

STATE • BOARD • REPORT

A Digest of Current Developments Affecting State Accountancy Regulation

Fall 2022



2022-23 NASBA BOARD OF DIRECTORS

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REBOUND

115th Annual Meeting: A Time of Rebound

The theme “Rebound” headlined NASBA’s 115th Annual Meeting, held October 30 – November 2, in San Diego, CA. The theme was symbolic as the meeting was the first Annual Meeting held in-person since 2019, signifying the ability of NASBA, Boards of Accountancy and various stakeholders to *reunite* and *rebound* as strict COVID-19 pandemic protocols lessen.

The meeting featured discussions on trending topics including, CPA Pipeline initiatives, updates on the UAA, legislative and legal updates, and the latest progress on CPA Evolution. New officers were installed into office, and a series of reports on the state of NASBA were given by members of NASBA leadership.

President and CEO Ken Bishop shared with the meeting’s 362 attendees that a lot has changed since the 2019 Annual Meeting, and that COVID-19 was a primary catalyst for a much of the change impacting NASBA, member boards and the accounting profession.

Regarding remote work, he noted, “Some firms are allowing remote work, which raises questions regarding licensure in state jurisdictions, residency and even state taxes. Quick transition to virtual audits and virtual peer reviews has also greatly increased. With inflation and rising costs in travel, many firms are realizing the cost savings in working virtually.”

Bishop also emphasized the importance of returning to in-person forums (like the Annual Meeting) and the need to cultivate relationships within the NASBA family. “It’s very often at a NASBA meeting or conference that relationships are initially made. After a long period of not having the opportunity to make connections, we have a lot of catching up to do,” he continued. To foster the ‘catching up’ among stakeholders, NASBA will resume its in-person conference model in 2023, and the COVID-19 vaccination requirement for conference attendees will be lifted.

On the CPA Pipeline front, several initiatives are underway within the profession to grow the pipeline. As presented by NASBA’s Colleen Conrad and the AICPA’s Marta Zaniewski, CPA Pipeline work groups have been established to explore ways to make the profession more attractive to students, provide increased academic support through the CPA Evolution Model Curriculum, simplify the candidate experience, and increase CPA Exam success rates. NASBA

and AICPA will also continue discussions on the bridge to 150 credit hours, and what this path will entail in the future. Additionally, a Pipeline Task Force was recently formed by NASBA to develop ideas and resources for CPA Pipeline activities Boards of Accountancy can consider for implementation.

During the Uniform Accountancy Act (UAA) Update, NASBA Vice Chair Stephanie Saunders presented an overview of the proposed changes to the UAA Model Rules. Developed by NASBA’s CBT Administration Committee and reviewed by the NASBA UAA Committee, the recommended changes seek to provide greater uniformity among the jurisdictions regarding the granting of credit and requirements for sections passed on the Uniform CPA Exam for those wishing to enter the profession. Following the NASBA Board’s October 2022 meeting, the revisions were released for public comment for a 60-day period, which ended on December 12.

According to President Bishop (and others), the progress and development changes necessary for the implementation of CPA Evolution and the impact on the CPA Exam is so important. In fact, CPA Evolution, and changes to the CPA Examination, is regarded as one of the biggest projects in NASBA’s history, in terms of cost, capacity and change. “We should all be pleased with the progress being made on this very important project. State boards, executive directors and board staff across the country have done a great job making the necessary changes for the launch of CPA Evolution in 2024,” said Bishop.

In addition to the topical discussions, Annual Meeting participants also received insight from luncheon keynote, David Wasserman. Wasserman serves as an NBC contributor and as senior election analyst with *The Cook Political Report with Amy Walter*. His lively commentary took luncheon attendees on a tour of 2022’s hottest elections and the ever-evolving D.C. landscape.

Of the 303 in-person meeting participants, there were 132 board members, staff, and associates from 53 Boards of Accountancy, and representatives from 12 State CPA Societies. Virtual meeting participants included 59 board members, staff, and associates.

The 116th Annual Meeting will take place in New York, October 29 – November 1, 2023. ♦



NASBA and AICPA leadership come together at the Annual Meeting. From left to right: W. Michael Fritz, Anoop Mehta, Richard Reisig and A. Carlos Barrera.



CPT President Alfonzo Alexander provides a report on the NASBA CPT.



Liz Barentzen speaks on the CAQ's bold ambition and pipeline initiatives.



Stephanie Saunders provides an update on the UAA.



2020-21 Chair A. Carlos Barrera thanks W. Michael Fritz for his service as the 2021-22 NASBA chair.



Attendees were glad to 'rebound' at the first in-person Annual Meeting since 2019.



NASBA hosted 213 in-person meeting attendees in San Diego, CA, with an additional 97 virtual attendees.



NASBA was pleased to welcome members and stakeholders to the Manchester Grand Hyatt.



NASBA leaders and past chairs convene before the Annual Meeting. Bottom row, from left to right: John Greene, Lorraine Sachs, David Costello, Michael Conaway, Gaylen Hansen, Ken Bishop, A. Carlos Barrera, Carlos Johnson, and W. Michael Fritz. Back row, from left to right: Colleen Conrad, Michael Weatherwax, Janice Gray, David Vaudt, Laurie Tish, Donald Burkett, Diane Rubin and Mark Harris.



NASBA President & CEO Ken Bishop provides his State of NASBA Report during the Annual Business Meeting.

CHAIR'S MEMO

The Infinite Game...

To be chair of this fine organization is an extraordinary opportunity at any time. But, serving in this position, at this point in NASBA's 115-year history, given the unique challenges currently facing the profession, along with the challenges faced by you –and other licensing bodies attacking your regulatory authority– is an even more exciting, yet daunting, opportunity. State boards are at a critical juncture in their life cycle. So, I am extremely honored to serve beside you as we meet these challenges head-on, together.

Let me begin by posing a few questions to our membership: Where is everyone? Why are you worried? And, how hard can it be to be a CPA?

CPA Pipeline

Let's tackle my first question. Where is everyone? Whether you are in public practice, private industry, or government, most of us have been affected by the CPA Pipeline crisis and the "Great Resignation." Is it any wonder we have been asking the question– Where is everyone?

Here are some important statistics pertaining to accounting graduates, accounting graduate hires, and CPA Exam candidates. The number of accounting graduates has gradually trended downward. In fact, there are seven percent fewer accounting graduates in 2020 than there were in 2014. When comparing accounting graduate hires by public accounting firms during the same time span, 36 percent fewer accounting graduates were hired by firms in 2020 than in 2014. That is a reduction of more than 15,000 accounting graduates –an incredibly alarming statistic. When comparing the year 2021 to 2016, the number of CPA candidates decreased by nearly one-third, or almost 16,000 candidates.

The CPA Pipeline continues to be one of the most significant issues facing the profession and Boards of Accountancy, who are charged with regulating CPAs on behalf of the public. As the CPA pool diminishes, access to the CPA who has demonstrated expert proficiency in understanding and describing the language of business, will continue to diminish as well. Thus, our vested interest.

There are several factors at play leading to the current CPA Pipeline crisis including, but not limited to, the great number of baby boomers retiring; the continuous decline in U.S. birthrates; the declining enrollment in post-secondary education; a decrease in accounting students sitting for the CPA Exam; the ever-changing business environment; and the "Great Resignation."

Thankfully, several NASBA committees have dedicated time to address the CPA Pipeline. I would especially like to commend the Diversity Committee who, in addition to focusing on improving the

diversity of member boards, is also focusing on diversifying of our CPA candidate pool.

CPA Pipeline is so important, we have established a special task force to focus solely on CPA Pipeline efforts, and to brainstorm activities state boards can implement to address pipeline challenges within their own jurisdictions.

CPA Evolution

My second question – Why are you worried? There will always be a need for CPAs, won't there? Last April, while recuperating from knee surgery, I was given a book to read entitled, "The Infinite Game," by Simon Sinek. I found it particularly relevant for all that is happening in the profession today. The basic premise of the book is there are two kinds of games in business–finite and infinite. Finite games are played to win, and include a beginning and end, a start and finish, a winner and loser. Infinite games, on the other hand, have no time limit. There is no finish line, and no real ending. In an infinite game, there is no such thing as winning or losing. Rather, the objective is to keep playing–not to win, as there is no finish, but to adapt to the changes in the game in order to keep playing. From a business perspective, at least for those businesses that have a long-term view and an infinite game mindset, there is no finish line, no completion of the game–everything is geared toward the perpetuation, the continuation of the business. Not just for the next quarter or the next year, but for the next generation. How does that relate to us and our



business of protecting the public? Isn't ours an infinite game?

We have all experienced a lot of change during our careers. The business environment in which we operate and the accounting profession in which we regulate continue to evolve and grow more complex and demanding at an ever accelerating pace. Our current environment requires new CPAs to learn and possess an expanded skillset to meet the changing needs of the marketplace and continue playing in the game. This includes having a strong and diverse understanding of technology-related topics, which are now embedded in the operations of a CPA's clients, employer, or self-owned firm. They are also expected to effectively communicate the appropriate guidance on complicated topics to their clients or employer.

CPA Evolution, the joint initiative between NASBA and the AICPA, is the crucial attempt to anticipate and assess the changing needs of the marketplace, the needs of the public we represent, and put the profession in position to meet those needs and remain relevant. The initiative does this by addressing two of the three Es needed for licensure—Education and Examination.

From an education perspective, the CPA Evolution Model Curriculum was developed to provide colleges and universities a guide detailing the type of educational skillsets CPAs will need to meet the growing and evolving needs of the public, now and into the future. From an examination perspective, the CPA Exam is being retooled to match the needs of the public to the skillsets possessed by the CPA candidate. The new Exam is set to launch in January 2024.

What does this mean to state board members? It is critically important for you to remain engaged in the discussion as you represent the public and their needs. For the right skillsets to be included in the educational foundation of future CPAs and for those CPAs to remain relevant, you must be aware of the skillsets needed, input your regulatory voice into this process and be actively engaged with the colleges and universities in your jurisdiction.

Anti-Regulatory Legislation

My last question – How hard can it be to be a CPA? Don't you just have to use a computer program and push a button to prepare a tax return and a year-end financial statement for a banker? How hard can that be?

As state board members, you have a challenging job. You all do such vital but thankless work in many respects because, most often, it goes unseen. You have been charged by the Governor of your state to use your considerable expertise and knowledge of the profession to stand in the shoes of the public to ensure they are being provided the type of services they expect and deserve,

but most often, they have no way of knowing if they are receiving such services. Adding to your challenge, the public you have been charged to protect does not understand the services they are requesting and receiving, the oversight CPAs provide, or all that licensed CPAs have accomplished to achieve and maintain their necessary level of expertise—the education rigor, the testing rigor, the experience rigor—to adequately provide services to the public. Expertise that separates the licensed CPA from an accountant.

Further, the public does not understand all that a CPA does to keep current on ever-changing tax law, or what is entailed in properly presenting financial statements that can be relied upon by a third-party. It is not as easy as just pushing a button. Those who challenge professional regulation are not going away. And, as they meet resistance in their efforts, their arguments morph, change and evolve.

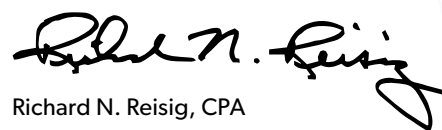
I urge state board members to remain vigilant by listening to what is going on in your state, remain informed as to the various services CPAs are being asked to provide, work to understand the complexities inherent in those services, and be able and willing to voice, to all who need to hear, the ramifications to the recipient if services are not provided as expected and deserved.

Through its membership in ARPL, the Alliance for Responsible Professional Licensing, NASBA continues to work on your behalf to educate those who wish to eliminate any regulatory oversight and to help them understand the complexity of the CPA profession, and how it differs from other regulated professions due to third-party reliance placed on the results of services provided by the CPA.

Conclusion

The CPA Pipeline, CPA Evolution, and the attacks on your authority to protect the public are certainly not the only issues facing state boards and NASBA. However, they are three major issues for which we need to remain focused, and address from an infinite game mindset. There is no end to our game! The public needs the services CPAs expertly provide, so there must be CPAs available to provide those much-needed and ever-changing services, and there must be a mechanism in place to ensure the public is receiving the services they desperately need.

Thank you for this wonderful opportunity to serve you as NASBA chair. It truly is an opportunity of a lifetime!



Richard N. Reisig, CPA
NASBA Chair, 2022-23

Advancing ARPL

The important work of protecting licensure from anti-regulatory forces prepares for a new year of progress.

The [Alliance for Responsible Professional Licensing](#) (ARPL) –a consortium of professions and their regulatory counterparts committed to protecting the public through the protection of licensure for highly skilled professions– had a highly productive 2022. Having laid the groundwork in 2021 to counter mounting anti-regulatory efforts with sophisticated and compelling [research and polling work](#), the Alliance, of which NASBA is a founding member, extended that work in 2022 into direct engagements with various constituencies, including legislatures and lawmakers, ALEC (the American Legislative Exchange Council), State Boards and state CPA Societies (Mini-ARPL's), among others. In July, for instance, ARPL participated on a panel/workshop discussion on the impacts of anti-licensure on business at a forum sponsored by the American Legislative Exchange Council (ALEC), often one of the chief sources for anti-regulatory voices. In October, the Alliance was invited to testify before the Wisconsin legislature's study committee on licensing, where it reinforced three of its core arguments: 1. Licensure is associated with measurable, financial benefit for all license holders; 2. Licensure ensures critical public protections via minimum standards for qualification, and 3. Contrary to conventional assumptions, licensing that is done well removes barriers to practice.

While research and engagements will continue to be a vibrant part of the ARPL portfolio in 2023, the Alliance also aims to open a new front in its work on behalf of professional licensure: the consequences of anti-licensing on business. Since its founding in 2018, ARPL has noticed that those opposed to licensure often rely on an argument that it creates barriers for workers, and that in order to be pro-jobs and job growth, one must also support licensing reform. ARPL and its members regard this as a false, and dangerous, premise. In fact, it is the Alliance's belief that it is in the best interests of those business

which deal directly with public health, safety, and economic welfare to hire *qualified* personnel. And that weakening or eliminating licensing standards will not only lead to unqualified work, but also to litigation risks and ultimately business costs that could endanger the viability of those businesses. In short, licensure not only protects the public but the business community, as well.

As with prior messaging campaigns, ARPL plans to support this perspective through commissioned scientific research, public opinion polling, and the enlistment of pro-business voices who are also ARPL allies and can serve as critical influencers. These entities may include state Chambers of Commerce and similar groups. Additionally, materials such as shareable studies, videos, and other persuasive resources will be generated and incorporated into the ARPL library to serve as advocacy tool for members. (Past materials can be found and downloaded via the Tools & Resources Dropbox folder for current ARPL members. Still more can be viewed on the [ARPL site](#).)

How can you, as an ARPL member, help as the Alliance focuses on its 2023 work? Be an "early warning system" for ARPL by alerting the Alliance to issues you face in your jurisdiction. In anticipation of legislative challenges, create an ARPL "bench" that can be mobilized and speak to ARPL's research and arguments. Communicate with ARPL on resources you'd like the Alliance to produce. Ultimately, stay aware of our work and stay in touch with us. We have begun to push back on years of unanswered arguments by regulatory opponents and successfully change influential hearts and minds; please help us sustain the momentum so we can gain even further ground this next year. If you have any questions or need additional information, please email info@nasba.org. ♦

SEC Recommends FASB Improvements

In recent news, the Securities and Exchange Commission's Investor Advisory Committee released a set of recommendations to improve operations of the Financial Accounting Standards Board (FASB) so that it may better serve investor needs. According to the Committee, investors have been concerned that accounting standard-setting has not kept pace with today's sources of value and risk, resulting in investors lacking the tools needed to properly value modern companies.

"It appears that a significant portion of the FASB's limited time and resources are spent on fine-tuning narrow standards rather than addressing more pressing accounting issues, such as cash flows, intangibles, financial statement presentation, labor cost accounting, segment reporting, and measurement of the financial impacts of climate change and energy transition," the Committee said.

According to an [Accounting Today](#) article, the Investor Advisory Committee asked the SEC to establish an Advisory Committee on Accounting Modernization and recommended that it consider potential improvements to financial reporting and help FASB

improve its technical understanding of public companies' internal data infrastructure as well as see FASB expedite its standard-setting, pointing to the prolonged process of implementing the lease accounting and revenue recognition standards. In addition, the Committee would like for FASB to make it more affordable to access its standards.

SEC Chairman Gary Gensler reacted favorably to the recommendations. "I welcome your recommendations for ways to enhance, in a manner consistent with the Sarbanes-Oxley Act, the responsiveness of our nation's accounting standards to changing business practices — including by making the Financial Accounting Standard Board's accounting standards readily available and searchable for the public at no cost," he said in a statement.

Fortunately, SEC Commissioner Hester Peirce claimed that the FASB was already planning on making some of the recommended changes. "The Financial Accounting Standards Board does have a number of items on its technical and research agendas that respond to investor concerns," she said in a statement. ♦

NASBA Honors Burkett, Dailey and Bowers

Donald Burkett, the late John (Jack) Dailey, Jr., and Patti Bowers were honored on November 1 as recipients of NASBA's 2022 awards, during the Annual Business Meeting, in San Diego, CA. Spearheaded annually by the NASBA Awards Committee, the awards recognize NASBA members for their leadership, service to NASBA and state boards, and their efforts to advance the accounting profession. Laurie Tish, 2022-23 Awards Committee Chair, and NASBA Executive Vice President Emerita Lorraine Sachs, were on hand to present each of the awards.

Donald Burkett, of West Columbia, SC, received the 2022 William H. Van Rensselaer Public Service Award. A past chair of NASBA, he is the current chair of the NASBA Center for the Public Trust Board of Directors. In accepting his award, Burkett shared, "I am humbled and honored to receive this award, and challenge each of you to continue to do the hard work, and the good, and we'll continue to be the most trusted profession in the world."

The NASBA Distinguished Service Award was presented posthumously to John (Jack) Dailey, Jr., of Voorhees, NJ. Most recently, Dailey served as a member of NASBA's Board of Directors as director-at-large and as chair of its Legislative Support Committee. Fellow NASBA board member and friend, Tyrone Dickerson accepted the award on behalf of the Dailey family.

California Board of Accountancy Executive Officer Patti Bowers of Sacramento, CA, was recognized as the recipient of the 2022 Lorraine P. Sachs Standard of Excellence Award. As executive officer, Bowers, a 30-year veteran of the CBA, has overseen the adoption and implementation of significant consumer protection policies in California, and participated in a number of committees and taskforces that have worked to help support Board of Accountancy operations across the country.

Congratulations to this year's winners. ♦



Donald Burkett



John Dailey



Patti Bowers

NASBA, AICPA Seek Public Comment on Proposed CPE Provider Standards Revisions

Beginning December 14 through March 31, 2023, NASBA and the AICPA welcome public comment regarding their recent issuance of an [exposure draft](#) detailing proposed revisions to the Statement on Standards for Continuing Professional Education (CPE) Programs (*Standards*). Published jointly by NASBA and the AICPA, the *Standards* provide a framework for the development, presentation, measurement and reporting of CPE programs.

Last revised in 2019, most of the proposed revisions represent clarifications within the *Standards*. For example, one proposed revision clarifies that Group Live and Group Internet Based programs are determined by how the learner interacts with other participants and the instructor, instead of how the learning is consumed by the learner. Specific examples of each delivery method with web enabled, two-way video participation to be included as a Group Live program are also included in the proposed revisions.

According to a recent release, "The revised *Standards* would clarify how to award CPE credit when multiple presenters are actively involved in running one CPE program session. They would also provide clarity on how to communicate

and document the required attendance and monitoring mechanisms for this program, as well as specific examples of each delivery method with web-enabled, two-way video participation to be included as a Group Live program."

Review of the 2019 *Standards* began in May 2022. The proposed revisions are the outcome of extensive reviews and evaluations of the *Standards* by the CPE Standards Working Group, NASBA's CPE Committee, and the Joint AICPA/NASBA CPE Standards Committee. The NASBA and AICPA boards of directors approved the proposed revisions for exposure draft during their respective meetings in October and November 2022.

NASBA and AICPA leadership are pleased with the collaborative outcome of the revisions process and are confident the revised *Standards* will offer greater clarity and flexibility, increased assistance to CPE program providers and help keep CPE relevant and meaningful to CPAs.

Comments may be submitted through March 31, 2023, by emailing comments@nasba.org. ♦

PAST CHAIR'S MEMO

Rebound!

As I have said several times over the past year, time flies when you are having fun. It seems just like yesterday when I was standing in NASBA's studio in Nashville at our LAST annual virtual meeting and laying out my goals to you. Now, it is time for me to hand over the reins of this great organization to Rick Reisig as he starts his term as chair.

Our theme for this year's conference was REBOUND. A common definition of rebound is "the bouncing back from a hard surface or place." NASBA showed its ability to bounce back despite continued obstacles and challenges that we faced thru this endemic. Regardless of a variety of uncertainties, we were able to move forward and had a very successful year, adding \$1.2 million to net assets despite a downturn in the financial markets. With strong leadership from Ken Bishop and his team, we were able to continue being nimble and efficient, yet serving state boards effectively throughout the year.

This past year, we have had in-person board meetings, regional conferences and joint NASBA/AICPA summit meetings. I am referring to myself as the "clean-up hitter," as we have now worked through all our pre-COVID contracts for meeting locations. This has allowed Rick to be the first chair in over two years, to work with Tom Kenny and his team to be able to choose locations where he would like

meetings to be held. Although our regional meeting attendance was a bit lower than pre-COVID times, they were extremely successful.

I hope you will agree with me that it is much better to communicate in-person than on Zoom through a computer screen.

The family culture we have created at NASBA is very, very unique. We all share common interests and can leverage from our experiences to help others who may be dealing with a similar situation in their jurisdiction. I encourage you to take advantage of future meetings and conferences to reach out and meet new people or renew

relationships with people you have not seen in a couple of years.

My major goals this past year were to make sure that CPA Evolution continued on its path for a January 2024 implementation date, take new steps forward in increasing the CPA pipeline, enhancing our efforts in diversity, equity and inclusion and to explore ways to further improve quality of services performed by CPAs.

Major steps have been taken in moving toward the January 2024 implementation date. I want to applaud the staff of NASBA for their massive efforts thus far. We have collaborated to work with educators on how curriculum may be modified to prepare candidates for the 2024 CPA Exam.

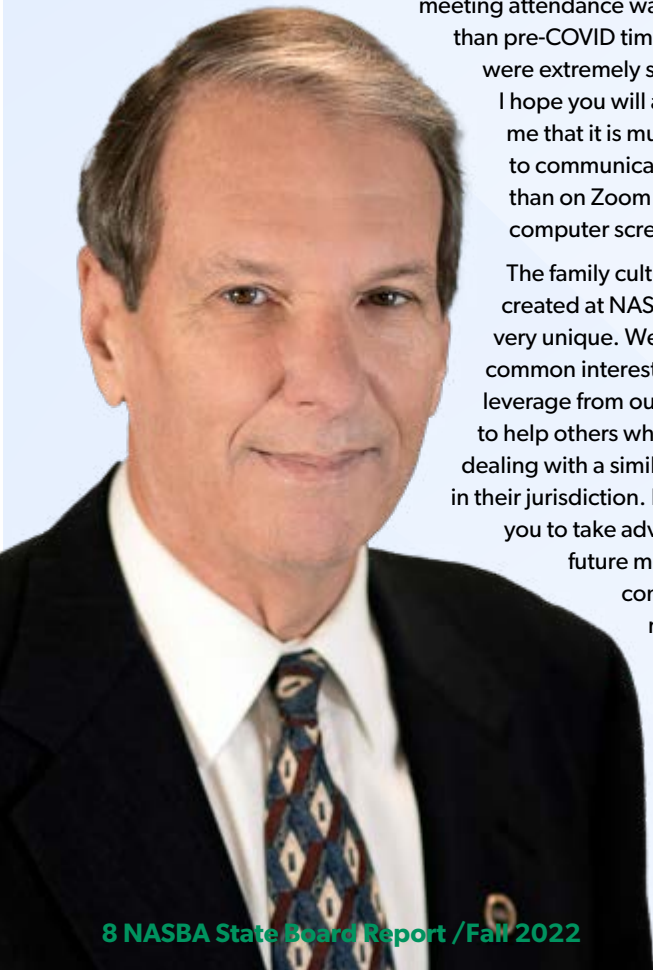
As you know, the Examination blueprint was exposed for comment this summer and final changes will be made for the 2024 CPA Exam. We are deep into a two-and-a-half-year project of revamping our Candidate Gateway and CPAES systems, projecting to spend more than \$10 million dollars.

Improvements are also being made using mobile technology to allow candidates to interact with NASBA in the application process. Additionally, changes are being made in systems to allow us to glean information about candidates that may help with pipeline initiatives.

This past August, Carlos Barrera, Kent Absec, Colleen Conrad and Dan Dustin met with members of the AICPA, and other stakeholders in New York, to discuss how all of us can work together to build interest in the profession and to increase the number of licensed CPAs. I believe there are areas where we can mutually work together. By developing "swim lanes," each organization can properly allocate the right amount of energy and resources to meet our goals. For example, I believe that firms, the AICPA and state societies are in the best position to work with high schools and higher education to make the profession more attractive to students and to educators.

At NASBA, we continue to explore opportunities to streamline the candidate experience during the application process. To keep the Exam as a top priority for candidates, we are reaching out directly to remind them of any approaching deadlines to their Notices to Schedule or any upcoming credit expirations for passed Exam sections. Each of these communications contains positive messaging to keep candidates focused on passing the Exam and reaching the ultimate goal of becoming a CPA.

From prior experience, we know that there will be a delay in the release of Exam scores while the new test is being validated and new cut scores are established. In June, the CBT Administration and Executive Directors committees asked state boards to take action to allow candidates with CPA Examination sections passed as of January 1, 2024, to have those credits not expire prior to June 30, 2025. At a special October board meeting, we discussed proposed changes to the UAA Model Rules regarding the 18-month rolling period a candidate has to pass all four sections. Some jurisdictions currently



start the clock on the date the candidate takes the Exam as opposed to when they receive their passing score.

The proposed changes were out for exposure through mid-December. After adoption into the UAA, it is our goal to work with all 55 state boards to achieve uniformity. After the CPA Evolution launch, AICPA and NASBA leadership have agreed to jointly review and reconsider the number of months that candidate scores remain valid.

Also related to the pipeline, we are jointly exploring potential solutions to help students achieve the 150 credit hours for licensure. A joint task force has been established to work on a plan that is cost effective, allows up to 30 academically rigorous hours and is scalable by firm size. Let me be clear, NASBA is not looking to change the number of core hours within the 120 hours required by most states prior to sitting for the CPA Exam, nor the current requirement for licensure. We are also not downplaying the quality of MAcc programs that many students will continue to pursue. However, we are aware of large and small firms working with colleges and universities in creative ways to provide lower cost options for meeting the requirements for licensure, which may reduce the barrier of entry for some candidates. Active discussions are occurring to potentially allow more hours for internships and work experience. The task force is also looking at other ways to achieve this goal. Stay tuned as to what alternatives this task force may propose.

It is my personal belief that the more hands-on experience a candidate can obtain prior to licensure, the stronger they will be as a professional.

We have also continued to improve upon our goals of implementing additional diversity, equity and inclusion initiatives. This past year, Alison Andrew and Alfonso Alexander worked with the Diversity Committee to analyze the makeup of each state board and identify the top five and bottom five state boards that may not be reflective of the licensees they regulate. Information was gathered in order to better understand what factors made state boards more successful and what barriers may exist for those state boards to improve. We also looked at ways that could attract new state board members and ramp up their involvement in NASBA committees, and potentially serve in future leadership positions. Our "call to leadership" events at our regional conferences as well as outreach to new state board members have resulted in a record number of state board members expressing interest in serving on committees for the upcoming year.

Likewise, we saw an increased number of state board members expressing interest in serving on our board, which provided our Nominating Committee the ability to again recommend a very diverse board for election.

We also continue to be a relevant voice with domestic and international regulators and standard setters. Our Regulatory

Response Committee, in conjunction with other committees, reviews change to standards and provides comments to various exposure drafts on accounting, auditing and ethics. This past year, the PCAOB re-implemented its advisory groups. As a result of one of our comment letters to an exposure draft, they agreed to have us participate as an observer on its Standards and Emerging Issues Setting Advisory Group. Colleen Conrad serves as our observer. Additionally, Diane Rubin, a former NASBA chair, was selected to serve on this group. In May, the AICPA and NASBA met with CPA Ireland to sign a mutual recognition agreement. In October, the International Ethics Board for Accountants (IESBA) held their fall meeting in our Nashville offices. NASBA Past Chair Gaylen Hansen serves as the CAG chair for IESBA. Our incoming chair, Rick Reisig, is a current FAF board member. These are just a few examples of how NASBA is maintaining relevance in the profession.

In 2022, John Johnson continued to be very busy. A total of 33 jurisdictions had some form of deregulation bill filed in 2022, with a number of jurisdictions already pre-filing bills for 2023. We continue to work with the Alliance for Responsible Professional Licensing (ARPL) to ensure that states have the tools to inform state lawmakers that the CPA profession must and should be viewed and treated differently because it is NOT an occupation that would warrant wholesale deregulation. IT is a technical, licensed and learned profession. We are also extremely hopeful and confident that, by working together, we can continue to successfully defeat any harmful effect that wholesale deregulation may have on the CPA profession and the public we serve.

As my 9-year tenure on the NASBA board comes to a close, Phyllis and I reflect back on how we have been so blessed to create close relationships with our NASBA family. We have celebrated promotions, retirements, weddings and grandchildren. But we have also prayed for healing from illness and mourned the deaths of family members.

To the leadership and staff of NASBA, my heartfelt thanks go to you for everything you do, and for helping me fulfill my role as chair. It truly has been the pinnacle of my career. I also want to give my sincere thanks and appreciation to those of you who unselfishly gave of your time to serve on a NASBA committee or were our representative on a joint committee with the AICPA. Without your insight and work, we would not be able to continue to move the profession and regulation of our profession forward.

It is because of you that NASBA remains "Mission Driven-Member Focused."



W. Michael Fritz, CPA
NASBA Chair 2021-22

National Registry Sponsors Come Together for Annual Summit

This year, the National Registry Summit was held in-person, in Nashville, TN, September 20-21, after two years of virtual conferences. As Registry Sponsors came together from across the country, the Summit examined generational trends in learning, uncovered ways to engage an audience, reviewed matters that affect a CPA's compliance with rules and regulations, and much more. Following the interactive sessions, attendees had a chance to network with fellow Sponsors and explore Music City.

Included in this year's programming was the opportunity to learn from Matt Havens, generation expert, and Cindy Huggett of Hybrid Events. If you have listened to any other discussion about generational issues at work, then you have undoubtedly been told there are four distinct generations operating side-by-side in today's working world. If you've ever been frustrated by how impossible it seems to employ four different strategies to manage four distinct generations, then Havens' session, *Stop Acting Your Age!*, was exactly what you needed. Havens' energy and fun could be felt throughout the ballroom.

First, Havens discussed the "matures," Baby Boomers, Generation X, Generation Y and Generation Z. According to Havens, and contrary to what most believe, there are only two groups individuals are categorized as: a young person or an old person. To better understand why each group is the way they are, we must first understand each other. Studies show we can maintain caring, personal relationships with roughly 150 people. However, one of the greatest inventions that shaped young people was the introduction of the internet. Today, nearly two million articles are uploaded to the web each day. Younger people's world has always been global, whereas older people had the opportunity to grow up within smaller communities. So, how can the older generation meet the younger folks halfway? Remember, loyalty is earned and should not be assumed.

In Huggett's interactive session, *Trends in Training: Creating*

Successful Hybrid Learning Events, she discussed trends and best practices for simultaneous in-person and virtual learning environments. Between in-person and remote work lives a hybrid schedule. As such, the big question was, "What do the best training facilitators do to engage a hybrid audience?"

According to Huggett, her definition of hybrid is a synchronous event with some attendees together, and others remote. Step one in creating a successful hybrid event is determining what hybrid means for your organization and audiences. Huggett recommended focusing on content, activities and tech. Additionally, keep in mind that some studies show multitasking happens more often during morning meetings. So, when planning a hybrid learning event, try not to begin first thing in the morning. The presentation was timely and impactful, and Huggett's insights were well received by Summit attendees.

In addition to the keynote speakers, NASBA's Senior Regulatory Counsel Elizabeth Wolfe, Esq., lead a discussion on recent trends in state legislation and regulatory rulemaking concerning CPE for CPAs. As covered in Wolfe's presentation, states that incurred changes since the previous Summit included Alaska, Arizona, California, Colorado, Florida, Hawaii, Illinois, Indiana, Iowa, Kentucky, Michigan, Missouri, Ohio, Rhode Island, Tennessee and Texas. Next, she informed attendees about four legislative updates that have occurred since the previous Summit. In closing, Wolfe discussed today's accessibility considerations. She playfully said, "This is something I could spend a whole hour talking about how accessibility and the Americans with Disabilities Act (ADA) comes into play in the digital world, however, I have about 10 minutes." Instead, she provided attendees with links with additional information. So, why is accessibility important to CPA CPE Sponsors? Inclusivity and compliance. NASBA is certainly fortunate to have Wolfe, and her knowledge of the legal system's everchanging guidelines, on its team. ♦



Alfonzo Alexander served as the moderator for the two day event, which included virtual and in-person attendees.



Summit attendees were excited to gather in-person following two years of virtual meetings.



Generation Expert Matt Havens shared insight on the importance of understanding others during his keynote.

2022-23 NASBA Committee Chair Roster

2022-23 Committee Name	Chair
Administration and Finance Committee	Maria E. Caldwell, CPA
Audit Committee	Michael Schmitz, CPA
Awards Committee	A. Carlos Barrera, CPA
Board of Directors	Richard N. Reisig, CPA
Bylaws Committee	Richard S. Silverman, CPA
CBT Administration Committee	Gerald Weinstein, PhD, CPA
Communications Committee	Jason D. Peery, CPA
CPA Examination Review Board	Ruben A. Davila, CPA, Esq.
CPE Committee	Willie B. Sims Jr., CPA
CPE Standards Working Group	Willie B. Sims Jr., CPA
Diversity Committee	Katrina Salazar, CPA
Education Committee	Nancy J. Corrigan, CPA
Enforcement Resources Committee	Jimmy E. Burkes, CPA
Ethics Committee	Kenya Y. Watts, CPA
Executive Directors Committee	John E. Patterson, Esq.
International Qualifications Appraisal Board	Sharon A. Jensen, CPA
Legislative Support Committee	J. Andy Bonner Jr., CPA, CGMA
Nominating Committee	W. Michael Fritz, CPA
Past Chair Advisory Council	W. Michael Fritz, CPA
Peer Review Compliance Committee	Vikki G. Nunn, CPA
Pipeline Task Force	Richard N. Reisig, CPA
Regulatory Response Committee	Stephen F. Langowski, CPA
Relations with Member Boards Committee	Lynn V. Hutchinson, CPA, CGMA
Standard-Setting and Professional Trends Advisory Committee	J. Coalter Baker, CPA
State Society Relations Committee	Jeannine Birmingham, CPA, CGMA
Uniform Accountancy Act Committee	Nicola Neilon, CPA

PwC Launches Work for Credit Program for Aspiring Accountants

Big Four accounting firm PwC partnered with Saint Peter's University to offer a [first-of-its-kind program](#) in March 2022. By May of 2022, the New Jersey State Board of Accountancy approved a "Work for Credit" option for CPA candidates. Participants can earn up to 30 educational credits toward CPA licensure in New Jersey through paid, full-time experience at the firm. One of the goals of this program is to help CPA candidates, especially those from underrepresented backgrounds, reach the 150-credit requirement for the CPA Exam.

To aid in this effort, candidates get an immersive experience in the areas of tax, accounting, analytics, data science or project management without classroom components. "The goal was to support students, drive change across the profession and open the doors for a more diverse pipeline," explained Rod Adams, PwC Talent Acquisition and Onboarding Leader. And while this program is currently only available to New Jersey licensing, it is the hope of Adams that one day other states, universities and firms will adopt a similar system.

Participants of the program were chosen based on leadership, relationship and technical skills. Saint Peter's University is said to grant corresponding academic credits while the firm covers the cost of tuition. So, how did PwC come to choose Saint Peter's? Adams said the firm considers the university to be a bold, innovative and proactive partner that educated some of the firm's best employees. "Saint Peter's shares our commitment to breaking down barriers and encouraging more people to choose accounting, because it's a very rewarding career and we don't want them to walk away because of financial reasons," said Adams.

Prior to the launch of this new program, PwC established the While You Work - CPA Acceleration Program in 2021 with the help of Northeastern University. The program provides Black and Latinx rising college seniors or recent graduates with the opportunity to receive a master's degree while working part-time at the firm. For more news on PwC, visit its Newsroom [here](#). ♦



Executive Directors and Board Staff Conference and Board of Accountancy Legal Counsel Conference

February 27 - March 1, 2023 | Tucson, AZ



Eastern Regional Meeting

May 31 - June 2, 2023 | Savannah, GA
The Westin Savannah Harbor Gold Resort & Spa



Western Regional Meeting

June 27-29, 2023 | Kansas City, MO
Kansas City Marriott Downtown



116th NASBA Annual Meeting

October 29 - November 1, 2023 | New York, NY
New York Marriott Marquis