

August 25, 2025

TO: Scott Tollison, Provost and Executive Vice President for Academic Affairs  
FROM: Marty Brock, AVPAA and Director of Graduate Studies  
RE: Recommendations from Graduate Council, August 2025

Graduate Council voted on the following faculty credentials in the August 2025 meeting:

- Review of credentials for consideration of the following faculty:
  - College of Business & Professional Studies--Business Department
    - Dr. Sara Bearrows
  - College of Nursing & Health Sciences--Speech Language Pathology
    - Jasmine Manasco
  - College of Arts & Sciences--Women's Leadership
    - Dr. Kymara Sneed

The Council's received vote was unanimous, in favor of recommending all of the above faculty credentials, for your consideration.

Respectfully submitted,



Marty Brock  
AVPAA and Director of Graduate Studies

*Recommend for  
Approval  
CST  
8/26/25  
Approved  
MRM  
8/26/25*

August 12, 2025

Graduate Curriculum Council  
c/o Dr. Marty Brock – Director of Graduate Studies  
1100 College Street  
Columbus, MS 39701

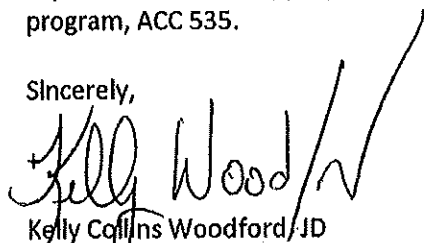
Re: Letter in Support of Sara Bearrows, CPA, CFE, MAcc

Dr. Brock,

I support the College of Business and Professional Studies nomination of Ms. Sara Bearrows for membership to the graduate faculty of Mississippi University for Women. Ms. Bearrows brings a wealth of knowledge and real-world experience in accounting that would be of great value to our MBA students.

Ms. Bearrows holds a Masters of Accountancy from Emporia State University and is currently working on a Masters of Business Administration. While Ms. Bearrows does not hold a terminal degree in accounting, she is a Certified Public Accountant as well as a Certified Fraud Examiner. Her masters degree plus the two well-recognized professional certifications, coupled with over 13 years of directly applicable work experience serve as appropriate qualifications for teaching the one accounting course in our MBA program, ACC 535.

Sincerely,



Kelly Collins Woodford, JD  
Dean, College of Business and Professional Studies

August 13, 2025

To: Graduate Curriculum Council  
From: Dee Dee Larson, Chair, Department of Business; Coordinator Graduate Studies in Business  
Re: Letter of Support for Sara Bearrows, CPA, CFE, MACC

I support the College of Business and Professional Studies nomination of Ms. Sara Bearrows, a new adjunct faculty member, for membership to the graduate faculty. Ms. Bearrows meets the qualifications for accreditation to teach ACC 535 Advanced Managerial Accounting in our MBA program via her Masters of Accountancy from Emporia State University, her CPA (Certified Public Accountant) and CFE (Certified Fraud Examiner) certifications, and her 13 plus professional experience as an accountant. Additionally, she is currently completing an MBA (Master of Business Administration).

Ms. Bearrows has experience in online teaching, and her professional qualifications will be a valuable asset to our MBA program.

Sincerely,



# SARA E. BEARROWS, CPA, CFE, MACC

4559 Willow Street, Palo, Iowa 52324 · (228) 229-0610  
sebearrows@gmail.com

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Licensed CPA with 11+ years of progressive accounting experience. Highly self-motivated and an excellent problem solver. Known for ability to quickly develop and master new skills and create new and more efficient processes. Effective communicator.

## EDUCATION

### B.S. BUSINESS ADMINISTRATION – ACCOUNTING

UNIVERSITY OF SOUTHERN MISSISSIPPI, GULF PARK, MS

### MACC MASTERS OF ACCOUNTANCY

EMPORIA STATE UNIVERSITY, EMPORIA, KS

### CERTIFICATE OF LEADERSHIP

UNIVERSITY OF IOWA, IOWA CITY, IA

### MASTERS OF BUSINESS ADMINISTRATION (IN PROGRESS)

EMPORIA STATE UNIVERSITY, EMPORIA, KS

## PROFESSIONAL CERTIFICATIONS

### CERTIFIED PUBLIC ACCOUNTANT (CPA)

IOWA LICENSE R5655

AFFILIATIONS – GFOA

### CERTIFIED FRAUD EXAMINER (CFE)

NATIONAL LICENSE 707461

AFFILIATIONS – ACFE

## EXPERIENCE

### JULY 2019 - PRESENT

#### BUDGET DIRECTOR, LINN COUNTY, IOWA

- Develop, balance, present, and maintain \$152mm County budget
- Monitor receipt and disbursement of County grant and bond proceeds
- Monitor County CIP and Capital Assets
- Assist in the preparation and analysis of the annual ACFR and County financial statements
- Approve and monitor accounting entries, processes and internal controls in accordance with GAAP and GASB
- Manage County investment portfolio of ~\$40mm
- Provide financial assistance and advice to Board of Supervisors and County department managers

**JANUARY 2023 - PRESENT**

**ADJUNCT ACCOUNTING INSTRUCTOR**

**SOUTHERN NEW HAMPSHIRE UNIVERSITY**

- Online Instructor – Financial and Intermediate Accounting

**JULY 2021 - PRESENT**

**ADJUNCT ACCOUNTING INSTRUCTOR**

**KIRKWOOD COMMUNITY COLLEGE, CEDAR RAPIDS, IOWA**

- Online Instructor – Financial Accounting
- Competency Based Education (CBE) Instructor – Financial Accounting

**AUGUST 2015 – JULY 2019**

**CHIEF DEPUTY TREASURER, LINN COUNTY, IOWA**

- Perform cash management duties on behalf of the County including maintaining banking relationships, forecasting cash flows, managing \$40+ million investment portfolio
- Oversee the collection, distribution and reconciliation of \$550+ million in property taxes, motor vehicle taxes and fees and all County revenues
- Test and reconcile levied property taxes
- Prepare cash, investment and accounts receivable schedules for the County ACFR
- Make financial recommendations to the Treasurer, Board of Supervisors and other department heads when necessary
- Assist in the preparation of annual department budget and amendments
- Assist in the acquisition and implementation of new property tax and ERP software
- Supervise five universal account clerks and twenty eight universal clerks
- Train and educate staff on the fundamentals of governmental accounting and cash handling
- Participate in Linn County LC3 training sessions and lead department specific LC3 initiatives

**MAY 2015 – AUGUST 2015**

**IN-CHARGE AUDITOR, HOGAN HANSEN, CPAS**

- Conduct audits of governmental entities in accordance with GAAP, OMB A-133 and Yellow Book standards
- Research updates in local, state and federal governmental accounting requirements and apply updated procedures and legislation when evaluating financial statement risk
- Supervise and train 1-5 staff accountants on audit and accounting engagement procedures
- Assist in preparing, planning and executing audit presentations
- Hold meetings and conferences with audit and tax clients regarding client needs, concerns or goals

**MAY 2012 – APRIL 2015**

**AUDITOR/TAX PREPARER**

**WRIGHT, WARD, HATTEN AND GUEL, CPAS**

- Conduct financial audits and single audits of non-profit and governmental entities with support/revenues > \$500,000 in accordance with GAAP, OMB A-133 and Yellow Book standards
- Conduct audits of non-profit entities with revenues < \$500,000 in accordance with GAAP
- Prepare individual, corporate, partnership and fiduciary tax returns
- Prepare quarterly payroll taxes and pay taxes via EFTPS, MSTAP and MDES taxpayer accounts
- Assist in preparing, planning and executing audit presentations, hold meetings, and conferences with audit and tax clients regarding client needs, concerns, or goals

## **COMMUNITY INVOLVEMENT**

- Area Substance Abuse Council Board  
2018 – Present
- Kirkwood CC Learning Center  
2017 – 2023
- City of Marion Investment Committee  
2020 – Present
- Kennedy Cougar Club Volleyball Coach  
2013 – 2024
- Junior Achievement  
2017 – 2020
- Antioch Church Preschool Teacher  
2016 – 2020

## **REFERENCES**

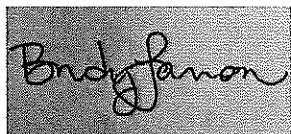
- Ben Rogers  
Linn County Supervisor  
(319) 573-8295
- Anna Milbach  
Vice President – US Bank  
(507) 316-4656
- Sharon Gonzalez  
Linn County Treasurer – retired  
(319) 899-1940

August 12, 2025

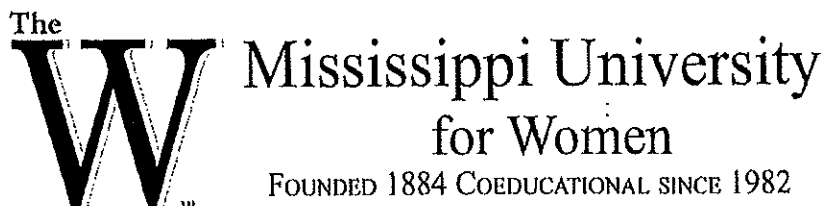
Graduate Council,

I am writing my letter of support for the Graduate SLP Department and their selection of Jasmine Manasco for Graduate SLP faculty, specifically in the clinical area. She has both the experience and practice knowledge to teach and peer mentor in the courses for which she is assigned as faculty. I have included this letter of recommendation and the faculty's curriculum vitae, along with a letter of support from the interim department chair. Please let me know if you need anything further.

Sincerely,

A handwritten signature in cursive script, reading "Brandy H. Larmon", is displayed within a rectangular box.

Dr. Brandy H. Larmon, EdD, RN-MSN  
Dean, College of Nursing and Health Sciences  
Mississippi University for Women  
Columbus, MS 39701



College of Nursing and Health Sciences  
*Department of Speech-Language Pathology*  
1100 College St., MUW 1340  
Columbus, MS 39701-5800  
Phone: (662) 329-7270  
Fax: (662) 329-7460  
[www.muw.edu/speech](http://www.muw.edu/speech)

Jennifer Pounders, MS CCC-SLP

Instructor and clinical director

Department of Speech-Language Pathology

Mississippi University for Women

662-329-7278

[jepounders@muw.edu](mailto:jepounders@muw.edu)

Graduate Council:

This is a letter of support for Jasmine Manasco to be added to graduate faculty. She has appropriate experience and educational experiences that qualify her to teach graduate courses clinically and in the classroom. She has worked full-time in diverse clinical environments and has trained graduate students while in those positions. She has been the director of speech-language pathology services at Kids Therapy SPOT in Columbus for years.

Direct any questions about this letter to me at the email or phone number above.

Sincerely,

A handwritten signature in cursive script that reads 'Jennifer Pounders'.

Jennifer Pounders



Jasmine L. Manasco  
Jasmine.k.long@gmail.com  
717-433-2991  
447 Spivey Rd  
Columbus, Mississippi, 39705

**Education:**

Master of Science Degree in Speech- Language Pathology  
Misericordia University, Dallas, Pa (May 2017)

Bachelor of Science Degree in Health Sciences  
Misericordia University, Dallas, Pa (May 2015)

**Professional Licensure and Certificates:**

1/24 - 12/24      Certificate of Clinical Competence – 14069474  
06/24-06/26      Mississippi State SLP License – S4481

**Clinical Teaching:**

**Speech Language Pathology Supervisor of graduate students in clinical placement**

- Fall 2022 student from Mississippi University for Women
- Spring 2023 student from Mississippi University for Women
- Summer 2023 student from Faulkner University
- Summer 2024 student from University of South Alabama
- Spring 2025 student from Mississippi University for Women
- Summer 2025 student from Faulkner University

**Speech Language Pathology Supervisor of clinical fellow**

- 07/2023-04/2024
- 05/2024-02/2025

**Clinical Work Experience:**

01/2024-07/2024      **Speech Language Pathology Consultant - Mississippi State University, iECHO Program**

- Serve as weekly consultant during iECHO spring/summer projects
- Collaborate with social workers, educators, and caregivers on presented cases requiring specialized knowledge to guide team members in working with challenging pediatric cases
- Complete presentations on language and literacy development to iECHO team

11/2018 - Present      **Director of Speech Therapy, SLP - Kids Therapy Spot Columbus, MS location**

- Directly providing treatment and evaluation services to patients at the pediatric level in the clinic setting, with diagnoses such as: feeding disorders, auditory processing disorder, articulation and phonological disorders, language delay, and autism

- Directly providing treatment and evaluation services to patients at the pediatric level at Pediatrix medically complex daycare setting, with speech diagnoses such as: feeding disorders, language delay, articulation and phonological disorders; medical diagnoses such as: stroke, seizures, hydrocephalus, acondroplasia, dysphagia, rubinstein taybi syndrome, digeorge syndrome, hunter syndrome, and premature birth
- Refer and collaborate for AAC evaluation and follow through with device training and education for patients and caregivers
- Collaborate with occupational, physical, nursing, and behavioral disciplines to co-treat and carry-over treatment approaches/strategies
- Provide clinical supervision and education to graduate students at both private clinic and extended pediatric care facility.

09/2018 - 11/19

**SLP - NMMC West Point, MS: Inpatient/Outpatient**

- Directly providing diagnostic and/or treatment services to patients at the adult/geriatric level with diagnoses such as: Auditory processing disorder, Aphasia, Apraxia, Cognitive-Communicative impairments, Dementia, Dysarthria, Dysphagia, and Voice disorders
- Complete videofluoroscopic swallow studies to diagnosis swallowing impairments and generate appropriate plan of care
- Complete AAC evaluations with device company assist (Lingraphica and PRC) and follow through with device training and education for patients and caregivers
- Collaborate with occupational therapy, physical therapy, and nursing staff for most appropriate therapeutic approach
- Collaborate with family, doctors, and specialists to obtain prior medical history and make referrals
- travel and provide coverage at various other hospital and nursing home facilities
- Directly providing diagnostic and/or treatment services to patients at the pediatric level with diagnoses such as: auditory processing disorder, language delay, language organization impairment, autism

05/18- 09/18

**SLP - Host Healthcare: Contract Therapist**

05/18 - 08/18

**SLP - Sunrise Therapy: Pediatric Home Care Early Intervention for birth-3 yrs**

- Providing treatment for language delays and swallowing disorders in children age birth-3 years in home and daycare setting
- Administer introduction and progress standardized testing: The Ounce Scale, and Developmental Assessment of Young Children
- Review IFSP documents to develop appropriate treatment plan
- Meet with parents and service coordinators to monitor progress and make adjustments to IFSP
- Provide parents/caregivers with at home programs and strategies to promote carry-over from treatment sessions
- Complete and upload daily session notes with Provider Soft
- Collaborate with occupational, physical, and behavioral disciplines to co-treat and carry-over treatment approaches/strategies
- Independently coordinate with parents/caregivers to schedule treatment sessions on weekly and biweekly basis

06/17-04/18

**SLP - Good Shepherd Rehabilitation Hospital, Allentown, PA (GSRH): Inpatient rehabilitation hospital; Neuro Outpatient Health and Technology Center**

- Directly providing diagnostic and/or treatment services to patients at the adult/geriatric level with diagnoses such as: Auditory processing disorder, Aphasia, Apraxia, Cognitive-Communicative impairments, Dementia, Dysarthria, Dysphagia, Partial/total Laryngectomy, and Voice disorders
- Designing home programs for families/caregivers to promote treatment carryover
- Manage GSRH Communication Skills group on a weekly basis
- Complete funding reports for patients to receive personal augmentative and alternative communication devices, with necessary trial periods
- Completing Modified Barium Swallow Studies on patients at the outpatient and inpatient level and thus reviewing MBS videos to diagnose oral, pharyngeal, and oropharyngeal dysphagia, modify diets as needed, and formulating appropriate treatment plans to address swallowing deficits
- Direct contact and training with speaking valve placement and tolerance for patients having undergone tracheostomy procedures
- Providing counseling to patients and families coping with adjustments needed for post-injury functioning, while working in conjunction with and making referrals as necessary to neurologists, ENTs, neuropsychologists, psychiatrists, primary care physicians, occupational therapy, physical therapy, and vision therapy
- Utilize Case Managers to provide patients with necessary education and referrals for work reintegration programs, transportation services, and support groups
- Experience and consistent training on patient insurance management, authorizations, and peer reviews as needed

**References:** References available upon request.



# Mississippi University for Women

FOUNDED 1884 COEDUCATIONAL SINCE 1982

Department of Languages, Literature, and Philosophy  
College of Arts, and Sciences  
1100 College Street W-1634  
Columbus, MS 39701-5800  
662-329-7386 Office  
662-329-7387-Fax  
[www.muw.edu](http://www.muw.edu)

August 14, 2025

Graduate Council  
Dr. Marty Brock, Director of Graduate Studies  
1100 College St  
Columbus MS 39701

Dear Graduate Council:

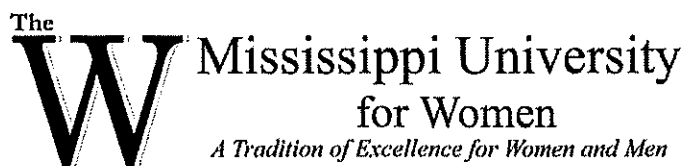
Please consider Dr. Kymara D. Sneed for admission to the ranks of graduate faculty of the Master's in Women's Leadership program. Dr. Sneed has agreed to teach WS 500 Leadership Inquiries, Research and Methodologies for the Fall 2025 semester and will likely teach WS 501 Leadership Theory and Change Theory in Spring 2026, as well as special topics courses and new courses proposed in her area of study in the near future. Women's Leadership is an interdisciplinary program within the broader field of Women's Studies, and the faculty in this program typically have their terminal degrees in a range of disciplines with experience and research that includes Women's Studies areas.

Dr. Sneed has earned a Ph.D. in History from Mississippi State University, and her research has long included an emphasis on women in the South, especially women leaders, as is witnessed by her publications focused on Margaret Toomer, Sadie Wier, and the role that home demonstrations played in agricultural communities of color. When Dr. Sneed was hired, one of the areas of particular interest in her candidacy was her interest in and ability to bring new dimensions to our Women's Leadership program. Dr. Sneed impressed the search committee with her interest in continuing her interdisciplinary work with African American History, Foodways Histories in Mississippi, and Women's interests, which will bring an added dimension to our Women's Leadership program and may lead to classes that would also benefit Culinary Arts when they propose a Master's degree program.

Sincerely,

A handwritten signature in black ink, appearing to read 'Kendall Dunkelberg', with a stylized flourish at the end.

Dr. Kendall Dunkelberg, Chair  
Dept. of Languages, Literature, and Philosophy



College of Arts & Sciences  
1100 College Street, MUW-1634  
Columbus, MS 39701  
662-329-7386 (phone)  
662-329-7387 (fax)

August 14, 2025

Marty Brock, Chair  
Graduate Council

Dear Dr. Brock,

I write to support the addition of Dr. Kymara Sneed to the graduate faculty. As Assistant Professor of History at MUW, she brings academic emphases and professional engagement that also make her a valuable addition to the MA degree program in Women's Leadership. Dr. Dunkelberg desires she teach WS 500 Leadership Inquiries, Research and Methodologies this semester, and his letter indicates how she can continue contributing her expertise to this program in the next term.

I hope the Council will approve Dr. Sneed's addition to the graduate faculty.

Sincerely,

Brian Anderson  
Dean of the College of Arts and Sciences

# **Kymara D. Sneed**

## **Assistant Professor of History**

**Starkville, Mississippi | (478) 297-9562 | kdsneed@muw.edu**

### EDUCATION

#### **Mississippi State University**

Doctor of Philosophy in History 2024

Dissertation Title: "Mississippi Mud: Race, Agriculture, and Disharmony in the Era of Civil Rights"

#### **University of West Georgia**

Master of Arts in History, with Museum Studies certificate 2018

Thesis: "Out of House and Home: An Examination of African American Home Demonstration in Peach and Houston Counties, 1930-1940."

#### **Fort Valley State University**

Bachelor of Arts in History, Minor in Political Science 2015

### PUBLICATION

"One Hundred Dozen Eggs: Margaret Toomer and the Ham and Egg Show," in *Middle Georgia and the Approach of Modernity: Essays on Race, Culture and Daily Life, 1885–1945*, chapter co-written with Dawn Herd-Clark, collection edited by Fred van Hartesveldt (Jefferson, NC: McFarland Publishing, 2018).

### PRESENTATIONS

"Resistance was Futile: Black Farmers, Black Agents, and the USDA's Civil Rights Movement," 2025 OAH Conference on American History, Chicago, Illinois, April 3, 2025.

"For Hearth and Home: Improving Black Homes, Improving Black Lives," American Society for Environmental History, Boston, Massachusetts, March 25, 2023.

"Functional and Literate: How Home Demonstration Improved the Black Home and Family," Association for the Study of African American Life and History, Montgomery, Alabama, September 29, 2022.

Roundtable on Gender and Rurality, "American Uniformity: Agricultural Pursuits Towards Building the Rural American Family," April 1, 2022, 2022 OAH Conference on American History, Boston, Massachusetts.

"Toeing the Line: An Analysis of Sadye Wier's Work Within Mississippi's Cooperative Extension Service," May 15, 2021, 14<sup>th</sup> Triennial Conference, Rural Women's Studies Association, Virtual.

“Starkville’s Finest: Race Politics and the Contributions of Sadye Hunter Wier,” August 12, 2020, 106<sup>th</sup> Annual Meeting and Conference, Association for the Study of African American Life and History, Virtual.

“Out of House and Home: An Examination of African American Home Demonstration in Peach and Houston Counties, 1930 – 1940,” June 8, 2019, Agricultural History Society Conference, Washington, D.C.

“A Tough Row to Hoe: Black Farmers and a History of Struggle in the South,” February 12, 2018, Black History Month Panel, Mississippi State University.

### TEACHING EXPERIENCE

#### **Mississippi University for Women**

Assistant Professor of History

##### *In person*

HIS 110 – U.S. History, 1877 – Present	2024 -
HIS 314 – Introduction to Public History	2024
HIS 372 - The African American Experience in Society	2024
HIS 454 – History of the South	2025

##### *Distance Education*

HIS 110 – U.S. History, 1877 – Present	2024 -
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#### **Mississippi State University**

Lecturer

##### *In-person* (instructor of record)

HI 1073 – Modern U.S. History	2023
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##### *Distance Education* (instructor of record)

HI 4363/6363 – African American History and Culture	2023
HI 1073 – Modern U.S. History	2021-23
HI 1223 – Modern Western World	2023
HI 4683 – Europe, World War I to Hitler	2023

Graduate Teaching Assistant	2018 - 2023
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HI 1063 – Early U.S. History

HI 1073 – Modern U.S. History

HI 1223 – Modern Western World

### RELEVANT EXPERIENCE

#### **Agricultural History Society**

June 6, 2024

“Rural Black Georgia Resistance at the Turn of the Century”

The Agricultural History Society Annual Meeting

Moderator

Las Cruces, New Mexico

**Agricultural History Society**

2024

Annual Meeting Program Committee

“Borderlands, Marginal Spaces, & Agriculture In-Between”

Las Cruces, New Mexico

**The University of West Georgia**

Special Collections Graduate Research Assistant

June 2018 – July 2018

Center for Public History Graduate Research Assistant

August 2016 – May 2018

**Southeastern Quilt and Textile Museum**

January 2018 – April 2018

Part-Time Daily Manager

Carrollton, Georgia

**Smithsonian Institution**

June 2017 – July 2017

Summer Intern, Museum on Main Street,

Smithsonian Institution Traveling Exhibition Service

Smithsonian Institution, Washington, D.C.

**Fort Valley State University**

Undergraduate Research Assistant

January 2015 – May 2015

Historical Research Intern

June 2014 – August 2014

History/English Tutor and Lab Assistant

August 2013 – January 2015

**AWARDS**

Medgar and Myrlie Evers Research Fellowship Program, 2023

- Nationally-competitive \$5,000 research award for two weeks of on-site research in the Mississippi Department of Archives and History, Jackson. One research fellow chosen annually.

Race and Racism Writing Group Research Support Award, 2023

- Competitive Mississippi State research award for faculty and graduate students writing about race, chosen and funded by Department of African American Studies.

Scholars of the Earth Dissertation Award, 2022

- Competitive \$750 research grant for history graduate students at MSU working in Agricultural, Rural, and Environmental History node. One chosen annually.

Banks-Pierro-Rutland-Bellamy Social and Behavioral Sciences Colloquium, undergraduate research conference, 2<sup>nd</sup> Place, 2015

Fort Valley State University History Departmental Award, 2015

Banks-Pierro-Rutland-Bellamy Scholarship, 2014

Collegiate 100 Scholarship, 2014

**MEMBERSHIPS**

Association for the Study of African American Life and History (ASALH)

2020 – Present



Agricultural History Society (AHS)  
American Society for Environmental History (ASEH)  
Organization of American Historians (OAH)

2023 – Present  
2022 – Present  
2022 – Present