

**EDUCATION**

Ph.D. 1987, University of Arizona, Accounting  
M.B.A. 1980, Vanderbilt University, Finance and Accounting.  
B.A. 1978, College of William and Mary, English.

**ACADEMIC POSITIONS**

June 1990 – present:

J. M. Tull School of Accounting, Terry College of Business, University of Georgia.  
Assistant Professor, 1990-1995  
Associate Professor, 1995-2001  
Full Professor, 2001-present  
James Don Edwards Chair in Corporate Accounting Policy, 2003-present.

September 1987-June 1990:

University of Oregon, College of Business Administration, Assistant Professor of Accounting.

1985-July 1987:

Montana State University, College of Business, Assistant Professor of Finance.

1983-1985:

University of Arizona, College of Business and Public Administration, Department of Accounting,  
Graduate Teaching Assistant.

1981-1983:

Montana State University, College of Business, Lecturer in Accounting.

**PROFESSIONAL CERTIFICATION**

Certified Public Accountant, State of Montana (Certificate No.1804)  
Member, American Institute of Certified Public Accountants

**TEACHING INTERESTS**

Undergraduate and graduate courses in financial and managerial accounting.

**RESEARCH INTERESTS**

The determinants and consequences of executive compensation agreements; earnings management activities of firms in the property-casualty insurance industry; the economics of the market for auditing services, agency issues in the nonprofit sector.

**JOURNAL ARTICLES**

Jennifer J. Gaver and Steven Utke, "Audit Quality and Specialist Tenure." *The Accounting Review* 94 (May 2019 No. 3): 113-147.

Jennifer J. Gaver, Erica Harris, and Mary Im, "Determinants and Consequences of Nonprofit Debt Ratings." *Accounting Horizons* 30 (September 2016 No. 3): 363-378.

Leon Chen, Jennifer J. Gaver, and Steven W. Pottier, "An Investigation of the Short-Run and Long-Run Stock Returns Surrounding Insurer Rating Changes." *Journal of Risk and Insurance*, (August 2016).

Jennifer J. Gaver and Mary S. Y. Im, "Funding Sources and Excess CEO Compensation in Not-For-Profit Organizations." *Accounting Horizons* 28 (March 2014): 1-16.

Jennifer J. Gaver and Jeffrey S. Paterson, "The Association between Actuarial Services and Audit Quality." *Auditing: A Journal of Practice & Theory* 33 (February 2014): 139-159.

Jennifer J. Gaver, Carl Pacini, and Jeffrey S. Paterson, "The Influence of Auditor State-Level Legal Liability on Conservative Financial Reporting in the Property-Casualty Insurance Industry." *Auditing: A Journal of Practice & Theory* 31 (August 2012): 95-124.

Jennifer J. Gaver, and J. S. Paterson. Over-Optimism and the Underfunding of Defined-Benefit Pension Plans. *Journal of Business Issues* (2007 No. 1): 77-88.

Jennifer J. Gaver and Jeffrey S. Paterson, "The Influence of Large Clients on Office-Level Auditor Oversight: Evidence from the Property-Casualty Insurance Industry." *Journal of Accounting and Economics* 43 (July 2007), pp. 299-320.

Jennifer J. Gaver and Steven W. Pottier, "The Role of Holding Company Financial Information in the Insurer-Rating Process: Evidence From the Property-Liability Industry." *Journal of Risk & Insurance*, 72 (March 2005), 77-103.

Theodore E. Christensen, Jennifer J. Gaver, and Pamela S. Stuerke, "The Relation Between Investor Uncertainty and Market Reactions to Earnings Announcements: Evidence from the Property-Casualty Insurance Industry." *Journal of Business Finance and Accounting* (January/March 2005), pp. 1-29.

Jennifer J. Gaver and Jeffrey S. Paterson, "Do Insurers Manipulate Loss Reserves to Mask Solvency Problems?" *Journal of Accounting and Economics* (September 2004) 37/3 pp 393-416.

Jennifer J. Gaver and Jeffrey S. Paterson, "Auditors, Actuaries, and Managed Earnings." *Progress in Economics Research*, Albert Tavidze, ed., pp. 183-209. Nova Science Publishers, Inc., 2004.

Jennifer J. Gaver, "Discussion of Stock Option Compensation and Earnings Management Incentives." *Journal of Accounting, Auditing and Finance* (Fall 2003), pp. 583-592.

- Jennifer J. Gaver and Jeffrey S. Paterson, "The Association Between External Monitoring and Earnings Management in the Property-Casualty Insurance Industry." *Journal of Accounting Research* 39 (September 2001), pp. 269-282.
- Jennifer J. Gaver and Jeffrey S. Paterson, "Earnings Management under Changing Regulatory Regimes: State Accreditation in the Insurance Industry," *Journal of Accounting and Public Policy* 19 (Winter 2000), pp. 399-420.
- Jennifer J. Gaver and Jeffrey S. Paterson, "Managing Insurance Company Financial Statements to Meet Regulatory and Tax Reporting Goals," *Contemporary Accounting Research* 16 (Summer 1999), pp. 207-241.
- Jennifer J. Gaver, "Discussion of Discretionary Accounting Choices and CEO Compensation," *Contemporary Accounting Research* 15 (Fall 1998), pp. 253-260.
- Jeffrey R. Austin, Jennifer J. Gaver and Kenneth M. Gaver, "The Choice of Incentive Stock Options vs. Nonqualified Stock Options: A Marginal Tax Rate Perspective," (Fall 1998), *The Journal of the American Taxation Association* 20, pp. 1-21.
- Jennifer J. Gaver, and Kenneth M. Gaver, "The Relation Between Nonrecurring Accounting Transactions and CEO Cash Compensation," *The Accounting Review* 73 (April 1998), pp. 235-253.
- Jennifer J. Gaver and Kenneth M. Gaver, "The Market Reaction to Changes in Compensation Contracts: A Review of the Evidence," *Managerial Finance* 23 (Spring 1997), pp. 3-17.
- Jennifer J. Gaver and Kenneth M. Gaver, "Compensation Policy and the Investment Opportunity Set," *Financial Management* (Spring 1995), pp. 19-32.
- Paul A. Copley, Jennifer J. Gaver and Kenneth M. Gaver, "Simultaneous Estimation of the Supply and Demand of Differentiated Audits: Evidence from the Municipal Audit Market," *Journal of Accounting Research* (Spring 1995), pp. 137-155.
- Jennifer J. Gaver and Kenneth M. Gaver, "Simultaneous Estimation of the Supply and Demand of Differentiated Audits," *Review of Quantitative Finance and Accounting* (Spring 1995), pp. 55-70.
- Jennifer J. Gaver, Kenneth M. Gaver and Jeffrey R. Austin, "Additional Evidence on Bonus Plans and Income Management," *The Journal of Accounting and Economics* (February 1995), pp. 3-28.
- Reprinted in Kevin F. Hallock and Kevin J. Murphy, eds. 1998. *The Economics of Executive Compensation*. Edward Elgar Publishing Ltd.: Cheltenham, UK.
- Jennifer J. Gaver and Kenneth M. Gaver, "The Association Between Performance Plan Adoption and Corporate Capital Investment: A Note," *The Journal of Management Accounting Research* (Fall 1993), pp. 145-158.
- Russell M. Barefield, Jennifer J. Gaver and Terrence B. O'Keefe, "Additional Evidence on the Economics of Attest: Extending Results from the Audit Market to the Market for Compilations and Reviews,"

*Auditing: A Journal of Practice and Research* (Spring 1993), pp. 74-87.

Jennifer J. Gaver and Kenneth M. Gaver, "Additional Evidence on the Association Between the Investment Opportunity Set and Corporate Financing, Dividend and Compensation Policies," *The Journal of Accounting and Economics* (January/April/July 1993), pp. 125-160.

Jennifer J. Gaver, "Incentive Effects and Managerial Compensation Contracts: A Study of Performance Plan Adoptions," *The Journal of Accounting, Auditing and Finance* (Spring 1992), pp. 137-156.

Jennifer J. Gaver, "Incentive Effects and Managerial Compensation Contracts: A Study of Performance Plan Adoptions: Professional Adaptation," *The Journal of Accounting, Auditing and Finance* (Spring 1992), pp. 157-160.

Jennifer J. Gaver, Kenneth M. Gaver and George P. Battistel, "The Stock Market Reaction to Performance Plan Adoptions," *The Accounting Review* (January 1992), pp. 172-182.

#### **WORKING PAPERS**

Jennifer J. Gaver, Paul Mason and Steven Utke, "Financial Reporting Choices of Private Funds and Their Implications for Capital Formation." (Previously "Financial Reporting Choices of Large Private Firms.")

Jennifer J. Gaver and Steven Utke, "Do seasoned industry specialists provide higher audit quality? A response."

#### **PROCEEDINGS**

Jennifer J. Gaver, "Differential Incentive Effects of Alternative Long-term Managerial Compensation Plans," *Proceedings*, Western Decision Sciences Institute, March 1987.

Jennifer J. Gaver and Kenneth M. Gaver, "Managerial Choice of Accounting Methods: The Case of Employee Stock Option Plans," *Proceedings*, American Institute of Decision Sciences, National Meeting, November 1985.

#### **WORKSHOP PRESENTATIONS**

"The Association between Actuarial Services and Audit Quality," (co-authored with Jeffrey S. Paterson) University of Texas at San Antonio, March 2013

"The Influence of Large Clients on Office-Level Auditor Oversight: Evidence from the Property-Casualty Insurance Industry," (co-authored with Jeffrey S. Paterson) Southeast Summer Accounting Research Conference, July 2006  
Baruch College, September 2006

"Does Managerial Opportunism Hide Funding Deficiencies in Defined-Benefit Pension Plans?" (co-

authored with Jeffrey S. Paterson)  
Georgia State University, February 2003  
Brigham Young University, September 2002

"Do Insurers Manipulate Loss Reserves to Mask Solvency Problems?" (co-authored with Jeffrey S. Paterson)  
University of Georgia, March 2002  
University of Oregon, March 2002  
University of Southern California, April 2002

"The Association Between Stock Splits and Post Earnings Announcement Drift," (co-authored with Anthony J. Amoruso and Kenneth M. Gaver).  
University of British Columbia, November 2000  
College of William and Mary, October 1998.

"The Relation Between Nonrecurring Accounting Transactions and CEO Cash Compensation," (co-authored with Ken Gaver).  
George Washington University, February 1998.  
University of Colorado, October 1997.

"Compensation Policy and the Investment Opportunity Set," (co-authored with Ken Gaver).  
University of Alabama, March 1995.

"Additional Evidence on Bonus Plans and Income Management," (co-authored with Ken Gaver).  
University of Kansas, March 1993  
University of Arizona, November 1992  
University of Oregon, November 1992

## **CONFERENCE PAPERS**

"The Influence of Auditor Legal Liability on Conservative Financial Reporting in the Property-Casualty Insurance Industry." (co-authored with Jeffrey S. Paterson and Carl Pacini).  
2010 Mid-Atlantic Region Meeting of the American Accounting Association, Philadelphia, PA  
2010 Meeting of the American Accounting Association, San Francisco, CA

"The Influence of Large Clients on Office-Level Auditor Oversight: Evidence from the Property-Casualty Insurance Industry" (co-authored with Jeffrey S. Paterson). 2006 Southeast Accounting Research Conference, Georgia Tech, Atlanta, Georgia.

"Discussion of stock option compensation and earnings management incentives."  
2003 *Journal of Accounting, Auditing, and Finance*/KPMG Conference on Management of Accounting Information, New York, New York.

"The Use of GAAP versus SAP Financial Statements in Assessing Property-Liability Insurer Solvency," (co-authored with Steven W. Pottier).  
2000 Annual Meeting of the Financial Management Association, Seattle, Washington.

"The Association Between Stock Splits and Post Earnings Announcement Drift," (co-authored with Anthony J. Amoruso and Kenneth M. Gaver).

Second Globalization Conference Co-Sponsored by the American Accounting Association and the British Accounting Association, 2000, Cambridge, England.

2000 Annual Meeting of the American Accounting Association, San Diego, California.

"The Association Between External Monitoring and Earnings Management in the Property-Casualty Insurance Industry," (co-authored with Jeffrey S. Paterson).

1999 Annual Meeting of the American Accounting Association, San Diego, California.

"Discussion of Discretionary Accounting Choices and CEO Compensation."

1997 Contemporary Accounting Research Conference, Toronto, Canada.

"The Relation Between Nonrecurring Accounting Transactions and CEO Cash Compensation," (co-authored with Kenneth M. Gaver).

1997 Annual Meeting of the American Accounting Association, Dallas, Texas.

1997 Southeast Regional Meeting of the American Accounting Association, Nashville, Tennessee.

"Simultaneous Estimation of the Supply and Demand of Differentiated Audits: Evidence from the Municipal Audit Market," (co-authored with Paul A. Copley and Kenneth M. Gaver).

1994 meeting of the American Accounting Association, New York, New York. (Named the outstanding paper in Governmental Accounting for the 1994 meeting.)

"Compensation Policy and the Investment Opportunity Set," (co-authored with Kenneth Gaver).

1994 Georgia Summer Accounting Research Conference, Georgia Institute of Technology.

"Additional Evidence on the Association between Income Management and Earnings-Based Bonus Plans," (co-authored with Kenneth Gaver and Jeffrey Austin).

1993 meeting of the American Accounting Association, San Francisco, California.

KPMG Peat Marwick/John M. Olin Conference on Managerial Incentives and Corporate Performance, University of Rochester, October 1991.

1991 Georgia Summer Accounting Research Conference, Emory University.

"The Stock Market Reaction to Performance Plan Adoptions," (co-authored with Kenneth Gaver and George Battistel).

1989 meeting of the American Accounting Association, Honolulu, Hawaii.

1988 UBCOW Conference in Accounting, University of Washington.

"Differential Incentive Effects of Alternative Long-term Managerial Compensation Plans."

1987 Meeting of the Western Association of the Decision Sciences Institute, Palm Springs, California.

"Incentive Effects and Managerial Compensation Contracts: A Study of Performance Plan Adoptions."

1986 Meeting of the Northwest Accounting Research Group, Seattle, Washington.

"Managerial Choice of Accounting Methods: The Case of Employee Stock Option Plans," (co-authored with Kenneth Gaver).

1985 Meeting of the Decision Sciences Institute, Las Vegas, Nevada.

1985 Meeting of the Northwest Accounting Research Group, Yakima, Washington.

## **RESEARCH AWARDS AND GRANTS**

Distinguished Paper Award, Auditing. 2010 Meeting of the Mid-Atlantic Region of the American Accounting Association, Philadelphia, PA. "The Influence of Auditor Legal Liability on Conservative Financial Reporting in the Property-Casualty Insurance Industry." (Co-authored with Jeffrey Paterson and Carl Pacini).

Outstanding Research Award, Terry College of Business, April 2004.

Outstanding Paper in Governmental Accounting, 1994 Annual Meeting of the American Accounting Association: "Simultaneous Estimation of the Supply and Demand of Differentiated Audits: Evidence from the Municipal Audit." (Co-authored with Paul A. Copley and Kenneth M. Gaver.)

Selig Research Fellow, Terry College of Business, University of Georgia, 1992-1998.

Sanford-Terry Summer Research Grants, 1999-2003.

Montana State University Research Creativity Grant. "Assessing Decrements to Rural Land Values Due to Power Line Easements," co-principal investigator with Kenneth M. Gaver, 1983.

## **TEACHING AWARDS AND ACTIVITIES**

Lothar L. Tresp Outstanding Honors Professor, University of Georgia, 2018

Lothar L. Tresp Outstanding Honors Professor, University of Georgia, 2010

Alpha Omicron Pi Recognition for Exemplary Teaching, 1999.

Donald A. Watson Award for the outstanding undergraduate teacher in the College of Business Administration, University of Oregon, 1989.

Faculty advisor to the Beta Chapter, Beta Alpha Psi, University of Oregon, 1989-1990.

Courses taught:

- Special Topics in Accounting: IFRS
- Introductory Accounting for Honors Students
- Intermediate Accounting I
- Intermediate Accounting II
- Professional Accounting I
- Ph.D. Seminar in Financial Accounting

***SUPERVISION OF STUDENT RESEARCH*****Dissertations directed:**

<i>Name</i>	<i>Graduation</i>	<i>Current Employer</i>
D. Lee Warren	1996	Belmont College
Mary Calegari	2001	San Jose State
Jason Porter	2006	University of Idaho
Mary Im	2011	Cal Poly Pomona
Jason Matthews	2012	University of Georgia
Anne Ehinger	2017	Florida State University

**Reading member of dissertation committee:**

<i>Name</i>	<i>Graduation</i>	<i>Current Employer</i>
Gwanghoon Park	1991	South Korea
Jonathan Duchac	1993	Wake Forrest
Kathleen Farrell	1994	Nebraska
Youngsoon Cheon	1994	Chung-Ang University
Jeffrey Austin	1995	Southern Methodist University
Ted Christensen	1995	Brigham Young
Jeff Paterson	1995	Florida State
Bill Heninger	1997	Brigham Young
Cheryl Allen	1998	Morehouse
Nil Bhattacharya	1998	Singapore Management University
Dahlia Robinson	2000	South Florida
Kathleen McCullough	2001	Illinois State
Aamer Sheikh	2001	Quinnipiac University
Suzanne Sevin	2002	North Carolina at Charlotte
Danny Lanier	2003	Elon University
James Hansen	2004	University of New Mexico
K.C. Rakow	2005	Xaviar University
George Wilson	2006	Butler University
Sarah Clinton	2007	University of Tennessee
Pennie Bagley	2007	Appalachian State
Sean McGuire	2008	Texas A&M University
Jeremy Griffin	2010	University of Notre Dame
Julia Yu	2011	Nanyang Technological University
Evan Eastman	2016	

**Undergraduate Research**

Jake Sandor (CURO scholar), “The Effects of Association Based Advertising on Socially-Conscious College Students (2018).



**PROFESSIONAL SERVICE**

Discussant, 2013 Auditing Mid-year Meeting, New Orleans, LA.  
Session: Audit Fees, Non-Audit Fees, and Audit Effort

Moderator, 2012 Meeting of the American Accounting Association, Washington, DC  
Session: Audit Quality

Moderator, 2011 Meeting of the Southeast American Accounting Association, Destin, FL  
Session: Financial Accounting and Reporting

Accounting Doctoral Scholars Selection Committee, 2010

Moderator, 2010 Meeting of the American Accounting Association, San Francisco, CA  
Session: Determinants of Pay  
Session: Corporate Misconduct

Moderator, 2010 Mid-Atlantic Regional Meeting of the American Accounting Association, Philadelphia, PA

Discussant, 2010 Meeting of the Financial Accounting and Reporting Section of the American Accounting Association, San Diego, CA

Presenter, 2008 Accounting Doctoral Scholars Program Orientation Conference: The Road Map—Part I: Life as a Doctoral Student

Discussant, 2005 Annual Meeting of the American Accounting Association, San Francisco, CA.

Planning Committee, 2002 American Accounting Association New Faculty Consortium.

Planning Committee, Third Globalization Conference Sponsored by the American Accounting Association and the European Accounting Association, 2001, Berlin, Germany.

Southeast Coordinator, Financial Accounting and Reporting Section, American Accounting Association, 2000-2001.

Moderator, 2000 Annual Meeting of the American Accounting Association, Philadelphia, Pennsylvania.

Discussant, Second Globalization Conference Co-Sponsored by the American Accounting Association and the British Accounting Association, 2000, Cambridge, England.

Group Leader, 2000 American Accounting Association New Faculty Consortium.

Group Leader, 1999 American Accounting Association New Faculty Consortium.

Discussant, 1997 Contemporary Accounting Research Conference, Toronto, Canada.

Discussant, 1996 Annual Meeting of the American Accounting Association, Chicago, Illinois.

Program Committee, Financial Accounting Section, 1996 Annual Meeting of the American Accounting Association.

Discussant, 1994 Annual Meeting of the American Accounting Association, New York, New York.

Moderator, 1989 Annual Meeting of the American Accounting Association, Honolulu, Hawaii.

Co-organizer (with Kenneth Gaver), 1986 meeting of the Northwest Accounting Research Group, Coeur d'Alene, Idaho.

Member, American Accounting Association, 1985 to present.

Certified Public Accountant, State of Montana, 1981.

## **PROFESSIONAL DEVELOPMENT**

Justice Center of Atlanta, Basic Mediation Skills with Clinical Practicum, March 22 – Friday, March 26, 2021.

Summer Institute for Conflict Management Professionals, Savannah GA, June 18-21, 2019.

International Ombudsman Association Foundations Course, Irvine CA, July 9-11, 2018.

KPMG 2013 National Faculty Symposium, “Building Partnerships with Academia,” New York, NY, June 25-26.

Coached National Champion Team, 2008 PricewaterhouseCoopers' xTREME Faculty Competition (xFAC).

Coached National Champion Team, 2007 PricewaterhouseCoopers' xTREME Faculty Competition (xFAC).

Deloitte Faculty Symposium, May 17-18, 2007, Orlando, FL.

2006 PricewaterhouseCoopers' xTREME Faculty Competition (xFAC)

2002 University of Georgia Academic Affairs Faculty Symposium, “The Challenge of Becoming Extraordinary Teachers at a Public Research University: How Do We Get There?” April 5-6, Helen, Georgia.

2001 Deloitte Foundation “Enhancing the Learning Experience” July 19-21, Colorado Springs, Colorado.

1995 FASB Summer Faculty Program, Stamford, Connecticut.

## **REVIEWING ACTIVITIES**

Editorial boards:

*The Accounting Review*, 1998 to 2001; 2005-2007

*Accounting Horizons*, 1995-1997.

*The Journal of Business Research*, 1994-1995.

Contributing Reviewer:

*Accounting Horizons*  
*Auditing: A Journal of Practice and Theory*  
*Behavioral Research in Accounting*  
*Contemporary Accounting Research*  
*Financial Management*  
*The Journal of Accounting and Economics*  
*The Journal of Accounting and Public Policy*  
*The Journal of Accounting Research*  
*The Journal of the American Taxation Association*  
*The Journal of Business Research*  
*The Journal of Corporate Finance*  
*The Journal of Management Accounting Research*  
*The Journal of Risk and Insurance*  
*Managerial and Decision Economics*

**ADMINISTRATIVE SERVICE TO THE J.M. TULL SCHOOL OF ACCOUNTING**

Coordinator of the Doctoral Program, 1995 to 2015  
Chair, Doctoral Programs Committee, 1995 to 2015  
Financial Accounting Curriculum Committee, 2006 to present  
Scholarship and Awards Committee, 2004 to 2007, 2009  
Academic Appeals Committee, 1994 to 2006  
Search Committee for SOA Director, 2004-2005  
Member, Doctoral Programs Committee, 1991-1994  
Faculty Recruiting Committee, various years.  
Workshop Planning Committee, 1990-1991

**ADMINISTRATIVE SERVICE TO THE TERRY COLLEGE OF BUSINESS**

Chair, Search Committee for the J. M. Tull Chair of Accounting, 2021  
Member, Search Committee for the Terry Dean's Advisory Council Distinguished Professorship #2 and the P. George Benson Professorship, 2021  
Member, Peer Review Committee for the Cousins and Terry Chairs, 2020  
Member, Peer Review Committee for the Terry Alumni Board Professorship, 2017  
Member, Graduate Student Appeal Committee, 2017  
Member, Dorsey Chair Peer Review Committee, 2017  
Member, Faculty Concerns Committee, 2016-2018  
Chair, Dean's Advisory Committee, 2015-2016  
Member, Nalley Chair Peer Review Committee, 2016  
Chair, Cousins Professorship Search Committee, 2015  
Chair, Benson Professorship Peer Review Committee, 2015-2016  
Terry College Promotion and Tenure Committee, 2015-2016  
Member, Dean Search Committee, 2013  
Member, Terry Sanford Award Committee, 2011, 2012  
Chair, Graduate Programs Committee, 2010-2015  
Member, Graduate Programs Committee, 1995 to 2009

Chair, Ph.D. Student Appeals Committee, 2010  
Chair, GPC Subcommittee on Ph.D. Curriculum, 2009  
Terry College Promotion and Tenure Committee, 2007-2009  
Terry College Outstanding Faculty Research Award Committee, 2005-2011  
ILA Task Force, 2008  
Dean's Advisory Council, 2007-2008  
Ph.D. Minority Recruitment Panel, February 19, 2005, February 11, 2006, January 20, 2007, January 12, 2008, January 10, 2009  
Undergraduate Admissions Committee, 2005-2006  
Educational Policy Committee, 2004 to 2006  
Honors Committee, 2003-2005  
Chair, Outstanding Senior Honors Student Selection Committee, 2004  
Leadership Scholars Mentor, 2003-2007  
Selection Committee for Undergraduate Leadership Scholars Program, 2002, 2004, 2005  
Ad Hoc Grade Appeals Committee, 2000  
Faculty Concerns Committee, 1995 – 1998  
Ad Hoc Grievance Sub-Committee of the Faculty Concerns Committee, 1998

**ADMINISTRATIVE SERVICE TO THE UNIVERSITY OF GEORGIA**

University of Georgia Faculty Ombudsman, July 2018 to present  
University Council, 2017-2020  
Josiah Meigs Distinguished Teaching Professorship Selection Committee, 2017  
University Graduate Council, 2003-2006, 2011-2014  
University Promotion and Tenure Committee, 2003-2006, 2009-2012, 2016-2018  
Chair, University Promotion and Tenure Committee, Professional and Applied Studies, 2004, 2009, 2011  
University Honors Council, 2002-present  
Committee on Appointment and Reappointment to the Graduate Faculty, 2008-2011  
Institute for Leadership Advancement Task Force, 2008-2009  
Chair, Graduate Council Admission & Retention Committee, 2011, 2012, 2013  
Graduate Council Curriculum Review Committee, 2003-2005  
Chair, Graduate Council Curriculum Review Committee, 2005-2006  
Administrative Review Committee, 2004  
Chair, Review Team, Terry College of Business M.B.A. Program, 2002-2003  
Assistantship Evaluation Committee, Graduate College, University of Georgia, 2001-2002  
Review Team, University of Georgia Press, 1996-1997