



Dr. Florence Holland is an educator and diversity professional with over 13 years of experience firmly grounded in areas such as diversity student recruitment and retention. As the Lead Manager for Inclusion, Pipeline and Retention Programs with the American Institute of Certified Public Accountants (AICPA) she manages the recently developed Diversity and Inclusion Pipeline Initiative through profession awareness, program development and implementation and research, analysis and reporting. Her work revolves around a profession-wide and profession-funded initiative to improve the quantity and quality of underrepresented minorities in the accounting profession and ultimately securing their CPA licensure.

Dr. Holland holds a Bachelor of Science degree in mathematics with a minor in psychology from Virginia Polytechnic Institute and State University (Virginia Tech), a Master's of Arts in Education in Educational Administration (K-12) from Ball State University, an Executive MBA from Auburn University and a Doctorate of Education in Higher Education Administration from Argosy University, Sarasota where her research focused on the persistence of underrepresented minorities at predominately white institutions.

Despite all her educational pursuits and professional career her main focus always remains her passion for children and their ability to find their life's calling and purpose through exposure and opportunity. Therefore she is committed to giving back and serves in her community through her church (Greenwood Missionary Baptist Church) and youth ministry involvement, tutoring middle and high school students in mathematics and ACT preparation, an advisory board member for the Virginia Tech Center for Engineering Education Diversity, as a member of Jack and Jill of America, Inc., and supporting her family in scouting. Her ultimate pride and joy are her three sons - Michael, Miles, and Major - with whom she parents with her amazingly supportive husband, Michael.