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4-29-2011_Fri_12.30pm_Class Action Sex Discrimination law suits using Accounting Information System (AIS) faculty promotion

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4-29-2011_Fri_12.30pm_html_Class Action Sex Discrimination law suits using Accounting Information System (AIS) faculty promotion

4-29-2011_Fri_12.30pm_mhtml_Class Action Sex Discrimination law suits using Accounting Information System (AIS) faculty promotion

4-29-2011_Fri_12.45pm_mhtml_Class Action Sex Discrimination law suits using Accounting Information System (AIS) faculty promotion

4-29-2011_Fri_12.50pm_pdf_Class Action Sex Discrimination law suits using Accounting Information System (AIS) faculty promotion



DENVER 2011

ENGAGE TO MAKE A DIFFERENCE

American Accounting Association Annual Meeting

Hello, Avi Rushinek!

Thank you for your submission to the 2011 Annual Meeting of the American Accounting Association. Information about your submission is provided below.

Congratulations! Your proposal for a panel session at the 2011 AAA Annual Meeting to be held August 6–10, in Denver, Colorado, has been accepted for presentation as a **Concurrent Session**.

ACTION REQUIRED: Confirm or decline your participation AS SOON AS POSSIBLE!
Please Note: ALL panelists **MUST** register for the meeting!

Please confirm or decline your participation in the Annual Meeting as soon as possible. To confirm your acceptance, review this page and (individually) confirm/resolve each of the following items:

- Confirm that all participants in this session will register for the meeting and attend this event.
(All moderators and panelists are REQUIRED to register for the meeting.)
- Edit your contact information, if necessary.
- Edit the names and affiliations of panelists, if necessary.

Session Title: Methodology To Control For Class Action Sex Discrimination Law Suits

Moderator: [Avi Rushinek](#), University of Miami

Presentation Date/Time: Wednesday August 10, 2011 - 4:00 pm-5:30 pm

Audio/Visual Equipment

The following standard audio-visual setup for all concurrent sessions has been implemented for this year's Annual Meeting: **Overhead projectors will NOT be available. Do NOT bring transparencies.** All concurrent session rooms will now be equipped with only:

- Laptop (Running Windows and Microsoft Office)
- LCD Projector

You have the following presentation options:

- Bring your presentation on a portable USB flash drive (i.e. jump or thumb drive). Please plan to arrive 15 minutes before your session start time to load your presentation materials on the session room laptop.
- Upload your handouts or other supplemental materials to the [AAA website](#) so interested persons may download and print your handouts on their own and bring them to your session.
- Print your handouts for distribution at your presentation. The AAA will not print your handouts. You may utilize the Business Center at your hotel for the printing of your handouts.

If you need any other audio-visual equipment, you **MUST** contact your Section Liaison, Rental of these items can be very costly to the Section, and the expenditure must be approved by the Section President. Please **DO NOT** assume your request will be met. Your Section Liaison's confirmation is required; only at that point can you assume that the requested equipment will be available. On-site requests **WILL NOT** be met.

Please check this box to indicate you have read and understand these guidelines for audio-visual equipment.

PARTICIPATION CONFIRMATION:

Please indicate whether you wish to confirm or decline the presentation of your panel session. All panel participants are **REQUIRED** to register for the meeting.

Confirm	Decline
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Date of Submission: January 04, 2011

Submission ID Number: 001486

Section Designation: Gender Issues and Worklife Balance Section

Submission Title: Gender Issues And Work-Life Balance (GIWB) Methodology To Control For Class Action Sex Discrimination Law Suits

CAUTION: If accepted, the title of your submission will be printed in the program **EXACTLY** as it appears here. **DO NOT** use all upper-case (capital) letters in your title. Capitalize the first letter of major words in your title, i.e., "Cats and Dogs: A Study of Behavior Differences in Pets." **DO NOT** enclose the title in quotation marks. Check spelling and punctuation carefully.

[[Edit Submission Title](#)]

Contact Information:

[[Edit Contact Info](#)]

Avi Rushinek
University of Miami
Phone: 305-666-7890
Email: arushine@aol.com

Proposed Moderator:

[\[Edit Moderator Info\]](#)

Avi Rushinek, University of Miami

Replace Moderator:

First Name (Given Name):	<input type="text"/>
Middle Name:	<input type="text"/>
Last Name (Family Name):	<input type="text"/>
Affiliation:	<input type="text"/>
Email:	<input type="text"/>

Submit!

Listing of Panelists:

CAUTION: Panelists will be listed in alphabetical order, and printed in the program EXACTLY as they appear here. Please check the names and affiliations carefully. The first letter of first and last names must be capitalized. Do not use all upper-case (capital) letters.
(Click the panelist's name to edit that panelist's name or affiliation.)

[Sara Rushinek](#), University of Miami

Add Panelist:

First Name (Given Name):	<input type="text"/>
Middle Name:	<input type="text"/>
Last Name (Family Name):	<input type="text"/>
Affiliation:	<input type="text"/>
Email:	<input type="text"/>

Submit!

Session Topic: Gender Issues and Work-Life Balance (GIWB) Session discusses gender Accounting Information Systems (AIS) distribution among accounting academics. Their study

presents a cross-sectional regression analysis of men and women in AIS. Their findings indicate that the proportion of faculty positions held by women in AIS can help in producing a methodology to control for "Class Action Sex Discrimination" law suits using Accounting Information System (AIS) faculty promotion as a case in point. This is a forensic audit, expert witness testimony & computer litigation support case study approach to minimize the monetary damage, flag emerging cases and providing quick settlement of a class that is pending. Such systems can be used by accreditation organizations such as the AACSB, who accredits accounting programs and examined how their publication rate. Academic organizations such as the American Accounting Association (AAA) can use it to promote equal opportunities and compliance with the Equal Employment Opportunity Commission (EEOC). The EEOC can use it, to enforce compliance, and it can be used by universities and law firms as well..

[\[Edit Session Topic \]](#)

Session Description:

[\[Edit Session Description \]](#)

Using standard statistical methods, the authors found that universities promote AIS faculty primarily on the basis of publications as they were statistically significant. In contrast, the "gender" or sex was statistically insignificant, but indicate a bias in favor of female faculty members in the sample. This means that there is no evidence of sex discrimination in the population, but the sample suggests that universities may be biased against males and in favor of female faculty members in promotion decisions. The methodology can be used as red flags to investigate possible inequities in promotion decisions. The proliferation of "Class Action Sex Discrimination" cases reported by the press raises the issue of preventative controls. This study looks at the case of AIS faculty promotion from a forensic audit, expert witness testimony and computer litigation support point of view.

Class action sex discrimination suits have been discussed recently in the press. For instance Anthony Sebok (2004) reported that the class action sex discrimination suit against Wal-Mart was certified a sex discrimination class action suit. When a court "certifies" a class action, it allows the case to proceed with a class of plaintiffs, according to class action rules - as opposed to with a number of individual plaintiffs.) The class is claiming that Wal-Mart discriminated against women in the way it recruited and promoted managers.

A nationwide employment discrimination class action lawsuit has been filed against Costco Wholesale Corporation (Patel, 2007).. The suit charges that Costco operates a "glass ceiling" at the store-management level which precludes women from obtaining promotion to assistant manager and general manager positions. Class Action Sex Discrimination law suits have become more prominent and more costly in recent years. Therefore, their Prevention Controls may also become more important. We have looked at the case of AIS faculty promotion from a forensic audit, expert witness testimony & computer litigation support stand point.

In summary, we have performed a multiple linear regression and developed a model that forecasts promotions of AIS faculty as a function of Publications and Sex. We have demonstrated that the model is accurate and reliable for AIS promotional decisions, and it is statistically significant. Likewise, we demonstrated that while the model is significant the Sex variable by itself is not significant, and that is a sort of a test for compliance with anti-discrimination regulations such as the EEOC. We also suggested a different survey methodology, instead of the traditional paper survey, we suggest an online survey running on a WWW server, using Microsoft SharePoint software to continuously update the results automatically.

In conclusion, we found that at the present time it appears that there is no evidence of discrimination in the population of AIS faculty promotion, but this may change in the future. We

confirmed previous finding of differences in publication between the genders. However, these differences were not statistically significant and therefore cannot be generalized to the population.

The implications of our study is that in a future time Sex discrimination may become a problem and class action law suits may spread into the academic environment. For that reason we suggest automating the process of data collection and data analysis that will help flag risks of compliance and the absence of compliance with regulatory enforcement.

Such online interactive continuous surveys and regression analysis of the results can be an effective internal control and a preventive control for regulatory compliance. Likewise, it can also serve as a method to determine whether or not discrimination exists, and if it does what is the size of the bias in favor on one sex and against the other sex.

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Congratulations! Your Effective Learning Strategies submission to the 2011 AAA Annual Meeting to be held August 6–10, in Denver, Colorado, has been accepted for presentation.

Presentation Date: Monday August 8, 2011

Presentation Time: 9:45 am-11:00 am

NOTE: If you also have a concurrent session paper presentation scheduled at this time, please contact AAA Headquarters.

ACTION REQUIRED: Confirm or decline your participation by **as soon as possible**.

Please Note: - ALL presenters **MUST** register for the meeting!

OTHER INFO: [Presentation Guidelines for Effective Learning Strategies](#)

Please confirm or decline your participation in the Annual Meeting as soon as possible. To confirm your acceptance, review this page and (individually) confirm/resolve each of the following items:

- Confirm that you or a coauthor will register to attend the meeting to present the proposal.
- Edit the title of your presentation, if necessary.
- Edit the contact person's information, if necessary.
- Edit the names and affiliations of co-presenters, if necessary.

To decline the invitation to present, simply click the "Decline" button under "Attendance Confirmation."

ATTENDANCE CONFIRMATION:

Please indicate whether you and/or a co-presenter will register to attend the meeting to present this proposal. All presenters are **REQUIRED** to register for the meeting.

Confirm	Decline
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Date of Submission: December 31, 2010

Submission ID Number: 00828

ELS Forum Title: *Mobile cell phone repurposed surveillance audit HD video for Effective Learning Strategies of YouTube's innovative social media networks for wirelessly auto-sharing, tagging, embedding, syndicating, captioning, subtitling, & machine-transcribing by Google*

CAUTION: If accepted, the title of your submission will be printed in the program **EXACTLY** as it appears here. **DO NOT** use all upper-case (capital) letters in your title. Capitalize the first letter of major words in your title, i.e., "Cats and Dogs: A Study of Behavior Differences in Pets". **DO NOT** enclose the title in quotation marks. Check spelling and punctuation carefully.

[[Edit ELS Forum Title](#)]

Contact Person Information:

Please capitalize the first letter of your first name, middle name (if applicable), and last name. Do **NOT** use all capital letters. If your submission is accepted, your name and affiliation will appear in the printed program exactly as it appears here. Do **NOT** abbreviate your affiliation (i.e. "Univ of Montana", or "UNC"). Use the official name of your institution.

[[Edit Contact Info](#)]

Avi Rushinek

University of Miami
Phone: 305-666-7890
Email: arushine@aol.com

Listing of Presenters:

Please capitalize the first letter of first names, middle names (if applicable), and last names. Do NOT use all capital letters. If your submission is accepted, names and affiliations will appear in the printed program exactly as they appear here. Do NOT abbreviate affiliations (i.e. "Univ of Montana", or "UNC"). Use the official name of each institution.

Presenters will be listed alphabetically as follows:

(Click the presenter's name to edit that person's name or affiliation.)

[Avi Rushinek](#), University of Miami
Email: arushine@aol.com

[Sara Rushinek](#), University of Miami
Email: arush@miami.edu

Add Presenter:

First Name (Given Name):	<input type="text"/>
Middle Name:	<input type="text"/>
Last Name (Family Name):	<input type="text"/>
Affiliation:	<input type="text"/>
Email:	<input type="text"/>

Full Description:

The information you provide in this section will be used by the Teaching and Learning Events Team to evaluate your proposal.

[\[Edit Full Description\]](#)

This session showcases repurposing surveillance audit High Definition (HD) video lecture capture via mobile cell phone for education innovations that support learning in accounting. The interactive format provides opportunities for instructors to engage students in the exchange of ideas and resources. Instructors sharing, tagging, embedding, syndicating, captioning, subtitling, & machine-transcribing learning-related interests and projects, scholarship of teaching projects, and educational innovations. YouTube and other social media networks are used for Teaching and Learning Teamwork. The session will present methods to automate the update and/or access the status of your lecture capture upload, user ID and password, login, and granting access to faculty, students, alumni, & professional CPE for AAA members. Users rank, rate, comment, vote, re-distribute & automatically vet these videos of the best Innovation in Teaching selected from the pool of accepted submissions to YouTube®. Instructors synchronize the lecture capture for the most Effective Learning Strategies according to users vetting. Users disseminate successful

practices of the first course sequence in accounting.

Short Description:

The information provided here will appear on the Annual Meeting web site to describe your workshop.

[\[Edit Short Description\]](#)

Users disseminate successful practices of the first course sequence in accounting that piqued their interest by FaceBook®, Twitter®, Reader®, Orkut®, MySpace® about accounting and pursuit of the CPA profession as a career. The session stresses those changes in content segment or a subset of skills rather than a programmatic or curricular changes.

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Confirm	Decline
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Date of Submission: December 31, 2010

Submission ID Number: 00829

ELS Forum Title: *Search Engine Optimization (SEO) & Domination Audit for Effective Learning Strategies of World Wide Web's Internet Sites: innovative methods for teaching, capturing, storing, distributing lectures via Automated Uploading to Ad Hoc Network Hot Spots*

CAUTION: If accepted, the title of your submission will be printed in the program EXACTLY as it appears here. DO NOT use all upper-case (capital) letters in your title. Capitalize the first letter of major words in your title, i.e., "Cats and Dogs: A Study of Behavior Differences in Pets". DO NOT enclose the title in quotation marks. Check spelling and punctuation carefully.

[\[Edit ELS Forum Title \]](#)

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[\[Edit Contact Info \]](#)

Avi Rushinek
University of Miami

Phone: 305-666-7890
Email: arushine@aol.com

Listing of Presenters:

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Presenters will be listed alphabetically as follows:

(Click the presenter's name to edit that person's name or affiliation.)

[Avi Rushinek](#), University of Miami
Email: arushine@aol.com

[Sara Rushinek](#), University of Miami
Email: arush@miami.edu

Add Presenter:

First Name (Given Name):	<input type="text"/>
Middle Name:	<input type="text"/>
Last Name (Family Name):	<input type="text"/>
Affiliation:	<input type="text"/>
Email:	<input type="text"/>

Full Description:

The information you provide in this section will be used by the Teaching and Learning Events Team to evaluate your proposal.

[\[Edit Full Description\]](#)

Effective Learning Strategies feature top-notch speed Secure Digital High Definition (SDHC) memory. Perfect for your compact Wireless Lecture Capture (LC) Uploads, fast through private or public Wi-Fi networks. Endless storage and instant retrieval due to SED. free-up space for FREE (No cost) you LC are safely and automatically delivered using Real Simple Syndication (RSS) feeds. Never worry about running out of space again. Automatic back-up, upload LC to folders of your choice on your computer, or even directly into YouTube. Organize LC automatically land in date-based folders, so lectures are organized effortlessly. No need to buy new equipment, your university classroom computer can turn into a wireless uploading machine. Effortless sharing your lecture capture. Wirelessly send your lecture to yourself, popular website, students and/or faculty, using sites, which include, but not limited to Flickr, Facebook, Picasa, Mobile Me, and YouTube. Get notified, emailed by Facebook or Twitter alerts when your lectures are uploaded. Send lecture capture to your laptop anywhere your presentation takes you. Streamline your lecture capture workflow, without always running out of space.

Short Description:

The information provided here will appear on the Annual Meeting web site to describe your workshop.

[\[Edit Short Description\]](#)

Ad Hoc hot spot Lecture Captures (LC) to anywhere. Streamline LC workflow. Methods to automatically free up space once your lectures have been safely delivered. Upload on-the-go by personal Wi-Fi Hotspots. Automatically upload, geotag, back-up wirelessly share your lectures. Lectures are indexed and can be searched via the web.

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