

# Dr. Decorti R. Rodgers-Tonge

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LinkedIn Profile

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## Curriculum Vitae Associate Professor of Accounting

Accomplished instructor teaching undergraduate and graduate courses in accounting | Associate Professor | 14+years of corporate experience in auditing and accounting in the fields of retirement, insurance, health care, manufacturing, and nonprofit organizations | Dual master's degrees and doctoral degree

### Core Competencies

- Accounting Principles & Practices
- Financial & Operational Audits
- Curriculum Development
- Assurance of Learning (AoL) Assessment
- Academic Advising & Mentoring
- Policy Development
- Instructional & Presentation Skills
- Diversity Equity Inclusion (DEI) Coach/Mentor
- Mathematical Skills
- Staff Supervision
- Leadership

**Technical Skills:** Microsoft Word, Excel, Access, PowerPoint, and Visio | QuickBooks | Canvas | Lotus Notes | Blackboard

### Achievements

- Co-developed the Center for Teaching and Innovation University Mentor Program | implemented Spring 2023
- Co-developed the 3+1 Accounting Program: Built the core curriculum to allow students to complete a bachelor's degree in 3 years and continue to receive a master's degree during their 4th year | approved and implemented in spring 2017.
- Co-developed a Women in Business Honors Program | implemented in the fall of 2018.
- Worked with students to develop the Accounting Club at Bay Path University; assisted students with developing a mission statement and club objectives; approved all initiatives (e.g., fundraising, community engagement).

### Education

<b>Doctoral in Business Administration (DBA), Fox School Business, Temple University</b>	2021
<b>Master's in Business Administration, Western New England College</b>	2009
<b>Master's in Science of Accounting and Taxation, University of Hartford</b>	2002
<b>Bachelor of Business Administration (Accounting), University of Massachusetts at Amherst</b>	2001
<b>Associate of Science in Business Administration, Springfield Technical Community College</b>	1999
<b>Graduate of the Leadership Institute for Political and Public Impact Women's Fund of Massachusetts</b>	2018

### Academic Experience

**Associate Professor, Undergraduate Accounting Dept.** 2021–Present  
*Central Connecticut State University, New Britain, CT*

Model the University's mission through reliable job performance, service excellence to constituencies, and respectful collaboration and active support of the University's mission and higher education.

**Courses Taught:** Introduction to Financial Accounting, Managerial Accounting, Intermediate Accounting I (traditional and online), Intermediate Accounting III, CCSU 103 Career Pathways

- Facilitate undergraduate Accounting courses (9- credit hours teaching load, 25-35 students per class)
- Demonstrate excellence in teaching and ongoing scholarly research ( 3-credit hour course release),
- Serve on Department, School of Business, and University service committees and maintain community engagement
- Academic and career advising for undergraduate accounting and undecided first-year business students.

**Chair, Undergraduate Accounting Dept.; Assistant Professor of Accounting**

2015–2021

**Bay Path University, Longmeadow, MA**

Model the University's mission through reliable job performance, service excellence to constituencies, and respectful collaboration and active support of the University's mission and higher education.

**Courses Taught (2015 to 2021):** Introduction to Financial Reporting, Managerial Accounting, Individual Federal Taxation, Advanced Taxation, Nonprofit Accounting, Accounting Information Systems, Women as Learners and Leaders.

- Facilitate undergraduate and graduate courses in the Department of Accounting (12-credit hour teaching load each semester, 10–25 students per class).
- Supervise instruction and advising, schedule classes, and respond to student concerns; advise a current caseload of 42 students.
- Demonstrate excellence in teaching, scholarship, and service-learning.
- Effectively impart accounting concepts and theories to students and other vested parties.
- Promote academic quality and support recruitment and retention of students.
- Coordinate assessment, program review, and curricular revision.
- Supervise and evaluate adjunct professors in the department.
- Build and maintain mutually beneficial interdisciplinary relationships with other departments and colleges and with external partners.
- Provide visionary leadership for the Undergraduate Accounting Program, develop curriculum and ensure student satisfaction, monitor and conduct assessments of programs (student learning outcomes and program effectiveness), proactively address retention issues and ensure ongoing, meaningful faculty development.
- Serve on University- and Department-level service committees and maintain community engagement.

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**Non-Academic Experience****Audit Manager, Retirement Solutions**

2013–2015

**Voya Financial, Windsor, CT**

Accountable for the Retirement Solutions organization: Manage teams' execution, planning, and administration of audits within Retirement Services and Annuities.

- Led and managed an audit team, with an emphasis on leading practices in risk assessment, problem-solving, and impactful reporting of audits.
- Evaluated corrective measures taken to address unresolved matters; followed up on the progress being made to address unresolved control matters and prepared summary reports for the line of business to executive management.
- Developed strong relationships with clients within Retirement Solutions to ensure high client satisfaction.
- Coordinated audit activities with bank regulators and external auditors.
- Continually learned about the business, including financials, products, possible future policies, practices, and industry trends.

**First Party Business Unit Audit Director**

2011–2013

**Travelers Indemnity Company, Hartford, CT**

Accountable for the proper execution of the underwriting audit process and the quality of underwriting results for all lines of business in First Party.

- Understood, applied, and enforced First Party Underwriting Audit Minimum Standards and related policies, procedures, and standards.
- Detected violations and deficiencies, identified appropriate corrective action plans, took proper steps to determine and address the cause and ensured all identified issues were addressed promptly and accurately.
- Ensured that scheduled audits were conducted promptly and that audit reports were completed by applicable enterprise audit standards.
- Used sound business judgment and credible rationale to support audit ratings.
- Facilitated audits and discussions with Agents, Brokers, and internal business partners to ensure that underwriting audit issues were understood and appropriate action plans were created, implemented, and monitored.
- Ensured Agent and Broker performance was within the parameters of the contract and Service Level Agreements

met expectations.

- Collaborated with Agents and Brokers to implement best practices to mitigate potential risk.
- Communicated and collaborated with functional areas within First Party to enhance expertise on underwriting audit topics and to expand knowledge about and application of best practices affecting underwriting quality.

**Audit Manager, Travelers Claim, IT, and Bond and Financial Products**  
**Travelers Indemnity Company, Hartford, CT**

2008–2011

Supervised complex financial and operational audits, assurance initiatives, business monitoring, and SOX 404, utilizing independent judgment and discretion.

- Provided administrative oversight of team members and operational management on all assigned audit engagements or special projects.
- Appropriately balanced divisional partnering with required independence to deliver highest-impact results.
- Developed and maintained productive working relationships with divisional leadership and operating units by partnering to ensure added value through timely execution and completion of all engagements.
- Served as liaison for all Department of Insurance and Compliance Internal Audit requests.
- Developed, led, and ensured execution of the audits of various company business functions, incorporating an understanding of business processes, risk assessment techniques, GAAP and statutory accounting principles, and generally accepted accounting standards.
- Exercised supervisory responsibility for review of work performed and led the most complex operational projects such as vendor management, change controls, and operational consolidations.
- Directed and approved the writing of audit reports.
- Monitored the status of existing corrective actions and scheduled validation of completed corrective actions.
- Ensured that all parts of each audit were completed, monitored, and reported on time incurred versus time budgeted.
- Identified emerging industry issues and assessed their implications for the company.
- Developed and presented line of business training (e.g., products, risk, controls, new initiatives)

**CIGNA, Bloomfield, CT**

2002–2008

**Audit Manager, CIGNA HealthCare**

Supervised complex financial and operational audits while utilizing independent judgment and discretion.

- Planned, implemented, and controlled engagements to ensure quality work and timely delivery.
- Maximized use of staffing resources.
- Supervised, motivated, and evaluated staff on engagements.
- Planned, developed, and recommended procedures and systems to be used in internal auditing throughout the organization.
- Managed engagements within assigned budgets.
- Provided recommendations for changes to Internal Audit methods of working, policies, programs, and procedures, ensuring methodology and quality assurance standards met the requirements of legislation.
- Collaborated with management to develop innovative, actionable, and cost-effective solutions to mitigate risk exposures and improve operating efficiencies.
- Reported audit results to senior executives of Internal Audit and Clients, including the outcome of assessment of the business and risk environment and related controls.
- Established and maintained partnerships with customers to enhance their awareness and understanding of internal controls and influence improvements in the company's control environment.
- Developed staff Annual Development Plan and evaluated staff Annual Performance Objectives; ensured ongoing staff development.

**Sarbanes-Oxley Project Consultant, CIGNA Retirement and Investments and CIGNA HealthCare**

- Executed Sarbanes-Oxley projects.
- Formulated management recommendations to improve business operations and internal controls.
- Documented business processes and internal controls.
- Processed maps with an emphasis on evaluating strengths and weaknesses.
- Identified risk factors, their impact, and recommendation of corrective measures.
- Planned testing strategy and tested internal controls.

- Prepared management reports.

**Special Projects, CIGNA HealthCare**

- Prepared quarterly Corporate Audit Activities Report.
- Presented Lotus Notes training for the CHC Corporate Audit Department.
- Developed strategies for implementing Sarbanes-Oxley business processes across the organization.

**Staff Auditor**

2001–2002

**PricewaterhouseCoopers, Hartford, CT**

- Performed industry-specific audits for manufacturing, insurance, and not-for-profit organizations.
- Assisted in the preparation of filings required by the Securities and Exchange Commission.
- Obtained experience testing controls and individual audit areas such as inventory, accounts receivable/payable, accruals, notes payable, prepaid, and cash.
- Collaborated with managers and partners to develop strategies for financial statement audits.
- Prepared documentation of significant business processes and internal controls to assess risk.
- Performed research on industry and market forces specific to clients.
- Prepared client management recommendations designed to enhance internal accounting functions.

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**Awards and Honors****The excellence in Teaching Honor Roll, Central Connecticut State University (CCSU)**

2022-2023

The excellence in teaching award recognizes the excellent teaching at CCSU. Award based on the following criteria: Knowledge of discipline; commitment to the intellectual development of students; originality and creativity in teaching techniques; ability to secure the respect and confidence of both students and colleagues; the ability to inspire students.

**African American Female Professor Award, Baypath University**

2018

Award recognizes African-American female professors and encourages African-American female educators to pursue advanced studies to change the landscape of professors across higher education. Awarded based on the following criteria: Educational Background of Nominee; Academic Vigor/Commitment to Higher Education; Advancement of African American Scholars and Students; Teaching, Learning, and Curriculum Development; Academic Research and Applying Practice in a Chosen Discipline/Major; and Community Engagement and Commitment to Multicultural Diversity/Equity.

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**Presentations**

**Co-Chair, "BPU Critical Conversations,"** 6-week training session addressing self-biases and the impact they may have on student learning, Bay Path University, Fall 2018 (3 sessions) and Spring 2019 (3 sessions), Fall 2020 (3 sessions), Spring 2021 (3 sessions).

**Moderator, "Women's Path to Leadership" panel,** My Beloved Springfield, Mason Square Librarians, March 2017.

**Presenter, "Keeping Course Resources Low While Preserving Course Content Integrity,"** Cooperating Colleges of Greater Springfield, April 2016.

**Presenter, "Why are women afraid of numbers?"** Bath Path University "On The Move," Spring 2016.

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**Professional Affiliations**

<b>Commission on Diversity, Equity, and Inclusion, Central Connecticut State University</b>	2021-Present
<b>AoL Assessment, Accounting Department and School of Business, Central Connecticut State University</b>	2023-Present
<b>Faculty Senate, Central Connecticut State University</b>	2022-Present
<b>Center for Teaching and Innovation Committee, Central Connecticut State University</b>	2022-Present
<b>Graduate Steering Committee, Central Connecticut State University (Backup)</b>	2022-Present
<b>IMA NERC Student Committee, Hartford Connecticut</b>	2021-Present
<b>Recruitment and Retention Task Force, Central Connecticut State University</b>	2021-2021
<b>Core Curriculum Committee, Bay Path University,</b>	2016-2021
<b>University Strategic Planning Committee, Bay Path University</b>	2020-2021
<b>Diversity and Inclusion Committee, Bay Path University</b>	2015–2021
<b>Assistant Treasurer, YWCA of Western MA</b>	2017-2018
<b>President, YWCA of Western MA</b>	2018-2020

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<b>Member, Women's Fund of Western Massachusetts</b>	2018–2021
<b>Treasurer, Springfield Public Forum</b>	2017–2021
<b>VP, Springfield Public Forum</b>	2020-2021
<b>Member, Springfield Rotary Club</b>	2016–2022

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**Community Leadership**

Volunteer Income Tax Assistance Coordinator and Volunteer (VITA) | Serve New England Coordinator | Community CleanUp | Rays of Hope | Relay for Life | March of Dimes | Junior Achievement | Travelers Championship | United Way | Women's Fund of Western Massachusetts | IMA Student Leadership Conference