

DANIEL T. SHALLCROSS, CPA

Clinical Associate Professor ▪ Director of Accounting Internships & Career Development ▪ Baylor University
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EDUCATION

Master of Accountancy, *Baylor University*, Waco, TX (2009)

Bachelor of Business Administration (Accounting), *Baylor University*, Waco, TX (2009)

- *Honors and Awards*: Cum Laude, Beta Gamma Sigma Honors Fraternity, Student Government Executive Member (Freshman Class Representative, Sophomore Class Vice President, Junior Class President)

PROFESSIONAL EXPERIENCE

Baylor University, Waco, TX,

June 2015 – Present

Clinical Associate Professor in Accounting

- Teach in the areas of financial accounting, managerial accounting, credit-bearing internships, and career & professional development with a desire and willingness to teach in additional accounting areas as needed
- Utilize technology, real-world experience, professional guests (More than 35 different employers represented in a semester), and creative tactics/thinking to keep students engaged and cultivate an effective learning environment, as evidenced by favorable student feedback and student ratings above the comparison group
- Teach using multiple delivery methods: in-person, virtual, and hybrid

Director of Accounting Internships & Career Development

- Department of Accounting & Business Law lead for various initiatives including, but not limited to, undergraduate and graduate job placement of internships and full-time positions (more than 98% of the 500+ seeking graduate accounting students over the last five academic years received a job offer before graduation), administering accounting internship course for academic credit (100+ students annually earn credit for professional, paid internships), employer relations (direct corporate partnership and event sponsorship programs that have directly resulted in more than \$800,000 in financial contributions), and recruiting new accounting majors (administer activities that promote the accounting profession with one event involving several hundreds of participants)
- Advocate and mentor for accounting students during career decision-making and development processes while consistently coordinating and successfully delivering activities and events to improve students' professional skills and increase networking opportunities between students and employers
- Directed as many as 20 different professional development activities in one year; examples include career fairs, resume workshops, mock interviewing, pre-internship workshops, student mentor mixers, student/professional networking lunches, company information sessions, and more
- Utilize position and effective relational skills to build and maintain a network of professionals that support teaching and research efforts

Phillips 66 Co., Houston, TX,

Internal Audit Contractor

August 2019-April 2020

- Reviewed historical internal audit documentation to help consolidate and categorize data to aid in future analysis and reporting processes relating to audit findings and business risk
- Helped inform and train internal auditors over proposed changes to documentation of audit deficiencies
- Developed understanding of the energy industry, operations of a multi-faceted business, and internal audit

Business Consulting, Waco, TX,

Consultant

May 2018

- Supported business owner of multiple Metro PCS locations for quarterly business review
- Created a document noting current business achievements along with the future operational plan

Southwest Airlines Co., Dallas, TX,

Business Consultant/Sr. Financial Analyst

May 2012 – May 2015

- Prepared, planned, analyzed, and managed the annual and ongoing financial forecasting and budgeting processes for Technology Department (~\$600M) to support initiatives expected to result in Billions in company savings/revenue
- Financial advisor/consultant to Technology leadership (CIO, CTO, VPs, Directors, and Managers)
- Key player in the successful implementation of a new Oracle-based financial reporting and analysis solution
- Consolidated significant amounts of information from various systems and parties to provide value-added recommendations/advisement with consideration of financials, resources, scope, and timelines
- Strategically presented financial data to accurately inform/assist senior leadership in the decision-making process
- Developed curriculum and administered both CPE-accredited classroom and one-to-one systems training to team members and customer group
- Supervised and directed team as it relates to one-time projects as well as day-to-day job responsibilities
- Helped in identifying issues, gathering requirements, and achieving solutions for technology systems
- Built lasting relationships and served diverse stakeholders across multiple functions
- Frequently utilized Microsoft Excel, Word, and PowerPoint; Business Objects reporting; Hyperion Essbase; and Markview A/P Systems

Corporate Accountant

October 2010 – April 2012

- Monitored, tracked, reported, and appropriately accounted for Southwest Airlines' facility and Aircraft related transactions using a variety of computer systems and written/oral communication with internal personnel
- Communicated, coordinated, and worked closely with individuals from a variety of departments to appropriately account for and report financial transactions
- Consolidated large amounts of data from various parties and analyzed financial records, transactions (invoices, checks, etc.), and reports to determine the appropriate accounting treatment and accurate reporting
- Prepared monthly account reconciliations, accruals, fluctuation analysis, and financial accounting schedules while resolving audit issues relating to applicable procedures

Deloitte & Touche LLP, Dallas, TX,

Auditor

Spring 2008; September 2009– October 2010

- Reviewed, assessed, and concluded the fairness by which a company presents its financial information
- Documented testing results relating to the accounting treatment of operations for various companies such as Behringer Harvard, Dean Foods (fortune 500), and Energy Future Holdings Corporation (fortune 500)
- Coordinated and conducted meetings with clients to gain a better understanding of day-to-day operations, specific account transactions, and internal controls used to eliminate potential risks/errors
- Researched accounting standards using Deloitte's "Technical Library" and other sources to aid in the conclusion of the audit

Tim Thomasson & Shannon Thomasson PC, Waco, TX,

Tax Accountant

January 2009- April 2009

TEACHING

Credit Experience:

- Instructor, Internship in Accounting (ACC 4396/5395)
- Instructor, Accounting Career Management Seminar (ACC 3101)
- Instructor, Introduction to Managerial Accounting (ACC 2304)
- Instructor, Introduction to Survey of Accounting (ACC 2301)
- Instructor, Introduction to Financial Accounting (ACC 2303)

Non-Credit Experience (Teaching or Administering Activity):

- Accounting Career & Professional Development Activities (Fall 2015-Present)
 - Accounting Career Fairs
 - Student Orientation Activities (“Thrive Camp,” Networking Lunches, etc.)
 - Public Accounting Career Discussions
 - Industry Accounting Career Discussions
 - Accounting Resume Workshops
 - Accounting Career Day – Recruiting, Interviewing, and Career Fair Essentials
 - Accounting Firm Presentation Days
 - Recruiting and Dress for Success Seminars
 - Accounting Student Mentorship Programs
 - Pre-Internship Workshops
 - CPA Exam Information Sessions
 - Accounting Major Recruitment Activities
 - Research and Communication Workshop/Seminars/Case Competition
- Guest Lecture, Business 1101 (2015, 2016)

ACTIVITIES

University/Community:

- Graduate Hooding Ceremony Faculty Speaker (2019-Present)
- University Chapel Faculty Small Group Leader – Faith & Business (Fall 2022-Present)
- Harris Creek Baptist – Group Leader for College Small Group & Newly Marrieds (Fall 2020-Spring 2022)
- Accounting Graduate Summer Bible Study Faculty Participant (Summer 2015-2017; 2018-2020; 2022)
- IRS Volunteer Income Tax Assistance Program (VITA) tax reviewer (Spring 2022)
- National Association of Black Accountants Faculty Advisor (Fall 2016-Spring 2022)
- Beta Alpha Psi Faculty Advisor (Fall 2016-Fall 2021)
- Bear Care Program Coach (April – September 2020)
- Baylor Online Faculty Mentor (Summer 2020)
- Hankamer School of Business Strategic Planning Council Representative (Summer 2017)
- Co-Lead Greece Accounting Mission Trip (Spring 2017)
 - Business consulting, advising, and support to local church engaged in a community with financial and refugee crises

Publications:

- Shallcross, D. (2022). Desirable Internships Lead to Successful Campus Talent Acquisition. *Today's CPA*(September/October 2022), 41-46.
- Brown, O., Shallcross, D., Stuebs, M. (2019). What it takes for accounting firms to recruit Gen Z. *Journal of Accountancy*, 228(6), 77-80.

Presentations:

- Brown, O. (Author & Presenter), Shallcross, D. (Author), Stuebs, M. (Author), Living Accountably: Baylor Symposium on Faith and Culture, "The Virtue of Accountability," Baylor University's Institute for Faith and Learning, Baylor University. (October 28, 2021).
- Shallcross, D. (Author & Presenter), Stuebs, M. (Author), Mason, P. (Author), Conference on Teaching and Learning in Accounting, "In Forming Views of Information in Interviews," American Accounting Association, Virtual. (August 13, 2020).
- Shallcross, D., Conference on Teaching and Learning in Accounting, "Utilizing 10-Ks, Excel, & Assignments Involving Real, Relevant, and Relatable Scenarios to Engage, Inspire, and Teach Introductory Accounting Students," American Accounting Association, Washington, DC. (August 4, 2018).
- Shallcross, D., Conference on Teaching and Learning in Accounting, "Developing Accounting Students Into Professionals," American Accounting Association, San Diego, CA. (August 6, 2017).

Research/Publication – Work In Progress:

- "Virtue of Accountability Projects - ISR & Accounting" (Planning). (June 30, 2020 - Present). Explore the relationship between the virtue of accountability and specific virtues and outcomes in the profession of accounting.
- Stuebs, M., Mason, P., Shallcross, D. In Forming Views of Information in Interviews. IMA Educational Case Journal.

Continuing Professional Development:

- On-going CPE requirement to remain CPA active (see notable below)
 - IMA Data Analytics & Visualization Fundamentals Certificate (April 2022)
 - PwC Data Analytics & Automation Academy for Faculty (January 2020)
 - Conference on Teaching and Learning in Accounting (Summer 2015, 2017, 2018, 2020)
 - Grant Thornton Faculty Summer Events (2015, 2016, 2019)
 - BDO's National Training Conference (December 2018)
 - EY Academic Resource Center Colloquium (June 2018)
 - AICPA's IFRS Certificate Program (May 2017)
 - American Accounting Association Annual Meeting (Summer 2015)

ASSOCIATIONS

- Certified Public Accountant
- American Accounting Association Member
- American Institute of Certified Public Accountants Member
- Texas Society of Certified Public Accountants