

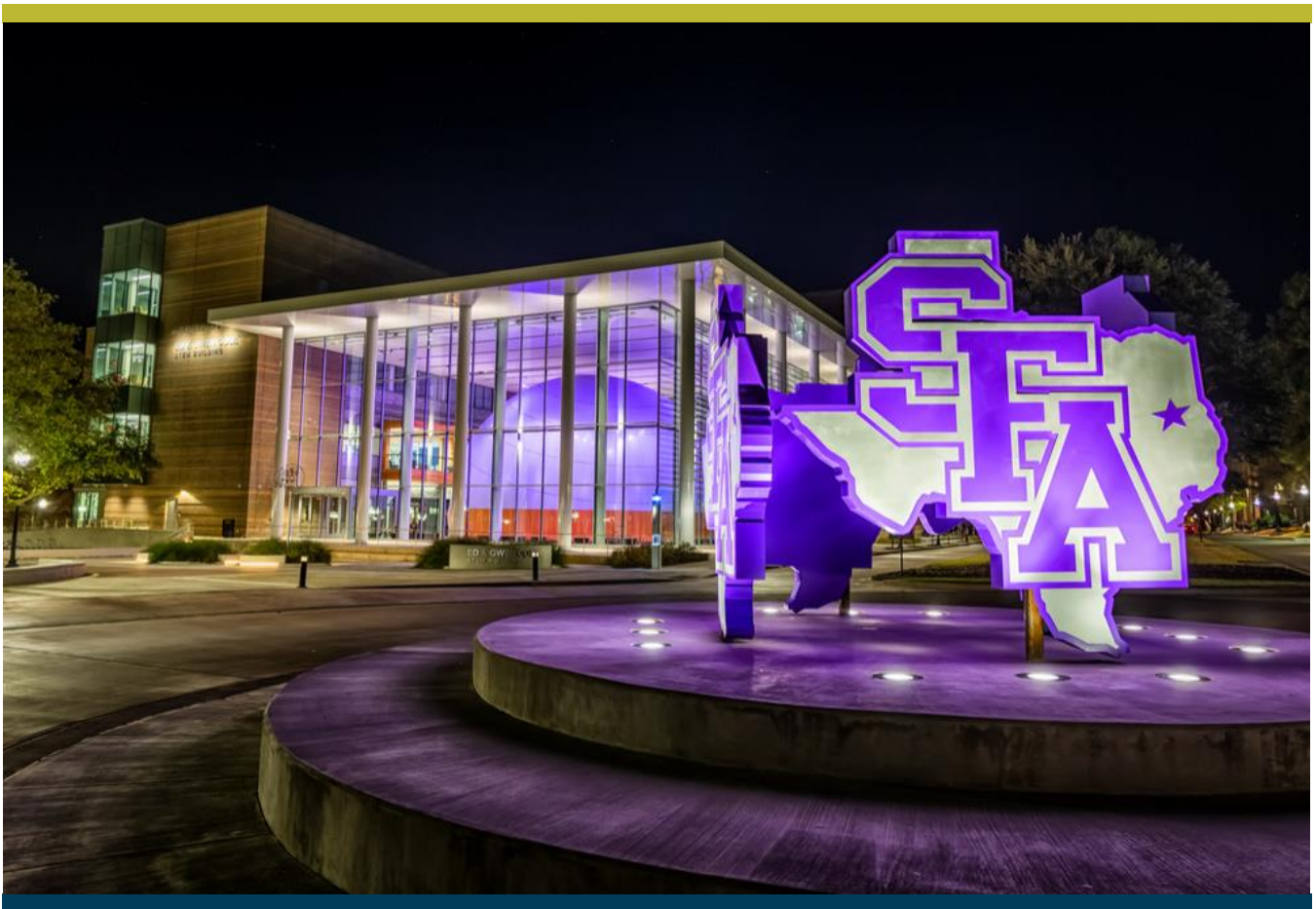


**STEPHEN F. AUSTIN
STATE UNIVERSITY**
THE UNIVERSITY OF TEXAS SYSTEM
NACOGDOCHES, TEXAS

Director, Gerald W. Schlieff School of Accountancy

Leadership Profile

January 2024



WittKieffer

Executive Summary

Stephen F. Austin State University (SFA) seeks an innovative and visionary leader to serve as its next Director of the Gerald W. Schlief School of Accountancy.

Located in the heart of East Texas in historic Nacogdoches, Stephen F. Austin State University (SFA) is a public, largely residential four-year teaching and research university that is part of the [University of Texas System](#). Founded in 1923 as a teachers' college, the university was named after one of Texas' founding fathers, Stephen F. Austin. Its campus resides on part of the homestead of Thomas Jefferson Rusk.

SFA is home to nearly 12,000 students, or Lumberjacks, as they call themselves. 519 full-time faculty teach courses in over 120 majors and [areas of study](#) with a 17:1 student-to-faculty ratio. SFA enrolls students in [46 master's and 4 doctoral](#) degrees and offers students the convenience of online classes, certificate programs, minors, and 32 fully [online degree programs](#). The campus spans 421 acres, including 68 acres of recreational trails and has [19 Division I men's and women's sports teams](#), and its own Symphony Orchestra. In 2023, SFA celebrated its [centennial](#).

The Nelson Rusche College of Business has provided business students with a personalized classroom experience since their business administration degree program began in 1940. The College offers a variety of [degrees and programs](#), including 13 majors, and is home to 1492 undergraduate and 151 graduate students. 53 full-time faculty and 15 staff create a collaborative community committed to student success. The College is accredited by the Association to Advance Collegiate Schools of Business (AACSB).

SFA seeks an approachable and strategic director who is committed to furthering the school's strengths and culture through authentic and empathetic leadership. This new leader will bring a genuine commitment to a high-quality student experience and understand the needs of students across a range of backgrounds. The director will develop an innovative vision for the future of the Gerald W. Schlief School of Accountancy, distinguish the school in a competitive landscape, champion a student-centered culture, manage the budget and enhance resources, and recruit, develop and retain distinguished faculty and staff.

Reporting to Dean, Dr. Timothy Bisping, the director is responsible for serving as the chief executive of the Gerald W. Schlief School of Accountancy. This leader will exemplify the faculty qualities most valued by the academic community: teaching excellence; scholarly and creative activities; and a commitment to university and community service. The director is responsible for setting the tone of the School of Accountancy through daily interactions with colleagues and school staff, along with making and implementing decisions with collegiality and communication.

For information on how to apply for this position, inquire, or submit nominations, please refer to the Procedure for Candidacy section at the end of this document.

Role of the Director, Gerald W. Schlief School of Accountancy

Reporting to Dean, Dr. Timothy Bisping, the director is a full-time, twelve-month faculty position responsible for serving as the chief executive of the Gerald W. Schlief School of Accountancy. This leader will exemplify the faculty qualities most valued by the academic community: teaching excellence; scholarly and creative activities; and a commitment to university and community service. The director is responsible for setting the tone of the School of Accountancy through daily interactions with colleagues and departmental staff along with making and implementing decisions with collegiality and communication. The director is an administrator, the quality of whose performance has fundamental impact on the success of the institution in attaining its specific goals. Duties and responsibility for the role include:

- Establishing and maintaining a climate conducive to the pursuit of knowledge.
- Providing leadership by establishing a vision for the school and maintaining standards for the academic unit, consistent with college and university missions.
- Serving as the principal advocate for the School of Accountancy faculty, staff, and students, and as an advocate for the College of Business and Stephen F. Austin State University's missions.
- Ensuring quality through evaluation, modification, and development of academic programs.
- Responding to the needs of students, faculty, administration, the public, and others.
- Overseeing scholarship awards and other endowed funds.
- Developing and managing course schedules for each semester/part of term.
- Assigning and managing faculty workload.
- Managing and allocating fiscal and physical resources for the unit.
- Establishing, maintaining, and communicating effective personnel management procedures and processes.
- Promoting the School of Accountancy externally.
- Performing other related duties as assigned.



Opportunities and Expectations for Leadership

The next director of the Gerald W. Schlieff School of Accountancy will be expected to advance the following key priorities, among others:

- **Develop an innovative vision for the future of the Gerald W. Schlieff School of Accountancy.**

The new director has the opportunity to build a strong foundation and develop a bold vision for the future of the school. The vision and plan must take an innovative and creative approach to respond to the ever-changing landscape of business education and student and employer expectations while leveraging the strengths and distinctions of the school. In planning for the future, it will be critical for the director to understand the school's strengths and identify areas for growth as it competes in local, regional, and national markets for students, faculty, and staff. The new leader will play a critical role in shaping strategy for the school and will capitalize on emerging trends and opportunities that are aligned with the strategic goals of the school and the greater university.

- **Continue to develop strong relationships with alumni and external partners.**

The director will inherit strong alumni and employer connections for the school and will be expected to continue to build the bridge between the university community and external partners. The director

should work with others to broaden the network of external partners and advocates with the accounting community who can support the work of the school and the accountants it is developing. The school has an accomplished and exceptionally well-connected alumni network composed of successful leaders in the business community. The new director should take advantage of the expertise represented in



the alumni group to vet both curricular and programmatic ideas, recruitment opportunities, mentor, and offer feedback to budding accountants and provide current and relevant market insights to help drive strategic planning for the school.

- **Distinguishing the school in a competitive landscape.**

Demographic shifts and increased competition among higher education accounting programs have emphasized the continued need for bold and innovative recruitment strategies. While enrollment for accounting programs has dropped nationally, the needs from employers has not. The director will provide an inspirational, strategic, and forward-thinking vision for short and long-term recruitment

goals to increase enrollment. The director will leverage existing and emerging relationships, harness data, and work with stakeholders across the university in this challenging enrollment context. The new leader will seek out and capitalize on opportunities to expand and enhance the school's attractiveness. This leader will create opportunities and strategies to strengthen student enrollment and yield in a rapidly changing higher education landscape. The director will ensure innovative recruitment strategies to engage prospective students in ways that best capture their attention and compel them to pursue their education at SFA. Collaborating with employers and faculty, the director will identify changes, enhancements, and additions necessary to address the current demands and emerging needs of a rapidly evolving business environment.

- **Champion a student-centered culture.**

The director will join a school with a reputation of student engagement and deep commitment to the care of each student. The new director will bring a student-centered approach, be a student advocate and foster a culture of student success within the school. The director will be an advocate for all students and have a pulse on the overall needs and challenges that all students are experiencing. The new director will be expected to build upon the school's current foundation and work with internal and external partners to explore new opportunities that will lead to a transformative student experience and successful outcomes.

- **Manage budget and enhance resources.**

The next director will provide leadership on planning and budgetary decisions in a student-centered environment in which an individualized student experience remains exceptional. This new leader should be skilled at effectively utilizing resources, while also identifying and thinking creatively about building programs and offerings that lead to new sources of revenue for the school. The director will oversee the day-to-day operations and financial wellbeing of the school. The new director will be an experienced leader with demonstrated success in an organization requiring close stewardship of fiscal resources and planned organizational growth.

- **Recruit, develop and retain distinguished faculty and staff.**

Working in partnership with the dean, the director will develop strategies to recruit and retain exceptional faculty and staff, investing appropriately in professional development to facilitate individual and collective excellence and success. The new director will continue to foster the collegial environment of the school and be an advocate for faculty and staff. The new leader will continue to assemble, develop, and be supported by an exceptional team all committed to the success of the school.

Professional Qualifications and Personal Qualities

The next Director of the Gerald W. Schlieff School of Accountancy at Stephen F. Austin State University (SFA) will have the opportunity to build on the school's continued success, as well as the many strengths inherent in the campus, its leadership and the SFA community. To realize this opportunity, the new leader must possess the following knowledge, skills, and abilities or be able to explain and demonstrate that the individual can perform the essential functions of the job, with or without reasonable accommodation.

- Prior accounting leadership experience, preferably in a higher education setting.

- Knowledge of, or the ability to learn, university policies and procedures.
- Ability to establish and maintain a good rapport with university faculty and staff, students, and the general public.
- Ability to work collaboratively and build strategic relationships with colleagues, coworkers, and constituents.
- Ability to communicate effectively in both oral and written form.
- Ability to exercise judgement in making critical decisions.
- Ability to develop objectives, evaluate effectiveness, and assess needs.
- Ability to manage a budget and work within the constraints of that budget.
- Ability to develop, interpret, and evaluate policies and procedures.
- Ability to supervise and train others.
- Terminal degree in the field is required. CPA preferred with higher consideration given to Texas certification.
- Demonstrated ability to develop innovative ideas and see them through to a successful conclusion.
- Excellent interpersonal and communication skills. Ability to speak articulately and persuasively on behalf of the school.
- Ability to receive a tenured appointment in the School of Accountancy, allowing the individual to teach within the department, is required.
- Strong record of research and other scholarly achievements is required.
- Knowledge of, or the ability to learn, the process of becoming a Texas CPA and stay abreast of changes within the profession.

About Stephen F. Austin State University

Stephen F. Austin State University is a public, largely residential four-year teaching and research university located in the heart of East Texas in historic Nacogdoches. Founded in 1923 as a teachers' college, the university was named after one of Texas's founding fathers, Stephen F. Austin. Its campus resides on part of the homestead of Thomas Jefferson Rusk.

SFA has is home to nearly 12,000 students, or Lumberjacks as they call themselves. 519 full-time faculty teach courses in over 120 majors and [areas of study](#) with a 17:1 student-to-faculty ratio. SFA enrolls students in [46 master's and 4 doctoral](#) degrees and offers students the convenience of online classes, certificate programs, minors and 32 fully [online degree programs](#). The campus spans 421 acres, including

68 acres of recreational trails and has [19 Division I men's and women's sports teams](#), and its own Symphony Orchestra. In 2023, SFA celebrated its [centennial](#).

SFA is home to six colleges renowned for exceptional faculty, research and teaching:

- [Nelson Rusche College of Business](#)
- [James I. Perkins College of Education](#)
- [Micky Elliott College of Fine Arts](#)
- [Arthur Temple College of Forestry & Agriculture](#)
- [College of Liberal & Applied Arts](#)
- [College of Science & Mathematics](#)



About Nelson Rusche College of Business

The Nelson Rusche College of Business has provided business students with a personalized classroom experience since their business administration degree program began in 1940. The College offers a variety of [degrees and programs](#), including 13 majors, and is home to 1492 undergraduate and 151 graduate students. 53 full-time faculty and 15 staff create a collaborative community committed to student success. The College is accredited by the Association to Advance Collegiate Schools of Business (AACSB).

Academics

- [School of Accountancy](#)
- [Business Communication & Legal Studies](#)
- [Economics & Finance](#)
- [Management & Marketing](#)
- [Master of Business Administration](#)
- [Master of Professional Accountancy](#)

About the Schlieff School of Accountancy

The Schlieff School of Accountancy offers several comprehensive programs in the field of accounting. Degrees and areas of study include:

Bachelor of Business Administration

- [Accounting](#)

Minors

- [Accounting](#)

Pathways to graduate degree

- [Master of Professional Accountancy](#)
- [BBA to MPA five-year program](#)
 - [Forensic Accounting and Analytics concentration](#)

Graduate-level certificates

- [Forensic Accounting and Analytics](#)

175 undergraduate and 25 graduate students make up the School and are taught by a student-centered community of 9 faculty and 1 staff. Students have the opportunity to join [various clubs](#) within the Schlieff School of Accountancy, to learn more about accounting and network with professionals in the field. Each year the School hosts an [Accounting Career Fair and Awards Banquet](#), during fall and spring terms, respectively, to unite future graduates with employers.

Leadership

Lorenzo Smith, Provost and Executive Vice President



Lorenzo M. Smith, Ph.D., currently serves as Provost and Executive Vice President of Stephen F. Austin State University. He has been in this role since June of 2021. He previously served as professor and dean of the College of Engineering and Computer Science at California State University, Sacramento.

Smith earned a bachelor's degree in mechanical engineering from the University of Illinois at Urbana-Champaign; a master's from Wayne State University in Detroit, Michigan; and a doctorate in engineering mechanics from Michigan State University.

Prior to his service at Sacramento State, Smith was a faculty member at Oakland University from 2000 through 2011 and taught courses ranging from the mechanics of metal forming to the theory of plasticity. He served as associate dean from 2011 through 2014.

Timothy Bisping, Dean of the Nelson Rusche College of Business

Dr. Timothy Bisping is Dean of the Nelson Rusche College of Business at Stephen F. Austin State University. Tim's professional accomplishments involve a wide range of both academic and administrative initiatives which are consistently focused on student success.

Dr. Bisping earned his Ph.D. in Economics at Oklahoma State University in 1997, and his MA (1993) and BBA (1991) in Economics from Wichita State University. Since earning his Ph.D. he has held numerous positions in higher education as both faculty member and administrator. Prior to his appointment as Dean at Stephen F. Austin State University he served as Interim Dean of the College of Business at Louisiana Tech University (2014-2015), as well as

Associate Dean of Graduate Programs and Research (2011-2014) at the same institution.

Prior to these appointments, he was Associate Professor of Economics and Chair of the Department of Economics, Finance, and Insurance & Risk Management in the College of Business at the University of Central Arkansas (2006-2011). Tim also served as Assistant/Associate Professor of Economics at Louisiana Tech University from 2000-2006, and Director of Institutional Research at Concordia University Wisconsin from 1998-2000. Dr. Bisping has held various visiting and research positions in academia as well.

Nacogdoches, Texas

Nacogdoches is considered to be the oldest and one of the most historic towns in Texas. With a population of just under 35,000, Nacogdoches has an undeniable charm. It is nestled right at the intersection of the historic El Camino Real de los Tejas and the La Calle del Norte and attracts people from all over the world, just like it did in the 1800s when Nacogdoches was considered the gateway to Texas.

Learn more about what Nacogdoches has to offer:

- [City of Nacogdoches](#)
- [Nacogdoches County](#)
- [Nacogdoches County Chamber of Commerce](#)
- [Nacogdoches County Board of Realtors](#)
- [Nacogdoches Economic Development Corporation](#)
- [Nacogdoches Convention and Visitor's Bureau](#)

Procedure for Candidacy

All applications, nominations and inquiries are invited. Applications should include, as separate documents, a CV or resume and a letter of interest addressing the themes in this profile.

WittKieffer is assisting Stephen F. Austin State University in this search. For fullest consideration, candidate materials should be received by March 18, 2024.

Application materials should be submitted using WittKieffer's [candidate portal](#).

Nominations and inquiries can be directed to:

Ryan Crawford, Ashlee Winters Musser, and Cathryn Davis
SFASU-Director@wittkieffer.com

Stephen F. Austin State University, an Equal Employment Opportunity and Affirmative Action Employer and Educator, is committed to excellence. All qualified applicants will receive consideration for employment without regard to sex, race, creed, color, age, national origin, religion or physical or mental disability as required by law.

