

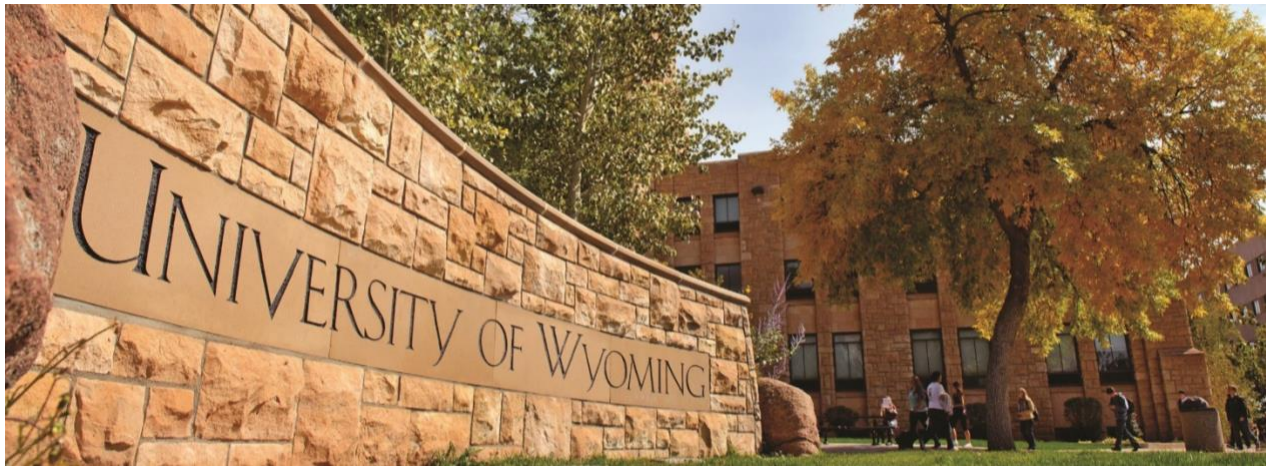


UNIVERSITY OF WYOMING



POSITION PROFILE

Department Head of Accounting and Finance
University of Wyoming
January 2018



THE INSTITUTION

Nestled amid the beauty of two mountain ranges in southeastern Wyoming, you will find the nationally recognized major teaching and research institution, **University of Wyoming (UW)**. Established as a land-grant institution in 1886 when Wyoming was still a territory, UW has since grown to offer more than 200 areas of study, drawing 12,000 students from all 50 states and 90 countries. UW is known for its accomplished faculty and world-class facilities, its small student/faculty ratio and quality undergraduate and graduate programs within its colleges of Arts & Sciences, Agriculture & Natural Resources, Business, Education, Engineering & Applied Science, Health Sciences, Law and the School of Energy Resources.

Throughout its existence, UW has been the only four-year university in the state of Wyoming, though it maintains close relationships with the state's seven community colleges. UW's global impact begins with innovative undergraduate and graduate research opportunities and extends through state and federal partnerships and recent initiatives such as the School of Energy Resources and the NCAR-Wyoming Supercomputing Center. UW has played important roles in the lives of students, Wyoming residents and communities for 131 years. You can see why UW is setting the gold standard!

- UW was ranked among the nation's top colleges and universities by *US News & World Report*, *Forbes*, and *Princeton Review* in 2010.
- UW has the largest single scholarship endowment for study abroad support in the U.S.
- UW's Honors Program has been named as one of the best among public universities.
- *Outside Magazine* has recognized UW as one of the top "adventure colleges."

To learn more: <http://www.uwyo.edu>

Location: Located in Laramie, Wyoming, a town of more than 30,800 and a unique blend of sophistication and western hospitality, UW not only provides an environment for success but also offers varied academic and lifestyle opportunities. Laramie is a



great place to live and work as it boasts a low cost of living, low property taxes and no personal state income tax. The area offers incredible outdoor recreational opportunities, an eclectic downtown area and a great public school system.

THE DEPARTMENT OF ACCOUNTING AND FINANCE

UW's AACSB accredited College of Business is seeking a collaborative and forward-thinking Head of the Department of Accounting and Finance. UW's Accounting and Finance programs were merged into a single department in January 2017. The combined department offers undergraduate and Master's degrees in Accounting and Finance as well as courses in the MBA program. The Accounting and Finance programs both have a long tradition of serving their respective professions, the academic community, and the state of Wyoming. The Department has 13 full-time tenure track faculty and serves over 400 undergraduate and approximately 30 graduate students; continued growth in both faculty and student enrollment is planned.

The Department's mission statement reads as follows:

The Department's mission is to deliver excellent education to undergraduate students, masters' students, and professionals; produce basic, applied, and pedagogical scholarship providing thought leadership for academic and professional audiences; and provide outreach to promote economic development. The Department conducts its activities with honesty and integrity at all times.

This mission supports the mission of the University, which is:

We honor our heritage as the state's flag-ship and land-grant university by providing an accessible and affordable higher education of the highest quality; rigorous scholarship; the communication and application of knowledge; economic and community development; and responsible stewardship of our cultural historical and natural resources.

The Department occupies a floor in the state-of-the-art LEED certified College of Business building, which was completed in 2010. The building features classroom spaces that accommodate a variety of teaching and learning methods. The building also features a trading room, behavioral and multimedia laboratories, an executive boardroom, conference and seminar rooms and an auditorium. College of Business students benefit from the latest wired and wireless technologies, including high-definition multimedia playback and projection systems in each classroom, a video production and editing facility, video conferencing capabilities, financial data feeds and a stock ticker in the atrium.

THE OPPORTUNITY

The Department Head is charged with leading the unified Department, and has overall responsibility for Departmental strategy formation and implementation, academic program quality and enhancement, maintenance of accreditation, faculty recruitment and development, and fiscal management/budgeting. The Department Head serves as an advisor to the Dean and develops strategies to promote partnerships with other academic units on campus as well as external stakeholders such as employers, the College of Business Advisory board, professional Accounting and Finance associations, and the State of Wyoming. The Department Head is expected to further enhance the academic quality and reputation of the programs in the professional finance and accounting communities. The Department Head is also responsible for growing and expanding academic programs to include on-line degree and professional education (certificate programs and continuing professional education). While the Department Head may be called upon to teach from time to time, and will be encouraged to pursue research if so desired, the position is primarily administrative.

Direct reports include the Accounting and Finance faculty and two administrative assistants.

The ideal candidate for Department Head will have the leadership, communication, and motivational skills to foster an entrepreneurial environment in the Department and the College of Business, and in collaboration with other academic units as the University of Wyoming implements a new strategy to become a major participant in developing Wyoming's economy and workforce, meeting the challenges of globalization and economic diversification.

Required Qualifications:

- An earned doctorate in Accounting, Finance, or a closely related field from an AACSB-accredited institution and demonstrated excellence in teaching, scholarship, and service at a level that qualifies for appointment at the rank of Full Professor with tenure. Particularly well-qualified candidates at the Associate Professor level will also be considered.
- Experience in academic leadership at an AACSB accredited college of business with a track record of achieving key strategic goals.
- Demonstrated communication and interpersonal skills to foster effective interaction with a diverse set of stakeholder groups, including students, faculty, staff, alumni, employers, the professional community, and citizens of the state.
- Experience in creating and sustaining a culture of inclusion, openness, and cooperation.
- Demonstrated skills in problem solving, relationship building, and collaborative leadership.

Preferred Qualifications:

- Professional experience with U.S. and global financial markets in accounting or finance is preferred.
- Relevant professional certification in Accounting and/or Finance is preferred.

Why Consider the Opportunity?

- **Resources.** UW is a well-resourced institution with state of the art facilities and a beautiful, well-maintained campus. The College of Business endowment is the largest on campus at just over \$67 million. The endowment generates over \$900,000 per year in discretionary income for use by the Dean to achieve the vision, goals and objectives of the College.
- **Influence.** The Department Head is a highly influential role that provides the opportunity to strengthen and shape the future of the Accounting and Finance programs now and in the future as Wyoming grows and diversifies its economy.
- **Environment.** Warm, collegial, supportive people and work environment.
- **Leadership.** Dr. Laurie Nichols joined UW as President in May 2016. The university community is very excited about her vision for the institution. The College of Business will hire a new Dean in 2018, and the Department Head will work with the new Dean in implementing this vision for the College.
- **Compensation:** Highly competitive salary and solid benefits package including a retirement benefit that features a state contribution of 14.565% of an employee's gross salary.



PROCEDURE FOR CANDIDACY

The University of Wyoming, in consultation with Summit Search Solutions, will review application materials as they are received. Confidential review of applications will begin immediately and continue until the position is filled; parties who apply by **February 19, 2018** will be given first consideration.

To apply, go to <http://higherdecisions.com/sss> and select this vacancy. Please submit a PDF version of your curriculum vitae and letter of interest upon application. All applications and nominations will be held in confidence.

For nominations or further information:

Stephanie Fowler

Senior Consultant

Summit Search Solutions, Inc.

Direct: (530) 677-9945

sfowler@summitsearchsolutions.com

Carrie Coward

President

Summit Search Solutions, Inc.

Direct: (828) 669-3850

ccoward@summitsearchsolutions.com



[Summit Search Solutions, Inc.](#) is a boutique executive search firm with a team of experienced recruiting consultants in strategic locations across the country including Oregon, California, Arizona, New York and North Carolina. Summit brings precision, process, and passion to its work.

The University of Wyoming is an Equal Employment Opportunity/Affirmative Action employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability or protected veteran status or any other characteristic protected by law and University policy. To review the [EEO is the Law Poster](#) and its [Supplement](#), please see [The Diversity & Fairness page](#).

*Pursuant to Wyoming State law, W.S. 19-14-102, as amended, an honorably discharged veteran who has been a resident of the state of Wyoming for one (1) year or more at any time prior to the date when the veteran applies for employment, or any surviving spouse who was married to such veteran at the time of the veteran's death, who is receiving federal survivor benefits based on the veteran's military service and is applying for employment, shall receive an interview preference during the applicant screening process with the University of Wyoming. At the time of application the applicant must possess the business capacity, competency, education or other qualifications required for the position. If disabilities do not materially interfere with performance of job duties, disabled veterans will be given preference over able-bodied veterans. **Appropriate documentation of veteran status must be provided at time of application as outlined in the application process.** No preference will be given to a veteran currently employed by a public department.*

The University of Wyoming conducts background investigations for all final candidates being considered for employment. Offers of employment are contingent upon the completion of the background check.

Applicants with disabilities may request accommodation to complete the application and selection process. Please notify Human Resources at least three (3) working days prior to the date of need.



LARAMIE, WYOMING

Living in Laramie, WY can be like being on a year-round vacation - whether you're looking for great food, historic walking tours or outdoor adventure. The name "Laramie, Wyoming" conjures up visions of the Old West like few others can, with cattle drives, a historic downtown, prairie and mountain vistas, rodeos, guest ranches and more. Laramie is filled with hospitality, entertainment and excitement while providing a neighborly atmosphere and warm small town feel with a multitude of amenities and entertainment.

Interesting Facts:

- Also known as the "Gem City of the Plains", Laramie is located in the Southeastern part of Wyoming approximately 45 miles from the state capital, Cheyenne, and 130 miles from Denver, Colorado and is the county seat of Albany County.
- Laramie sits at 7,200 feet above sea level in the plains surrounded by the Medicine Bow National Forest, Vedauwoo, and the Snowy Mountain Range.
- Laramie has a 6% sales tax, but does not have corporate state income tax, personal state income tax, state inheritance tax, or manufacturing tax or equipment sales tax. It also has low property tax, worker's compensation rates, and operating costs.
- The unemployment rate in Laramie is 2.50 % (U.S. avg. is 6.30%).
- Laramie offers a variety of outdoor adventures with over 250 days of sunshine.
- The quality of life and amenities Laramie has to offer brings several types of industries to Laramie including cattle ranches, technology companies, and academia.



Less than 20 minutes East of Laramie, the Vedauwoo Recreation Area boasts some of the best rock-climbing in the country. You can photograph abundant wild-life, dramatic alpine scenes and jumbled rock formations. And with over a hundred mountain biking trails, the area around Laramie is a paradise for exploration on two wheels. If you prefer the solitude of an alpine lake, or a simple walk close to town, the hiking trails around Laramie offer something for everyone. Families will find fun and exploration close to town, while backpackers can spend a week in the high country of the Medicine Bow Mountains. And in the winter, as a snow enthusiast, you can escape the crowds by exploring the forested glens and rolling meadows of the Snowy Range from the back of a snowmobile or downhill skiing. Laramie is Wyoming's favorite playground!

For more information on Laramie, WY please visit:

- Visit Laramie, <http://visitolaramie.org/>
- Laramie Chamber Business Alliance, <http://laramie.org/>
- Live the West in Laramie, WY, <https://youtu.be/g48PeRSjBuY>