



American Institute of Certified Public Accountants National Commission on Diversity Summary Bios



Ken Bouyer (Chair)

Americas Director of Inclusiveness Recruiting
Ernst & Young

As the Americas Director of Inclusiveness Recruiting, Ken is responsible for developing and implementing a recruiting strategy that focuses on creating a diverse talent pool and fostering an inclusive culture where all can achieve their full potential. Since joining the firms Assurance practice in 1990, Ken has served in a variety of roles, including most recently as the Americas Director in the Advisory Services Practice, serving Global internal audit clients. He still continues to serve clients in the Advisory Practice.

Ken is a Board member and Chair of the Audit Committee for the American Accounting Association, serves on the American Accounting Association/AICPA Pathways Commission, and other various University Accounting and Dean's advisory Boards. He is a past Board member and International President of Beta Alpha Psi and past board member of the Federation for the Schools of Accountancy (FSA).



Kim Drumgo (Vice Chair-Staff)

Director, Diversity and Inclusion
AICPA

Kim is the Director of Diversity and Inclusion Initiatives for the American Institute of Certified Public Accountants. In her role at the AICPA, she is responsible for working with universities, state CPA societies, specialty accounting organizations to develop best practices in the recruiting and advancement of underrepresented minorities into the CPA profession.

Prior to her role at the AICPA, Kim served as the Chief Diversity Official (CDO) of Blue Cross and Blue Shield of North Carolina. As the CDO, Kim was responsible for leading the company's diversity journey and providing ongoing enterprise focus on the value diversity and inclusion. Kim also has 15 years of experience leading large scale technology projects in the banking, government, healthcare, and consulting industries.



Angela L. Avant, CPA (Partner Representative)

CEO/President
NABA

Angela is the President & Chief Executive Officer of the National Association of Black Accountants, Inc. (NABA). She has received numerous awards from NABA, where she is a lifetime member and three-term past Chairman of the Board, past co-chair and member of the Chairman's Advisory Council, and Co-Chair of the Senior Finance Executives Symposium Committee.

Most recently, she was an Executive Management Consultant providing enterprise risk management, internal audit and other risk advisory services. Prior to this role, she was the Partner in Charge of Diversity for KPMG LLP. In this role, she was responsible for leading the firm's diversity strategy and fostering an environment of inclusion that embraced diversity among KPMG's partners, employees, vendors and clients. She also led the firm's national diversity team and its diversity advisory board (DAB).



Bob Hickman (Business)

Owner/President
Chenhall Staffing Services

Bob Hickman is an accomplished Human Resources Executive with over 30 years of experience firmly grounded in areas such as, but not limited to, employee relations, recruiting, diversity and conflict resolution. As the national partner for Human Resources and Recruiting with McGladrey & Pullen, LLP, he directed the national HR function through McGladrey's growth from a regional firm to the nation's fifth largest accounting and consulting firm. He also developed and implemented the firm's Diversity/Sexual harassment prevention training program, training all employees and partners in a twelve-month period.

Bob has also served as the Chair of the National Advisory Forum of Beta Alpha Psi and a member of its National Board. For his fourteen years of service to the organization, he received a Lifetime Achievement and has been an honorary member since 1986.



Boyd Search, MBA, CAE (State Society CPA/SEA)

CEO
Georgia Society of CPAs

Boyd Search is the Chief Staff Executive of the Georgia Society of CPAs, the premier professional organization for CPAs in the state of Georgia. Boyd's career spans 16 years in association management. As CEO, his work is focused on ensuring GSCPA delivers value to members by creating opportunities for CPAs to be leaders in their profession, directing legislative initiatives and advocating on behalf of the profession, communicating the most critical professional issues, and more.

Previously, Boyd worked as the vice president of education and training for The Ohio Society of CPAs. He holds a bachelor's degree in political science with a minor in economics from The Ohio State University, as well as a Bachelor of Science degree in accounting and an MBA from Franklin University.



Chris V. Banagan, CPA (Partner Representative)

President
NCPACA

Chris V. Banagan, is the current President of the National Council of Philippine American Canadian Accountants. She has been a tax practitioner for the last thirty years and has been a consultant to various small and medium sized businesses and not for profit organizations in the Metropolitan DC area.

Chris, as NCPACA President, is also involved in the mentoring program for new CPA's to prepare them to compete in the professional market to further pursue and become CPA's. Chris holds a Bachelors of Science Degree in Accounting from the University of the East, Philippines and an MBA from New York University. Chris is an Enrolled Agent, an Accredited Tax Accountant, an Accredited Tax Professional and a Registered Tax Preparer.



Ed E. Ramos (Young CPA -Leadership Academy Graduate)

Shareholder
Dwyer, Pemberton & Coulson, P.C.

Ed is a Certified Public Accountant and current Shareholder at Dwyer Pemberton & Coulson, P.C. with over twelve years of public accounting experience and one year of industry experience. Primary practice area includes auditing, accounting, and taxation for various organizations in the not-for-profit, construction, and employee benefit plan industries.



Eduardo L. Jordan, CPA (Business)

Senior Vice President- Operations and CFO
Nolet Spirits USA

As Senior Vice President, Operations and CFO of Nolet Spirits, Ed is a member of the Executive Team that grew the company from a virtually unknown to one of the leading top shelf vodka importers in the U. S. and the world. He served as lead manager of the U.S. Finance and Personnel function in the completion of the distribution joint venture between the company and Diageo and successfully managed the construction and subsequent addition of the company's U.S. headquarters and Hospitality Center. He has also served as a mentor for leaders in

Logistics, Warehousing, Finance, I.T. and Personnel functions.

Ed is the Immediate Past Chair, California Society of CPAs, as well as previously serving as the Chair, Mission Hospital Foundation and the recipient of the CFO of the Year Lifetime Achievement Award, OCBJ in 2012.



Frank Ross (Education)

Visiting Professor
Howard University School of Business

Frank is currently the Director of the Howard University School of Business Center for Accounting Education and a Visiting Professor of Accounting teaching Auditing and Ethics.

In December, 2003, he retired from KPMG LLP after providing over thirty-eight years of service. Prior to retiring, he was the Mid-Atlantic Area Managing Partner for Audit and Risk Advisory Services and Managing Partner of the Washington DC office.

Frank was also a member of KPMG's Board of Directors and the Chairman of the

Board of the KPMG Foundation.

In 1968, Frank was one of the nine co-founders and the first President of the National Association of Black Accountants (NABA). He is a well-known advocate and publisher of topics highlighting the need for diversity in accounting.



George W. Krull, Jr. (AICPA Foundation Chair)

Grant Thornton LLP (Retired)

Although retired from Grant Thornton, George remains active with the academic and professional accounting communities serving as a Trustee and President of the AICPA's Foundation. He is one of four members of the Sponsoring Group of the Pathways Commission-the National Commission on Accounting Education to chart a national strategy for the next generation of accountants. He serves on the AACSB International's Blue Ribbon Committee on Accreditation Quality, and also as a member of that organization's Accounting Accreditation Committee. He also serves as a Board member and Chair of the Audit Committee of a global non-profit health organization.

Before retirement, George served as a Partner in the Executive Office of Grant Thornton LLP with experience in auditing, information systems and controls. He was a member of the Firm's Professional Standards Group, where he worked with the implementation of the Firm's automated audit and control software, and was the Firm's Chief Learning Officer.



Jeff Chin (Partner Representative)

National President
Ascend

Jeff is the National President and one of the founders of Ascend. Ascend is the premier non-profit professional association dedicated to enabling its members, corporate partners and the community to realizing the leadership potential of Pan-Asians in global corporations. Reaching 15,000 people with 26 student chapters and 14 professional chapters located in both the U.S. and Canada around major business hubs and campuses. Membership is open to individuals of all ethnicities and business backgrounds.

Jeff is a retired partner of Ernst & Young, having spent almost 30 years with the firm, where he was involved with diversity, and started their Asian American affinity network, EY/ASIA. Jeff has served on numerous committees for the New York State Society of CPAs, including among others, the Minority Recruitment Committee and the Professional Ethics Committee.



Kenneth A. Macias (AICPA Board Liaison)

Founder & Chair
Macias Gini & O'Connell LLP
President & CEO, Macias Consulting Group, Inc.

Ken is the Founder and Chairman of the Board of Macias Gini & O'Connell LLP (MGO), a statewide certified public accounting, consulting and personnel services firm. MGO is one of the fastest growing CPA firms in the nation as well as the largest majority Hispanic owned CPA firm in the country. Founded in 1987, MGO is a leading statewide CPA firm with 6 offices and nearly 200 professionals.

Ken has worked in public accounting for 30 years and is a well-respected member of the accounting profession who has earned national recognition. He has been appointed to several national and state accounting and auditing related positions -- including the prestigious AICPA Board of Directors. He has also serves on the AICPA Auditing Standards Board and the AICPA Governing Council. Ken was recognized as one of the Top 100 CPAs in America as a result of his appointment to the prominent "AICPA Group of 100." Additionally, he has been featured in California CPA (June 2002) "Because Trust Matters" and the Journal of Accountancy (December 1995).



Lisa Ong (Public Practice – Large)
Director of Minority Retention and Advancement
PricewaterhouseCoopers

Lisa is the National Director for Minority Retention and Advancement. She develops and implements national diversity strategy. She implements diversity coaching and training resources to create an inclusive workplace for competitive advantage.

Prior to her current national role, she spent over 20 years with PwC in a variety of roles including Dallas Diversity Leader, HR manager and an audit senior manager. She works closely with Ascend and Leadership Education for Asian Pacifics (LEAP).

She serves on the boards of Community Council of Greater Dallas, Texas Society of CPAs, Dallas Society of CPAs and her church. She is also member and volunteers with many diverse professional organizations.



Mary L. Bennett, MBA, CIA, CEC (Public Practice – Small)
MLBennett Consulting LLC

For the past twenty five years Mary Bennett has been a practicing client services leader in the accounting profession. Mary has spent the majority of these years with a top ten global Firm at the partner level where she led practice areas, office locations, and large engagements consulting with clients in risk management and organizational development. Mary was also the founder and partner in charge of the Crowe gender diversity initiative and a member of the inclusiveness board at Crowe. Mary is the founder of MLBennett Consulting LLC, a consulting firm serving professional service organizations in building sustainability.

Mary has won several awards for her work in making a difference: Women of the Year, ASWA; Presidential Citation Award, AWSCPA; Torchbearers Award, Indiana Commission of Women; and more. Mary has worked with hundreds of companies and thousands of leaders on diversity and inclusiveness, organizational development, advocacy & mentoring, career-life integration skill building, developmental coaching, executive development and much more.



Manny Espinoza (Partner Representative)
CEO
ALPFA

Manny has been the CEO of ALPFA since 2001, and under his leadership, the organization has reached its highest membership numbers in history and is responsible for opening ALPFA to a broader scope of Latino professionals and students, and was instrumental in the merger with NHBA. Prior to joining ALPFA, Espinoza was with PricewaterhouseCoopers where he served as managing partner of the Tucson, Ariz., office and personnel partner in the San Diego office.

Espinoza is a member of the Ascend Corporate Advisory Board, serves on Deloitte's Diversity External Advisory Council and is on the Board of the NASBA Center for Public Trust. He has received the prestigious Eagle Award for his dedication and commitment to leadership and diversity issues. In 2007, Diversity Edge magazine named him one of the "Top 20 Diversity Champions," and in 2008 Hispanic Business magazine named Espinoza one of the Top 100 Most Influential Hispanics.



Nicole McGuire Burkhart, CPA (Government)

US Government Accountability Office

Ms. Burkhart began her career at the U.S. Government Accountability Office (GAO) in July of 2005 after graduating summa cum laude from Elmira College with a Bachelor of Science degree in Accounting and Business Administration. Ms. Burkhart is a Certified Public Accountant in the Commonwealth of Virginia and a Certified Government Financial Manager. Ms. Burkhart served a 3-year term on the AICPA Foundation's Board of Trustees and also currently serves on the VSCPA's Government Issues Task Force.

Since beginning her career at GAO, Ms. Burkhart has primarily focused on financial statement audits, including the audit of the Schedule of Federal Debt and the audit of the Consolidated Financial Statements of the United States Government. In addition, Ms. Burkhart is a member of GAO's standards team where she assists in the development and maintenance of Generally Accepted Government Auditing Standards. In connection with these duties, Ms. Burkhart is currently serving on the AICPA's Attestation Recodification Task Force.



Ralph Thomas (State Society CPA/SEA)

Executive Director
New Jersey Society of CPAs

Ralph is the Executive Director of the New Jersey Society of CPAs and started his career at PricewaterhouseCoopers (then Price Waterhouse). From there, he went on to work for a former client, then a handful of AT&T companies, and then to Citibank in New York, where he worked in the high-flying world of corporate finance.

After 13 years at Citibank, he took on the job of Executive Director of the New Jersey Society of CPAs, where he's been for the past ten years. He's also an active member of several groups, including Lehigh's College of Business Advisory Board and the National Association of Black Accountants.



Richard Levychin (Public Practice – Mid-size)

Managing Partner
KBL, CPAs

Richard is the Managing Partner of KBL, LLP. and is also the Managing Partner of KBL's affiliate, KBL Eisner, LLP. KBL is a CPA and Advisory firm with offices located in New York, New Jersey, and Puerto Rico. Richard is a Certified Public Accountant (CPA) and a Chartered Global Management Accountant (CGMA) with over 30 years of accounting, auditing, business advisory services, and tax experience working with both privately owned and publicly held entities in various industries including financial services, media, entertainment, sports, real estate, oil and gas, not-for-profit, technology, and professional services. His experience also includes expertise with SEC filings, initial public offerings, and compliance with regulatory bodies.