

**Stephanie M. Bryant, PhD, CPA (inactive)**  
**Dan R. and Tina P. Johnson Distinguished Professor of Accounting**  
**University of South Florida**  
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*Education and Professional Certification*

**PhD in Accounting, Louisiana State University**, Baton Rouge, LA, December 1996. GPA: 3.9. Minor field: Experimental statistics (30 hours). Specialty: Accounting information systems. Area of research interest: AIS consulting, AIS education, behavioral issues, international accounting, disclosure issues

**Bachelor of Science in Accounting**, Louisiana State University, Baton Rouge, LA, December 1988. GPA: 3.7.

**Certified Public Accountant (inactive)**, Louisiana, 1990.

*Work Experience*

Fall 2007 – present      **University of South Florida**, Director of School of Accountancy and Dan R. and Tina P. Johnson Distinguished Professor of Accounting. Promoted to Full professor August 2009.

Fall 2006 – Summer 2007      **University of South Florida**, Associate Director and Dan R. and Tina P. Johnson Distinguished Professor of Accounting.

Fall 2004-Summer 2006      **University of South Florida**, Associate Professor and Dan R. and Tina P. Johnson Distinguished Professor of Accounting.

Fall 2003-Summer 2004      **University of South Florida**, Associate Professor and Advisory Council Professor of Accounting.

Fall 2001-Summer 2003      **University of South Florida**, Assistant Professor of Accounting, Advisory Council Professor of Accounting. Teaching specialty: Accounting Information Systems (undergraduate) and Control and Audit of Accounting Information Systems (graduate).

Fall 1996 – Summer 2001      **James Madison University**, Assistant Professor of Accounting and Director of Accounting Information Systems program. Taught Accounting Information Systems, Advanced Accounting Information Systems, Business Decisions for Accountants, Principles of Accounting, and Financial/Managerial Accounting.

Spg 1994 - Summer 1996      **Louisiana State University**, Teaching Assistant and Assistant Coordinator of Introductory Financial Accounting. As Coordinator of Introductory Financial Accounting, prepared exams for approximately 500 students per semester and assisted in planning course requirements. Taught Introductory Financial Accounting.

Jan 1991 - Jan 1994      **Louisiana Association of Educators**, Supervisor of Accounting. A nonprofit 501c(5) organization affiliated with the National Education Association in Washington, DC. Responsible for all financial reporting, including financial statements, PAC reporting, special grants and presenting financial reports to LAE Board of Directors. Assisted in automating the

office, including computerization and related staff training. Organized accounting procedures and wrote accounting manual. Responsible for preparation and coordination of 3+ million annual budget and budget monitoring, including investigation of material variances. Prepared cash flow analysis and cash and financial statement projections. Prepared all corporate tax returns. Designed and implemented employee database. Assisted auditors with annual audit.

Jan 1989 - Jan 1991

**KPMG Peat Marwick**, Baton Rouge, LA, Tax Computer Specialist. Duties included preparation of individual, corporate, partnership, trust, and nonprofit tax returns; tax research, and consultation with clients. Responsible for design, implementation and maintenance of Novell network bridged with Apple Macintosh network.

Jan 1982 - Jan 1986

**Kemper Insurance**, Baton Rouge, LA. Branch Claims Services Supervisor. Duties included daily supervision of seven clerical employees, performance appraisals, benefit administration, yearly budget analysis, and hiring and termination of clerical staff.bn

#### *Awards and Activities*

##### *Professional:*

- 2008-2009, Named to FICPA Education Foundation (**state**)
- 2007, 2008, Named to AICPA Financial Literacy Commission (**national**)
- 2006, USF Beta Alpha Psi Outstanding Professor
- 2005, Beta Alpha Psi President's Award (**international**)
- 2004, Named to endowed chair, Dan R. and Tina P. Johnson Distinguished Professor of Accounting
- 2004, AAA-Information Systems Section Outstanding Service Award
- 2004, 2006 Nominated for Florida Outstanding Educator in Accounting
- 2004, USF Beta Alpha Psi Outstanding Professor
- 2003, USF President's Award for Faculty Excellence
- 2002/2003, USF Outstanding Undergraduate Teaching Award (**university level**)
- 2002, *Journal of Information Systems* Best Reviewer Award
- 2002, USF Beta Alpha Psi Outstanding Professor
- 2002, Nominated for AAA Innovation in Teaching Award for *Core Concepts of Consulting for Accountants*
- 2001, Nominated for SBAA Innovative Teaching Award for design of consulting class
- 1999, ACAUS (Association of Chartered Accountants in the U.S.) Manuscript Contest, First place nationally for, "Acceptance and Observance of International Accounting Standards: An Empirical Study of Companies Claiming to Comply with IASs," with Donna L. Street and Sidney J. Gray. *The International Journal of Accounting*. 1999, vol. 34, no. 1, pp. 11-48. Award presented in New York in 2000.
- 1999, College of Business Best Academic Paper Award, James Madison University, for, "A Case-Based Reasoning Approach to Bankruptcy Predication Modeling," 1997. *The International Journal of Intelligent Systems in Accounting, Finance and Management*, Vol. 6: 195-214 (1997).
- 1999, College of Business Summer Teaching Grant, JMU
- 1999, Named Outstanding Teacher by Greek Student Association, JMU.
- 1999, 1998, 1997 Nominated for Outstanding Undergraduate Professor in the College of Business, JMU
- Member American Accounting Association:
  - Artificial Intelligence/Emerging Technologies Section
  - Behavioral Section
  - Information Systems Section

### **Graduate and Undergraduate:**

#### **Teaching:**

- 1996 Alumni Association University Teaching Award. One award per year to an outstanding doctoral student teacher on the LSU campus.
- 1996 Lloyd F. Morrison department award for outstanding teaching by a doctoral student.
- 1995 Lloyd F. Morrison department award for outstanding teaching by a doctoral student.
- 1995 Zeta Tau Alpha Favorite Professor.
- 1994 Delta Gamma Favorite Professor

#### **Other:**

- 1995 Southwest Doctoral Consortium Fellow
- 1994, 1995 Sholeh Yazdaninia Memorial Scholarship
- 1994 American Accounting Association Doctoral Consortium Fellow
- 1994 Exxon USA Scholarship
- 1993 Federation of Schools of Accountancy Student Achievement Award (outstanding master's student in accounting)
- 1988 James M. Owen Award (outstanding senior in accounting)
- 1988 Phi Kappa Phi (top 5% of senior class)
- 1988 Beta Gamma Sigma (top 10% of senior class)
- 1988 National Collegiate Business Merit Award Winner
- 1987 Mack H. Hornbeak Scholarship (outstanding junior in finance)
- 1987-1988 Baton Rouge Round Table Scholarship
- 1987-1988 Beta Alpha Psi (Vice President)
- Dean's List every semester enrolled

### **Scholarly Activities**

#### **Academic Publications (Citations per Google Scholar 9/29/08)**

“Why Are Financial Incentive Effects Unreliable? An Application and Extension of Self-Determination Theory” with Dan Stone and Ben Wier. 2009. Forthcoming in *Behavioral Research in Accounting*.

Bryant, S., S. Albring, and U. Murthy. 2009. “The Effects of Reward Structure and Media Richness on Virtual Teams.” Presented in Paris, France in December 2008. Conditionally accepted at *International Journal of Accounting Information Systems*.

Bryant, S., U. Murthy, and P. Wheeler. 2009. “The Effects of Cognitive Style and Feedback Type on Performance in an Internal Control Task.” *Behavioral Research in Accounting*. Vol 21 (1): 37-58.

O. Abdelsalam, S. Bryant, and D. Street. 2007. “An Examination of the Determinants of the Comprehensiveness of Corporate Internet Reporting Provided by London-Listed Companies,” *Journal of International Accounting Research* 6 (2).

Bryant, S., and S. Albring. 2006. “Effective Team Building: Guidance for Accounting Educators,” *Issues in Accounting Education* Vol. 21 (3).

Bryant, S., J. Kahle, and B. Schafer. 2005. “Distance Education: A Review of the Contemporary Literature,” *Issues in Accounting Education*, Vol. 20 (3): 255-272. Cited by 20.

O. Abdelsalam, D. Street, and S. Bryant. 2004. “Corporate Internet Reporting by BSE Sentex Companies.” *Indian Accounting Review*, December 2004, Vol. 8 (2): 1-18.

Wheeler, P., Hunton, J., and S. Bryant. 2004. “AIS Research Opportunities Using Type Theory and the Myers-Briggs Type Indicator,” *Journal of Information Systems*, Vol. 18, No. 1, pp. 1-19. Cited by 5.

Wheeler, P., Hunton, J., and S. Bryant. 2004 "Authors' Reply to Commentary on Accounting Information Systems Research Opportunities Using Personality Type Theory and the Myers-Briggs Type Indicator," *Journal of Information Systems*, Vol. 18, No. 1, pp. 35-38.

Bryant, S., J. Hunton, and D. Stone. 2004. "Web Experiments: Prospects and Possibilities for Behavioral Accounting Research." *Behavioral Research in Accounting*, Vol. 167, pp. 107-129. Cited by 3.

Bryant, S. 2001. "A Blueprint for an AIS Consulting Course," *Journal of Information Systems*, Vol. 15, No. 1, pp. 19-34.

Street, D., and S. Bryant. 2000. "Disclosure Level and Compliance with IASs: A Comparison of Companies With and Without U.S. Listings and Filings." Invited paper. *The International Journal of Accounting* Vol. 35, No. 3 pp. 305-329. Reprinted in the *International Accounting Library Series*, 2004. Cited by 53.

Nichols, N. and Bryant, S. 2000. "Using Technology to Examine the Entity Choice Decision." With N. Nichols. *Journal of American Taxation Association*, Fall 2000, Vol. 22, No. 2, pp. 76-99.

Bryant, S. and J. Hunton. "The Use of Technology in the Delivery of Instruction: Implications for Accounting Educators and Education Researchers," with James Hunton. *Issues in Accounting Education*, Vol. 15, No. 1, Feb. 2000, pp. 129-162. Cited by 50.

Bryant, S., A. Bishop, and D. Street. 2000. "The Early Identification of Managerial Talent: An Empirical Examination." *Advances in Behavioral Research*, Vol. 3 pp. 119-132.

D. Street, S. Gray, and S. Bryant. "Goodwill—A Story Without End." 1999. *Accounting and Business*.

Bryant, S., J. Weishar, and D. Fordham. 1999. "A Review of Accounting Information System Programs in the U.S." *The Review of Accounting Information Systems*, pp. 1-11.

Street, D., S. Gray, and S. Bryant. 1999. "Acceptance and Observance of International Accounting Standards: An Empirical Study of Companies Claiming to Comply with IASs," *The International Journal of Accounting*, Vol. 34, no. 1, pp. 11-48. Reprinted in the *International Accounting Library Series*, 2004. Cited by 41.

Bryant, S. 1997. "A Case-Based Reasoning Approach to Bankruptcy Predication Modeling," *The International Journal of Intelligent Systems in Accounting, Finance and Management*, Vol. 6: 195-214 (1997). Cited by 35.

D. Fordham, S. Bryant, and R. Benke. 1997. "The Evolution of an Accounting Information Systems Concentration: Concepts and an Example," with David Fordham and Ralph Benke. *The Review of Accounting Information Systems*, Vol. 1:3 (Spring).

### **Professional Publications**

Stone, D., B. Wier, and S. Bryant. "Reducing Materialism Through Financial Literacy," with Dan Stone and Ben Wier. *The CPA Journal*. February 2008.

Stone, D., B. Wier, and S. Bryant. "Does Financial Literacy Contribute to Happiness?" with Dan Stone and Ben Wier. *The CPA Journal*, September 2007.

Engle T., S. Bryant, and S. Albring. 2007. "Does Disclosure of Non-attest Services in the Audit Report Matter?" *The CPA Journal*.

Bryant, S. and N. Nichols. "Host a Virtual Meeting," 2005.. *Journal of Accountancy*, pp. 66-72.

Bryant, S. and M. Martinez. "Push Button Spreadsheets" 2002. *Journal of Accountancy*, September 2002, pp. 35-45.

Bryant, S. 2000. "Quick Ways to Do What-If Analysis Using Spreadsheets." *Journal of Accountancy*, June pp. 35-45.

### **Textbooks**

*Core Concepts of Information Technology Audit*, with Nancy Bagranoff and James Hunton. July 2003. John Wiley & Sons, New York, NY. Cited by 15.

*Core Concepts of Consulting For Accountants*, with Nancy Bagranoff and James Hunton. July 2001. Published by John Wiley & Sons, New York, NY.

### **Research in Progress**

#### ***Papers Under Review:***

"The Correlates and Consequences of Accountants' Creativity," with Dan Stone and Ben Wier. Revise and resubmit received 9/21/08. Preparing for second round submission to *Behavioral Research in Accounting*.

#### ***Working Papers:***

"Stakeholders' Perceptions of Accountants and Accounting Work in Naturally Occurring Teams," with Dan Stone and Ben Wier.

Tacit Managerial Knowledge and Agreement on Accounting Task Importance: A Research Note, with Dan Stone and Ben Wier.

"Do Public Accounting Partners Underestimate the Value of Autonomy to Top-Staff Job Perceptions?" With Dan Stone and Ben Wier.

#### ***Projects In Data Collection Stage:***

"Cross-Cultural Determinants of Financial Attitudes and Self-Efficacy." Survey has been designed and translated into 5 languages. Data have been collected in Taiwan, China, Russia, U.S., Tunisia, and Brazil. With Dan Stone and Ben Wier.

### **Presentations**

"The Global State of Information Security," presented at the 2008 USF Accounting Circle Conference

"Financial Motivation as a Multi-Dimensional Construct: A Positive Psychology Approach," Presented at 13<sup>th</sup> annual Ethics Research Symposium in Anaheim, CA in August 2008.

"The Effects of Materialism vs. "Positive" Money Attitudes on Financial Behavior and Well-being." Presented by co-author at 2006 SELF conference, July 23-26, Ann Arbor, Michigan.

"Accountants', Customers', and Supervisors' Conceptual Models of Accounting Tasks," with Dan Stone and Ben Wier. Presented by co-author at the 2006 European Accounting Association Annual Congress in Dublin, Ireland.

“An Empirical Investigation of the Quality of Web-based Disclosures in London Companies,” with Donna Street and Omneya Abd-Elsalam. Presented by co-author at the 2006 European Accounting Association Annual Congress in Dublin, Ireland.

“Accountants’, Customers’, and Supervisors’ Conceptual Models of Accounting Tasks,” with Dan Stone and Ben Wier. Presented at the University of Missouri-Columbia research workshop, September 2005.

“An Empirical Examination of Cognitive Style and Feedback in an Internal Control Task,” with Uday Murthy and Patrick Wheeler. Presented by co-author at the University of South Florida research workshop, 2005.

The Correlates and Consequences of Accountants’ Creativity,” presented by co-author Stone at ABO annual conference, Chicago, IL, October 2004. Also presented by Bryant at University of South Florida research workshop, fall 2004 series.

“Teaching Consulting in the Accounting Information Systems Program,” presented (with Nancy Bagranoff) at the 2004 AIS Educator Conference, Denver Colorado.

“Web-based Experiments.” Panel participant, ABO (Accounting behavior in organizations) annual conference, Chicago, IL, October 2004.

“Computer Fraud and Forensic Auditing.” Panel participant, USF Accounting Circle Conference, May 2004.

“Computer Fraud and Forensic Auditing.” Presented at the 2003 Ernst & Young Continuing Professional Education conference, June 3, 2003.

“Anticipating and Dealing with Cyberattacks Against the Global Information Technology Infrastructure.” Presented at the 2003 USF Accounting Circle Conference, May 23, 2003.

“Web Experiments: Prospects and Possibilities for Behavioral Accounting Research,” presented at USF School of Accountancy research workshop, Spring 2003.

“Careers in Information Technologies,” Presented at the Beta Alpha Psi Spring 2003 Honors Banquet.

“Incorporating AIS in the Accounting Curriculum.” Presented at the Academic Programs Leadership Group Annual Seminar, New Orleans, LA, February 3, 2003.

Globalization Research Network Conference, September 19-20, 2002 Hosted at The George Washington University. Panel participant on “Connected to the Global Village: Privacy, Protection, and Publicness.”

“Anticipating and Dealing with Cyberattacks Against the Global Information Technology Infrastructure.” Invited speaker at the 2002 USF Globalization and Security Symposium, sponsored by the USF Globalization Research Center and the College of Arts and Sciences Student Council, Sept. 11, 2002.

“A Blueprint for an AIS Consulting Course.” Presented at 8<sup>th</sup> annual AIS Teaching Symposium, Scottsdale, AZ, February 2001.

“Disclosure Levels and Compliance with IASs: A Comparison of Companies With and Without U.W. Listings and Filings. Presented at AIB Conference (by co-author Street), Phoenix, AZ, November 2000.

“An Empirical Study of Companies Claiming to Comply with International Accounting Standards: The Goodwill Noncompliance Dilemma,” with Sidney J. Gray and Donna L. Street. Presented at the 1999 European Accounting Association annual meeting, Bordeaux, France (by co-author Gray).

"An Empirical Study of Companies Claiming to Comply with International Accounting Standards: The Goodwill Noncompliance Dilemma," with Sidney J. Gray and Donna L. Street, presented at Deakin university Research Seminar, Melbourne, May 29, 1998 (by co-author Street).

"Acceptance and Observance of International Accounting Standards: The Goodwill Noncompliance Dilemma," presented at the Australia and New Zealand International Business Association Conference, Melbourne, November 6-7, 1998 (by co-author Gray).

"A Case-Based Reasoning Approach to Bankruptcy Predication Modeling," 1997. Presented at the American Accounting Association annual meeting, Artificial Intelligence section, August 1997.

### **Other**

"A Case-Based Reasoning Approach to Bankruptcy Predication Modeling," 1997. Reprinted in "Financial Accounting Abstracts Working Paper Series" (December 15, 1997), Social Science Research Network, a division of the premier electronic publishing company of professional abstracting journals in the areas of finance, economics, accounting and legal research, reaching over 33,000 subscribers worldwide.

### **Editorial Boards**

*Journal of Information Systems*

*Issues in Accounting Education*

*International Journal of Accounting Information Systems*

### **Ad Hoc reviewer**

- *Behavioral Research in Accounting*

### **Consulting**

Assisted in developing Advanced Managerial Accounting course for U.S. Army Corps of Engineers accountants (with Professors Dan Stone (University of Kentucky) and Ben Wier (Virginia Commonwealth University)). I teach this course several times a year to managerial accountants at the Army Corps of Engineers.

### *Service*

#### **National**

##### **American Accounting Association, Information Systems Section:**

- 2006-2007 Past President, AAA-IS Section
- 2005-2006 President, AAA-IS Section
- 2004-2005 President-elect of AAA-IS Section
- Chair, 2004 AAA-IS mid-year meeting
- Member, 2004-IS Bylaws committee
- Chair, 2003 AAA-IS mid-year meeting doctoral consortium
- Chair 2001-2002 AAA-IS Faculty Development Committee
- AAA-IS Faculty Development Committee, member 2000-2001

##### **American Accounting Association, Other:**

- 2007 New Faculty Consortium group leader for Information Systems
- Member, 2006-2007 Bylaws committee (**national**)
- Member, 2006-2007 Nominations Committee (**national**)
- Member, 2005-2006 Executive Council (**national**)
- Member, 2006 New Faculty Consortium committee (**national**)
- Member, 2005 New Faculty Consortium committee (**national**)

##### **Beta Alpha Psi (BAY):**

- 2006-2009, International President, Beta Alpha Psi (**international** level). In this capacity I oversee some 280 chapters of Beta Alpha Psi, approximately 10,000 members at any point in time, across the U.S., in Hong Kong, Australia and New Zealand. This is a three-year term commencing August 2006 and ending August 2009. Additionally, I oversee the Board of Directors and International Advisory Forum, consisting of some 60 accounting professionals from across the United States.
- Elected Regional Director for the Southeast Region and member of the BAY International Board of Directors, three year term commencing August 2002 and ending August 2005. In this capacity I oversee 48 university chapters of Beta Alpha Psi, coordinate and attend regional and national meetings of Beta Alpha Psi and the international Board of Directors, and represent BAY at international AIS meetings at the pleasure of the BAY President.
- During 2003-2005, at the request of the national president, I also chaired a Technology Task Force to review and make recommendations to the Board of Directors for changes in BAY's technology reporting system. I participated extensively in the detailed design of the new reporting intranet, including systems analysis, design, and alpha and beta testing. The new system was launched August 2005 at the annual meeting. I estimate this work took 750 hours over a two-year period.

### **Service to the University of South Florida**

#### **School of Accounting**

- Member PhD committee
- Dissertation committee member for:
  - John Chan (California State East Bay)
  - Rob Pinsker (Old Dominion University)
  - Hussein El-Masry (University of California Riverside)
  - Robert Slater (Texas A&M Corpus Christi)
  - Antoinette Lynch (Florida International University)
  - Anita Reed (Texas A&M Corpus Christi)
  - Eileen Taylor (North Carolina State University)
- 2006-2007, Chair, Search Committee for assistant and/or associate professor faculty members
- 2005-2006, Chair, Search committee for AIS faculty member
- 2004-2005, Chair, Search committee for assistant professor and associate professor faculty member.
- 2004-2005, Chair, Undergraduate Curriculum Committee
- 2003-2004, Chair, Committee to Study Limited Access
- 2003-2004, Chair, Search committee for assistant professor faculty member.
- 2002-2003, Chair, Search Committee for assistant professor (AIS) faculty member.

#### **College of Business Administration**

- 2005-2006, Member, Dean Search Committee
- 2005-2006, Member, Assistant Director of Development Search Committee

#### **University Level Service**

- 2007-2008 Budget Priorities Advisory Task Force (appointed by Provost)
- 2007-2009 USF Board of Trustees Finance and Audit Workgroup
- 2008-2009 CFO Search Committee