

## Shawn Mauldin

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October 18, 2017

Mr. Alejandro Perkins, Chair  
Board of Supervisors  
University of Louisiana System  
1201 North Third Street, Suite 7-300  
Baton Rouge, LA 70802

Dear Mr. Perkins:

I am pleased to submit my letter of interest for the position of President of Nicholls State University. I believe I meet the desired qualifications outlined in the position announcement and that I am uniquely qualified to serve as the next President. Nicholls State University is at an inflection point, and the next leader must possess the appropriate skill set and experience to successfully navigate through complex financial and academic challenges that have become the norm in higher education. In this letter, I will briefly describe how my background in administration, teaching, service, research, fundraising, and fiscal management has prepared me to meet these challenges.

As a seasoned administrator with seventeen years of academic administrative experience at Nicholls and Mississippi State University, I believe I possess the leadership qualities that will be required of the next President to be successful in the current environment. My leadership style is to build relationships and academic partnerships based on integrity, trust, and transparency. I am an enthusiastic, interactive and engaging leader who can bring diverse groups together to work toward common goals. Creating opportunities for innovative programs, collaborative research and grant writing, quality teaching, and meaningful service in a collegial environment is one of my strengths. I am approachable, a good listener, and a strategic thinker. I understand the academic diversity of Nicholls and what it takes to build successful partnerships with all constituencies. Most importantly, I welcome dissenting opinions, and I am committed to shared governance in the strategic direction of the University.

In my capacity as dean of the College of Business at Nicholls, I provided the leadership to maintain AACSB accreditation, obtain separate AACSB accreditation for the accounting program, develop a long-term strategic plan, appoint and engage executive advisory boards in accounting and business, establish various means of increasing the visibility of the college, and implement successful fundraising initiatives at multiple levels. Under my leadership, new academic partnerships were developed and innovative academic programs were created. These included articulation agreements with several community colleges, an Executive MBA program, a maritime management concentration, a post-baccalaureate certificate program in applied business, and an online business administration program. These programs continue to meet the workforce development needs of the region and provide much needed resources to the University and College. As the director of the Adkerson School of Accountancy at Mississippi State, I

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continue to provide similar leadership to accomplish strategic initiatives. For example, maintaining AACSB accreditation, developing and implementing a multi-stakeholder driven strategic plan, revising the curriculum to include data analytics, and bringing courses online.

Teaching is the primary reasons I pursued a career in higher education. The satisfaction of helping students achieve their goals is extremely rewarding. As dean of the business school, I provided the leadership to continue helping students by enhancing teaching, creating an environment more conducive to learning and progression toward degree completion, and creating innovative curricula to meet the demands of students and the stakeholders served by Nicholls. This included the creation and implementation of online undergraduate core courses, the creation of challenge exams to meet the MBA pre-requisites, a restructuring of the traditional MBA program, a commitment to exchange programs, and the development of the academic programs previously mentioned. I fully understand the challenges encountered by faculty and students in today's learning environment. In fact, I taught an online class while at Nicholls in order to better understand the issues facing faculty in the online environment. In my current position, I continue to create an environment that will ensure students have access to state-of-the art curricula in order to meet the needs of employers. Accordingly, adapting curricula to meet the demands of stakeholders, supporting effective teaching, and having a student-centered focus would be one of my top priorities as President.

Service has been an integral part of my responsibility as a faculty member, department head, dean, and director. This is an area that I thoroughly enjoy and in which I thrive. I have been extensively involved in academic, business, government, and professional organizations at various leadership levels. One example is my service as the President of the Society of Louisiana CPAs, a 6,600 membership organization. Another example is the development of the Bayou Region Business Institute to provide continuing education to attorneys, insurance agents, financial planners and CPAs. As evidenced in my Vita, I continue a high-level internal and external service at Mississippi State University. I understand the importance and impact that academic service and professional engagement have on the stature of the University. As President, I would continue to establish and maintain external relationships with stakeholders and would encourage others to do so as well.

The next president must understand that faculty research consistent with the mission of a regional university is very important to the region it serves and is the foundation for innovation and faculty currency. Although Nicholls is primarily a teaching institution, the impact of research on teaching and practice in a faculty member's discipline will play an important role in the growth of the University. One of the strengths I bring to the presidency is my research background. I have been able to manage the scholarly process effectively over my entire career as evidenced by the quantity and quality of my research. As such, I fully understand the research component of a faculty member's job and the difficulties encountered by faculty to remain intellectually active. As President, I would encourage, recognize, and support the scholarly activities of the faculty.

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Fundraising and developing new academic revenue generating models will be vitally important to the sustainability of the University. Fundraising and soliciting financial support have been a focus of my administrative positions. I have been successful in identifying, cultivating and securing financial support from external constituents. While at Nicholls, I worked with donors on a college capstone fund, naming rights for classrooms, chairs, professorships, scholarships, and academic programs. In my current position I continue to be heavily involved in fundraising activities. The next President will have to be directly involved in fundraising activities and the creation of innovative academic programs that provide new sources of revenues. I fully understand the importance that outside funding has on the future success of Nicholls and given the opportunity I would embrace that aspect of the job.

The next President will have to deal with multiple challenges. These include diminished state support, tuition elasticity, competition from non-traditional universities, online delivery of instruction, faculty and student retention, and enrollment to name just a few. All of these issues have an impact on the financial side of the institution. The ability to effectively deal with these issues not only requires a strong academician and leader but someone with exceptional fiscal management skills. My experiences outside of academe, along with my financial academic training, provide a solid foundation to comprehend and effectively manage the financial complexities of the University. Nicholls is at a point that cutting costs without severely impacting services to students and negatively impacting the financial health of the University will be very difficult. Providing academic programs that meet the needs of students and the regional workforce while maintaining the mission of a regional university will be a tough balancing act. However, dealing with these challenges by creating an entrepreneurial and innovative environment that imparts positive change is possible with the right leader with the right vision. I am confident that I possess the leadership skills, financial management skills, and strategic vision to deal with these challenges and to take advantage of the opportunities that exist.

It would be remiss of me not to mention the role of athletics at Nicholls. I fully support the athletic programs at Nicholls. These programs provide access to higher education that many students would not otherwise have. While at Nicholls I attended many of the academic recognition programs for athletes and was always impressed with what they had accomplished. Their commitment to excellence and ability to manage their academic studies should be an inspiration to all students. The athletic programs at Nicholls also provide significant opportunities to promote the University and instill a sense of pride for all Colonels. Student athletes are important to Nicholls and the surrounding community and we need to continue to find ways to support them.

In accordance with the position announcement, I am including my curriculum vita as part of the application. I have purposely tried to be succinct in this letter and my vita to facilitate your review. Once you have reviewed my vita, you will find that my overall strength as a leader resides in the depth and breadth of my experience. This experience allows me to work effectively and immediately with core stakeholders at Nicholls to move it to the next phase of development. As a first generation college student, I hold a great deal of appreciation for the

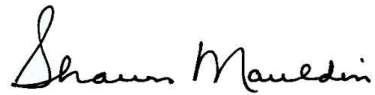
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opportunities that Nicholls provided to me and my family. There are many current students and alumni who just like me would not have had access to higher education without Nicholls. Ensuring that Nicholls continues to be a viable choice for higher education in the Bayou Region and beyond is an awesome responsibility that I am willing to assume. It would be an honor to serve as the next President.

In closing, I sincerely appreciate the opportunity to be considered for the President's position and look forward to further discussing my qualifications and the position with you, the search committee, and all Nicholls State University stakeholders. In the event you should have any questions, or if additional information is required to assist in your decision, please feel free to contact me.

Sincerely,

A handwritten signature in black ink that reads "Shawn Mauldin". The signature is written in a cursive style with a large initial 'S'.

Shawn Mauldin

**SHAWN MAULDIN  
CURRICULUM VITAE**

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**EDUCATION**

Doctor of Philosophy

School: University of Mississippi

Major: Accounting

Minors: Tax and MIS

Dissertation: AICPA Accreditation of CPAs in Specific Areas of Practice: A  
Public and Regulatory Perspective - Main Paper Published: Accounting Horizons

Masters of Business Administration

School: Nicholls State University

Emphasis: Accounting

Bachelor of Business Administration

School: Nicholls State University

Major: Accounting

Minor: Business Administration

**CERTIFICATIONS & LICENSES**

Certified Public Accountant - Licensed

Certified Management Accountant

Certified Financial Planner

Chartered Global Management Accountant

**TEACHING & ADMINISTRATIVE**

Mississippi State University

Director and Professor of Accounting

Adkerson School of Accountancy (2015 – Present)

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**TEACHING & ADMINISTRATIVE**

Nicholls State University

Dean and Cenac Chair in Accounting (2005 - 2015)  
Department Head of Accounting and Betsy Ayo Professor (2000 - 2005)  
Instructor (1987 - 1992); Free Enterprise Director (1992 - 1993)  
Courses taught: Financial, Managerial (Undergraduate and Graduate)  
Financial (online)

Southeastern Louisiana University

Assistant Professor (1997 - 2000)  
Faculty Advisor - Student IMA Chapter  
Courses taught: Financial, Managerial (Undergraduate and MBA/EMBA)

University of Mississippi

Graduate Instructor and Coordinator of Accounting Principles Course (1994 - 1997)

Reims Management School - Reims, France

Course taught: MBA - International Accounting

Educational Services, Inc.

Courses Taught: Continuing Education and Pre-Licensing - Insurance Industry  
Other Duties: Curriculum Development

**PUBLICATIONS**

Haynie, J, B. Flynn, and S. Mauldin, "Proactive Personality, Core Self-evaluations, and Engagement: The Role of Negative Emotion," *Management Decision*. January 2017, 55, 450-463. Doi: 10.1108/MD-07-2016-0464

Mauldin, et al., "The Marketability of Options for Meeting the 150-Hour Requirement: An Empirical Analysis of Public Accounting Firm Recruiting Intentions," *Issues in Accounting Education*. August 2013, Vol. 28, No. 3, 2013: 537-554.

Lawrence, S. and S. Mauldin "Providing Investment Advice to Clients: An Overview for CPAs" *Journal of Business Issues*. February 2013, Vol. 1, Issue 1, 67-73.

Braun, B. and S. Mauldin "From Practice to the Classroom" *Journal of Accountancy*. October 2012, Vol. 214, Issue 4, 40-46.

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**PUBLICATIONS**

- Lawrence, S., J. Lajaunie, N. Michel, and S. Mauldin. "A Comparison of Retirement Plan Benefits to Higher Education: States Participating in Social Security versus Nonparticipating States." *Journal of Business Issues*. Vol. 1, Spring 2011. 53-66.
- Chiasson, M., Breaux, K., and S. Mauldin. "Employee vs. Contractor: Controversial Battlegrounds, the Courts Rule." *Journal of Business and Behavioral Sciences*. Vol. 23, No. 1. Spring 2011. 120-131.
- Mauldin, S., B. McManis, and K. Breaux. "Deans' Perceptions of AACSB Endorsed Post-Doctoral Bridge Programs." *Journal of Education for Business*. Vol. 86, Issue 5, June 2011. 279-293.
- Bourgeois, M., K. Breaux, M. Chiasson, and S. Mauldin. "Tax Incentives of Going Green." *The CPA Journal*. Vol. LXXX/no.11, November 2010.
- Michel, N., S. Lawrence, J. Lajaunie, and S. Mauldin. "Financial Planning for the Higher Education Client: An Analysis of Optional Retirement Plan contribution Rates in Higher Education." *Journal of Retirement Planning*. Issue 5. September/October 2010.
- Mauldin, K., M. Chiasson, S. Mauldin, K. Breaux. "CPA Beware: Disclosure/Use of Taxpayer Information Requirements Under IRC Section 7216." *The CPA Journal*. Vol. LXXX/no. 7, July 2010.
- Michel, N., S. Lawrence, J. Lajaunie, and S. Mauldin. "A Comparison of Defined Benefit and Optional Retirement Plan Rates of Return in Higher Education." *Journal of Retirement Planning*. March/April 2010. 17-26.
- Breaux, K., M. Chiasson, S. Mauldin, T. Whitney. "Ethics Education in Accounting Curricula: Does it Influence Recruiters' Hiring Decisions of Entry-Level Accountants?" *Journal of Education for Business*, v. 85 #1. 2010. 1-5.
- Lawrence, S., J. Lajaunie, and S. Mauldin. "Advising the Participant Regarding Double Dipping and Social Security." *Journal of Retirement Planning*. March/April, 2009. 19-26.
- Breaux, K., S. Mauldin, and P. Plagens. "Dual Entitlement Provision, Government Pension Offset and Windfall Elimination Provision: The Impact on Social Security Retirement Benefits." *Today's CPA Journal*. March/April 2008. Vol. 35, Number 5, 34-38.
- Gaharan, C., M. Chiasson, K. Foust, and S. Mauldin. "AACSB International Accounting Accreditation: Benefits and Challenges." *Accounting Educators Journal*. Volume XVII, (2007): 13-29.
- Mounce, P., S. Mauldin, and K. Mauldin. "HSAs: A Healthy Choice for Businesses." *Journal of Business Issues*. Vol. 1, (2006): 55-61.

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**PUBLICATIONS**

- Mauldin, S., and P. Mounce. "Health Savings Accounts: The New Benefits Plan." The CPA Journal. Vol. LXXVI no. 8, August 2006.
- Mauldin, S., B. Zachry, and J. Morris. "Does Student Work Experience Affect CPA Firm Recruiting Decisions?" Accounting Educators' Journal. Vol. 16 (2006): 41-51.
- Chiasson, M. A., C. Gaharan, and S. Mauldin. "Inbox: Response to Letter to the Editor - Specialty Designations: Missed Opportunities, or Fragmenting the Profession?" The CPA Journal. Vol. LXXVI no.6. June 2006: 12-13.
- Chiasson, M. A., C. Gaharan, and S. Mauldin. "A History of the Development of the AICPA's Specialty Designation Program." The CPA Journal. Vol. LXXVI no.1. January 2006: 64-68.
- Chiasson, M. A., K. M. Foust, C. Gaharan, and S. Mauldin. "Career Awareness, Perceptions, and Attitudes in Accounting Principles Classes: One School's Experience." Journal of Business and Training Education. Vol. 14, Fall, 2005: 9-14.
- Mounce, P., S. Mauldin, and B. Braun. "The Importance of Relevant Practical Experience Among Accounting Faculty: An Empirical Analysis of Students' Perceptions." Issues in Accounting Education. Vol. 19, No. 4, November 2004: 399-411.
- Mauldin, S., J. Crain, and J. Morris. "Student Involvement in Accounting Organizations: The Effect on CPA Firm Recruiting." Advances in Accounting Education. Vol. 6, Fall, 2004: 155-171.
- Chiasson, M., S. Mauldin, K. Breaux, and J. Pitre. "Students Perceptions of the Accounting Profession." The Journal of Accounting and Finance Research. Vol. 12, #3, Summer II, August, 2004.
- Shelton, J., M. Chiasson, and S. Mauldin. "The 150-Hour Education Requirement: Revisiting the Public Choice vs. Public Interest Debate." The Journal of Accounting and Finance Research. Vol. 11, #2, Summer, 2003.
- Chiasson, M. and S. Mauldin. "Tax Implications of 529 Plans." Today's CPA Journal. September/October 2003. Vol. 31, Number 2.
- Mauldin, S., P. Brown, M. Stocks, and B. Braun. "Income Level and Income Type as Determinants of Tax Return Preparation Fees: An Empirical Investigation." Advances in Accounting. (July 2002). Vol. 19, 189-213.
- Brown, P., and S. Mauldin. "The Effect of an Accounting Tutoring Program on Students' Success in the First Principles Course." The Journal of Accounting and Finance Research. Vol. 10, #1, Spring, 2002.



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**PUBLICATIONS**

- Mauldin, S., and J. Morris. "The Rise and Fall of a Mississippi Lumber Company: Lessons Learned from Early 20th Century Accounting Records." *Oil, Gas, and Energy Quarterly*. (December 2001). Vol. 50, No. 2, 459-474.
- Theriot, M., and S. Mauldin. "Electronic Communication of Financial Information: A Potential Ethical Violation?" *The Journal of Accounting and Finance Research*. (November 2001). Vol. 9, #5.
- Braun, R., and S. Mauldin. "Stretching the CPA Brand: Student Perspective." *The CPA Journal*, (September 2001) Vol. LXX/No.9.
- Mauldin, S., J. L. Crain, and A. Daigle. "Long Term Care Insurance: An Overview for CPAs." *Today's CPA Journal*. (May/June 2001). Vol. 27, No. 6.
- Mauldin, S., and J. L. Crain. "Specialization of CPAs and the AICPA Accreditation Program." *Tennessee CPA Journal*. (January 2001). Vol. 46, No. 1.
- Mauldin, S., P. H. Mounce, and J. L. Crain. "Pending Changes in Accounting for Business Combinations: Implications for the Oil and Gas Industry." *Oil, Gas, and Energy Quarterly*. (January 2001). Vol. 49, No. 3, 641-651.
- Braun, R., and S. Mauldin. "The C.F.E. Designation in Perspective." *The CPA Journal* (April 2000). Vol.LXXI/No.4, pp. 42-48.
- Braun, R., and S. Mauldin. "Activism and the Auditing Standard Setting Process." *Today's CPA Journal*. (November/December 2000). Vol. 27, No. 3.
- Mauldin, S. and C. Brown. "The Effects of Tax Legislation on Taxpayer Behavior: An Analysis of the Roth IRA." *The Journal of Accounting and Finance Research*. (Fall 2000) Vol. 8, #2.
- Mounce, P. H. and S. Mauldin. "Political Activity by Religious Organizations." *National Public Accountant*. (October 2000). Vol. 45, No. 8.
- Mauldin, S., W. M. Wilder, and M. H. Stocks. "Does AICPA Accreditation of Non-Audit Services Add Value?" *Accounting Horizons*. (March 2000). Vol. 14, Number 1, 49-67.
- Mauldin, S., Braun, R., and J. Zanzig. "Graphically Presented Accounting Information: An Empirical Study of User Judgment and Accuracy." *Journal of Business and Behavioral Sciences*. (Fall 1999). Vol. 6 N. 2, 54 – 65.
- Mauldin, S., P. H. Mounce, and J. L. Crain. "The Accounting Principles Instructor's Influence on Students' Decisions to Major in Accounting." *Journal of Education for Business*. (January/February 1999).

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**PUBLICATIONS**

Mauldin, S., J. L. Crain and W. R. Simpson. "Retirement Planning: Effective Use of IRAs." *Southeastern Economic Outlook*. (Spring 1999). Vol. 13, Number 1.

Wilder, W. M. and S. Mauldin. "The Multiple Sources of GAAP for Healthcare Organizations: Current and Future." *Government Accountants Journal*. (Fall, 1999): 10 - 17.

Crain, J. L., Simpson, W. R. and S. Mauldin. "The Taxpayer Relief Act of 1997: Reinventing the IRA." *National Public Accountant*. (March/April 1998): 20-24.

Mounce, P. H. and S. Mauldin. "A Delphi Study: Faculty Perceptions of the Influence on a Student's Decision to Major in Accounting." *The Journal of Accounting and Finance Theory*. (Spring 1998).

Mauldin, S. and W. M. Wilder. "Personal Liability for the Unsuspecting Accountant: Employee Withholding Taxes." *The CPA Journal*. (February 1997): 30-34.

**OTHER PUBLICATIONS**

Mauldin, D. S., and J. B. Stroud, "Louisiana Educators Gather to Address Accounting Issues." *Lagniappe: A Publication for Louisiana Certified Public Accountants*. May 2004, Vol. 31, Number 10.

Mauldin, D. S., "Retirement Planning for the Self Employed Entrepreneur." *Lafourche Comet and The Houma Daily Courier*, July 6, 1993.

Mauldin, D. S., and J. S. Ponder, "Retirement Planning: It's Your Future," *Thibodaux Magazine*, December, 1994, p. 4-6.

**PAPERS UNDER REVIEW**

Accounting Department Head: The Road Less Traveled. *Accounting Educator's Journal*. August 2017.

CPAs' Evaluations of Accounting Graduates: An Empirical Investigation of Face-to-Face and Online Degrees. *Accounting Educator's Journal*. September 2017.

Stress, Resilience and Burnout: The Case of Academic Burnout Among Business Students. *Academy of Management Learning and Education Journal*.

**PAPERS IN PROGRESS**

"Darned if You Do. Damned if You Don't: The Whistleblower's Dilemma. Target Journal: Behavioral Research in Accounting

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**PRESENTATIONS / PROCEEDINGS**

“Personal Liability for the Unsuspecting Accountant: Employee Withholding Taxes.”  
Presented at Southwest American Accounting Association, New Orleans,  
Louisiana, March 13, 1997. Published in the Collected Papers and Abstracts.

“Faculty Perceptions of Factors that Influence a Student’s Decision to Major in  
Accounting: A Delphi Study,” Midsouth Association of Accounting and Finance,  
Jackson, Mississippi, September 29, 1997, with Trish Mounce.

Multiple Sources of GAAP for Healthcare Organizations: Current and Future,”  
American Society of Business and Behavioral Sciences, Las Vega, Nevada,  
February 25, 1998, with Mark Wilder.

“The Accounting Principle Instructor’s Influence on Students Decisions to Major in  
Accounting,” American Society of Business and Behavioral Sciences, Las  
Vegas, Nevada, February 25, 1998, with Trish Mounce.

“The Effect of Ability to Pay on Tax Return Preparation Fees: An Empirical  
Investigation,” Southwest Federation of Administrative Disciplines, Dallas, Texas,  
March 6, 1998, with Phil A. Brown and Morris H. Stocks.

“AICPA Accreditation of CPAs in Specific Areas of Practice: An Empirical  
Investigation,” Presented at the National American Accounting Association, New  
Orleans, Louisiana, August 17, 1998, with W. Mark Wilder and Morris H. Stocks.

“The Promulgation of Statements on Auditing Standards: An Analysis of Exposure  
Draft Comments and Their Effect on SAS No. 82,” Midsouth Association of  
Accounting and Finance, Jackson, Mississippi, October 5, 1998.

“Graphically Presented Accounting Information: An Empirical Study of User Judgment  
and Accuracy,” American Society of Business and Behavioral Sciences, Las  
Vegas, Nevada, February, 1999, with Jeff Zanzig and Robert Braun.

“Twenty-Five Years of Tax Reporting by a Mississippi Lumber Company: A  
Longitudinal Study,” American Society of Business and Behavioral Sciences, Las  
Vegas, Nevada, February, 1999, with Joe Morris.

“AICPA Accreditation of CPAs in Specific Areas of Practice: A Regulatory Perspective,”  
Southwest Federation of Administrative Disciplines, Houston, Texas,  
March 12, 1999, with Charles Taylor.

“AICPA Accreditation of CPAs in Specific Areas of Practice: An Empirical Investigation,”  
Southeast AAA Regional Meeting, Atlanta, Georgia, April 10, 1999, with W. Mark  
Wilder and Morris H. Stocks.

“The Effects of Tax Legislation on Taxpayer Behavior: An Analysis of the Roth IRA,”  
American Academy of Accounting and Finance, New Orleans, Louisiana,  
December 10, 1999, with Chris Brown.

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**PRESENTATIONS / PROCEEDINGS**

“Activism and the Auditing Standard Setting Process,” Presented at the 2000 SWAAA, San Antonio, Texas, March 16, 2000, with R. Braun.

“Income Level and Income Type as Determinants of Tax Return Preparation Fees: An Empirical Investigation.” Presented at the National American Accounting Association, Philadelphia, Pennsylvania, August 16, 2000, with P. Brown, M. Stocks, and R. Braun.

“Teaching Accounting in an Executive MBA (EMBA) Program.” Presented at the Eighth Annual Southwestern Business Administration Teaching Conference, Houston, Texas, October 19-20, 2000, with J. L. Crain.

“Electronic Communication of Financial Information: A Potential Ethical Violation?” Presented at the American Academy of Accounting and Finance, New Orleans, Louisiana, December 8, 2000, with Mitch Theriot. Published in the Proceedings.

“Long Term Care Insurance: An Overview for CPAs.” Presentation at the SWAAA in New Orleans, Louisiana, March 2, 2001. Published in the Collected Papers and Abstracts.

“Pending Changes in Accounting for Business Combinations: Implications for the Oil and Gas Industry.” Presented at the SWAAA in New Orleans, Louisiana, March 1, 2001. Published in the Collected Papers and Abstracts.

“Professional Specialization: The CFE. Designation in Perspective.” Presented at the SWAAA in New Orleans, Louisiana, March 1, 2001. Published in the Collected Papers and Abstracts.

“Student Involvement in Accounting Organizations: The Effect on CPA Firm Recruiting” Presented at the National American Accounting Association in Atlanta, Georgia, August 15, 2001.

“The Impact of an Accounting Tutoring Program on Students’ Success in the First Principles Course.” Proceedings at the American Academy of Accounting and Finance in New Orleans, Louisiana, December 6, 2001.

“Does Accounting Internships Affect CPA Firm Recruiting Decisions?” Proceedings at the American Academy of Accounting and Finance in New Orleans, Louisiana, December 7, 2001.

“Career Awareness, Perceptions, and Attitudes in Accounting Principles Classes: One School’s Experience.” Presented at the Southwest Region of the American Accounting Association in St. Louis, Missouri, March 7, 2002.

“The 150-Hour Education Requirement: Revisiting the Public Choice vs. Public Interest Debate.” Proceedings at the American Academy of Accounting and Finance Conference in New Orleans, Louisiana, December 5, 2002.

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CURRICULUM VITAE**

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**PRESENTATIONS / PROCEEDINGS**

- “A Cotton Gin “Bale-Out” During the Great Depression.” Proceedings at the American Society of Business and Behavioral Sciences, Las Vega, Nevada, February 25, 2003. Best paper award for the accounting history track.
- “High School Students’ Perceptions of Accounting as a Career.” Presented at SWAAA in Houston, Texas, March 7, 2003.
- “Practical Experience of Accounting Professors: The Effect on Students’ Ratings of Accounting Faculty.” Presented at the Western American Accounting Association in Breckenridge, Colorado, April 24 - 25, 2003.
- “The Importance of Relevant Practical Experience Among Accounting Faculty: An Empirical Analysis of Students’ Perceptions.” Presented at the National American Accounting Association in Hawaii, August 5, 2003.
- “Forensic Accountants: Individually and Collectively Serving the Public Good.” Presented at the American Academy of Accounting and Finance in New Orleans, LA, December 2003.
- “Students Perceptions of the Accounting Profession.” Presented at the American Academy of Accounting and Finance in New Orleans, LA, December 2003.
- “A History of the Development of the AICPA’s Specialty Designation Program.” Presented at 10<sup>th</sup> World Congress of Accounting Historians. St. Louis, Missouri - Oxford, Mississippi, August 4, 2004.
- “AACSB International Accounting Accreditation: Benefits and Challenges.” Presented at the National American Accounting Association. Orlando, Florida, August 11, 2004.
- “Do Alternative 150-Hour Options Add Value to Entry-Level Accountants? CPA Firm Recruiters’ Perceptions.” Presented at the National AAA, San Francisco, California, August 8, 2005.
- “HSAs: A Healthy Choice for Businesses.” Presented at SWAAA, Oklahoma City, Oklahoma, March 3, 2006.
- “Independent Contractor vs. Employee: Revisiting the Classification Factors.” Presented at SWAAA, Oklahoma City, Oklahoma, March 4, 2006.
- “Marketing a Small CPA Firm: Importance and Strategies.” Presented at SOBIE, Natchez, Mississippi, March 20, 2006.
- “Ethics Education in Accounting Curriculums: Does it Influence Recruiters’ Hiring Decisions of Entry-Level Accountants,” Presented at the National AAA, Washington, D.C., August 7, 2006.

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**PRESENTATIONS / PROCEEDINGS**

- “A Discussion with Barry Melancon, CEO, AICPA,” Moderator/Discussant at the National AAA, Anaheim, CA, August 5, 2008.
- “A Bridge over Troubled Waters: Deans’ Perceptions of Post-Doctoral Bridge Programs,” Presented at the Academy of Accounting, Finance, and Economics, New Orleans, LA, December 11, 2008.
- “A Preliminary Study of Optional Retirement Plan Contribution Rates in Higher Education,” Presented at the Eastern Finance Association, Houston, Texas, 2008.
- “The Impact of the Windfall Elimination Provision and the Government Pension Offset in Retirement Planning for Participants,” Presented at the Academy of Financial Services, Boston, MA, 2008.
- “Employee vs. Contractor: Controversial Battlegrounds, The Courts Rule,” Presented at the ASBBS 16<sup>th</sup> Annual Conference, Las Vega, NV, February 21, 2009.
- “A Comparison of Defined Benefit and Optional Retirement Plan Rates of Return in Higher Education,” Published in the Proceedings at Global Conference on Business and Finance, Honolulu, Hawaii, January 2010.
- “CPA Beware: Disclosure/Use of Taxpayer Information Requirements Under IRC Section 7216,” Presented at the National AAA, San Francisco, CA, August 2010.
- “So, You Want to Teach? A Practical Guide for CPAs Interested in College Instruction,” Presented at the National AAA, Denver, CO, August 2011.
- “The Marketability of Students for Entry-Level Public Accounting Positions: Recruiters’ Valuation of Alternative Paths to Meet the 150-Hour Requirement,” AAA Southwest Regional/FBD Meeting, New Orleans, LA, March 2012.
- “Advising Clients on Investing in Turbulent Times: An Analysis of Alternative Asset Allocation Models,” Presented at the SWAAA in New Orleans, LA, March 2012.
- “Options for Meeting the 150-Hour Requirement: An Empirical Analysis of Recruiter Intentions,” Annual Meeting of the AAA, Washington, DC, August 2012.
- “Face-to-Face and Online Degrees from Traditional and Online Universities: An Empirical Investigation of CPAs’ Recruiting Evaluations,” Annual Meeting of the AAA, Atlanta, GA, August 2014.
- “An Analysis of Recent Data on the Progressivity of the U.S. Federal Tax System,” Academy of Business Research, New Orleans, LA, March 2015.
- “Stuck Between a Rock and an Even Harder Place: The Whistleblower’s Dilemma.” Annual Meeting of the AAA, Ethics Symposium, New York, NY, August 2016.

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## **PRESENTATIONS / PROCEEDINGS**

“Employment Implications of Online Coursework: Empirical Evidence from Public Accounting.” Annual Meeting of the AAA, New York, NY, August 2016.

“Proactive Personality, Core Self-Evaluations, and Engagement: Main Effects and the Role of Negative Work Affect.” Southern Management Association – Presentation and Proceedings, Charlotte, NC, October 2016.

“Darned if You Do. Damned if You Don’t: The Whistleblower’s Dilemma.” Annual Meeting of the AAA, San Diego, CA, August 2017.

## **GRANTS / PROPOSALS**

- LEQSF – 2002, Instructional Technology Support Proposal - NSU 2002, two mobile multi-media presentation workstations, \$18,000
- LEQSF – 2002, Learning Environment and Outcomes Enhancement Plan: The Sales and Interactive Training Laboratory, \$84,949
- LEQSF - 2002, Enhanced Learning Environments Using Flexible Instructional Technologies in Support of a Master Plan in the College of Business Administration at Nicholls State University, \$75,932
- LEQSF - 2003, An Enhancement Plan for Technology Applications and Skills in CBA Graduates for Nicholls State University, \$55,088
- Instructional Technology Support Proposal - NSU 2003, equip four classrooms with instructional technology, one mobile multi-media presentation workstation, \$75,000
- Instructional Technology Support Proposal - NSU 2004, establish a mobile computing lab in Powell/White complex, create a modern classroom setting suitable for its use, and to replace a failing projector in Powell 221, \$67,449
- LEQSF 2004, Enhancing Learning Outside the Classroom: The Collaborative Learning and Resource Center, \$155,600
- LEQSF 2004, Enhanced Learning Environments Using Flexible Learning Technologies, \$75,000
- Instructional Technology Support Proposal - NSU 2005, Update Technology in Classrooms, \$32,000
- NSU Building and Use Fee Proposal - NSU 2009, Update CIS Lab, \$68,000.

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## **GRANTS / PROPOSALS**

- Instructional Technology Support Proposal - NSU 2011, Update Technology in Auditorium, \$38,022
- NSU Building and Use Fee Proposal - NSU 2012, Auditorium Renovation, \$232,000
- Board of Regents' Proposals for Matching Funds for Chairs (\$600,000) and Professorships (\$60,000)
- Maritime Program (2012-13) - Worked with donors to raise \$350,000 for a Maritime Management Concentration in the College of Business.
- Board of Regents Undergraduate Enhancement Grant (2014) - Enhancing Online and Distance Learning Environments Using Interactive Technologies: Addressing the Demands and Mandates for Web-Based and Computer-Mediated Course Delivery, \$100,000
- Instructional Technology Support Proposal - LEQSF 2014, Technology to Assist the College of Business in Developing and Developing Technology-Mediated Classes and Programs, \$34,235
- Mississippi State University Graduate School - Graduate Recruitment Assistance Grants, \$30,000. Submitted October 2017.

## **PROFESSIONAL EXPERIENCE**

- Oil Mop, Inc., New Orleans, LA  
Staff Accountant (1979 - 1980)  
Controller of Wholly Owned Subsidiary - Apache Marine, Inc. (1979 - 1981)
- Vacco Marine, Inc., Houma, LA  
Co-owner/Vice President (1981 - 1984)
- Certified Public Accountant - Self Employed (1985 - 1987)
- Associate Painting Services/Houma Land & Offshore, Houma, LA  
Controller (1987 - 1988); Chief Financial Officer (1988 - 1991)
- Fortier and Prevost, CPAs, Houma, LA  
CPA, Part-time (1991 - 1993)
- Bisys Educational Services, Atlanta, GA  
Consultant and Instructor for CFP/CLU Product Line (1997 - 2003)  
Developed curricula and test questions for CFA/CFP/CLU exams



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## **PROFESSIONAL EXPERIENCE**

- Educational Services, Inc. Baton Rouge, LA  
Co-owner/Treasurer (1988 - 2007)
- E-Mind, Beverly Hills, California - Reviewer for NASD review courses (2000 - 2004)

## **PROFESSIONAL AFFILIATIONS/SERVICE**

### Current:

- Board of Directors - Mississippi Society of CPAs
- Chair, AACSB Accounting Accreditation Committee
- Member, Mississippi Society of CPAs Education Committee
- Member, AACSB Committee on Accreditation Policy
- Rotary International, Starkville, MS

### Previous:

- President - North Central Chapter of the Mississippi Society of CPAs
- President - Louisiana Society of CPAs
- Vice-President - Louisiana Society of CPAs
- Treasurer - Louisiana Society of CPAs
- Vice-President - South Louisiana Economic Council
- Board Member - Thibodaux Chamber of Commerce
- SCIA Workforce Development Committee
- Board Member - Bayou Area Habitat for Humanity
- Board Member - Terrebonne Economic Development Association
- Board Member - South Louisiana Economic Council
- Career Awareness Committee (Louisiana Society of CPAs)
- CPE Development Committee (South Central Chapter of CPAs)
- American Institute of Certified Public Accountants
- American Accounting Association
- Institute of Management Accountants
- Louisiana Society of Certified Public Accountants
- Rotary International - Thibodaux, LA
- NSU Alumni Federation

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- College of Business Alumni Association

## **PROFESSIONAL AFFILIATIONS/SERVICE**

### Previous:

- Governor Jindal's Transition Team - Government and Fiscal Reform
- Treasurer - Lafourche Fire District #3
- President, Treasurer, Secretary - South Central Chapter of Louisiana CPAs
- Chair - Lafourche Parish Schools' Audit Committee
- Chair - Southwest AAA (Teaching and Curriculum)
- Director - Baton Rouge Chapter of Institute of Management Accountants
- Board Member - NSU Free Enterprise Program
- Terrebonne Parish Consolidated Government Revenue Review Committee

## **AWARDS AND HONORS**

- Outstanding Alumnus, College of Business, Nicholls State University (2017)
- Chapter Honoree, Beta Gamma Sigma, Nicholls State University (2017)
- Top Ten Researcher/Grant Writer – Nicholls State University (2015)
- Arlen B. Cenac Chair in Accounting (2008 - 2015)
- Recipient of the Society of Louisiana CPAs' Lifetime Achievement in Accounting Education Award (2006)
- Betsy Ayo Endowed Professor - Nicholls State University (2003 - 2005)
- Outstanding Faculty Member - NSU Academic Council (2003)
- Outstanding Alumni Spotlight - Nicholls State University (2002)
- Article Award - Board of Certified Financial Planners (2001)
- Outstanding Accountancy Ph.D. Student - University of Mississippi (1996)

## **AACSB EXPERIENCE**

- Member - AACSB Committee on Accreditation Policy (2017 - Present)
- Chair - AACSB Accounting Accreditation Committee (2017 - Present)
- Vice Chair - AACSB Accounting Accreditation Committee (2016 - 2017)
- Member - AACSB Accounting Accreditation Committee (2013 - 2016)
- Seminar Leader - AACSB Accounting Accreditation Seminar (2015 - Present)
- AACSB Panel Chair - Resolution of 6<sup>th</sup> Year Review Recommendations
- Peer Review Teams - Initial Visits for Accounting and Business (2,000 - Present)

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- Peer Review Teams - Maintenance Visits for Business and Accounting (2,000 - present)

## **AACSB EXPERIENCE**

- Consultant - Maintenance Visits for Initial Accounting and Business Accreditation
- CIR One and Two Assignments as part of the Accounting Accreditation Committee

## **ACADEMIC SERVICE / COMMITTEES**

### Current:

- Chair - School of Accountancy Fundraising Initiative
- Chair - School of Accountancy Strategic Planning Committee
- Chair - School of Accountancy Assurance of Planning Committee
- Leadership Committee - College of Business
- Academic Department Head Executive Committee

### Previous:

- Chair - MBA Thesis "Do Alternative 150-Hour Options Add Value to Entry-Level Accountants: CPA Firm Recruiters' Perceptions," Ryan Valure, Spring 2004
- Provost & VPAA Search Committee
- Search Committee for Dean of Arts and Sciences
- University Appeals Committee
- Senator - College of Business
- SACSCOC Steering Committee
- University Peer Review Committee
- University Department Head Instrument Evaluation Committee
- College of Business Undergraduate Program/Instruction Committee
- College of Business Academic Council
- Department of Accounting CPE Seminar Committee
- College of Business Undergraduate Curriculum Committee
- Reviewer - Journal of Business Disciplines
- Reviewer - Journal of Accounting and Finance Research
- Reviewer - SWAAA, AAA

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- Session Leader - SWAAA
- AACSB (Multiple Committees)

## **ACADEMIC SERVICE / COMMITTEES**

### Previous

- CPE Session Leader - LCPA Business & Industry CPE Workshop
- Chair - LCPA Accounting Education Issues Committee
- LCPA Career Awareness Committee
- LCPA CPE Development Committee
- LCPA Strategic Planning Committee
- Invited Speaker - Morgan City Rotary
- Invited Speaker - Terrebonne High School
- Invited Speaker - Houma Rotary & Houma Kiwanis
- Invited Speaker - South Central Chapter Bankers Night
- Invited Speaker - Houma Terrebonne Chamber Quarterly Banquet
- Invited Speaker - HTV (Update on the College of Business)
- Moderator - LCPA Accounting Educators Practitioner Panel
- Board Liaison - LCPA Tax Conference Com., Business Consulting Committee
- Panel Member - LCPA Educators Conference, Accounting Accreditation”
- Judge - Leadership Terrebonne
- Retreat Leader - SCIA’s Workforce Development Committee
- Junior Achievement Classroom Volunteer - Financial Literacy (Grades 1 - 6)
- AICPA/Accountemps Scholarship Task Force
- Reviewer/Judge - American Accounting Association ELS Posters and Awards  
Scholastic Book Reader Volunteer - LCPA Financial Literacy Project
- Coordinator - Brady Professorship in Biological Sciences Review Process
- Invited Speaker - Ocean Marine Service Association (OMSA) General  
Membership Meeting “Maritime Management Program”
- Content Committee - Maritime Concentration
- Fundraising Committee - Maritime Concentration
- Chair, CFO Search Committee
- AICPA Pre-certification Education Executive Committee
- AICPA/AAA Accounting Literature Awards Selection Committee

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- Associate Chair - Southwest AAA (Teaching and Curriculum)