra effort will make a difference by ensuring brilliant futures within the CPA profession.

Never has there been a greater need for what the profession represents: knowledge, integrity, high ethical standards in all endeavors and dedication to the public good. Now more than ever, it is important for each and every member of the CPA profession to think beyond membership and toward the future of the profession.

Make a Difference. Beyond Membership. Be Accountable.



**Make a contribution:**

**AICPA Foundation**

P.O. Box 52443  
Durham, NC 27717

**For more information:**

Visit: [aicpa.org/foundation](http://aicpa.org/foundation)

Email: [Foundation@aicpa.org](mailto:Foundation@aicpa.org)

## Message from the Treasurer

On the following page, we present salient facts about the Foundation's Fiscal 2012 financial results.

In Fiscal 2012, the Foundation's major sources of revenues were from firms and friends, member dues and the AICPA. The Accounting Doctoral Scholars (ADS) Program, funded primarily by CPA firms, state CPA societies and others, accounted for 58% of this revenue. This was followed by member dues and contributions from the AICPA. Fiscal 2012 represented the fifth year of contributions for the ADS Program and the program is on target to meet its financial goals.

The Foundation continues to devote a significant amount of its expenditures to programmatic activities. In Fiscal 2012, 98% of expenses were devoted to funding our core programs, including diversity programs, the ADS Program, and other accounting education programs. The Foundation continues to place heavy emphasis on bottom-line performance.

As we move into Fiscal 2013, the Foundation will continue to focus on ways to increase its revenue stream and manage expenses within available resources.

We thank our volunteers, staff and countless generous donors and ask for their continued support.

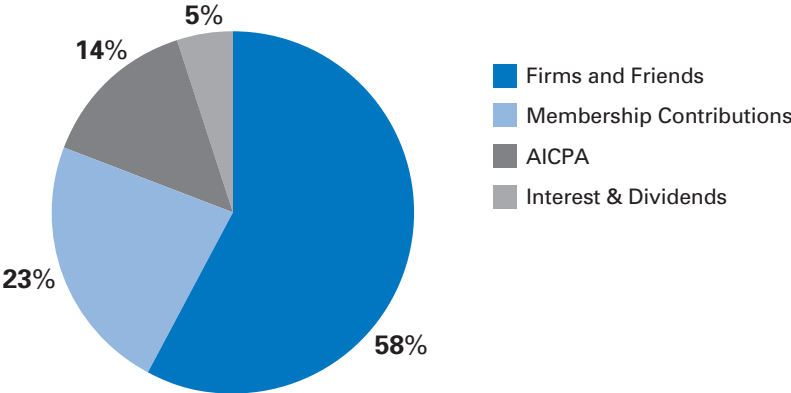


**Jimmy J. Williams, CPA**  
Treasurer

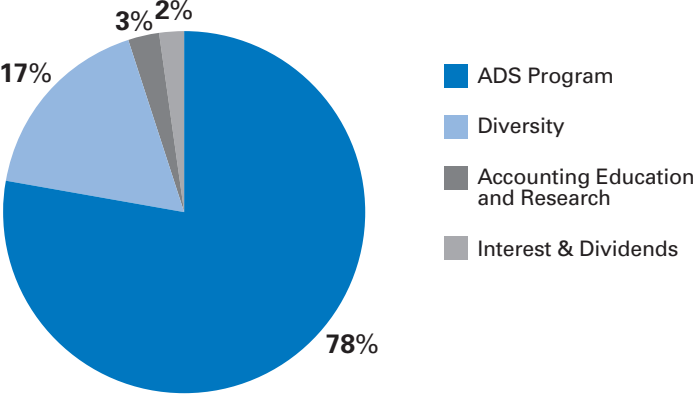


# Financial Fast Facts

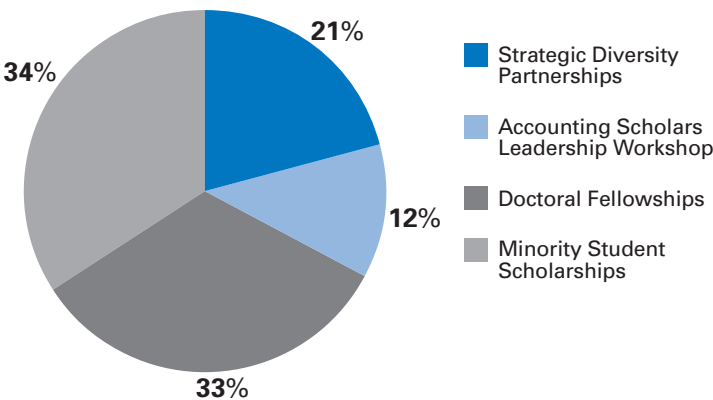
Revenue by Source (\$2.6M)



General Fund Supporting Services (\$4.2M)



Diversity Expenditures (\$716K)



# Accounting Doctoral Scholars Program

## Message from the ADS Program Executive Director

The Accounting Doctoral Scholars Program was organized in 2008 by the AICPA Foundation during Bill Ezzell's tenure as the Foundation's President. The program is administered through the AICPA Foundation. Denny Reigle has served as the liaison between the Foundation and the ADS Program. The program is directed by an active Advisory Council and administered by Steve Matzke, Senior Manager, and Doyle Z. Williams, Executive Director. The goal of the Accounting Doctoral Scholars Program has been to place, in four years, as incremental enrollees, 120 men and women with recent public accounting experience in tax and auditing into accounting doctoral programs at participating universities. Each enrolled ADS Program Scholar receives a \$30,000 stipend for four years for a total of \$120,000. Along with the ADS stipend, the host university waives the enrollee's tuition.

The fourth and final year of initial enrollment for the Accounting Doctoral Scholars Program brought continued success. The 121 sponsors maintained their generous financial support, and the number of participating universities held steady at 39. A record high of 69 combined slots in tax and auditing was available to candidates. The sponsoring firms continued their vigorous recruiting of outstanding candidates from their ranks for this fourth class of excellent program applicants.

The fourth class of 35 enrollees increased the total enrollment of Accounting Doctoral Scholars to 114 for fall 2012. The attrition rate for the first three classes is believed to be below the average for all doctoral students. Throughout the program, the participating universities made available annually an average of 64 incremental slots in auditing and tax, exceeding our expectations. The average GMAT of all ADS Program Scholars was 712. The top 30 scholars averaged 718.

There are two key findings from the implementation of the ADS Program. The first is that among working professionals, very little is known about a career as a professor and even less is known about the nature of today's doctoral programs. Concurrently, there is a pool of highly qualified applicants for accounting doctoral programs, but they must be recruited. The recruitment by the firms of outstanding candidates was crucial to the success of the ADS Program. We are grateful to the accounting profession for stepping up and recruiting these outstanding candidates and for making the largest contribution ever to accounting education.

Special gratitude and recognition is extended to Bill Ezzell for directing the fundraising effort for the ADS Program, to the highly active Advisory Council for developing and guiding the program and to Steve Matzke for serving as ADS Program Senior Manager. We eagerly look forward to the first ADS Program Scholars beginning to graduate in 2013. Best wishes for their continued success.

Sincerely,



**Doyle Z. Williams, Ph.D.**

Executive Director

Accounting Doctoral Scholars Program

# Highlights from 2012

## Accounting Doctoral Scholars (ADS)

### ADS Scholars Quotes:



"The ADS Program was instrumental in shaping my decision to pursue a Ph.D. In addition to the financial support, which is obviously important, the guidance and resources that the program provided were invaluable. The ADS Program's informational seminar allowed me to meet with faculty from schools across the country, which helped me better understand what a Ph.D. program and a subsequent career in academics is like and allowed me to make an informed decision when choosing to pursue my Ph.D."

**- Nicholas Speers**  
 Temple University  
 2012-13 ADS Program Scholar



"With increasing family and financial responsibility, it would be hard to pursue the Ph.D. in accounting without the help of the ADS Program. Thank you for making my academic career a reality, not just a dream."

**- Jierong (Julia) Cheng**  
 Rutgers University  
 2012-13 ADS Program Scholar

Statistical Summary		All data below are current as of Aug. 1, 2012			
	2009	2010	2011	2012	
<b>Number of sponsoring organizations</b>	112	120	121	121	
Accounting firms	69	67	68	68	
State CPA societies	39	48	48	48	
AICPA and Other organizations	4	5	5	5	
<b>Participating universities</b>	39	39	42	40	
<b>Incremental slots available</b>	64	62	63	69	
<b>Completed applications</b>	131	99	77	78	
<b>Invited to Orientation Conference</b>	53	60	60	58	
<b>Average GMAT</b>	<b>718</b>	<b>718</b>	<b>709</b>	<b>706</b>	
			723 (top 30)	716 (top 30)	
<b>Current Cumulative Enrollment</b>	<b>23</b>	<b>48</b>	<b>79</b>	<b>114</b>	
Auditing	14	17	21	23	
Tax	8	8	10	12	
Male	12	14	17	18	
Female	11	11	14	17	

## **AACSB Bridge Program Scholarship**

From 2006-2012, the AICPA Foundation has funded 47 scholarships for individuals to attend the Association to Advance Collegiate Schools of Business (AACSB) Bridge Program. The AACSB Bridge Program was created to provide a clear path for business leaders to move from the corporate office into the classroom. The program is open to senior-level business professionals of all industries and disciplines that meet the initial requirements for professionally qualified status (PQ) at AACSB-accredited schools.

In this five-day, intensive seminar, senior business leaders become professionally qualified for teaching positions at AACSB-accredited schools. This program focuses on individuals interested in teaching audit and/or tax where faculty shortages remain high.

Highlights include:

- \$235,000 committed to the AACSB Bridge Program since program's inception in 2006
- 47 total AICPA Foundation Scholarships awarded since 2006
- 5 AICPA Foundation Scholarships awarded in 2011–2012
- 29 AICPA Foundation Scholarship recipients currently teaching
- 2 recipients have/are earning a DBA/DM degree

### **The PhD Project**

The AICPA Foundation continues to support the efforts of the PhD Project. The PhD Project's expansive network helps African-Americans, Hispanic-Americans and Native Americans attain their business Ph.D., become business professors and mentor the next generation. Currently more than 1,100 minority business school professors and 400 doctoral students have been guided by the PhD Project!



## Scholarships & Fellowships

In 2011-12, there were a record number of scholarship applicants in the history of the AICPA Scholarship awards program. This growth was due largely to the automation of the scholarship application process, which was launched in fall/winter 2010. The AICPA Foundation awarded \$286,300 to 86 national scholarship recipients for the 2011-12 academic year. Students received scholarship awards ranging from \$2,500-\$5,000 for the following programs:

- AICPA Scholarship for Minority Accounting Students (**63** recipients)
- New Jersey Society of CPAs/AICPA Minority Scholarship (**2** recipients)\*
- Accounting Education Foundation of Texas Society of CPAs/AICPA Minority Scholarship (**11** recipients)\*
- AICPA John L. Carey Scholarship (**10** recipients)

In addition to the AICPA Foundation scholarships highlighted above, state CPA societies have an opportunity to participate in a jointly named scholarship program with the AICPA Foundation. This state CPA society/AICPA Foundation Joint Scholarship program invites state CPA societies to make a financial contribution to the AICPA Foundation Scholarship program so that additional funding may be awarded to candidates selected from within their state. The scholarships that currently qualify for this program include:

- AICPA Fellowship for Minority Doctoral Students
- AICPA John L. Carey Scholarship
- AICPA Scholarship for Minority Accounting Students

The minimum contribution level is \$1,500. These joint scholarships have proven to be significant in extending the ability to award an increased number of awards to accounting students across the country. Through this effort, in 2011-12 the AICPA Foundation awarded two New Jersey Society of CPAs/AICPA Foundation Joint Scholarships and 11 Accounting Education Foundation of Texas Society of CPAs/AICPA Joint Scholarships Foundation to minority accounting students.

This year also produced a notable highlight, the launch of the AICPA Legacy Scholars Community\*\*. The AICPA Legacy Scholars Community is an innovative concept to engage and enhance the experience for AICPA scholarship recipients through leadership development. The Legacy Scholars Community gives voice to the AICPA scholarship recipients as they bring awareness to their peers about careers in accounting. Additionally, the AICPA Legacy Scholars will deliver the AICPA's message and promote its resources to a larger network due to their advantageously select accessibility to the university population. A tertiary function of the AICPA Legacy Scholars Community is to increase the program tracking and accountability of the AICPA scholarship recipient from accounting major through CPA licensure.

In its first year, the efforts of the Legacy Scholars Community have proven to be tremendously successful. The 91 scholarship recipients connected with nearly 8,000 individuals serving in a variety of service projects that included performing job shadows, writing and presenting papers and delivering presentations, producing blog sites, videos and participating in career fairs. The Legacy Scholars have demonstrated their drive and commitment to the accounting profession and have benefited from the expansion of their leadership acumen and soft skills. These powerfully enriching opportunities are what inspired us to launch this enthusiastically evolving and engaged community.



"The Legacy Scholar experience has helped me to learn about becoming a CPA and promote the profession to others in my community."

**– Jabari Velinor**  
James Madison University  
AICPA Legacy Scholar, Minority Scholarship recipient

\* New Jersey Society of CPAs and Accounting Education Foundation of Texas Society of CPAs participated in the State CPA Society/AICPA Foundation Joint Scholarship Award program.

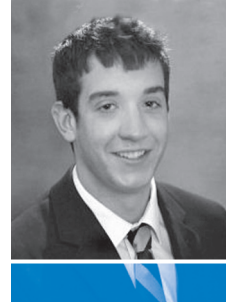
\*\* The Legacy Scholars Community is comprised of scholarship recipients of AICPA Minority, John L. Carey and AICPA/Accountemps Scholarship Awards. The AICPA Foundation provides funding exclusively to the AICPA Minority and John L. Carey awards.

## AICPA Scholarship for Minority Accounting Students

The AICPA Minority Scholarship program has provided scholarships to accounting students of diverse ethnic backgrounds for more than four decades. Started in 1969, this scholarship has awarded more than \$14.8 million to more than 8,100 accounting scholars. Recipients must meet rigorous qualifications established by the AICPA Scholarship Task Force, which include a minimum 3.3 GPA; demonstrated leadership and service involvement; and commitment toward obtaining the CPA license.

Program Highlights:

- **76** recipients awarded **\$233,300** for 2011-12
- **71** schools in **30** states represented
- States with the most Minority Scholarship recipients this year are Texas (**11**), North Carolina (**10**) and Georgia (**5**)
- **48** female and **28** male recipients
- **33** African-American, **24** Hispanic, **11** Asian, **5** Native American and **3** Multiethnic



"The AICPA's generosity and support gave me a chance to broaden my horizons and dedicate more time to extracurricular activities. The Legacy Scholar network has also proved to be an invaluable resource for both guidance and advice to aid me in my pursuit of a CPA."

– **Ryan Macia**  
University of Texas at Austin  
AICPA Minority Scholarship recipient

## AICPA John L. Carey Scholarship

This scholarship was created in 1969 to honor the legacy of John Carey, a strong advocate of a liberal arts education for professional accountants. The John L. Carey Scholarship awards students from liberal arts and non-business backgrounds pursuing their graduate degrees in accounting to allow them to sit for the CPA Exam. Scholarship recipients hail from diverse academic backgrounds ranging from political science to theater to geography. This scholarship program infuses the CPA profession with individuals with a broad range of experiences, skill sets and talents.

Highlights include:

- **10** new recipients awarded in 2011-2012
- **6** female and **4** male recipients
- Students attended schools including Duke University, University of Illinois at Urbana Champaign and The Ohio State University



"The AICPA John L. Carey Scholarship has helped me further define my career goals and why I love accounting while providing me with the opportunity to give back to the community."

– **Rebecca Hu**  
University of Southern California  
John L. Carey Scholarship  
Recipient

## AICPA Fellowship for Minority Doctoral Students

The AICPA Fellowship for Minority Doctoral Students is a program that aligns with the mission of the AICPA Foundation. Since its inception in 1975, this successful program has provided millions of dollars in assistance to more than 100 minority doctoral students. These fellowships are very important sources of income for students pursuing their doctoral degrees.

Highlights of the 2011-12 program include:

- **\$252,000** awarded in 2011-12 to **20** recipients
- **2** new and **18** renewal individual awards of \$12,000
- **10** females and **10** male recipients

“As a CPA and working professional, the decision to return to school was not an easy one to make. There is a high opportunity cost associated with pursuing a Ph.D. However, thanks to the generosity and support of the AICPA Foundation, I was able to set aside my concerns and pursue a Ph.D. in accounting at the University of Iowa. I am truly grateful to the AICPA Foundation and hope to one day repay this kindness.”



– **R. Christopher Small, CPA, CGMA**  
University of Iowa  
2012-13 AICPA Fellowship for Minority Doctoral Students recipient

## AICPA Accounting Scholars Leadership Workshop

This workshop aims to strengthen the leadership skills of scholarship recipients and other selected students, while outfitting them with the insight and expertise required to pass the CPA Exam and go on to a rewarding career. In its 18th year, the workshop continues to have a lasting impact on the future of the accounting profession by exposing diverse students to an inspirational network of CPAs and highlighting the endless career possibilities within the field of accounting.

Highlights from the 2012 workshop include:

- **75** students from **24** states invited to attend
- Student attendees representing **63** colleges and universities
- Key sessions on The Value of Networking, Acing the CPA Exam, Financial Literacy and Thinking Like an Entrepreneur

“I believe that the AICPA Accounting Scholars Leadership Workshop helps to push young, diverse talent through the pipeline by providing students with information, resources and encouragement they need in order to succeed. My biggest takeaway was the new relationships that I built. The connections created were invaluable, and I am grateful for receiving this wonderful opportunity.”



– **Sydney N. Nelson**  
University of Wisconsin, Whitewater  
2012 Accounting Scholars Leadership Workshop attendee

“If the AICPA Accounting Scholars Leadership Workshop were a movie, I would say it’s action-packed with tons of information, like-minded individuals and fun! It may have only lasted for two days, but the experience and knowledge that I gained will stay with me for the rest of my life.”



– **Angelica Tolentino**  
California State University, Los Angeles  
2012 Accounting Scholars Leadership Workshop attendee

## AICPA Accounting Scholars Development Program

This program is an invitational program for rising sophomore community college students from African-American, Hispanic-American and Native American communities who are interested in accounting. The program increases students' awareness of careers in accounting, improves their financial literacy skills and guides them through the process of transferring to institutions that offer degree programs that meet the educational requirements for CPA licensing.

Highlights from the 2012 program include:

- **33** students from **11** states invited to attend
- Student attendees representing **21** community colleges
- Key sessions on the College Transfer Process, Financial Resources and AICPA Resources
- Students took part in networking sessions and facility tours with Ernst & Young, Deloitte and Great West Life and Annuity Company

"It was a privilege to be mentored and network with successful accounting professionals during the AICPA Accounting Scholars Development Program. The etiquette dinner, résumé workshop and mock interviews truly equipped us with what is necessary to be successful for the rest of our careers."

**- Cara Sylvers**  
San Jacinto Community College  
2012 AICPA Accounting Scholars  
Development Program attendee



"The AICPA Accounting Scholars Development Program was a life-changing experience. The program taught me life lessons that made me fall in love with accounting. I can now say that I chose to pursue the right major."

**- Marianelys Barrios**  
Miami Dade College  
2012 AICPA Accounting  
Scholars Development  
Program attendee



The AICPA Accounting Scholars Development Program attendees.

## AICPA Accounting Competition

Since the launch of ThisWayToCPA.com in September 2010, the AICPA has hosted two annual accounting competitions for undergraduate students. Developed to drive students toward CPA licensure, the program increases the interest of those who have already selected accounting as a major as well as for those who have not been exposed previously to the diversity and opportunity available within the profession. Participation also is reserved only for those who are current AICPA Student Affiliate Members, increasing membership and early affiliation with the AICPA.

Teams of undergraduate students are asked for their best solutions on topics such as accounting for sustainability and fraud and forensics. Aided by an advisor of their choice (full-time faculty member) students compete in a three-round process that ends with an in-person presentation to an executive panel of CPA judges in locations such as New York City and Washington, DC.

The finalist teams explore the process of working through a problem, assembling a case and presenting it strongly. The awards for each of three finalist teams are \$10,000, \$5,000 and \$2,500.

In 2010 and 2011, the AICPA Foundation funded the first-place award of \$10,000 and has granted an increase in funding for all three awards for a total of \$17,500 for the 2012 competition.

The competition is the No. 1 driver of site traffic to ThisWayToCPA on a yearly basis. In 2010 and 2011, the monthly site traffic during the enrollment and public voting phases of the competition were more than double our average monthly site visits for the year. Our public voting phase in 2011 contributed to our highest monthly traffic the site has seen since the launch of ThisWayToCPA.

### Program Highlights:

- More than **1,148** registrants have signed up to participate in the competition to date
- **163** teams of **4** have submitted a first-round proposal (more than 650 students)
- Registrants have come from **45** eligible states and territories
- **70** advisors (full-time faculty) have supported at least one team
- The enrollment phases for the competition have contributed to **82,644** site visits to ThisWayToCPA
- During the 2011 public voting phase, **36,888** visits were made to ThisWayToCPA in one week versus the weekly average of **6,549** visits, contributing to more than **13,000** votes for student team's proposals



"I think this is a life-changing experience for the students. Every one of them to whom I talked last year and this year said this is one of the most valuable life lessons they've been through to date in their college careers. That is amazing that the Institute is able to provide that opportunity to these students."

– **Greg Anton, CPA**  
2011-2012 Chairman  
of the AICPA Board  
AICPA Accounting  
Competition Finals Judge  
2010, 2011

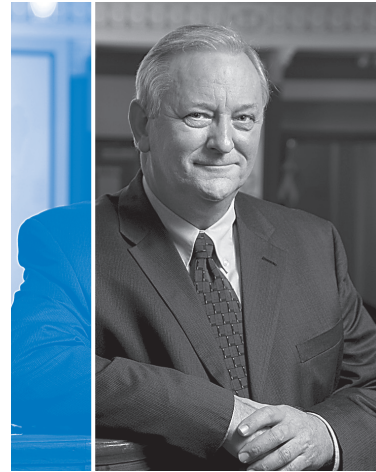


"This whole experience was the first time that I was able to take the knowledge I've learned in class and apply it to a real-world solution. It really has shown me what my education will do for me. And I'm now excited for what I can do with my degree."

**- Seanna Robey**  
North Carolina State University  
2011 AICPA Accounting Competition champion

"I think I can sum it up in one word: amazing. Every professor has a dream to watch their students do well and achieve, and being able to watch one of your teams actually progress to the top three is just an amazing process. It has been a learning experience for me as a faculty advisor and a rewarding experience, simply because of the fact that you're watching your students grow, develop and challenge themselves and do things that they perhaps didn't think they could at the beginning of the competition."

**- Robert Osborne**  
CPA, 2010 AICPA Accounting Competition Finalist Team Advisor



The 2011 Accounting Case Competition team champions "Wolfpack in the Black" from North Carolina State University.



The top three finalist teams of 2011 Accounting Case Competition.



“Highlighting the importance of professional preparedness and development to youth has held a high level of priority in my life. My summer internship with Start Here, Go Places. allowed me to apply and strengthen my interest and passions in this area. It was a pleasure to work with a team that strives to inspire the next generation of young adults by illustrating the breadth of opportunities available in the accounting discipline. I strongly believe that my internship prepared me for business success and has allowed me to develop skills necessary to have in a corporate environment.”

**– Samantha Simunyu**  
Elon University  
INROADS summer intern

## INROADS Internship

Internships stand as a reciprocally rewarding opportunity for both the intern and the organization. Internships allow students to shape their professional and intellectual identity through experiential learning and skill development. Interns are a young talent that bring innovative perspectives to the workplace and encourage the importance of a progressive attitude.

In 2012, the AICPA Foundation continued its support of INROADS, a not-for-profit career-development organization with a mission to place talented minority youth in business and industry, and prepare them for corporate and community leadership. Sponsoring three interns for nine weeks over the summer, the AICPA and Foundation exposed these students to the CPA profession through hands-on learning, research development as well as mentoring.

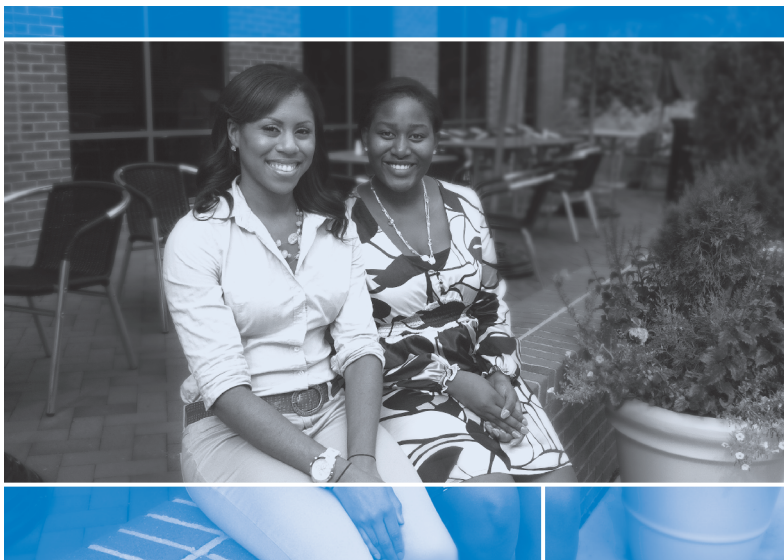
The AICPA Foundation’s objective to increase diversity in the accounting profession is parallel to the foundational principles of INROADS. INROADS was initiated on the premises to help increase ethnically diverse employees in corporate America and to help change the way these candidates gained entry into the business world.

INROADS interns exemplify a high level of leadership and corporate readiness due to the holistic approach the organization takes to prepare them for the business industry. They are equipped with essential skills necessary to add substantial value to any organization.



“My internship with the AICPA has changed my entire mindset on what I am capable of as a young professional. As a communications major, I never thought that I would be able to complete an internship in the accounting field. But, with the support of my team and the organization, I have taken my skill set to a whole new level and loved every moment of the journey. And I have found a true appreciation for the accounting profession as a result.”

**– Alicia Johnson**  
Elon University  
INROADS summer intern



“Interning with the AICPA was a great experience; not only did it provide me with career and personal development, but also confidence as a professional. It has shaped my perspective on my future goals and opportunities and has awarded me the tools to accomplish these goals. I can now discuss, with confidence, where I would like to see myself in five years.”

– **Paul Kiwanuka**  
North Carolina State University  
INROADS summer intern

### **Strategic Diversity Partners**

Increasing diversity within the accounting profession has been a long-standing objective of the AICPA Foundation and is a multi-faceted goal. It starts with raising the awareness of people of all backgrounds about accounting careers through information and imaging. It retains interest by providing guidance and resources that facilitate active minority participation in the profession. For the past 40 years, the AICPA Minority Initiatives Committee has developed and administered a variety of partnerships and programs to accomplish the multi-faceted goal, and the AICPA Foundation provides much of the necessary financial support.

Key partnerships have been developed with various minority accounting organizations such as the Association of Latino Professionals in Finance and Accounting (ALPFA), Ascend, the National Association of Black Accountants (NABA), National Council of Philippine American Canadian Accountants (NCPACA), International Society of Young Filipino Accountants (ISYFA), Howard University’s Center for Accounting Education and state CPA societies. These organizations play a key role in attracting and supporting young people from high school through college to careers in accounting.



**Beyond Membership. Be Accountable.**

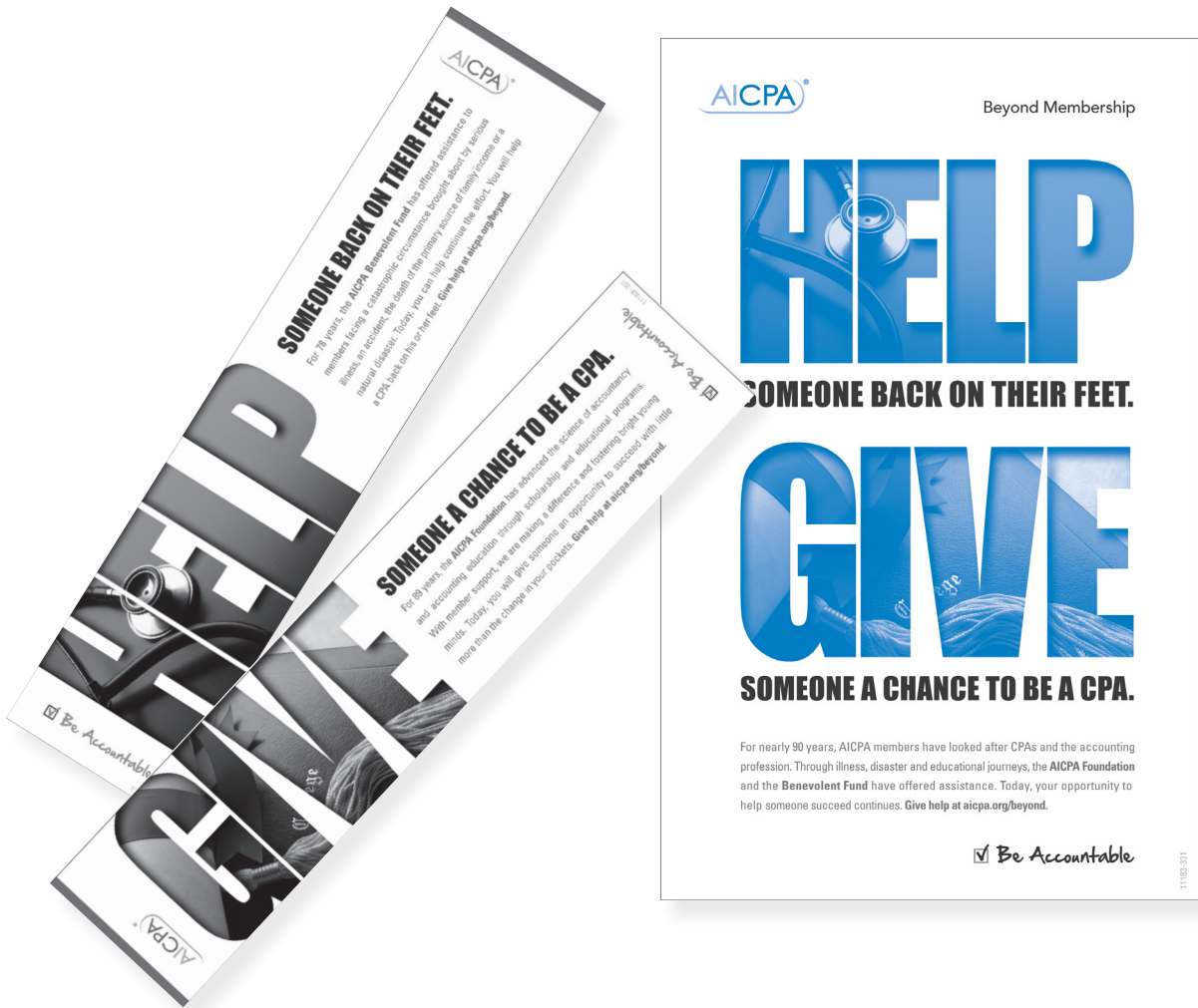
It's human nature to want to help someone in need. Perhaps it is in the form of a financial aid to continue an education. Maybe you want to be a force for change in the lives of young students or support faculty development. Whatever course we take, helping those in need and making a difference in their lives is the goal.

I am sure we all can recall a time when others helped us. So remember, the most sincere form of thank you that we can give to those who helped us in the past is to repeat and amplify that help to others today. Giving someone the opportunity to become a CPA changes lives.

With little more than the change in your pockets, you can give someone an opportunity to succeed.

Your generosity is essential to the work of the AICPA Foundation. You're the exceptional individuals whose extra effort will make a difference in the lives of others and in the brilliant futures of the CPA profession.

Primarily targeting AICPA members, **Help Give** was designed to raise awareness and funds for both the AICPA Foundation and the AICPA Benevolent Fund. Help Give focuses on a simple message that each member is capable of giving and helping. The campaign was implemented as magazine ads, web banners and buttons, conference banners, flyers, envelope buck slips and wearables.



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The logo for the AICPA Foundation, featuring the text "AICPA" in a bold, sans-serif font with a registered trademark symbol, followed by "Foundation" in a lighter, sans-serif font. A light blue curved line underlines the "AICPA" text.

**AICPA**<sup>®</sup> Foundation

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*Be Accountable*