

**Gary J. Mann**  
**Department of Accounting**  
**University of Texas at El Paso**  
**El Paso, Texas 79968**  
**Tel: (915) 747-5192**  
**Fax: (915) 747-8618**  
**E-mail: gmann@utep.edu**

**1. EDUCATION:**

Ph.D. Texas Tech University, 1986  
Major Area: Accounting  
Minor Area: Statistics and Managerial Psychology

M.B.A. University of Texas at El Paso, 1980  
Major Area: Business Administration

B.B.A. University of Texas at El Paso, 1979  
Major Area: Accounting

**2. EXPERIENCE:**

July 2004 - Interim Dean, College of Business  
present

1997-- Professor, Chair, and El Paso Community Endowed Professor of  
present Accounting, Department of Accounting, University of Texas at El Paso

1993- Associate Professor, Chair, and El Paso Community Endowed Professor  
of 1997 Accounting, Department of Accounting, University of Texas at El Paso

1991-- Associate Professor and Chair, Department of Accounting, University of  
1993 Texas at El Paso

1986- Assistant Professor, Department of Accounting, University of Texas at El  
1991 Paso

### **3. PUBLICATIONS/PROCEEDINGS:**

LEGEND: DB = Discipline-Based / CP =Contributions to Practice / LP = Learning and Pedagogical Research / PR=Peer Reviewed / NPR = Not Peer Reviewed

#### **BOOKS/BOOK CHAPTERS:**

DB PR Mann, G. J. "Internal and External Auditors: Are They Different?" Reprinted in The International Library of Management: Internal Auditing, A. D. Chambers, ed., Aldershot, England: Dartmouth Publishing (1995): 577-583.

CP PR Mann, G. J. "Managing User Resistance to Systems Change," Reprinted in Productivity Improvement in IS, Robert E. Umbaugh, ed., New York: Auerbach Publications (1993): 51-58.

LP PR Mann, G. J. "Behavioral Issues in Introducing Activity Based Costing," in Implementing Activity Based Costing, Frank Collins, ed., New York: Executive Enterprises Publications (1991): 125-139.

#### **JOURNAL ARTICLES:**

DB PR Mann, G. J. "Information Technology Investment and Organizational Productivity and Performance: An Empirical Investigation." Journal of Organizational Computing and Electronic Commerce (Forthcoming - with Mo A. Mahmood).

- LP PR Mann, G. J. "AMERIREAL Corporation: Information Technology and Organizational Performance." *Annals of Cases on Information Systems* (2001) 3: 21-31 (with Mo Adam Mahmood and Mark Dubrow).
- DB PR Mann, G. J. "The Prototypic Auditor: Some Characteristics of Non-Turnover Internal and External Auditors." *Accounting Enquiries* (1994) 4(1): 147-181 (with Stanley Chang and Steve Sutton).
- LP PR Mann, G. J. "Publication Productivity and Promotion of Accounting Faculty Women: A Comparative Study." *Journal of Education for Business* (1994) 70(1): 17-24 (with Janet Omundson).
- DB PR Mann, G. J. "Measuring the Organizational Impact of Information Technology Investment: An Exploratory Study." *Journal of Management Information Systems* (1993) 10(1): 97-122 (with Mo Mahmood).
- DB PR Mann, G. J. "Impact of Information Technology Investment: An Empirical Assessment." *Accounting, Management and Information Technologies* (1993) 3(1): 23-32 (with Mo Mahmood).
- CP PR Mann, G. J. "The Role of the Internal Auditor in Systems Development." *Systems Development Management* (1992) 35-01-20: 1-14 (with Mo A. Mahmood).
- CP PR Mann, G. J. "Developing A Decision Model for the Feasibility of a Maquiladora Operation." *Southwest Business Review* (1992) 2(1): 51-68 (with Richard G. Schroeder).
- CP PR Mann, G. J. "Managing Resistance to Systems Change." *Systems Development Management* (1992) 33-02-20.1 (with Frank Collins).

- DB PR Mann, G. J. "Internal and External Auditors: Are They Different?" *Internal Auditing* (1991) 6(3): 17-23 (with Stanley Chang).
- DB PR Mann, G. J. "Publication Productivity and Accounting Faculty Promotion: Perceptions and Realities." *The Accounting Educators Journal* (1991) 3(2): 9-17 (with Janet Omundson and Richard Schroeder).
- DB PR Mann, G. J. "An Empirical Investigation of Controllership Educational Requirements: Practitioner and Academic Views." *Advances in Accounting* (1991) 9: 143-160.
- DB PR Mann, G. J. "Relationship Between the Amount and Equivocality of Information Processed and Receptivity to Change in Information Systems." *Behavior and Information Technology* (1990) 9(5): 391-395.
- CP PR Mann, G. J. "Motivating and Managing Staff Groups." *Journal of Accountancy* (1990) December: 108-110 (with Karl Putnam).
- DB NPR Mann, G. J. *Contribution to Behavioral Accounting Syllabi* (1990) Accounting, Behavior, and Organizations Section, American Accounting Association, 31-36.
- CP NPR Mann, G. J. "Peer Pressure for Information System Change." *Managing MIS Personnel* (1989) 4(2): 1-3 (with Donald K. Clancy).
- LP NPR Mann, G. J. "Bring Back Distribution Costing." *Management Accounting* (1989) 70(8): 55.
- CP PR Mann, G. J. "Preparing for the Controller's Position." *Controllers Quarterly* (1989) 5: 2-5.

- DB PR Mann, G. J. "Faith in People: Women's Greater Confidence in Others May Lead to Change." *Central State Business Review* (1989) 8(2): 7-11 (with Stanley Chang).
- CP PR Mann, G. J. "The Case Against Sales-Based Cost Allocations." *Controllers Quarterly* (1988) 4(2): 12-14.
- DB PR Mann, G. J. "Managers, Groups, and People: Some Considerations in Information System Change." *Health Care Management Review* (1988) 13: 43-48.
- DB PR Mann, G. J. "Change-Related Behavior and Information Systems." *Omega: The International Journal of Management Science* (1988) 16: 369-381 (with Frank Collins).
- LP NPR Mann, G. J. "Preparing to Be A Management Accountant." *Management Accounting Campus Report* (1988) 1: 7.

#### **EDITORSHIP OF JOURNALS:**

- DB PR Mann, G. J. Guest Editor, *Journal of Management Information Systems*, Special Issue: "Impacts of Information Technology Investment on Organizational Performance." 16(4) (Spring 2000) (with Mo A. Mahmood).

#### **PROCEEDINGS/PRESENTATIONS AT SEMINARS, CONVENTIONS, MEETINGS:**

- DB PR Mann, G. J. "The Impact of IT on Individuals; A Meta-Analysis." 2001 Information Resources Management Association International Conference, Toronto, Canada, May 20-23, 2001, pp.148-151 (with Mo Adam Mahmood, Augustin Escalera, and Jim Weddell).

- LP PR Mann, G. J. "Amerireal Corporation: Information Technology and Organizational Performance." In Proceedings of the 2000 Information Resources Management Association International Conference, Anchorage, Alaska, USA, May 21-24, 2000, pp. 1037-1038 (with Mo. A. Mahmood and Mark Dubrow).
- DB PR Mann, G. J. "Information Technology Investment and Organizational Performance: A Meta-Analysis." Proceedings of the 30th Annual Meeting of the Decision Sciences Institute, New Orleans, LA, November 20-23, 1999, pp. 669 – 671 (with Mo A. Mahmood).
- DB PR Mann, G. J. "Information Technology Investment and Organizational Performance: A Lagged Analysis." Information Resources Management Association International Conference, Boston, May 19-22, 1998, pp. 157-161 (with Mo A. Mahmood, Mark Dubrow, and John Skidmore).
- DB PR Mann, G. J. "How Information Technology Investments Affect Organizational Productivity and Performance: A Longitudinal Study." Proceedings of the 1997 Information Resources Management Association International Conference, Vancouver, B.C., Canada, May 1997, pp. 187-191 (with Mo Adam Mahmood).
- CP PR Mann, G. J. "Effect of Presentation Mode on Interpretation of Accounting Information--Use of Graphics in Accounting Reports." Proceedings of the 1997 Annual Meeting, American Accounting Association Southwest Region, New Orleans, LA, March 11-15, 1997 (with Audrey Bernard and Mo A. Mahmood).

- DB PR Mann, G. J. "Evaluating a Causal Model For Assessing the Impact of Information Technology Investment: A Linear Structural Relations (LISREL) Analysis." Proceedings of the 1992 Information Resources Management Association International Conference, Charleston, South Carolina, May 24-27, 1992, Harrisburg, PA: Idea Group Publishing, pp. 339-342 (with Mo A. Mahmood).
- DB PR Mann, G. J. "Personality Traits and Career Choice in Auditing: A Study of Prototypic Internal and External Auditors." Collected Papers and Abstracts of the American Accounting Association Southwest Region Meeting 1991, San Antonio, TX, March 4-7, 1992, p. 224 (with Stanley Y. Chang).
- DB PR Mann, G. J. "Publication Productivity and Promotion of Accounting Faculty Women: A Comparative Study." Collected Papers and Abstracts of the American Accounting Association Southwest Region Meeting 1991, Houston, Texas, March 13-16, 1991, p. 185 (with Janet Omundson).
- DB PR Mann, G. J. "Measuring the Impact of Information Technology on Organizational Strategic Performance: A Key Ratios Approach." Proceedings of the Twenty-Fourth Annual Hawaii International Conference on Systems Sciences, Volume IV Organizational Systems and Technology Track, Los Alamitos, California: IEEE Computer Society Press, 1991, pp. 251-258 (with Mo A. Mahmood).
- CP PR Mann, G. J. "Internal Auditor Participation in Systems Design." Proceedings of the 18th Annual North American Conference of the International Business Schools Computer Users Group, Omaha, Nebraska, July 22-25, 1990, pp. 327-329 (with Mo A. Mahmood).

- DB PR Mann, G. J. "A Study of Employment Processes Among Staff Accountants." The Collected Papers and Abstracts, American Accounting Association Southeast Region 42nd Annual Meeting, Tampa, Florida, April, 1990, pp. 213-217 (with Frank Collins and Oscar J. Holzmann).
- CP PR Mann, G. J. "Developing a Decision Model for the Feasibility of a Maquiladora Operation." Twenty-Ninth International Atlantic Economic Conference, Geneva, Switzerland, March 17-23, 1990 (with Richard G. Schroeder).
- CP PR Mann, G. J. "The Development of a Strategic and New Service Planning Model for Hospitals." In Proceedings, 1989, Annual Meeting, Decision Sciences Institute, New Orleans, Louisiana, November 20-22, 1989, pp. 698 (with Mo A. Mahmood and George Sugawa).
- DB PR Mann, G. J. "A LISREL Analysis of Behavioral Intentions in a System Change Context Using the Fishbein and Ajzen Model of Behavior." In Proceedings, 1989 Annual Meeting, Decision Sciences Institute, November 20-22, 1989, New Orleans, Louisiana, pp. 102-104 (with Stanley Y. Chang).
- DB PR Mann, G. J. "Relationship Between the Amount and Equivocality of Information Processed and Receptivity to Change in Information Systems." In Collected Papers and Abstracts of the American Accounting Association's Southwest Regional Meeting, San Antonio, Texas, March 2-5, 1988, pp. 25-31.
- DB PR Mann, G. J. "A Framework for the Investigation of Individual Change-Related Behavioral Intentions in Information Systems," Collected Papers and Abstracts of the American Accounting Association's Southwest Regional Meeting, Houston, Texas, March 11-14, 1987, pp.115-126.

**DOCUMENTED PRACTICE SOFTWARE DEVELOPMENT:** None



**OTHER PUBLICATIONS:** None

**RESEARCH AWARDS:**

Outstanding Research Article, 1993 - 94, College of Business Administration  
(with Mo A. Mahmood).

Macmillan Best Paper Award, 1992 Information Resources Management  
Association International Conference (with Mo. A. Mahmood).

**4. GRANTS/REPORTS FROM SPONSORED RESEARCH:** None

**5. TEACHING:**

**COURSES TAUGHT:**

Undergraduate - Lower Division:

ACCT 2301 Principles of Accounting I  
ACCT 2302 Principles of Accounting II

Undergraduate - Upper Division:

ACCT 3314 Management Accounting  
ACCT 3323 Cost Accounting  
ACCT 3309 Survey of Accounting  
ACCT 4399 Current Topics in Accounting

Graduate:

ACCT 5311 Accounting for Management  
ACCT 5312 Controllership  
ACCT 5391 Seminar in Managerial Accounting

ACCT 5394 Current Issues in Accounting

**NEW COURSE CREATION:**

ACCT 4399 Current Topics in Accounting Developed as a three-week Course offered during the winter break period over 5 years, 1998-99 thru 2002-2003.

**EXECUTIVE EDUCATION COURSE CREATION:**

Developed and presented continuing professional education/professional development courses

"Financial Accounting for Non-Accounting Managers," Conducted periodic sessions, 1987-1992.

"Managerial Accounting for Non-Accounting Managers," Conducted periodic sessions, 1987-1992.

"Management Accounting Revolution," 1992 (October).

"Cost Accounting: Principles and Review," 1991 (August).

"Budgeting: Concepts, Techniques, and Behavioral Implications," 1990 (August).

**DISSERTATIONS/THESES CHAIRED:**

Chaired 16 Accounting Professional Report Committees

**DISSERTATIONS/THESES COMMITTEES:**

Member of 25 Accounting Professional Report Committees

**TEACHING AWARDS:** None

**6. SERVICE:**

**ACADEMIC OR PROFESSIONAL ORGANIZATIONS:**

2004 Panel member, "Faculty Evaluation; Promotion and Tenure; Post-Tenure Review" Southwest AAA Region Annual Meeting, March 26

2003 Consultant to Southeast Oklahoma State University for Review of Accounting Program

2001-Present Texas State Society of CPAs Task Force on Texas/Mexico Relations

1998-Present Board of Research Advisors, Institute of Internal Auditors.

2001-2002 Texas State Society of CPAs Blue-Ribbon Committee on Admittance to the CPA Profession

2000 - 2001 AACSB Accreditation Team for Boise State University

1998 - 2000 AACSB Accreditation Team for University of Montana

1988-Present Accounting Advisory Committee, El Paso Community College

1998-1999 Membership Solicitation Committee, Federated Schools of Accountancy.

1998 American Accounting Association, Accounting, Behavior and Organization Section, Manuscript Reviewer for Annual Meeting

1994-1998 Editorial Advisory Board and International Editorial Policy Committee, Institute of Internal Auditors

1994-1997 National Committee on Education, Institute of Management Accountants

1989-1996 Board of Directors, El Paso Chapter, Institute of Management Accountants

1995 Panel Moderator, American Accounting Association Southwest Region Annual Meeting

1995 Program Advisory Committee, American Accounting Association Annual Meeting

1994-1995 Secretary-Treasurer, American Accounting Association ABO Section

1994-1995 American Accounting Association Southwest Region Vice-President, Accounting Administrators Group

1994 Session Moderator, AAA Annual Meeting

1992 - 1994 AAA Southwest Region Coordinator, ABO Section

- 1992 Program Committee, AAA Management Accounting Section Research Conference, Albuquerque
- 1992 Reviewer and discussant, AAA Annual Meeting, Behavioral Accounting Track
- 1990 Session chair, American Accounting Association, Southwest Region Annual Meeting
- 1988-1989 President, El Paso Chapter, Institute of Management Accountants

**UNIVERSITY:**

- 2003 Chairs' Panel, UTEP Workshop for Untenured Faculty. Presented Chairs' perspectives on achievement of tenure
- 2001 Panel Member, UTEP Tenure and Teaching Portfolio Workshop. Member of panel of Department Chairs addressing untenured faculty with comments regarding tenure suggestions (May 14)
- 1994-1997 Graduate Council, University of Texas at El Paso
- 1996 Panel of Department Chairs, University of Texas at El Paso New Faculty Orientation
- 1995-1996 Chair, University Provost/Vice President for Academic Affairs Search Advisory Committee

- 1995 Chair, Committee to Develop University New Chairs Orientation Program
- 1995 Committee to Develop Endowed Faculty Appointment and Review Policy, University of Texas at El Paso
- 1991 Catalog and Calendar Committee, University of Texas at El Paso
- 1990 Committee for Allocation of Computer Resources, University of Texas at El Paso

**COLLEGE:**

- 2003 - 2004 Member, AACSB Coordinating Committee for College Reaffirmation Process
- 2002 - 2003 Chair, Ph.D. Program Coordinating Committee
- 2001 Search Committee for Chair, Department of Information and Decision Sciences
- 1992 Chair, College Mission and Re-Organization Committee. The committee's efforts resulted in consolidation of the Marketing and Management departments, and creation of the Information and Decision Sciences department. The mission recommended by the committee was adopted..
- 1992 College of Business Administration Committee to Develop Promotion and

Tenure Document

- 1992 Search Committee for Chair, Department of Marketing and Management
- 1991 Search Committee for Chair, Department of Information and Decision Sciences
- 1991 Committee for Outstanding Research Award, College of Business Administration

**DEPARTMENT:**

DEPARTMENT CHAIR, 1991 - PRESENT

**OTHER (COMMUNITY, ETC.):** None

**SERVICE AWARDS:** None

**7. MEMBERSHIPS:**

Texas State Society of CPAs  
El Paso Chapter, Texas State Society of CPAs  
American Accounting Association  
Institute of Management Accountants  
Institute of Internal Auditors  
AAA Accounting Programs Leadership Group

**8. PRESENTATIONS/SPEECHES NOT INCLUDED IN 3. ABOVE:**

Presentations

“The Balanced Scorecard,” 2001, Continuing Professional Education Presentation to the El Paso Chapter, Institute of Management Accountants (October 16).

“Status and Outlook for CPA-Qualified Accounting Graduates," 2000, Presentation to the El Paso Chapter, Texas Society of CPA's (July).

"Environmental Accounting Issues" 1997, Presentation to the El Paso Chapter, Institute of Management Accountants (July).

“Future Supply of CPA-Qualified Accounting Graduates," 1996, Presentation to the El Paso Chapter, Texas Society of CPA's (November).

"Ethics in Accounting," 1994, Presentation to the El Paso Chapter, Texas Society of CPA's (November).

“Evolution and Fall of Management Accounting," 1993, Presentation to the El Paso Chapter, Institute of Management Accountants (October).

**9. FACULTY DEVELOPMENT: OTHER EVIDENCE OF MAINTENANCE OF RELEVANCY AND CURRENCY:**

Professional certification: CPA, Texas Maintained current CPA license

In excess of 40 hours of CPE annually, 1989 - present

2000-2002      Conducted research for the Institute of Internal Auditors, “Role of the Internal Auditor in Fraud Prevention and Detection.” With Stanley Chang and Flemming Ruud

1999-2000      Expert witness for the defense, “Whistleblower” vs. Boeing Company



**10. OTHER:** None