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1. What advice would you give to female college students about the opportunities for women in the accounting profession?

Work hard, do your best and when opportunities present themselves, don't turn them down. Follow those opportunities and see where they lead, and don't be so worried about setting your own plans. At Wolters Kluwer we encourage people to participate in different task forces across the business that are outside their particular area of expertise. That gives them exposure to other managers so we can help move them around and grow their career.

2. What advice would you give accounting firms on things they could do to better retain and advance more qualified female staff?

One of the ways to change is to have firms focus on succession planning and talent management to make sure there is balanced representation. At Wolters Kluwer one of the things we focus on in our planning is to have equal gender representation at all levels. To ensure that that leadership will be well balanced moving forward we very much believe in giving stretch assignments and roles with operating responsibility.

3. Do you think that there is still a glass ceiling in accounting firm senior management and partner levels, or that the profession has moved to a mostly gender neutral state?

According to the AICPA, although 44% of the accounting profession is female, only 19% of CPA firm partners are Women. Clearly this is an area that still needs some focus.

4. How have you managed to balance your professional and personal life obligations, whether that includes family, etc?

One of the best pieces of advice I ever received regarding balance was: don't approach it as

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6. What single piece of technology could you absolutely not live without, and why?

My iPad.

7. What is your favorite professional mobile app, and why?

CCH mobile (of course!) to stay up to date on tax and I really like the Waze app and how it leverages and integrates user generated content

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