

Steven A. Hirsch, CPA, CGMA

3629 Crystal Bay Ln, Prior Lake, MN 55372 Phone: 612-418-4667 Email: Lakerboy36@gmail.com

Background Summary & Objective

Developed and implemented financial systems, corporate strategies, and internal process controls. Expert in establishing organizational policies, system structures, best practices, cost-reductions, automations, tax strategies, and lasting business relationships to ensure goal-surpassing fiscal performance. Successfully developed and implemented training programs. Enthusiastically provided leadership within the classroom and faculty governance system to a diverse population. Passionate for the role that higher education plays in the lives of students and society and seek to bridge the gap between academic learning and applied learning. In other words, what can we do at the university level to enable our students to quickly add value to their employers? Computer skills include proficiency in Blackboard, D2L, McGraw Hill's CONNECT, Wiley's WileyPlus, PeopleSoft, ProSeries, Lacerte, QuickBooks, Excel, Quicken, Turbo Tax and MS Office Suite.

Education

DOCTORATE IN HIGHER EDUCATION ADMINISTRATION

St. Cloud State University – St. Cloud, MN

Enrolled in three year program, completion summer of 2019. Dissertation interest areas include higher education leadership development, academia and business partnerships, and university governance.

MASTER OF BUSINESS ADMINISTRATION, Specialization ACCOUNTING

Globe University/Minnesota School of Business – Woodbury, MN

BACHELOR OF SCIENCE, ACCOUNTING and BUSINESS FINANCE ADMINISTRATION

Minnesota State University — Mankato, MN

ASSOCIATE OF ARTS, LAW ENFORCEMENT

Normandale Community College – Bloomington, MN

ADDITIONAL COURSE WORK

Attended graduate course from Minnesota State University - Mankato January 1 – March 4, 2015. The course was Information Technology and Systems Management (MBA 645-60), taught by Dr. Rakesh Kawatra.

Certifications and Licensure

Active CPA License #12508 Minnesota

Active CGMA #110032505

Professional Organizations

Minnesota Society of CPAs (MNCPA)

Institute of Management Accountants (IMA)

IMA Accounting Honor Society

IMA Silver Award for Service

Minnesota Council of Accounting Educators (MCAE) – past Co-President
American Institute of Certified Public Accountants (AICPA)
US Chamber of Commerce

Publication Credits

Hirsch, S. A. (1990). Disaster! Could your company recover? *Strategic Finance*, 71, p. 50.
<http://search.proquest.com/docview/229742747?accountid=41205>

Peer Reviewed International workshop

Schultz, J. L., Barnes, K. L., Sharp, B. M., Porter, T. H., Evan, R. J., Tangpong, C., Smith, M. L., Cavanagh, K. V., Wei, H., Park, S., Downs, A., Heilmann, S., & Hirsch, S. A. (2016, August). *Making learning meaningful: Using videos to engage students in management education*. Professional development workshop conducted at the 76th Annual Meeting of the Academy of Management, Anaheim, California.

Volunteerism

Institute of Management Accountants (Lecturer)
IMA student case study judge at IMA finals at the IMA annual conference
Guest speaker at regional conference and meetings
IMA Student Twin Cities Student Chapter
Faculty advisor and campus ambassador
MN Society of CPAs
Legislation Issues Committee, Speakers Bureau, and Student Mentor
Mayer Community Arts/Summer Theatre
Serve as a Board Member
Minnesota High School DECA
Judge on business plan writing
MN Council Accounting Educators
Co-Chairman of the Association
U.S. Chamber Small Business Council
Board member
U.S. Congressional Race Volunteer
Responsible for fundraising, correspondence, scheduling, and social media

Invited Presentations

Presenter at the AAA conference roundtable on first impressions during the first class
Presented at the Management Academy conference on the use of videos in the classroom
Presented at the IMA annual conference roundtable on the IMA Higher Education Endorsement process
Invited speaker at the IMA Minneapolis chapter annual awards dinner meeting
Guest Speaker National Association of Accountants (NAA)
Guest Speaker Minnesota School of Business multiple campus in-service training
Guest Speaker at various Middle Schools and High Schools
Commencement Ceremony's College of Management Award Presenter

Experience

METROPOLITAN STATE UNIVERSITY – St Paul, MN
Assistant Professor - Accounting, August/2013 to Present

Designed and presented an accounting curriculum revision. Recommended changes in foundational and core courses. Flow charted the course sequences that included various electives to match each accounting career path. Matched the course objectives to the Accounting Department mission to the College of Management mission to the University's mission.

Responsible for the University's Accounting Department receipt of the Institute of Management Accountant's Higher Education Endorsement Award.

Course Coordinator for Strategic Managerial Accounting. Develop exams, assessment tools, rubrics, course structure, online resources, syllabi, and class schedules to assist community faculty (adjunct) instructors that teach the various sections of this course.

Actively participate in the Inter Faculty Organization (IFO) by attending meetings and volunteering for various projects and ad hoc committees and regularly meet with administration.

Mapped universities finance and accounting course objectives to the various topic sections of the Certified Management Accountant (CMA) and Certified Public Accountant (CPA) exams.

IFO Student Issues Committee member (2 years) – lead efforts to rewrite the universities non-smoking and Academic Forgiveness policies.

IFO Academic Affairs Committee – this committee evaluates and approves course proposals.

IFO Faculty Issues Committee – resolves issues and makes recommendations.

College of Management Outstanding Student Committee Chair (3 years) – solicit nominations for the award, schedule and lead the selection process, and write and deliver the award speech for the Commencement Award Ceremony.

Search Committee member – participated in the Director of International Studies and Assistant Vice President of Finance candidate searches. Wrote candidate recommendation letter to hiring managers.

Team lead that evaluated the newly designed managerial accounting online course. Communicated changes to course designer and followed through to make sure changes were enacted.

Established the first Institute of Management Accountings (IMA) student chapter in Minnesota. Instrumental in bringing Metropolitan State University and St. Mary's University students together to form the Twin Cities student chapter.

Faculty liaison to the Metropolitan State University's Accounting Club.

IMA Advocate for the University.

Wrote scholarship proposals for students that resulted in numerous students receiving scholarship benefits from the IMA and Becker CPA review.

Recommended and implemented advanced managerial accounting text book changes and worked with publishers to provide online resources.

Student evaluations consistency mention a teaching style that makes accounting fun and interesting that is presented in a professional manner. An outspoken accounting career advocate.

Advocated for students to attend the Auditing and Accounting Student Conference and made student introductions to local accounting firms.

Responsible for advising 50+ accounting majors and verifying graduation criteria. Write graduation reviews and appeals.

Professional Development Grants Awarded:

To support the participation in the Institute of Management Accountants annual conference in Las Vegas, NV on June 18 – 22, 2016

To support the participation in the Institute of Management Accountants annual conference in Los Angeles, CA on June 19 – 24, 2015.

To support the participation in the US Chamber of Commerce Small Business Board Meeting in Orlando, FL on March 9 – 10, 2015.

To support the participation in the US Chamber of Commerce Small Business Board meeting in Orlando, FL on March 4 – 7, 2014

To support the participation in the US Chamber of Commerce Small Business Board meeting in Washington DC on November 3 – 5, 2013

CURRICULUM TAUGHT – Financial Accounting Principles, Managerial Accounting Principles, Strategic Managerial Accounting, and Advanced Strategic Managerial Accounting.

ST. MARY’S UNIVERSITY – Minneapolis, MN

Adjunct Instructor - Accounting, January/2014 to Present

Consultant to the Director of Accounting at St. Mary’s University in the development of their Masters of Accountancy program. Designed master level accounting courses for both online and classroom delivery; Strategic Management Accounting and Intermediate Accounting. Implemented Engage and Blackboard platforms and integrated WileyPlus into Blackboard.

CURRICULUM TAUGHT – Financial Accounting Principles, Managerial Accounting Principles, Intermediate Accounting 1, Intermediate Accounting 2, and Strategic Management Accounting (graduate level).

AUGSBURG COLLEGE – St. Paul, MN

Adjunct Instructor – MBA program, July – August, 2016

CURRICULUM TAUGHT – Managerial Accounting

CONCORDIA UNIVERSITY – ST PAUL – St. Paul, MN

Adjunct Instructor - Accounting, August/2014 to December/2014

CURRICULUM TAUGHT – Principles of Financial Accounting

UNIVERSITY OF WISCONSIN – STOUT – Menomonie, WI

Fixed Term Senior Lecturer/Instructor - Accounting, August/2012 to May/2013

Adjunct Instructor – Masters level Cost & Financial Analysis Course, January/2014 – May/2015

Residentially taught undergraduate accounting classes for the College of Management – Business Department.

Student selected for faculty recognition.

Consultant to the Chair of the College of Management in the design and development of an online Masters level managerial accounting course for non-accounting students. Utilized online publishers web based learning tools such as CONNECT.

Reviewed and made corrections to the Accounting Department's common finals.

Supervised the student accounting mentor.

CURRICULUM TAUGHT – Financial Accounting Principles, Managerial Accounting Principles, Intermediate Accounting 1, Intermediate Accounting 2, and Strategic Management Accounting (graduate level).

MINNESOTA SCHOOL OF BUSINESS - Blaine, MN

Accounting Program Chair, March/2010 to August/2012

PROGRAM DEGREES – Responsible for the following program degrees and their curriculum; Bachelor of Science – Accounting, Bachelor of Science - Forensic Accounting, Associate in Applied Science - Management Accounting, Associate in Applied Science - Accounting and Tax Specialist, Diploma Program – Accounting

Successfully created a Professional Advisory Council (PAC) made up of eight active accounting professionals from the local community. Semiannually, invited PAC to campus for tour of facilities, library, classrooms, display of text books, and discussion of the current business environment and hiring needs. Received ideas and suggestions from group and initiated many of them.

Provide ongoing program support to faculty, staff, and students.

Reviewed program needs and opportunities and communicate recommendations to the Network Program Dean.

Initiate and support service and applied learning initiatives.

Assisted in the review and documentation of accreditation requirements and standards for the Accrediting Council for Independent Colleges and Schools (ACICS).

Engage in ongoing efforts to provide upper level education to students and train internal departments.

Supervise 4 faculty members.

Oversee the annual Program Advisory Committee and quarterly Curriculum Committee meetings.

Review and recommend qualified applicants for faculty positions within the program, evaluate teaching demonstrations, and identify best practices for instruction.

Advise and identify opportunities for students to engage in student organizations and competitions.

Develop and manage external community partnership relationships (e.g., placements, internships, etc.) and constantly look for ways to strengthen overall program performance.

Key results:

- Built a cohesive accounting department, fostered a collaborative environment of learning between instructor and student that improved productivity, retention, and individual accountability.
- Revamped multiple accounting courses as they relate to relevancy and current industry effectiveness to improve students' competitive advantage.
- Completed comprehensive evaluation analysis and review of new program opportunities. Played a key role in the due diligence effort that was crucial to successful addition of courses to the accounting programs. These programs included a forensic accounting degree that maintained adequate coverage of topics covered in the CPA and CFE exams.

CURRICULUM TAUGHT – Accounting Principles 1, Accounting Principles 2, Managerial Accounting, Intermediate Accounting 1, Intermediate Accounting 2, Intermediate Accounting 3, Individual Tax, Corporate Tax, Audit 1, Audit 2, Governmental and Not-for-Profit Accounting, Accounting Systems, Payroll Accounting, Advanced Accounting, Accounting Capstone, and Topics in Mathematical Reasoning. Guest Lecturer in Business Ethics, Finance, Fraud Examination, and Business Leadership classes.

DRAZAN, HENKE AND ASSOCIATES - Chaska, MN

Tax Accountant, February/2010 to April/15/11

Perform seasonal tax preparation functions for public accounting firm, including Individual and Corporate Taxes. Processed and prepared returns, documentation, schedules, and reconciled forms.

Key results:

- Discovered cost savings by initiating expense analysis of tax reporting alternatives, leading to acted-upon reporting recommendations.
- Introduced process improvements that enhanced tax functions, established common customer files, eliminated duplication and reduced processing time by 20%.

ACHIEVE HOME EQUITY, INC. - Spring Park, MN

Account Manager, 2000 to 2010

Managed sales and accounting functions for a Real Estate Broker generating annual sales in excess of \$42,000,000. Accountability extended to financial statements, corporate taxes, and management of market condition analysis and presentations. Hired and supervised sales staff. As a management team member, participated in strategic planning, including expense forecasting, tax planning, and marketing management/investment strategies.

Key results:

- Built innovated marketing campaigns to improve revenues and achieve award winning sales levels.
- Creative negotiation skills that enabled customers to receive large dollar value benefits embedded into agreements.
- Completed comprehensive market analysis and review of market conditions.

MARK TRAVEL CORPORATION - Bloomington, MN

Director of Accounting, 1998 to 1999

Managed financial and accounting functions for Trans Global Vacations, a Minneapolis subsidiary of Mark Travel Corp. Responsibility extended into payroll, A/R, A/P, revenue accounting, management of disbursements, and corporate consolidated financial statements. Hired and supervised accounting staff of 10 CPAs.

Key results:

- Initiated design of a new accounting system that included financial and fraud controls. The system ran parallel with the parent company system until fully integration.
- Integrated Mark Travel Corporation's general ledger and chart of accounts into the new environment and assimilated the subsidiary into the parent company's business culture.
- Redesigned accounting policies and employees job descriptions and responsibilities to fit into the new environment and corporate culture.

AMERICAN EXPRESS FINANCIAL ADVISORS - Minneapolis, MN

Manager, 1990 to 1998

Directed Financial and Accounting functions in a multi-billion dollar brokerage firm. Managed and prepared Treasury Department annual budget and monthly variance reports. Designed and scheduled budget tests for subsidiaries and responsible for the daily cash flow of millions of corporate dollars through electronic transfers.

Positions held: Policies and Procedures, Corporate Consolidations, PeopleSoft program development, Treasury Analyst, and Manager of Electronic Funds Transfers.

Key results:

- Negotiated with banks on consolidation of controlled disbursement accounts. The result was a 4 million dollar annual savings to the corporation.
- Reduced the corporate financial statement close by 1 day. Successfully reconciled old intercompany accounts.
- Worked in tandem with the internal IT department to construct the PeopleSoft general ledger system for the subsidiaries and corporate reporting structure.