



DHG Term Professor and Head of the Department of Accounting and Finance

The University of North Carolina at Greensboro invites nominations and applications for an innovative and collaborative leader from the Accounting discipline to serve as the DHG Term Professor and Head of the Department of Accounting and Finance in the Joseph M. Bryan School of Business and Economics.

The next Head will inherit a talented and productive faculty known for their creative contributions to teaching, research, and practice as well as a department committed to students' intellectual development and professional preparation, robust partnerships with external actors in the corporate, government and non-profit arenas, a strong Advisory Council, and a growing and engaged alumni network.

The Role of the Head of the Department of Accounting and Finance (ACF)

The Department Head reports to the Dean of the Bryan School of Business and Economics. In addition to teaching a 1:1 load, the Head provides strategic academic leadership for the Department. The next Head is expected to have a vibrant and robust research agenda and to have published in the top journals in accounting. S/he is responsible for leading the planning, development, and implementation of policies and initiatives relevant to all aspects of its academic programs, research, instructional technology, student development, enrollment management, and regional, national and global engagement. Direct reports to the Head include faculty members, the MSA director and an administrative support associate. S/he will be actively engaged in budget planning, resource development, and assessment of student learning. The Head oversees a budget of approximately \$2 million and 20 faculty and staff. There are 575 undergraduate students enrolled in the BS in Accounting and BS in Finance programs as well as 74 graduate students in the MS in Accounting program, and 14 students pursuing a Finance concentration within the MBA program.

Opportunities, Challenges, and Qualifications

Priorities for the next Head include, but are not limited to:

- Raising the external scholarly standing of the Department, particularly through increased research and the frequency of placements in high-quality journals, while supporting the Department's strong tradition of excellence in teaching;
- Recruiting, retaining, mentoring, supporting, leading, and inspiring the Department's diverse faculty;
- Expanding partnerships internally as well as externally, and attracting additional resources to advance the Department's mission;
- Leading the implementation of the ACF Department's Strategic Plan 2015-2020;
- Preparing for the next AACSB re-accreditation, slated for 2019-20;

- Preserving the distinctive collegiality and supportive culture of the Bryan School community within the ACF Department; and,
- Promoting access, diversity, and excellence.

Desired Skill Sets and Attributes

While both accounting and finance fall under the purview of the Department Head, only candidates from accounting who possess a deep appreciation for finance will be considered for this position.

The next Head will bring to the role a demonstrated record of success in scholarship, research, professional service, and effective teaching commensurate with appointment as professor with tenure. Candidates should hold a Ph.D. in Accounting and have an established record of high quality scholarship in the field's leading journals. The next Head is expected to sustain a high quality research agenda after appointment and should serve as a research exemplar and mentor to faculty in the Department.

Given the opportunity to lead a truly innovative educational experience at an institution with a collegial culture and strong sense of purpose, the ideal candidate will be:

- An active scholar who currently or in the past has published in the very top journals in the field, which the department believes is important for mentoring faculty members for even higher levels of research success;
- A passionate educator who is committed to excellence in scholarship, research, teaching, and service to students and the academic community at both the undergraduate and graduate levels;
- Committed to faculty and staff development with a deep appreciation of faculty governance and autonomy;
- Experienced with strategic planning, implementation, and evaluation;
- A willing fundraiser with interest in, and ability to build, effective corporate, government, and intercollegiate partnerships that will enhance the resources and strength of the Department;
- Able to demonstrate his or her ability to work as a team member in a complex organization and to interact effectively with the other heads and administrators;
- A manager who is deeply supportive of faculty research and creativity, promotes collaboration, and optimizes the effectiveness of a dedicated faculty and staff;
- An entrepreneurial and fair-minded fiscal leader who will aid the Department in matching aspirations with finite resources while thinking creatively about growth opportunities;
- Fluent in the AACSB rules and regulations as well as an evidence-driven planner with experience in quantitative analysis, assessment, and outcomes measurements;
- Directly engaged with students and experienced in hands-on student projects;
- Knowledgeable about enrollment management, marketing and branding, technology, and sustainability;
- A person with demonstrated commitment to cultural diversity and equal opportunity;
- A superb listener and thoughtful communicator who is at ease in a multitude of settings with multiple constituencies; and,
- A person of the highest standards of ethics and professional integrity.

The Department of Accounting and Finance

Mission Statement

"The mission of the [Department of Accounting and Finance](#) of the Joseph M. Bryan School of Business and Economics is (1) to provide high quality programs of education for accounting and finance majors at the undergraduate and graduate levels, (2) to provide high quality courses to support the UNCG and Bryan School educational missions as they relate accounting and finance to global processes, sustainable enterprise, innovation and ethical awareness, (3) to stimulate and support high quality research, scholarship, and publication, (4) to provide service largely through committee representation to the University, the Bryan School, the Department, the academic accounting and finance communities, and the accounting profession, and (5) to foster faculty interaction with the public in ways which enhance the common good."

The Department of Accounting and Finance (ACF) is one of six academic departments within the Bryan School. It provides 18 percent of the total number of undergraduate credit hours and 26 percent of the total number of graduate credit hours in the Bryan School. Dedicated to high quality teaching, applied scholarly work, and designing creative and innovative pedagogy, the ACF department serves 663 students, most of whom are from the region, although they seek employment inside and outside of the region after graduation. Approximately 40 percent of undergraduate students are first-generation college students, and approximately 70 percent of students work either full- or part-time while enrolled.

Accounting is the only discipline within business for which separate accreditation is given, and the ACF Department is one of only 180 programs worldwide to have separate accounting accreditation from the AACSB. The finance programs are accredited under the umbrella of AACSB business accreditation.

Continually looking for ways to respond to industry and market demands, the Department has collaboratively created a strategic plan, most of which is scheduled to be implemented during academic years 2015-16 through 2019-20. The four goals in the departmental strategic plan are to:

- (1) Strengthen the Programs through Enhanced Quality and Enrollment Initiatives;
- (2) Deliver High Quality Market Relevant Education Initiatives;
- (3) Encourage Impactful Research Initiatives; and,
- (4) Enhance Fundraising Capability.

The Department encourages faculty to bring research knowledge to the classroom and attempts to align teaching assignments with research expertise. The 20 full-time and part-time ACF faculty members also share their research and expertise with the professional and business community. [Faculty members](#) have successfully published in top-tier academic journals such as: *The Accounting Review*, *Accounting, Organizations and Society*, *Auditing: A Journal of Practice and Theory*, *Behavioral Research in Accounting*, and *Critical Perspectives on Accounting*. The majority of the faculty have professional certifications and are active in local and state professional organizations as officers, members, and presenters. Similarly, their students gain hands-on experience with professional, business, and community partners through internships. As a substantial provider of entry-level professional accountants to Triad firms, the ACF Department participates in numerous activities that networks its students into the local professional community.

ACF graduates have meaningful and productive careers in business and industry, government, education, and in nonprofit organizations. Most take positions in auditing, business advisory services, financial

planning and analysis, banking, tax, and management. Employers of the Bryan School ACF students are Bank of America, BB&T, Ernst & Young, LLP, KPMG, Wells Fargo, PricewaterhouseCoopers, Dixon Hughes Goodman, RSM US LLP, VF Jeanswear and VF Corporation, Volvo, and Lincoln Financial.

About the Joseph M. Bryan School of Business and Economics

Mission Statement

“In the [Bryan School of Business and Economics](#), we create and disseminate knowledge about the theory and practice of business. In addition to our courses and research, we accomplish this through hands-on projects, global experiences, and outreach to the community. Our work produces principled leaders and exceptional problem solvers who have a global perspective, an innovative mindset, a broad understanding of sustainability, and a commitment to improve the organizations in which they work and the communities in which they live.”

Core Values

“We are a learning community characterized by a spirit of inquiry, pursuit of continued improvement, professionalism, trust, ethical behavior, and good citizenship. We are committed to the University’s values of inclusiveness, collaboration, sustainability, responsibility, and transparency.”

Vision

“The Bryan School of Business and Economics shall be recognized as the premier business school among regional public universities in the United States.”

The Bryan School of Business and Economics is the largest business school in the Piedmont Triad and the third largest in the state of North Carolina, enrolling more than 3,400 undergraduates and more than 375 graduate students. The Bryan School is among the top one percent of business schools worldwide that have achieved accreditation in both business and accounting by AACSB International.

The Bryan School’s [strategic plan](#) for 2014-2020 was approved in September 2014. It is reflective of the community’s ability and willingness to be nimble and adaptive as business education continues to evolve in significant ways.

Some recent accolades include:

- #2 Most FT Female MBA Students (*U.S. News & World Report*, 2015);
- #13 Part-time MBA Program in the U.S. (*Bloomberg Businessweek*, 2013-2015);
- #4 Public university Part-time MBA Program in the U.S. (*Bloomberg Businessweek*, 2013-2015);
- #12 MS in IT Program (Online) in the U.S. (*U.S. News & World Report*, 2015);
- #14 MS in IT Program (Online) in the U.S. (*College Factual*, 2015);
- #10 Public university Apparel Design Program in the U.S. (*Fashion-Schools.org*, 2015);
- #6 Economics - Program Evaluation Program in the U.S. (RePEc, 2014); and,
- #7 Economics - Innovation Program in the U.S. (RePEc, 2014).

About The University of North Carolina at Greensboro

[The University of North Carolina at Greensboro](#) (UNCG) is a challenging, supportive, and engaged community. Currently, with ethnic minority students making up 43 percent of its student body, UNCG is both the most diverse of the UNC system’s campuses and the largest and most diverse university in the

Piedmont Triad (including Greensboro, Winston-Salem, and High Point). Serving more than 19,000 students, the UNCG community is joined together by a shared value: It defines excellence not only by the people it attracts, but by the meaningful contributions they make.

The University has been a center for opportunity since its inception. UNCG's Founding President, Dr. Charles Duncan McIver, established the institution as a place of learning for women in 1891. The institution opened on October 5, 1892 with a student body of 198 and a faculty of 15, and the final enrollment reached 223 at the end of the first year. During the past century, the University's mission has evolved from its roots as an industrial school to the Woman's College of the University of North Carolina to one of the three branches of the Consolidated University of North Carolina. In 1962, the Board of Trustees recommended that the Greensboro campus become coeducational at all levels of instruction, and in the spring of 1963 the name of the institution was changed to The University of North Carolina at Greensboro. The first African-American students were admitted in 1956, and men were first admitted as part of the general student body in 1964. In October of 1971, the North Carolina General Assembly adopted legislation which combined all 16 of the state-supported institutions of higher education into a single University of North Carolina.

The UNC system is governed by a board of governors and administered by a president. Each constituent institution has a separate board of trustees and is administered by a chancellor. UNCG's chancellor is Dr. Franklin D. Gilliam, Jr., who took office on May 22, 2015.

UNCG has approximately 19,400 students, of which 16,000 are undergraduates. Forty-five percent of all students are transfer students. Sixty-six percent of undergraduate students are female. Fifty-four percent of undergraduate students and 29 percent of graduate students are from an ethnic minority group.

UNCG takes pride in being a learner-centered public research university. The College of Arts and Sciences, the College of Visual and Performing Arts, five professional schools, the Graduate School, and the Lloyd International Honors College offer 79 undergraduate majors, 65 master's programs, and 30 doctoral programs. The student to faculty ratio is approximately 18:1. Fifty-five percent of the 754 full-time faculty are tenured, and 81 percent hold a doctorate or terminal degree in their field.

The University has a total budget of \$235 million (FY 2016) and total endowment assets in excess of \$260 million as of 2015. The University holds two classifications from the Carnegie Foundation for the Advancement of Teaching as a "research university with high research activity" and for "community engagement" in curriculum, outreach, and partnerships. More than \$30 million annually in grants and contracts for research and creative activity are awarded to faculty members. Among the most prominent of UNCG's research initiatives are the Gateway University Research Park and the Joint School of Nanoscience and Nanoengineering – both partnerships with North Carolina Agricultural and Technical State University.

Globalization of the curriculum has expanded opportunities for international education through new programs like the UNC Exchange Program and the Lloyd International Honors College. In addition, innovative signature programs such as the Entrepreneurship Cross-Disciplinary Program (ECDP), Communication Across the Curriculum, Undergraduate Research, and Freshman Seminars enhance the student experience.

UNCG's picturesque campus includes more than 30 academic buildings and 30 residence buildings on more than 200 acres. Housing and Residence Life offer an array of on-campus living options for students, including four residential colleges for students who want to live and enroll in courses with their learning community peers while developing close, meaningful relationships with faculty; ten living-learning

communities for students who want to live and enroll in courses with their learning community peers while participating in related co-curricular programs; an honors college residence hall, and two themed communities.

Opportunities for students include more than 200 student organizations, 17 intercollegiate athletic teams, intramurals, club sports, recreation center, campus golf course, student newspaper, student literary magazine, student radio station, music and choral groups, drama and dance performance groups, concert and lecture series, film series, internships, Outdoor Adventures program, fraternities and sororities and community service. For full-time students living on campus, 2015-16 basic costs (including tuition, fees and room and board) total approximately \$14,896 for in-state students and \$29,758 for out-of-state students.

As a cultural leader, UNCG offers concerts, lectures, dance and theatre performances, exhibitions in the internationally known Weatherspoon Art Museum and readings by nationally known authors. In athletics, Spartan teams compete in nine women's and men's sports in Division I of the National Collegiate Athletic Association.

About the City of Greensboro, North Carolina

North Carolina's third-largest city (pop. 277,000), Greensboro is located about halfway between Atlanta and Washington, D.C. The Blue Ridge Mountains are just a two-hour drive to the west and the Atlantic Ocean is 3.5 hours to the east. Greensboro offers amenities of a large city, yet it has a small-town feel.

As home to six of the top 50 companies in the Fortune 500, Greensboro is a business-friendly city. Three of the top 20 companies on *Fortune's* Most Admired Companies List have significant operations in Greensboro. Situated between New York and Miami, Greensboro's location offers access to over half of the nation's population within 650 miles. Find out more about Greensboro's business partnerships [here](#).

With an average of 217 sunny days per year, Greensboro offers its residents an extraordinary quality of life. It is home to more than 170 parks, gardens, and facilities. UNCG students, faculty, and staff explore 90-plus miles of trails and greenways that are fit for hiking, running, and mountain biking, strolling and cycling. Greensboro also offers a variety of cultural events such as Broadway and local theatre, movies, galleries, concerts in the park, opera, ballet, and the symphony. A bustling downtown area is just a mile from campus with restaurants and shopping.

The Greensboro Coliseum Complex, also within a mile of campus, is the home court for UNCG's men's basketball team and hosts a variety of national sporting events and major concerts throughout the year. The Coliseum Complex includes the Greensboro Aquatic Center, a state of the art swim and dive facility fully meeting NCAA and FINA standards. Baseball fans enjoy watching Greensboro Grasshoppers play in their downtown stadium, and soccer fans cheer for the Carolina Dynamo.

Greensboro is also home to two top-ranked high schools in the state of North Carolina. *U.S. News & World Report* ranks Early College at Guilford first and Weaver Educational Center third.

The North Carolina African Services Coalition (NCASC) is a local organization that provides services to refugees who resettle in the Triad area. Their efforts have created a vibrant environment that includes many ethnic communities which have been warmly embraced by the welcoming and inclusive region.

UNCG has an annual economic impact of more than \$1 billion on the [City of Greensboro](#).

Nomination and Application Process

Applications will be received until the position is filled. Required application materials include a substantive letter of interest that addresses the priorities for leadership outlined in this prospectus; curriculum vitae; and the names, telephone numbers, and email addresses of five professional references. All application materials must be submitted electronically in Microsoft Word or PDF format to UNCGACFHead@storbeckpimentel.com.

Assisting in this Search

We are assisted in this search by Ms. Julie E. Tea, Partner, and Ms. Liz C. Moseley, Senior Associate, of Storbeck/Pimentel & Associates, LP. For additional information please contact Ms. Tea or Ms. Moseley at UNCGACFHead@storbeckpimentel.com.

*UNCG is a minority-serving institution and an EOE AA/M/F/D/V employer
with a strong commitment to increasing diversity.*