

NEW

TALENT

IN THE

PROFESSION.

The INCPAS 2025 plan lays out four bold challenges for the Society and its members in the next 10 years – among them is to “build bridges to the profession that will lead to INCPAS reflecting the demographics of Indiana and the corresponding needs in the profession and organizations.”

This challenge isn't a new one – rather, it's a renewed and strengthened commitment to promoting diversity of background and thought in the profession. Our Scholars program has been helping build toward this since its creation in 2011.

As a result of this commitment, you will see the Society's first five Scholars graduate from college in May 2016.

THE INCPAS SCHOLARS PROGRAM

WHAT IT IS

The INCPAS Scholars is a free, year-long career awareness and mentoring program for minority high school students in Indiana. This award-winning program is the only one of its kind nationwide for the CPA profession and is fully funded by Indiana CPA firms, businesses that employ CPAs and colleges/universities.

Scholars are high-potential students with an interest in business or accounting and 2.5 GPA or higher. This program gives them the opportunity to explore the CPA profession and understand the variety of opportunities it offers.

“If we don't bring in this talent that doesn't have the typical background, the profession will continue to look the exact same,” said chair of the INCPAS Diversity Advisory Council Sherry Davis, CPA, CGMA. “The country, the people and the customers are changing very rapidly. If we want to stay relevant, we need to change along with it.”

EARLY RECRUITMENT

Game On: CPAs in Action high school events. To reach high school students and potential Scholars even earlier, INCPAS hosts

Game On around the state. A panel of young CPAs discuss their experiences in the profession, students practice critical thinking skills as a group with a forensic accounting challenge, and they split up for tours among local firms or companies employing CPAs.

Scholar presentations. Scholars learn to present to their peers to raise awareness of the CPA profession and Scholars program. Their mentors also participate and discuss their experiences and the value of the designation.

SELECTING SCHOLARS

Nearly 50 students have submitted applications this year, and 30 will be selected for the two Scholars programs in Indianapolis and South Bend.

The Diversity Advisory Council reviews personal statements, letters of recommendation and GPAs from interested students. In the four years of the program thus far, students with lower GPAs typically have seen their GPAs increase while they're Scholars.

PERSONAL STATEMENTS FROM CURRENT SCHOLARS

HOW INCPAS SCHOLARS WILL HELP ME MEET MY EDUCATIONAL GOALS

“My parents unfortunately did not get the opportunity to attend college, and this is a major drawback for my two brothers and I because it is very difficult to ask my parents about possibilities of what to study in college and what kind of jobs there are in a specific field of study. I don't blame my parents for not being able to help me much through these processes, but that is a reason why being an INCPAS Scholar will bring me closer to earning a degree in college in an area of study I truly enjoy and will be pleased working in.”

BEYOND SCHOOLBOOKS

The program takes a multi-faceted approach to introducing Scholars to the profession and business world overall to prepare them for their transition from school. Once selected, they are immersed through graduation and beyond with:

Colleges, companies and conferences. Scholars visit universities and businesses, and participate in professional events and conferences to experience how CPAs operate in real-world environments.

Dress and dines. Scholars learn about appropriate business attire and formal dining etiquette. The program includes their choice of professional apparel, as well as tailoring.

Mentors. Scholars are paired with mentors - this is especially beneficial to those who will be first-generation college students. Mentors help Scholars begin to hone in on what they want to do post-graduation and create a plan of action on how they will accomplish their goals.

Buddy systems. Scholars are paired with a college accounting student from an Indiana college/university - most of whom are former Scholars - to have additional guidance on the college experience.

Networking. In addition to bonding with mentors and meeting CPAs at different organizations in Indiana, students get the chance to meet and mingle with CPAs at INCPAS member events.

Academic gifts. After successfully completing the program, each student receives \$500 to help with books, tuition, computers, supplies, etc.

Letters of recommendation. Scholars receive college and/or scholarship letter of recommendations from INCPAS, their mentors and/or firm partners.

Future leadership opportunities. Once Scholars graduate, they continue on as a leader - serving as a college buddy, speaking on panels and helping recruit future Scholars by serving as Scholar Alumni Ambassadors. They also attend annual INCPAS Scholars Alumni Workshop to keep them engaged with the profession and meet new or graduating Scholars.



“Since the 7th grade, my dream career, and also the career that was suggested based off my career tests, has always been in the field of accounting and finance. The aspiration: double major with accounting and finance, start off as an accountant, then financial manager, and at last make it to the big world becoming a chief financial officer. Some could say I set my goals too high, but I believe the higher you set your goals, the more you will achieve.”

“My academic goals are to become a better leader, to learn more about business, to expand my career choices, and to pursue a career that I will love.”

IN 2015 10 FOR 10!

GRADUATING

10 of the current INCPAS Scholars just graduated from high school.

BUILDING THE TALENT PIPELINE

All 10 are entering college as pre-business/accounting majors.

IN DEMAND

INCPAS Scholars are already being recruited as sophomores in college.

STOPPING THE BRAIN DRAIN

All 10 are staying in Indiana for college. *Marian University, University of Indianapolis, Butler University, Purdue University, the University of St. Francis, IPFW, Indiana University, University of Southern Indiana, and the University of Notre Dame.*

NOTABLE NUMBERS

5 After four years of the program, five Scholars are graduating from college next May

29

Scholars will begin the program in August and September

75 Scholars total have participated

64

This August, will be enrolled at a college/university (64 of them in Indiana)

and 53 have declared accounting/business as their major



WHAT'S NEXT

Statewide expansion. With the success of the program in Indianapolis, the Scholars program is expanding in South Bend and is working on branching out into Fort Wayne and Gary. This year, nine of the 30 Scholar slots were set aside for South Bend students.

BizTown. INCPAS will work on securing more volunteer activities at the Junior Achievement Center of Central Indiana to help introduce the CPA profession to more young people. In this simulated town, students get to participate in businesses for which they secure a loan, pay bills, handle payroll, buy ads, make bank deposits, balance their checkbooks and more.

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SCHOLAR SPOTLIGHT

Leticia Culajay joined the Society as a summer intern. She is a former INCPAS Scholar and currently enrolled in the Kelley School of Business at IUPUI with dual majors in accounting and finance. She is fluent in Spanish and completed a study abroad program in Spain in June 2014.



What have you been able to apply from school to your internship at INCPAS?

How the classes I took in college are connecting with the real-world-environment. And because this is a small office, I feel more involved and get to interact with a lot of people and sit in on meetings. I get to learn and do things I probably wouldn't get to do elsewhere.

Is there anything you've learned working in the profession that you didn't in school?

I'm surprised by how many people think they can get away with fraud. We learn about ethics in school, but I would never expect that to happen.

What did you enjoy most about the Scholars program?

If it wasn't for the program, I wouldn't be here right now. It has connected me with networks, internships, and my mentor, Ryan Turner, who I'm still in touch with. He and his wife are so helpful – they're both CPAs. She does tax and he does audit, so I get to hear about both sides when we meet for lunch.

What is your biggest takeaway from the Scholars program?

Networking, networking, networking. Get to know people and how to present yourself, which is really helping me here and also at school when trying to connect with professors.

Culajay was one of two INCPAS Scholars who attended the AICPA's Accounting Scholars Leadership Workshop in Baltimore in late July, which you can read about in the next issue.

The INCPAS Scholars program has already been recognized three times. In 2013, College Mentors for Kids named INCPAS Director – Diversity & Outreach Allison Paul the Inspire Awards winner in the Accounting, Legal and Finance category for her work with the Scholars program. The American Society of Association Executives presented the program with the Power of A award in 2013, and in 2014 the Indiana Society of Association Executives gave it a STAR award for Best Philanthropic Program.

Support diversity initiatives. You can support the Society's diversity initiatives or your organization can help sponsor this program by contacting INCPAS Director — Leadership & Outreach Ali Paul at (317) 726-5025 or apaul@incpas.org.