



SEARCH PROSPECTUS

DIRECTOR OF THE SCHOOL OF ACCOUNTANCY



**SOUTHERN MISS
BUSINESS**

INTRODUCTION

The School of Accountancy's programs are individually accredited by the Association to Advance Collegiate Schools of Business (AACSB). It is one of 187 programs worldwide to hold a separate AACSB International accreditation.



POSITION SPECIFICATIONS

The College of Business & Economic Development seeks a dynamic, forward-thinking leader for its distinguished School of Accountancy. This individual will serve as the chief administrative officer of the school and will be responsible for the strategic direction of the accounting programs and supervision of assigned faculty and staff. This position is based on the Hattiesburg campus but will provide direction for the accounting program on the Gulf Park campus as well.



INSTITUTIONAL BACKGROUND

Founded in 1910, The University of Southern Mississippi (USM or Southern Miss) opened its doors as a small teachers' college. Today, the University has grown into a comprehensive doctoral and research-driven institution with a proud history and an eye on the future. With a diverse student body of approximately 15,000 students representing 72 foreign countries, all regions of the United States, and every corner of Mississippi, the University celebrates diversity in every sense of the word. USM is a powerhouse for economic activity in Mississippi, contributing more than \$663 million in economic output to the state of Mississippi and employing 6,597 individuals across all its locations.

As the state's only dual-campus university, USM serves students on campuses in Hattiesburg and Long Beach, in addition to teaching and research sites throughout south Mississippi, including the Gulf Coast Research Laboratory in Ocean Springs and the John C. Stennis Space Center in Hancock County, and through its growing online offerings.

As the premier research university of the Gulf South, USM takes pride in being classified as an R1: Doctoral University – Very high research activity category by the Carnegie Classification of Institutions of Higher Education. The category includes universities engaged in the highest level of research activity. A proven leader in innovation, Southern Miss is generating real-world solutions through transformative research.



Hattiesburg Campus

Characterized by history and tradition, the Hattiesburg campus sits on 300 acres in the middle of the largest city in the Piney Woods region of southeast Mississippi. More than 180 buildings dot a landscape that has been transformed into a pedestrian-friendly environment for students, faculty, staff, and visitors. From the rustic, industrial feel of the Power House Restaurant to the ultra-modern Trent Lott Center, the campus has a character and charm all its own in the heart of an urban setting.



Gulf Park Campus

Surrounded by live oak trees and sitting along the waters of the Gulf of Mexico, the 52-acre Gulf Park campus in Long Beach—the only beachfront campus in the state—provides a beautiful setting for educational opportunities ranging from bachelor's through doctoral degree programs.



HATTIESBURG & SOUTHERN MISSISSIPPI

Home to The University of Southern Mississippi and three comprehensive medical centers, Hattiesburg blends a college-town atmosphere with an upscale entertainment district downtown and numerous outdoor, recreational, medical, research, and educational opportunities provided by our location. Today, the City of Hattiesburg's population is around 52,000, while the Hattiesburg Metropolitan Statistical Area has a population of about 150,000.

Known as the Hub City because of its proximity to New Orleans; the Mississippi Gulf Coast; Mobile, Alabama; and Jackson, Mississippi; Hattiesburg was founded in 1882 and incorporated in 1884. It developed as a railroad terminus to support the lumber industry. Hattiesburg also serves as a "hub" of medical facilities, shopping, dining, and entertainment for smaller communities in the southeast area of the state.

The University enjoys strong ties to the community. Black and gold signs and merchandise are displayed in local shops and restaurants showing support for Southern Miss. Dining opportunities abound, particularly local flavors such as New Orleans-style seafood, fried catfish, and barbecue.

Hattiesburg has a thriving arts community that complements University arts events with numerous venues for live music that continue a rich history of blues and rock. Through the University's new Arts Institute of Mississippi, the campus community collaborates with arts organizations in the city and throughout the state to enrich cultural offerings in Mississippi.

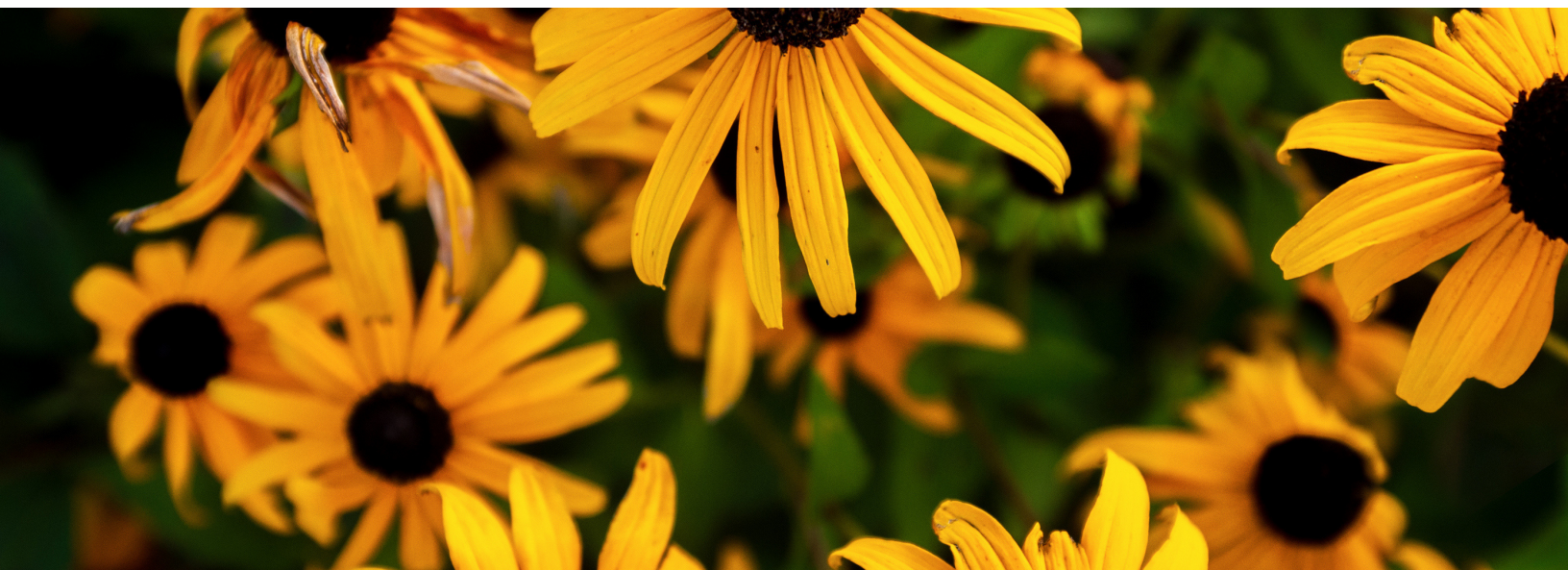
The Midtown Hattiesburg district adjacent to campus has been designed as "a walkable, workable, mixed use community that connects people to living, shopping, dining, entertaining, educational, medical, cultural, and recreational venues" (<http://www.midtowninmotion.org>). An upscale hotel, shops, and restaurants—mere steps away from campus—have just opened and promise to create a highly successful, sustainable, and thriving neighborhood.



The Saenger Theater, one of seven that operated in the South, dates to 1929 and is on the National Register of Historic Places. The 1,000-seat venue is a downtown fixture and the home to local and regional arts productions. Hattiesburg is also home to the African-American Military History Museum, housed in a Black USO Club from World War II, one of only a few still surviving in the country. The museum focuses on the crucial role African-Americans played in all of the nation's conflicts.

Some of the top-ranked school districts in the state are located in the Hattiesburg area. For 2016-17, the Petal School District ranked #1 in Mississippi, 1 of only 15 to receive a grade of A, and the Lamar County School District ranked #7, also receiving an A grade. In 2018 Petal High School was ranked #3 in the state according to US News and World Report. Oak Grove High School in Lamar County is ranked 6th best in the state.

Southern Mississippi lies in the Gulf Coastal Plain (GCP), the world's most recently recognized biodiversity hotspot, according to Conservation International. Within the GCP, Hattiesburg is in the largest remaining unimpeded river system (Pascagoula River basin) in the continental U.S. and adjacent to some of the largest remaining clusters of the endangered longleaf pine ecosystem. Southern Miss has a long history of using these abundant natural resources to lead the region in ecological and conservation research.

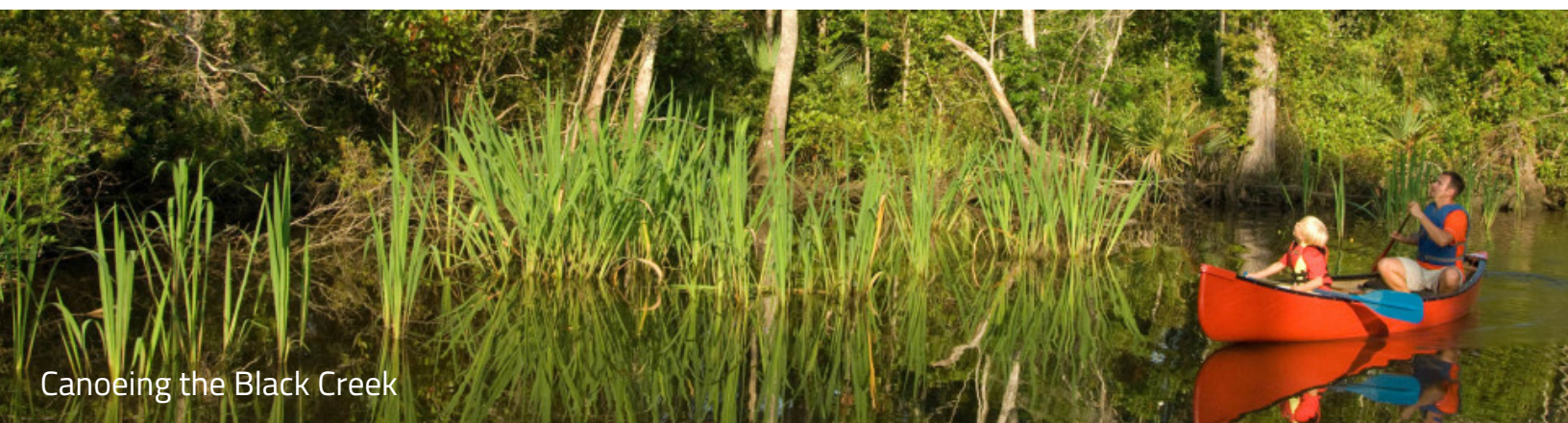


The University's Lake Thoreau Environmental Center, located several miles west of campus on the 131-acre Eubanks Preserve, offers opportunities for research, teaching, and outreach. Collaborations with local organizations have resulted in over 12 miles of trails. Today the Center is home to many educational and recreational activities for all ages and represents a critical site for environment research.

The Longleaf Trace is a 41-mile stretch of reclaimed railroad tracks that serves as a walking, jogging, biking, and equestrian trail. Parking and access to the trace are on the north edge of the Southern Miss campus, near the new Century Park residence halls.

Kamper Park and Zoo, just a mile from campus, is a 40-acre park that houses a 12-acre zoological garden. With exhibits dedicated to areas such as South America and the African Veldt, Kamper Park and Zoo is home to everything from prairie dogs to zebras to howler monkeys. The zoo also houses a variety of exotic birds, American alligators, and the tiger boardwalk exhibit. In addition, zoogoers can enjoy a peaceful train ride or a trip around the carousel, or shop in the gift shop or concession stand.

Paul B. Johnson State Park, 20 minutes south of Hattiesburg, offers vacation cabins, a nature trail, and fishing, boating, and swimming at Geiger Lake. It's also the place to be for a spectacular Fourth of July fireworks display. Eight other state lakes are nearby in South Mississippi, including Lake Perry in the Desoto National Forest. DeSoto offers camping, hiking, canoeing, fishing, golfing, and more. It is home to the state's only national scenic river, Black Creek.



Canoeing the Black Creek

Nearby Camp Shelby is another key member of the community. The camp, just south of town, is the largest National Guard training base east of the Mississippi River and has trained thousands of service personnel before their deployment overseas. Many active-duty service members live in the area, as does a large community of veterans. This active and engaged community is served by the University's Center for Military Veterans, Service Members and Families.

The city has been recognized by numerous publications and rankings as a retirement destination because of the area's amenities, low cost of living, and strong health care services. For more information about Hattiesburg, visit the Chamber of Commerce.

The College of Business & Economic Development

The College of Business and Economic Development (CBED) was founded as the Division of Commerce in 1947 to train veterans returning from World War II. The School of Business Administration was established in 1964, along with the Master of Business Administration (MBA) degree program. The Master of Professional Accountancy first appeared in the 1971-1972 catalog. The College's name was changed to the College of Business Administration in 1975, and AACSB first accredited it in 1976, followed by separate accounting accreditation in 1982. The College's name was changed to the College of Business and Economic Development in 2018 as part of a university-wide reorganization.

Since its inception, the CBED has prepared its graduates for leadership and career success in every facet of business. Today, the CBED is one of the largest business schools in the gulf south region, with more than 27,000 alumni. Notable CBED alumni include Founder and President, Sim-Tex, Chuck Scianna, Co-owner, Duff Capital Investors, Thomas Duff, President Eastern Division, Harrah's Entertainment (retired), Carlos Tolosa, Executive Vice President & President Latin America Bridgestone Americas, Inc., Joseph Saoud, President North America, The Coca-Cola Company, Alfredo Rivera, former Mississippi Governor, Phil Bryant, U.S. Representative, Steven Palazzo, Vice President Sales, Mars Food North America, Edward Taylor, Vice Chairman, Nasdaq (retired), Bruce Aust, and MLB and World Series-winning second baseman, Brian Dozier.

CBED currently consists of five schools (School of Accountancy, School of Finance, School of Leadership, School of Management, and School of Marketing) and two support units (Office of Undergraduate Academic Services and Office of Professional Development and Career Success). CBED offers 13 undergraduate programs, 10 graduate programs, and nine certificate programs. As of fall 2020, CBED had an enrollment of 2,159 undergraduate and 489 graduate students, and 76% of those students are from Mississippi. Approximately 92% of our students come from states within the Gulf Coast region. On average, about half of CBED undergraduate students transfer to USM from local junior and community colleges.



CBED'S VISION & MISSION

Vision

We will be a recognized leader in providing business educational experiences that inspire and empower business scholars and students to fearlessly lead on the national and international stage.

Mission

Our purpose is to develop leaders who leverage an entrepreneurial mindset to create value and innovative business solutions. We ensure that all students have applied experiences that build the knowledge and develop the skills needed to succeed and lead in the global marketplace. We support economic development by advancing knowledge through influential scholarship and collaboration with our communities.

Organizational Values

- **Authenticity:** We stay true to who we are and always act with integrity.
- **Unity:** We respect others' perspectives and work together to strengthen our community.
- **Resiliency:** We persevere by being relevant, tenacious, and adaptable.
- **Passion:** We nurture passion and inspire boldness.
- **Resourcefulness:** We foster curiosity, creative problem-solving, and forward-thinking to meet challenges head-on.

THE SCHOOL OF ACCOUNTANCY

As mentioned earlier, the School of Accountancy (SoA) is one of five schools in the CBED. The remaining units are the Schools of Finance, Leadership, Management, and Marketing. In the fall of 2020, the SoA had 320 undergraduates and 32 graduate students. About three-quarters of accounting students come from Mississippi, with over 90 percent from states within the Gulf South region (AL, LA, MS, TX, & GA).

The SoA offers two degree programs-the Bachelor of Science in Business Administration (BSBA) in Accounting and the Master of Professional Accountancy (MPA). The BSBA Accounting program is designed to prepare students for success in a constantly evolving business environment, as well as graduate studies. The MPA program prepares graduates for a wide variety of employment opportunities and helps students meet the course and credit eligibility requirements for the nationally administered Certified Public Accountant (CPA) exam. The MPA program routinely places 100% of its graduates seeking employment with students being recruited by local, regional, national, and international accounting firms, private industry, and government agencies.

Like CBED, the SoA has a reputation for preparing its graduates for leadership and career success in accounting. Notable accounting alumni include Lou Ann Poynter, former President and CEO of Magnolia Federal Bank; Aaron DeSouza, Partner with Grant Thornton in Atlanta, GA; Susan Riley, partner with TMH; Mark Peach, retired partner with KPMG in Jackson, MS, William Horne and Elton Sims, Partners-in-Charge of CRI offices, Congressman Steven Palazzo, US representative, Robin Robinson, Longtime Sanderson Farms executive and former State College Board President, Allyson Easterwood, Vice President of Finance & Administration at USM, Stace Mercier, Executive Director of the USM Foundation, Karen Moody, President and CEO of MSCPA, Christy Pickering, a former member of the IHL Board, and Amanda Harrelson, Assurance Partner with E & Y.



SoA's Vision & Mission

Vision

We will be a recognized leader in providing accounting educational experiences that inspire and empower business scholars and students to perform effectively on the national and international stage.

Mission

Our purpose is to develop leaders in the accounting profession who leverage their accounting and business knowledge to create value and innovative business solutions. We ensure that all students have the skills to succeed and lead in the practice of accounting. We support the accounting profession by advancing knowledge through influential scholarship and collaboration with members of the accounting profession.

Organizational Values

- **Maintain Integrity:** We are committed to relationships and interactions with our colleagues, students, alumni, and members of the accounting profession that are characterized by honesty, integrity, and respect. We aim to be ethical in our actions and encourage ethical behavior by our students as we build and maintain trusting relationships with all of our stakeholders.
- **Commitment to Excellence:** We are committed to enhancing the reputation of the SOA at USM. This commitment requires us to work with our students, members of the accounting profession, and the business community to achieve excellence. We will provide educational experiences that promote collaboration and teamwork.
- **Collaboration and Collegiality:** Sustaining excellence requires faculty to interact regularly with other faculty within the SoA and the College of Business & Economic Development and to work collaboratively in developing and revising classes and working on research activities.



THE DIRECTOR POSITION

The Director is the chief administrative officer of the School of Accountancy and is responsible for planning its strategic direction, staffing, budgeting, designing/revising curriculum, implementing continuous improvements, managing the external advisory board, completing AACSB accreditation, and assurance of learning processes, and documenting annual accomplishments. Successful candidates will demonstrate strong leadership, communication, and collaboration skills and foster innovation and growth in the School of Accountancy at both the undergraduate and graduate levels. USM is classified as a Carnegie Doctoral University with Higher Research Activity and, as such, the Director is expected to promote research productivity and foster an environment conducive to impactful, externally funded research among faculty and students. The Director position is a full-time, 12-month administrative appointment. Appointment to the Director position comes with tenure.



PRIMARY JOB DUTIES AND RESPONSIBILITIES

- Providing leadership for School of Accountancy undergraduate and graduate programs and ensuring that curricula, instruction, assessment, research, and outreach are innovative, of the highest quality, and aligned with accreditation guidelines and CBED and USM strategic plans;
- Overseeing School of Accountancy administration, including staffing courses, managing the budget, overseeing staff, engaging with fundraising efforts, and ensuring efficient/effective day-to-day operations of the School of Accountancy;
- Articulating and pursuing a vision of growth for the School, developed collaboratively with faculty and consistent with College and University goals, that fosters success for all stakeholders across all programs and across all domains;
- Maintaining effective relations with external stakeholders such as the School of Accountancy Advisory Board, the Mississippi Society of Certified Public Accountants, etc.
- Providing leadership and effective representation and advocacy for the SoA at the College and University levels, including establishment and implementation of School, College, and University policies, procedures, and guidelines;
- Facilitating faculty development and collaborative engagement in meaningful evaluation of faculty;
- Serving as part of the Dean's Executive Advisory Council for the College and participating in the leadership of the College:
- Forming and maintaining relationships with individuals in the university and local community;
- Teaching undergraduate and/or graduate-level courses in discipline; and
- Performing other duties as assigned.

MINIMUM QUALIFICATIONS

Candidates will have earned a doctorate degree (Ph.D., DBA) with a concentration in accounting and eligibility for appointment at the rank of Associate Professor or above. Candidates must have a record of scholarship to quality as a "scholarly academic" and have evidence of excellence in scholarly research, collegiate teaching, and institutional/professional service.

PREFERRED QUALIFICATIONS

Strong applicants should have experience with academic leadership and professional program accreditation, and demonstrate a commitment to both applied and general graduate and undergraduate training programs.

KNOWLEDGE, SKILLS, AND ABILITIES (KSA)

Business Strategy & Acumen: Understands higher education and can use industry/professional terminology fluently. Thinks strategically and seeks to align department services and goals with institutional strategic goals. Asks critical questions to delve into root cause to identify solutions. Understands the interconnection of decisions, actions, outcomes, and measures.

Leadership: Demonstrates openness and flexibility towards new ideas and concepts and effectively influences or facilitates during times of change. Helps others become more effective through development and coaching. Utilizes candid feedback, knowledge, resources, and opportunities to improve the performance of others and to increase their contributions. Sets clear expectations for performance, provides meaningful feedback, holds employees accountable, and recognizes successes.

Communication: Demonstrates the ability to deliver accurate, concise, and quality communication (verbal and written) in a timely manner. Encourages an open exchange of ideas and differing perspectives. Adapts communication style to meet the needs of diverse audiences and situations. Listens to understand others. Provides quality feedback.

Relationship Management: Works to build and manage productive relationships with peers, leaders, and customer groups. Effectively engages and interacts with others to collaborate and provide value-added support that enhances department results and team effectiveness. Affects outcomes and direction of decisions through effective relationships, trust, and credibility.



COMPENSATION

The University of Southern Mississippi will provide a competitive compensation and benefits package appropriate for a position of this scope, stature, and level of responsibility.

APPLICATION PROCEDURE

The search committee will begin accepting applications and nominations immediately and will begin reviewing applications October 1, 2021, continuing until the position is filled. Applicants should submit a letter of interest, complete resume, and contact information for at least five references through the Southern Miss website at <https://jobs.usm.edu>. Questions and nominations should be directed to Dr. Nell Adkins, chair of the search committee, at 601-266-4259 or Nell.Adkins@usm.edu.



THE UNIVERSITY OF
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