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## Idea Exchange

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sing the examination are granted the CPA certificates. The law also empowered the University of Illinois to issue certificates to those making application therefor within one year after the enactment of the act who were holders of unrevoked CPA certificates from other states or who had received their licenses as public accountants on the basis of the regular semiannual written examinations which had been given by the Board of Registration and Education.

It will be noted that certificates or licenses issued prior to the enactment of this law in 1943 are not invalidated thereby, but in future licenses to practice will be restricted to those having CPA certificates and the required amount of experience. For those who had been engaged in the practice of public accounting for many years in the State of Illinois but who did not have CPA certificates, the special examinations were set up in order to facilitate their obtaining CPA status. It will also be noted that CPA certificates were granted without examination to those who passed the State Board written examination for licenses provided they made application for such certificates within one year from the enactment of the Act. A great many of the non-certified public accountants have obtained CPA certificates under these special provisions.

Another provision in the law permits the granting of CPA certificates to those

who have unrevoked CPA certificates from other states which were obtained by examination and with qualifications in accordance with those required by the State of Illinois.

The net result is that within a few years' time, the State of Illinois will have only one class of public accountants, those designated by the initials CPA. This will have been accomplished without injuring in any way those who for many years were engaged in public accounting practice but who were not certified. It should bring into closer harmony those serving the public in Illinois as certified public accountants and should thus raise the standard of the profession in the state.

We are pleased to present this timely article by a former editor of THE WOMAN CPA and past president of ASWA.

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She is a member of the Illinois Society of CPA's and was one of the first members of AWSCPA.

## IDEA EXCHANGE

**EMILY BERRY, Indianapolis, Ind.**

At a meeting of one of the chapters the question was raised as to what an executive could do to cope with employees who insist on carrying tales about other employees, especially when, as is so often the case, these stories are exaggerated or even malicious. One member volunteered the information that she had greatly reduced this evil by talking to the accused employee, finding out her side of the story, then calling both employees into her office, very pleasantly telling each what the other had said, and asking them gently which version was correct. The next step was to leave them alone in her office to make the necessary explanations to each other. This procedure not only adjusted many differences, but pretty effectively discouraged reckless tale-bearing.

Another chapter is concerned over the personnel problem. In these days of shortages, one of the most critical is good em-

ployees. What can be done for an employee who is well trained and whose work is generally satisfactory but who just does not get along with others in an organization? Have you found a successful solution which you would like to pass along?

Evidently personnel problems are not all on one side of the fence, even in these times, because one member wants to know how to go about getting a salary increase from an employer who, at the time of hiring, promised such a raise in six months and then seemingly forgot even that there are such things as increases. That, if you like your work and don't want to change, is a problem. Any suggestions?

Atlanta chapter has conceived what might be called "An Idea to Get Ideas." It designated one of its regular meetings as "Idea Exchange Meeting" and assigned hostesses to lead the conversation into ideas for the Idea Exchange.