

## Prairie View A&M University Position Description

The Position form is used to record the duties, responsibilities, qualifications sought and fiscal impact of classified and nonclassified positions. This information is the basis for determining the title, salary rate, and Fair Labor Standards Act exemption status for positions. To achieve these purposes, it is essential that detailed and exact information pertaining to current duties, responsibilities, and qualifications be accurately recorded on this form.

### Employee Details

Employee First Name                      Rodrigo  
Employee Last Name                        Mireles  
Employee UIN                                601007925

### Position Title

Classification title:                        Assistant Vice President for Financial Accounting, Reporting and Procurement  
Title Code:                                 9124  
Job Category:                               Staff  
FLSA:                                         Exempt  
Minimum Salary (Applicant View):  
Salary Range:                               Not Specified

Minimum Education Requirements:

Minimum Experience, Knowledge,  
Skills & Abilities:

Level and type of experience needed: Please indicate the specific job experience that a new employee should bring to this position. For example, "accounting experience in an education environment" vs. "accounting experience". Be sure that the experience stated is what is actually required by the job, not what is preferred.

Required Certification(s)/License(s) -  
List name and level of certification  
(s)/license(s):

### Position Details

Date of Hire:

Job summary/basic function:

Proposed New Title:  
Use only if '0000-Undecided' was selected on previous page.

PIN #:                                         02995  
If PIN # does not exist, please type IN NEW.

Final Approved Salary:

**Job Category:** Staff  
**Pay rate:**  
**College/Division or Department:** Business Affairs  
**Location:** W.R. Banks Building, Room 101  
**Primary Purpose of Position**  
 Briefly summarize the purpose of the position. (Limit summary to 1 to 2 sentences) To provide administrative support to the Vice President for Business Affairs.  
**Minimum Education Requirements:** Bachelors degree in accounting  
**Area of Study:**  
**Preferred Education Requirements:**  
**Preferred Education Requirements:**  
 Is continuing education/professional development required in a field directly related to the incumbent's job duties and responsibilities? Yes  
 If yes, please describe: Best Practices, compliance, internal controls  
**Minimum Experience, Knowledge, Skills & Abilities:**  
 Level and type of experience needed: Please indicate the specific job experience that a new employee should bring to this position. For example, "accounting experience in an education environment" vs. "accounting experience". Be sure that the experience stated is what is actually required by the job, not what is preferred.  
**Preferred Experience Requirements:** Higher education experience, State of Texas preferred  
**Required Computer/Software Skills:** MS Office Suite  
**Other Required Skills:** Demonstrated proficient knowledge of all Microsoft Office products, ability to teach and motivate, team player and able to see the whole picture.  
**Verbal Skills:** Excellent  
**Written Skills:** Excellent  
**Computer Skills:** Excellent  
**Required Certification(s)/License(s):**  
 (Please list name and level of certification(s)/license(s).)  
**Department:** Financial Accounting, Reporting & Procurement  
**Creator:** Paula Sandles  
**Creator's Phone/Extension:** 936-261-2150

Creator's PVAMU Email: pgsandles@pvamu.edu  
 Supervisor's Name: Mary Lee Hodge  
 Supervisor's Title: Vice President for Business Affairs  
 Supervisor's Phone/Extension: 936-261-2150  
 Supervisor's PVAMU Email: mlhodge@pvamu.edu

Search Committee:

**Search Committees are required for all positions of director level or higher, tenure and tenure track faculty positions.**

Please list each member of the Search Committee, including the Search Chair. List each member's Professional Area/Department, Gender and Ethnicity.

Faculty Search Committees should consist of a minimum of 5 committee members.

Please list any questions you would like to ask all applicants who apply to this posting:

Minimum screening questions, etc.

Departmental users with permission to access position information (include all departmental HMs and contacts accessing this position) Hodge, Mary Lee Sandles, Paula

Please list any other advertising sources you would like to use:

Department Comments:

**Job Duties**

Percent of Duty Total:100

**4 Records**

% of Time	Responsibility / Duty	Essential Function
60	Direct, manage and ensure compliance for the units under this position, serve as part of the Vice President for Business Affairs executive team, evaluate, recommend, implement, communicate and train staff. Develop, draft new administrative procedures, rules, regulations and procedures.	Essential
20	Review and approve financial reports and financial projections for the University. Develop reporting mechanism to provide monthly financial information to CFO.	Essential
10	Review and approve all sponsor financial reports generated by the Office of Sponsored Programs. Review proposal budgets for all sponsored projects.	Essential
10	Other duties as assigned to include property inventory management (see supplemental documentation).	Essential

**Working/Env Conditions**

Working Conditions: Work is normally performed in a typical interior work environment which does not subject the employee to any hazardous or unpleasant elements.

Briefly describe examples of the typical work environment: Office environment

Typical Physical Demand: Position requires light physical activity.

Describe the normal physically demanding activities of the position and the approximate amount of time spent during a working day performing these activities: lifting of reports, walking

Describe the regular/normal work hours and days assigned (i.e., hours, days, shift, rotating shift, etc.): 8-5, M-F

Describe any work schedule that the position requires for work outside of regular hours whether compensated for or not (i.e., night attendance at meetings, etc.). Include the frequency and total hours required. **(All positions may require some evening and weekend hours.)** Overtime as needed to get the job done

Do the duties described in this questionnaire generally require travel outside the area? Yes

If yes, please explain the purpose and the frequency of the travel: To Austin and College Station for updates

List the equipment typically required to operate and carry out the day-to-day duties of this position. Please indicate the amount of time spent during a working day using the equipment: Typical office equipment, computer, mainframe

#### Competencies & Relationships

Independent Judgment/Problem Solving: Develops strategic direction, goals, plans and policies for an area of responsibility. Sets broad objectives and is accountable for overall results in respective area of responsibility. Authority to make independent decisions on matters of significance. Requires high degree of independent judgment and problem solving of complex problems.

Impact of Decisions: Inside Department: Major

For this position, briefly describe examples of typical and key decisions that have impact within the department: Changes in processes, implementation of new SAPS, rules, regulations, policies

Impact of Decisions: Outside Department: Major

For this position, briefly describe examples of typical and key decisions that have impact outside the department: Changes in processes, implementation of new SAPS, rules, regulations, policies

Impact of Decisions: Outside University: Considerable

For this position, briefly describe examples of your typical and key decisions that have impact outside the University:

Impact on outside customers

Leadership/Supervisory

Responsibilities: what is the nature and degree of the direct supervisory responsibility in this position based on actual duties?

Director of more than one department

[Click Here](#) for definitions.

List number of students that directly report to this position: 0

List number of employees that directly report to this position: 4

List number of students that indirectly report to this position: 4

List number of employees that indirectly report to this position: 13

If this position supervises others, check the activities listed that are a part of this position's supervisory responsibilities:

Recruits, screens, and interviews candidates

Approves candidates for hire

Conducts training of others

Conducts performance appraisals

Recommends salary actions

Recommends termination of employees

Recommends candidates for hire

Assigns tasks or responsibilities to others

Monitors work performance

Administers disciplinary action

Approves salary actions

Personal/Organizational Contacts:

High-level contact with others in key positions. Contact usually involves several areas within the University and/or with community, government, business leaders, media and dignitaries. Typically handles highly sensitive and/or confidential information.

If contact with others is a routine function of this position, list and explain the contacts for this position both inside and outside PVAMU. Do not list contacts with supervisors, co-workers, and subordinates within the department.

Other departments, other administrators, TAMUS, legislature

List persons or organizations, purpose, frequency of contacts, and whether the contacts are internal or external to PVAMU.

Customer Service Relationships:

Anticipates customer needs and regularly motivates or influences others to deliver customer service excellence. May troubleshoot and resolve highly sensitive/confidential issues. Identifies barriers to effective customer service and sets customer service standards. Establishes customer feedback system and holds self accountable for customer service excellence within the department.

Work Complexity:

Tasks and responsibilities require integration of diverse functional areas and involve variables that are more abstract. Work is substantially complex and varied, and requires the interpretation of technical and detailed guidelines, policies and procedures in combination.

For this position, describe the nature

and variety of the most complex, yet typical, work process or responsibility: To direct and manage the Financial Accounting, Procurement & Contract and Fixed Assets sections.

Does this position have responsibility for budget, revenues, and/or expenditures? Yes

If yes, briefly describe the size of the budget, extent of the signature authority (amount approved in each account and number of accounts), and any involvement in the budget process. \$1.1M

**SECURITY SENSITIVE POSITION DETERMINATION**

All university positions are classified as security sensitive and are subject to background checks.

**FLSA**

**FAIR LABOR STANDARDS ACT EXEMPTION**

For this position, does the employee regularly receive a predetermined amount constituting all or part of the employee's salary, which is not subject to reduction because of variations in the quality or quantity of work performed? Yes

Is the employee paid at least \$23,660 annually (\$455 weekly)? Yes

If you answered Yes to both questions above, please (1) check the appropriate category on the right, AND (2) check all boxes applicable for the selected category below.

Executive (examples: chief executive officer, controller, vice president, director)

Primary duty consists of managing the enterprise or a customarily recognized department or subdivision of the enterprise. Customarily and regularly directs the work of two or more full-time employees or their equivalents (for example, one full-time employee and two half-time employees).

Has the authority to hire or fire other employees OR makes recommendations that carry particular weight as to the hiring, firing, advancement, promotion or any other change in status of other employees.

Executive:

Administrative:

Professional:

Computer-Related:

Outside Sales

The salary basis and salary requirements do not apply for this category. That is, this category does not have the salary basis requirement to regularly receive a predetermined amount constituting all or part of the employee's salary, which is not subject to reduction because of variations in the

quality or quantity of work performed, and this category does not have to be paid \$23,660 annually (\$455 weekly).

#### Highly Compensated Employees

#### Start Up

No Records Found

#### Budget Information

Dates of Employment - From: 07/01/2007

Dates of Employment - To: 08/31/2007

Ad Loc. Acct. No.: 110300

Funding Acct. Number(s): 110220

Funding Acct. Title(s): Fiscal Affairs

Employment Type: Regular F/T

Project Number:  
(For grant funded positions only) N/A

If Employment Type above is Grant-Funded, what is the duration in years of this position? N/A

Number of hours worked per week: 40

Type of Position: A&P

For new Faculty Positions, please indicate the one-time start-up costs to include recruitment, space, lab equipment, office equipment, etc.:

For new Faculty Positions, please indicate recurring costs if any such as travel, journals, etc.:

Percent Effort by Employee: 100

Budget Comments:  
(For Budget/OSP Office Only)

#### Work Load

No Records Found

#### **Approvals:**

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*Date*                      *Employee Signature*

***Human Resources  
Department:***

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*Date*                      *Human Resources Representative*                      *Title*