

SUMMARY OF QUALIFICATIONS

FOR

***KEVIN L. ENNIS, Ph.D., M.T.
CPA, CMA, CIA***

AREAS FOR REVIEW.....

SECTION 1: PROFESSIONAL CERTIFICATIONS

SECTION 2: EDUCATION

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**SECTION 4: RESEARCH, INTELLECTUAL & COMMUNITY
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SECTION 7: HONORS AND AWARDS

SECTION 8: ACTIVITIES AND MEMBERSHIPS

KEVIN L. ENNIS, Ph.D., M.T., CPA, CMA, CIA

BUSINESS ADDRESS:

Mississippi State University-Meridian
Division of Business
2212 5th Street
Meridian, MS 39301
Ph #: 601/484-0161
Email: kennis@meridian.msstate.edu

HOME ADDRESS:

12350 Schamberville Lane
Collinsville, MS 39325
Ph #: 601/626-8762

SECTION 1: PROFESSIONAL CERTIFICATIONS...

- ◆ *CERTIFIED PUBLIC ACCOUNTANT (CPA)*, Certificate #3814, licensed in the state of Mississippi, 1989.
- ◆ *CERTIFIED INTERNAL AUDITOR (CIA)*, Certificate #21395, awarded 1994.
- ◆ *CERTIFIED MANAGEMENT ACCOUNTANT (CMA)*, Certificate #21380, awarded 1998.

SECTION 2: EDUCATION...

- ◆ *PH.D. in ACCOUNTING*
JACKSON STATE UNIVERSITY, Jackson, Ms. Awarded in August in 2005

Dissertation: (2005). “*An Empirical Investigation of CPA Support for Selected “Prohibited Services” Under the Sarbanes-Oxley Act of 2002—Exploring a Self-Interest Motive.*”
- ◆ *MASTER OF TAXATION*, UNIVERSITY OF MISSISSIPPI, Oxford, MS.
Awarded in 1995
- ◆ *POST-BACCALAUREATE CERTIFICATE IN ACCOUNTING*, UNIVERSITY OF ALABAMA IN HUNTSVILLE, Huntsville, AL. Awarded in 1986.
- ◆ *B. S. IN COMMERCE AND BUSINESS ADMINISTRATION*, UNIVERSITY OF ALABAMA, Tuscaloosa, AL. Degree conferred in 1979 with a major in Health Care Management and a concentration in Accounting and Economics.

SECTION 3: PROFESSIONAL ACADEMIC EXPERIENCE...

Aug 2019 to Present

Professor of Accountancy

Aug 2012 to Aug 2019

Associate Professor of Accountancy

January 2006 to Aug 2012

Assistant Professor of Accountancy

Aug 1995 to January 2006

Instructor of Accountancy

Adkerson School of Accountancy

Mississippi State University-Meridian

Meridian, Mississippi

As a *Professor of Accountancy*, I teach upper-level, undergraduate and graduate accounting courses to junior, senior and graduate level students. Also regularly teach related course work within the business curriculum as required by Division Chair. Counsel students with respect to individual needs, including but not limited to, class instruction, career decision and planning, professional certification, and personal situations.

Accomplishments:

1. ***Outstanding Teaching Award, Mississippi State University-Meridian, Division of Business (2010 and 2015/2016).***
2. ***Faculty Research Award Recipient, Mississippi State University- Meridian, Division of Business (2011).***
3. ***Paul B. Murphy, Jr. Faculty Award*** outstanding faculty member for contribution to the mission of teaching, research, and service **(2010)**.
4. ***Outstanding Research Award, Mississippi State University-Meridian, Division of Business (2009).***
5. Regularly receive “**outstanding**” ratings on performance evaluations completed by students.
6. Developed and taught course on the fundamental concepts of internal auditing.
7. Developed accounting course for the new Resort & Convention Management program.

Teaching Experience at Mississippi State University:

ACC 2013, Prin Financial Acct, 1 course.

ACC 3003, Acct Systems I, 13 courses.

ACC 3013, Cost Accounting, 6 courses.

ACC 3023, Intermediate Acc I, 1 course.

ACC 4013, Income Tax I, 17 courses.

ACC 4033, Auditing, 23 courses.

ACC 4043, Municipal & Govt Acc, 8 courses.

ACC 4053, International Acc, 2 courses.

ACC 4063, Income Tax II, 10 courses.

ACC 6043, Municipal & Govt Acc, 8 courses.

ACC 6053, International Acc, 1 course.

ACC 6063, Income Tax II, 8 courses.

ACC 6990, Special Topic In ACC, 1 course.

ACC 7000, Directed Indiv Study, 1 course.

ACC 8013, Sem-Fin Acc Theory, 2 courses.

ACC 8023, Managerial Acc, 1 course.

ACC 8033, Business Assurance, 4 courses.

ACC 8101, Analysis of Accounting Data, 2 courses.

ACC 8112, Fin & Acc Rpt Anal, 2 courses.

ACC 8303, Survey of Accounting, 1 course.

MGT 8122, Business Consulting Project, 1 course.

Sept 1996 to June 1998

Assistant Professor
University of West Alabama
Livingston, Alabama

With the approval of my Department Chair at MSU-Meridian Campus, held a part-time faculty position at this four-year institution for two years while continuing to maintain my current faculty position. Major areas of instruction included *Accounting Principles I* and *Accounting Principles II*. Received "outstanding" ratings on performance evaluations completed by students. Nominated by students and selected to *Who's Who Among America's Teachers*.

SECTION 4: RESEARCH, INTELLECTUAL AND COMMUNITY CONTRIBUTIONS...

✦ Dissertation:

Ennis, Kevin L., (August 2005). "*An Empirical Investigation of CPA Support for Selected "Prohibited Services" Under the Sarbanes-Oxley Act of 2002—Exploring a Self-Interest Motive.*"

✦ Publications (Peer Reviewed--Discipline-based Research):

Shin, S., Ennis, K., Spurlin, P. (2015). *Effect of Inventory Management Efficiency on Profitability: Current Evidence from the U.S. Manufacturing Industry*. Journal of Economics and Economic Education Research, 16(1), 98-106.

Allen, Paul W. and Kevin L. Ennis (2011). *Rule-Based Moral Reasoning and CPAs' Political Ideology*. Academy of Business Research Journal, Volume 1: pp. 8-16.

Ennis, Kevin L. and Jack Tucci (2011). *Attention Entrepreneurial Small Business Owner (ESBO): Be Your Own Internal Auditor!* Entrepreneurial Executive (EE), Volume 16: pp. 97-106.

Allen, Paul W. and Kevin L. Ennis (2010). *CPAs' Moral Reasoning and Support for Expanding Sarbanes-Oxley to Nonpublic Entities*. American Journal of Business Research, Volume 3, Number 1: pp. 5-16.

Allen, Paul W. and Kevin L. Ennis (2010). *Financial Stake and CPA Support for Expanding Sarbanes-Oxley to Nonpublic Entities*. Academy of Accounting and Financial Studies Journal (AAFSJ), Volume 14, Number 1: pp. 121-128.

Ennis, Kevin L., and Paul W. Allen (2009). *Political Ideology of CPAs and Support for Expanding Government Intervention into Corporate Governance of Nonpublic Entities*. Southern Business and Economic Journal, Volume 33, Number 1&2, Winter/Spring 2009: pp. 1-8.

Allen, Paul W. and Kevin L. Ennis (2007). *Do CPAs with a Higher Financial Stake in Public Accounting Exhibit Lower Levels of Moral Reasoning?* Southern Business and Economics Journal, Volume 30, Issues 1 & 2: pp. 1-9.

Ennis, Kevin L. and Paul W. Allen (2005). *Corporate Management Should Voluntarily Establish Auditor Rotation as Internal Control*. The Journal of Accounting and Finance Research, Volume 13, Number 1: pp. 117-125.

Ennis, Kevin L. (2000). *Ethics Enforcement on Non-CPA Owners of Limited Liability Companies and Partnerships*. The Journal of Business Disciplines, Volume 8, Number 1: pp. 62-67.

✦ **Completed Manuscripts to be Edited and Submitted**

Ennis, Kevin L. and Shawn Mauldin. *Investigating the Financial Stake Implication Implicit in SOX 201 Restriction on Nonaudit Services for 2019-2020*.

Ennis, Kevin L. *Exploring CPA Public Interest Protection Motive to Support Revenue Restrictions Imposed by Section 201 of SOX for 2019-2020*.

Shin, Seungjae and Kevin Ennis. *Big Data Analytics in Accounting: From Reality to Classroom Exercise for 2019-2020*.

✦ **Published Proceedings at Regional, National and International Conferences:**

Ennis, Kevin L., Mauldin, Shawn (2019). *Investigating the Financial Stake Implication Implicit in SOX 201 Restriction on Nonaudit Services*. The Institute for Global Business Research International Conference Proceedings, New Orleans, Louisiana, April 24-26, 2019. Volume 3, Number 1 (ISSN 2576-2699).

Ennis, K., Young, C. (2015). *Extension Threats from IRC 501(R) —What Does the Future Hold for Health Care Organizations?* (1st ed., vol. 20, pp. 9). Academy of Accounting and Financial Studies. Paper presented April 8-10.

Shin, S., Ennis, K., Spurlin, P. (2014). *Effect of Inventory Management Efficiency on Profitability: Current Evidence from the U.S. Manufacturing Industry*. Proceedings of the Academy of Accounting and Financial Studies Spring 2014 International Conference. Paper presented March 29.

Ennis, Kevin L., Allen, Paul W., and Booker, Quinton (2012). *Exploring the Financial Stake Implication of Selected “Prohibited Services” Under Section 201 of the Sarbanes-Oxley Act*. Proceedings of the Academy of Accounting and Financial Studies--Allied Academics Spring 2012 International Conference, New Orleans, LA, April 4-6, 2012. Volume 17, Number 1.

Shin, Seungjae, Ennis, Kevin L., and White, Harold D. (2011). *Just-In-Time Inventory Management and Its Financial Performance: Cases of Dell and Wal-Mart*. Proceedings of the Academy of Accounting and Financial Studies--Allied Academics International Conference, Orlando, FL April 5-9, 2011. Volume 16, Number 1.

Allen, Paul W., and Ennis, Kevin L. (2011). *Rule-Based Moral Reasoning (RMR) and CPAs’ Political Ideology*. Proceedings of the Academy of Business Research International Conference, New Orleans, Louisiana, March 16-18, 2011. **Best Paper Award of Accounting Section. (Available at SSRN: <http://ssrn.com/abstract=1797925>)**

- Allen, Paul W., and Ennis, Kevin L. (2010). *CPA Political Ideology and Rule-Based Moral Reasoning*. Proceedings of the Academy of Accounting and Financial Studies--Allied Academics International Conference, New Orleans, Louisiana, April 14-16, 2010. Volume 15, Number 1.
- Ennis, Kevin L., Allen, Paul W., and Booker, Quinton. (2009). *Public Interest vs. Self Interest: An Empirical Investigation into the Financial Stake Implication of Selected "Prohibited Services" Under Section 201 of the Sarbanes-Oxley Act*. Proceedings of the Academy of Accounting, Finance and Economics 2009 Annual Conference, New Orleans, Louisiana, December 10-12, 2009.
- Allen, Paul W., and Ennis, Kevin L. (2009). *CPAs' Moral Reasoning and Support for Expanding Sarbanes-Oxley to Nonpublic Entities*. Proceedings of the American Institute of Higher Education 3rd International Conference, Nashville, Tennessee, April 29-May 1, 2009. Volume 2, Number 1.
- Allen, Paul W., and Ennis, Kevin L. (2009). *Financial Stake and CPA Support for Expanding Sarbanes-Oxley to Nonpublic Entities*. Proceedings of the Academy of Accounting and Financial Studies--Allied Academics International Conference, New Orleans, Louisiana, April 8-10, 2009. Volume 14, Number 1.
- Ennis, Kevin L. and Tucci, Jack. (2008). *Attention Entrepreneurial Small Business Owner: Auditing for Success—Follow the Money!* Proceedings of the Academy of Accounting and Financial Studies--Allied Academics International Conference Spring 2008 International Conference, Tunica, Mississippi, April 2-5, 2008. Volume 14, Number 1.
- Ennis, Kevin L. and Paul W. Allen. (2008). *Political Persuasion of CPAs and Support for Government Intervention into Corporate Governance*. Proceedings of Academy of Accounting, Finance, and Economics 2008 Annual Conference, New Orleans, Louisiana, Dec. 11-13, 2008.
- Ennis, Kevin L. and Allen, Paul, (2004). *Corporate Management Should Voluntarily Establish Auditor Rotation as Internal Control*, Proceedings of American Academy of Accounting and Finance 2004 Annual Conference, New Orleans, Louisiana. Volume 13, Number 1.
- Ennis, Kevin L., Kim, Doh-Kuhl, and Tucci, Jack, (2004). *Every Good Manager Is a Good Auditor: Cross Functional Proficiency*, Proceedings of Allied Academies Spring 2004 International Conference, New Orleans, Louisiana, Volume 9, Number 1.
- Ennis, Kevin L., (1999). *Ethics Enforcement on Non-CPA Owners of Limited Liability Companies and Partnerships*, Annual Meeting of the Midsouth Association of Business Disciplines, Jackson, MS

✦ **Presentations at Regional, National and International Conferences:**

- Shin, Seungjae, Ennis, Kevin (2019). AAA Annual Meeting, Conference on Teaching and Learning in Accounting (CTLA). *Big Data Analytics in Auditing: A Student Project of Investigating University Procurement Card (P-Card) Activities*, American Accounting Association (AAA) Annual Conference, San Francisco, CA (August 10, 2019).

- Ennis, Kevin L., Mauldin, Shawn (2019). *Investigating the Financial Stake Implication Implicit in SOX 201 Restriction on Nonaudit Services*. Presented at the Institute for Global Business Research Spring Conference, New Orleans, Louisiana, April 24-26, 2019.
- Ennis, Kevin L. (2019). *Exploring CPA Public Interest Protection Motive to Support Revenue Restrictions Imposed by Section 201 of SOX*. Presented at the Academy of Business Research Spring Conference, New Orleans, Louisiana, March 27-29, 2019.
- Shin, Seungjae, Ennis, Kevin, AAA Annual Meeting, Conference on Teaching and Learning in Accounting (CTLA). *Data Analytics in Accounting: From Reality to Classroom Exercise*, American Accounting Association (AAA) Annual Conference, Washington, D.C. (August 4, 2018).
- Faello, Joseph, Ennis, Kevin, Effective Learning Strategies (ELS). *Dinner and a Movie: Using a Movie to Instill in Students the Professional Principles of an Auditor*, American Accounting Association (AAA) Annual Conference, San Diego, CA, USA. (August 8, 2017).
- Faello, Joseph, Ennis, Kevin, Conference on Teaching and Learning in Accounting (CTLA). *Dinner and a Movie: Using a Movie to Instill in Students the Professional Principles of an Auditor*, American Accounting Association (AAA) Annual Conference, San Diego, CA, USA. (August 5, 2017).
- Shin, Seungjae, Ennis, Kevin, AIS Educator 2016 Conference. *Analysis of Audit Opinions for Bankrupt Companies Using Excel, Access, and R*, AIS Educator Association, Colorado Spring, CO. (June 2016).
- Ennis, K., Young, C. (2015). *Extension Threats from IRC 501(R) —What Does the Future Hold for Health Care Organizations?* (1st ed., vol. 20, pp. 9). Academy of Accounting and Financial Studies. Paper presented April 8-10.
- Shin, S., Ennis, K., Spurlin, P. (2014). *Effect of Inventory Management Efficiency on Profitability: Current Evidence from the U.S. Manufacturing Industry*. The Academy of Accounting and Financial Studies Spring 2014 International Conference. Paper presented March 29.
- Shin, Seungjae, Ennis, Kevin. (2013). The 44th Decision Science Institute Annual Conference, "A Study of Relationship between Inventory Management Efficiency and Profitability: U.S. Manufacturing Industry," DSI, Baltimore, MA.
- Shin, Seungjae, Ennis, Kevin L., Odom, Dustin (2012). *A Study on Inventory Management Efficiency and Firm's Profitability*. Decision Sciences Institute 43th Annual Meeting and Conference, San Francisco, CA, November 17-20, 2012.
- Ennis, Kevin L., Allen, Paul W., and Booker, Quinton. (2012). *Exploring the Financial Stake Implication of Selected "Prohibited Services" Under Section 201 of the Sarbanes-Oxley Act*. Presented at the Academy of Accounting and Financial Studies--Allied Academics Spring 2012 International Conference, New Orleans, Louisiana, April 4-6, 2012.

- Shin, Seungjae, Ennis, Kevin, Allied Academies 2011 International Conference, *A Comparative Study of Korean Government Accounting Standard Reform*, Las Vegas, NV. (October 11, 2011).
- Shin, Seungjae, Ennis, Kevin L., and White, Harold D. (2011). *Just-In-Time Inventory Management and Its Financial Performance: Cases of Dell and Wal-Mart*. Presented at the Academy of Accounting and Financial Studies--Allied Academics International Conference, Orlando, FL April 5-9, 2011.
- Allen, Paul W., and Ennis, Kevin L. (2011). *Rule-Based Moral Reasoning (RMR) and CPAs' Political Ideology*. Presented at the Academy of Business Research International Conference, New Orleans, Louisiana, March 16-18, 2011. **Best Paper Award of Accounting Section.**
- Allen, Paul W., and Ennis, Kevin L. (2010). *CPA Political Ideology and Rule-Based Moral Reasoning*. Presented at the Academy of Accounting and Financial Studies--Allied Academics International Conference, New Orleans, Louisiana. April 14-16, 2010.
- Ennis, Kevin L., Allen, Paul W., and Booker, Quinton. (2009). *Public Interest vs. Self Interest: An Empirical Investigation into the Financial Stake Implication of Selected "Prohibited Services" Under Section 201 of the Sarbanes-Oxley Act*. Presented at the Academy of Accounting, Finance and Economics 2009 Annual Conference, New Orleans, Louisiana, December 10-12, 2009. **Moderator for Session.**
- Ennis, Kevin L., Allen, Paul W., and Booker, Quinton. (2009). *An Empirical Investigation into the Relationship of Financial Stake to Support for Certain SOX Revenue-Based Prohibitions*. Presented at the American Accounting Association (AAA) 2009 Southeast Regional Meeting, Oxford, Mississippi, April 30-May 2, 2009.
- Allen, Paul W., and Ennis, Kevin L. (2009). *CPAs' Moral Reasoning and Support for Expanding Sarbanes-Oxley to Nonpublic Entities*. Presented at the American Institute of Higher Education 3rd International Conference, Nashville, Tennessee, April 29-May 1, 2009.
- Allen, Paul W., and Ennis, Kevin L. (2009). *Financial Stake and CPA Support for Expanding Sarbanes-Oxley to Nonpublic Entities*. Presented at the Allied Academics International Conference, New Orleans, Louisiana, April 8-10, 2009.
- Ennis, Kevin L. and Paul W. Allen. (2008). *Political Persuasion of CPAs and Support for Government Intervention into Corporate Governance*. Presented at Academy of Accounting, Finance, and Economics 2008 Annual Conference, New Orleans, Louisiana, Dec. 11-13, 2008.
- Ennis, Kevin L. and Tucci, Jack. (2008). *Attention Entrepreneurial Small Business Owner: Auditing for Success—Follow the Money!* Presented at Allied Academics Spring 2008 International Conference, Tunica, Mississippi, April 2-5, 2008.
- Ennis, Kevin L. and Allen, Paul, (2004). *Corporate Management Should Voluntarily Establish Auditor Rotation as Internal Control*, Presented at the American Academy of Accounting and Finance 2004 Annual Meeting, New Orleans, Louisiana.

Ennis, Kevin L., Kim, Doh-Kuhl, and Tucci, Jack, (2004). *Every Good Manager Is a Good Auditor: Cross Functional Proficiency*, Presented at the Allied Academies Spring 2004 International Conference, New Orleans, Louisiana.

Ennis, Kevin L., (1999). *Ethics Enforcement on Non-CPA Owners of Limited Liability Companies and Partnerships*, MidSouth Association of Business Disciplines, Jackson, Mississippi.

✦ **University Committees:**

- ✦ Co-Chair of Management Faculty Search Committee for Meridian (2015- Present)
- ✦ Adkerson School of Accountancy Strategic Planning Committee (2015-Present)
- ✦ Exam Proctor for Industrial and Systems Engineering Graduate School (2016-2018)
- ✦ Division of Business Promotion and Tenure Committee (2015- Present)
- ✦ Adkerson School of Accountancy AOL Committee (2015- Present)
- ✦ IRB—HRPP Committee (2012-2015)
- ✦ BSIS Committee (2010- Present)
- ✦ Faculty Grievance Committee (2006-2008)
- ✦ Faculty Development and Teaching Effectiveness Committee (2004-2008)
- ✦ Graduate Curriculum & Policies Committee (2004-2008)
- ✦ Tenure and Promotion Document Review Committee (2009)

✦ **Selection Committees:**

- ✦ Faculty Management Position (2005, 2019)
- ✦ Faculty Statistics Position (2006)
- ✦ Faculty Health Care Management Position (2008)
- ✦ Dean, Meridian Campus (2007)
- ✦ Associate Dean, Meridian DOB (2010, 2011)
- ✦ Dean and Associate Vice President, Meridian (2011)
- ✦ Chair, Accounting Faculty Position (2010, 2011)
- ✦ Faculty Marketing Position (2013)
- ✦ Faculty Accounting Position (2013)

✦ **Community and Other Service:**

- ✦ (2005-2012) **Reviewer:** *Entrepreneurial Executive Magazine*
- ✦ (2006-Current) **Faculty Auditor:** Meridian Campus Association of Student Social Workers
- ✦ (2008) **Presentation and Seminar-** *Financial Preparation for the Inevitable. Federal Transfer Taxes.* Community Health Workshops.
- ✦ (2008) **MSU-Meridian Accounting Graduate Alumni Day**—Organized and administered ceremony of past graduates that received CPA distinction.
- ✦ (2006-2007) **Presentation and Seminar- *Accounting for Supervisors.*** Community Outreach program for local and area business managers and employees. A Certificate was awarded upon completion of complete program.
- ✦ (2008) WTOK TV Interview. MBA with Accounting Emphasis Program.
- ✦ (2008) WTOK Talk Radio Show. MBA with Accounting Emphasis Program.
- ✦ (2004) Weems Community Mental Health Center: Provided individual in-service for presentation on “Ethics in the Workplace” which was presented to local hospitals and care providers.

- ✦ (1995-Present) As a representative of MSU-Meridian Campus, I provided *Consulting Services* to several businesses on a noncompensated basis. These services involve *taxation, accounting theory and application, and internal and financial audit standards and practice* of predominately not-for-profit organizations. The following organizations have requested research and application services:
- Weems Community Mental Health Center
 - Mississippi ETV
 - Mississippi State Department of Health
 - Riley Memorial Hospital
 - Renal Care Group, Inc. (RCGI)
 - Rush Medical Group
- ✦ (2004) Developed new course titled "Accounting for Cash Intensive Businesses"; a basic level course designed to give the student exposure to the theories, principles, and applications of accounting practices for gaming, resort, and convention management curriculum. Developed syllabus, reviewed and selected textbooks for this new course for a potential new program in Resort and Convention Management.
- ✦ (1995-1999) Awarded yearly contract (\$16,000) to provide *accounting/auditing/internal audit consulting services* to the Institute for Technology Development (ITD), a private, not-for-profit research and development corporation which receives state and federal funding. My expertise with OMB-133 audits, taxation, and governmental contract internal auditing allows me to provide direct support and liaison to the independent financial auditors, as well as, the Defense Contract Audit Agency (DCAA); Department of Commerce, Inspector General (IG); Defense Investigative Service (DIS); Mississippi State Auditor's Office and other state and federal agencies as needed.
- ✦ (1997, 1998) Developed, offered, and instructed "Fundamentals of Internal Auditing" (ACC 4993); a basic level course designed to give the student exposure to the theories, principles, and applications of the internal audit function. Developed syllabus, reviewed and selected textbook, and served as instructor for this elective course.

SECTION 5: PROFESSIONAL INDUSTRY EXPERIENCE...

Jan 1990 to 1999

Director, Internal Audit
INSTITUTE FOR TECHNOLOGY DEVELOPMENT (ITD)
Jackson, Mississippi

First, as a full-time employee and then as a consultant, I served as *Director, Internal Audit* for this nonprofit, research organization. I reported directly to the Board of Directors through the appointed Audit Committee of our Research and Development Corporation and was assigned to assist the Chief Executive Officer (CEO) with special reviews and analyses in response to numerous state and federal audits and investigations. Also, provided direct support and liaison to the Defense Contract Audit Agency (DCAA); Department of Commerce, Inspector General (IG); Defense Investigative Service (DIS); and other federal and state agencies as needed.

Major Responsibilities:

1. Coordinate, plan and conduct special financial and operational reviews, studies and analyses related to our government and commercial contracts.
2. Ensure the corporation's financial integrity through consultation, review and compliance analyses of related federal guidelines including OMB CIRCULAR'S 110, 122 and 133; Federal Acquisition Regulations (FAR's); Cost Accounting Standards (CAS's); and governmental contract accounting requirements.
3. Provide indirect costs analysis; contract revenue (direct and indirect) studies; cost allowable and procurement reviews; and other specialized studies.
4. Assist independent financial and compliance auditors by providing financial support documentation and responses to their inquiries.

Accomplishments:

1. Contributed almost \$2.5 million to the company's cash flow, including over \$300,000 in un-discovered interest and the remainder in unbilled contractual claims.
2. Provided a special 4-year contract revenue and cost allocation study and other support documentation to the Defense Contract Audit Agency (DCAA), Defense Investigation Service (DIS), and NASA investigators.
3. Analyzed and prepared a \$3.1 million cost claim submitted for audit to the Department of Commerce, IG. Provided liaison support on this cost review.
4. Completed over 200 hours in continuing education in governmental accounting and auditing, computers, and cash management.
5. Provided direct support, analysis, and assistance to representative law firm in pursuit of multi-million-dollar legal claim that involved accounting and auditing theoretical issues. Collected over \$500,000 in a negotiated settlement.

May 1989 to Jan 1990

Assistant Manager
MISSISSIPPI TELCO FEDERAL CREDIT UNION
Jackson, Mississippi

Responsible, directly to the board of directors, for managing all daily operations of an 8,500-member, \$60 million credit union. Position entailed: hiring, training, supervision and evaluation of 14 management and staff employees; control of teller operations, daily business reconciliations, computerized accounting, and asset/liability management; development of financial statements and regulatory compliance reports; and liaison among federal, state and bonding company officials.

Nov 1986 to May 1989

Internal Review Officer & Management Control Coordinator
DEPARTMENT OF DEFENSE-U.S. NAVAL HOSPITAL
MILLINGTON
Memphis, Tennessee

- I. As Internal Review Officer of Naval Hospital, Millington, I was a special assistant to the Commanding Officer under the direct supervision of the Executive Officer. This position provided an independent, in-house capability for review and analysis of financial and other resources. My job required an extensive knowledge of the theories, functions, principles and practices of accounting and auditing sufficient to plan, organize, and report the operational results.

- Major Responsibilities:*
1. Plan, coordinate and implement the Internal Review Program directed by NAVMEDCOM and NAVMEDCOMSEREG.
 2. Coordinate, plan and conduct various recurrent audits, surveys, analyses, and inventories within the command.
 3. Perform in-depth analysis of activity operations to determine effective policies and adherence to established procedures.
 4. Make oral and written reports to Commanding Officer and NAVMEDCOMSEREG.
 5. Perform comprehensive analytical studies and special projects leading to improved economy, efficiency, and effectiveness.

- Accomplishments:*
1. Commendation from the Commanding officer.
 2. Sustained Superior Performance Award for outstanding job performance.
 3. Analyzed controlled drug accountability procedures.
 4. Developed comprehensive inventory control system for central supply.

- II. As Management Control Coordinator for Naval Hospital, Millington I coordinated the Internal Control Program in accordance with activity directives, specific investments, and general accounting and auditing principles and practices.

Major Responsibilities:

1. Coordinate and supervise the completion of Vulnerability Assessments (VA's) and Management Control Reviews (MCR's) by Department Heads and Directorates.
2. Act as liaison and aid Naval Audit Service and representatives of GAO, Inspector General, and other audit teams.

Accomplishments:

1. Developed new Internal Control Program at the hospital.
2. Completely re-organized the MCR and VA process to meet new Navy guidelines.
3. Letters of Appreciation - Commanding Officer, Naval Medical Command, Southeast Region and Naval Hospital, Millington.
4. Grade increase promotion for outstanding job performance and additional duties. (GS9 6 GS11)

1984 to 1986

Secretary/Treasurer
JOE'S GRAPEVINE, INC.
Decatur, Alabama

1982 to 1984

Assistant Director of Fiscal Services
GRENADA LAKE MEDICAL CENTER
Grenada, Mississippi

1980 to 1982

HEALTH MANAGEMENT ASSOCIATES
Naples, Florida

Financial Manager (Controller) - 1981-82
Financial Specialist- 1980-81

SECTION 6: SPECIALIZED TRAINING...

Specialized *Instructional* Training:

To maintain current with the new trends in the teaching profession, I completed the following continuing education courses offered by Mississippi State University:

- ✓ *Distance Teaching at a Distance: Introduction to Interactive Video.*
- ✓ *Design Your Web-Based Class-Syllabus to Final Exam.*
- ✓ *Teaching at a Distance Workshop.*
- ✓ *WebCt Hands-on Training Session.*
- ✓ *Utilizing the Web for Instruction.*
- ✓ *Developing Web-Based Delivery.*

Specialized *Industrial* Training:

Completed over **300 hours** of specialized, professional accounting and audit training, including:

- ✓ *Contract Auditing-* USDA Graduate School
- ✓ *Effective Governmental Auditing-* USDA Graduate School
- ✓ *Evaluating and Reporting on Internal Control Systems-* USDA Graduate School
- ✓ *Prevention and Detection of Fraud, Waste and Abuse-* USDA Graduate School
- ✓ *Investigative Auditing/Ethics and Fraud-* Institute of Internal Auditors
- ✓ *Credit Union Financial Management-* SRCUS Graduate Management School
- ✓ *Management Leadership and Change Seminar-* Naval Medical Command
- ✓ *Navy Internal Review Training Course-* Deputy Controller of the Navy
- ✓ *Management Seminar I & II-* Department of the Navy

SECTION 7: HONORS AND AWARDS...

- ◆ ***Outstanding Teaching Award, Mississippi State University-Meridian, Division of Business (2010 and 2015/2016).***
- ◆ ***Faculty Research Award Recipient, Mississippi State University-Meridian, Division of Business (2011).***
- ◆ ***Best Paper Award of Accounting Section (2011) at Academy of Business Research International Conference, New Orleans, Louisiana, March 16-18, 2011.***
- ◆ ***Paul B. Murphy, Jr. Faculty Award, Mississippi State University (2010) for outstanding faculty member for contribution to the mission of teaching, research, and service.***
- ◆ ***Outstanding Research Award, Mississippi State University-Meridian, Division of Business (2009).***
- ◆ ***Who's Who Among America's Teachers- Multiple Year Recipient (2004).***
- ◆ ***Special CMA Certification Recognition Letter (2004).***
- ◆ ***Beta Gamma Sigma, Honor Society for Collegiate Schools of Business.***
- ◆ ***Who's Who Among America=s Teachers- Multiple Year Recipient (2004).***
- ◆ ***Omicron Delta Epsilon, Economics Honorary.***
- ◆ ***Full Graduate Scholarship, University of Mississippi.***
- ◆ ***Graduate Assistantship, University of Mississippi.***
- ◆ ***Commendation from the Commanding Officer, U.S. Naval Hospital-Millington.***
- ◆ ***Sustained Superior Performance Award, U.S. Naval Hospital-Millington.***
- ◆ ***Letters of Appreciation- Chief, Naval Technical Training and Commander, Naval Medical Command, Southeast Region; Commanding Officer, Naval Hospital-Millington.***

SECTION 8: ACTIVITIES AND MEMBERSHIPS...

- American Accounting Association
- American Institute of Certified Public Accountants
- Institute of Internal Auditors
- Mississippi Society of Certified Public Accountants
- Association of Health Care Internal Auditors (former member)
- Institute of Management Accountants

REFERENCES: Available upon request