TRACY S. MANLY, PH.D., CPA

Business educator & higher education executive with expertise in:
Strategic Planning & Implementation – Enrollment & Program Growth – Financial Stewardship
Business & External Partnerships – Accreditation Leadership – Faculty Development – Student Success

ADMINISTRATIVE EXPERIENCE

Provost & Vice President for Academic Administration **2023 – present**
Professor of Accounting
Concurrent Appointment: Interim Chief Financial Officer (2025)
Southwest Baptist University, Bolivar, MO
Serve as chief academic officer and member of the Executive Cabinet, providing leadership for academic affairs, strategic planning, enrollment and program growth, accreditation, and institutional effectiveness. Lead the Office of the Provost, overseeing four academic colleges, approximately 130 faculty and staff, over 100 academic programs, and key student success and academic support units while managing a multi-million-dollar budget. In 2025, concurrently served as Interim Chief Financial Officer, providing executive oversight for finance, accounting, information technology, and human resources.

Key accomplishments and responsibilities:

- Strategic Leadership & Program Growth
  - *Directed implementation of a redesigned university core curriculum that aligned academic programs with the university mission, reduced degree requirements, and increased flexibility for transfer students.*
  - *Led the development and approval of market-responsive academic programs, guiding curriculum development and institutional, state, regional accreditor, and specialized accreditation approvals.*
  - *Collaborated with executive leadership, faculty, and campus stakeholders to develop and implement the university's strategic plan (Belong, Discover, Serve, Excel), translating institutional priorities into measurable academic, advising, and operational initiatives.*
- Financial, Governance & Accreditation Leadership
  - *Prepare and present reports to the Board of Trustees on academic affairs, strategic initiatives, accreditation, institutional performance, and university finances.*
  - *Directed the university's successful Higher Learning Commission accreditation review, resulting in the removal of institutional sanctions.*
  - *Served as Interim Chief Financial Officer (2025), providing executive oversight for finance, accounting, information technology, and human resources while supporting institutional budgeting and operational decision-making.*
- Enrollment Growth & Student Success
  - *Expanded services through the University Success Center, including advising, tutoring, honors programming, and accessibility services.*
  - *Launched an online dual-enrollment program, expanding educational access while strengthening enrollment pipelines.*
  - *Initiated and scaled hybrid graduate programs serving more than 1,000 students, coordinating curriculum, faculty recruitment, course delivery, regulatory compliance, student support, technology, and operational capacity.*
- External Partnerships & Advancement
  - *Strengthened relationships with healthcare systems and regional universities to expand academic offerings and secure external support.*
  - *Facilitated the naming partnership for the Mercy College of Health Professions.*
  - *Partner with university leadership and advancement colleagues to communicate academic priorities and align donor, foundation, and external support with strategic initiatives.*
- Faculty Leadership
  - *Provide executive leadership for faculty recruitment, evaluation, promotion, workload, academic policy, and shared governance across academic colleges.*
  - *Strengthened faculty support through revised teaching load policies aligned with peer institutions.*
  - *Established ACUE certification cohorts and institution-wide faculty development initiatives focused on artificial intelligence, effective teaching, instructional innovation and faculty well-being.*

Acting Provost / Senior Vice Provost for Academic Initiatives **2019 – 2021**
University of Tulsa, Tulsa, OK
Provided executive-level leadership as the university's chief academic officer while the Provost served as Interim President, guiding academic and operational priorities in direct collaboration with the Interim President and senior leadership. Oversaw academic and administrative units spanning five colleges, the graduate school, and key student success, research, and operational offices.

Key accomplishments and achievements:

- Financial Sustainability & Enrollment Growth
  - *Worked with the administrative leadership to reduce the university operating deficit by over 90% from fiscal year 2020 to 2021 and reduce the balance on the operating line of credit by 75% over the same time.*
  - *Collaborated with graduate school and research office to create new policies for graduate tuition scholarships and tuition rates for graduate students supported by grant funding which increased both headcount and net tuition revenue per student.*
  - *Led academic colleges and offices in the implementation of staff reorganization recommendations from the Huron Consulting Group which focused on establishing a shared services center for common activities.*
- External Partnerships
  - *Created and staffed the Office of Online Learning and launched new online graduate programs with an online program manager. Two master's programs were launched in fall 2020 and met enrollment and tuition targets for subsequent semesters, spring and summer.*
  - *Served as administrative liaison for cybersecurity research partnership with Team 8 and George Kaiser Family Foundation, including negotiating intellectual property agreements.*
- Student Success
  - *Implemented mid-term grading for all undergraduate courses.*
  - *Oversaw implementation of the first campus-wide first-year experience course linked to student success coaching.*
  - *Streamlined processes for academic probation across colleges and implemented effective learning strategies course for students placed on academic probation.*
  - *Directed creation of standardized university transfer credit equivalency policies.*
- Faculty Support
  - *Created the Chapman Professor grant program to support faculty in developing initiatives for innovative experiences for students.*
  - *Oversaw creation of a research grant program to encourage interdisciplinary scholarship through the Office of Research and Sponsored Programs.*

Program Review Committee, Inaugural Chair **2018 – 2019**
University of Tulsa, Tulsa, OK

Selected by president, provost, and faculty senate president to lead a faculty committee to develop and execute processes to review all university academic programs to maintain compliance with external accreditation standards and implement a cycle of internal evaluation and continuous improvement. Organized committee recommendations for presentation to university administrators, trustees, and campus constituents.

Founding Program Director, Master of Accountancy **2012 – 2019**
University of Tulsa, Tulsa, OK

- *Developed and launched the Master of Accountancy curriculum and directed the program for eight years.*
- *Led admissions, recruiting, financial awards, advising, degree progression, CPA exam preparation and program operations.*
- *Built relationships with accounting professionals and employers to align curriculum with workforce expectations and expand internship and career opportunities.*
- *Helped lead the annual Conference of Accountants, a continuing education event serving approximately 500 professionals while raising scholarship support and strengthening alumni and industry relationships.*

BUSINESS FACULTY & ACADEMIC EXPERIENCE

Professor of Accounting **2014 – 2022**
University of Tulsa, Tulsa, OK
- *Albert Rogers Professor of Accounting,* 2017 – 2022
- *Program Director, Master of Accountancy,* 2012 – 2019

Associate Professor of Accounting **2006 – 2014**
University of Tulsa, Tulsa, OK
- *ONEOK Professorship in Business Ethics,* 2009 – 2017
  - Arranged ethics lectures for Collins College of Business
  - Led student teams in ethics case competitions
  - Taught graduate courses in business ethics and accounting ethics
- *A. Charles Funai Faculty Fellow in Accounting*, 2006 – 2009

Assistant Professor of Accounting **2001 – 2006**
University of Tulsa, Tulsa, OK
James Millar & Phillip Snyder Faculty Fellow in Accounting, 2003 – 2006

Assistant Professor of Accounting **1999 – 2001**
Louisiana State University, Baton Rouge, LA
KPMG Developing Scholar, 1999 – 2001

SELECTED BUSINESS SCHOOL LEADERSHIP

University of Tulsa, Collins College of Business
- Contributed to multiple AACSB accreditation and continuous-improvement cycles through graduate program leadership, curriculum and policy committees, assessment, faculty governance, and strategic planning.
- Excellence in Teaching Committee, 2013 – 2019, chair 2014 – 2019
- Committee on Promotion & Tenure, 2009 – 2019, chair 2009 – 2010.
- Inaugural Faculty Advisor, Council on Professional Excellence, 2009 – 2013. *This group was established from the student committee that developed the ThinkSHARP ethics initiative.*
- Strategic Planning Committee, Spring 2018.
- Chair, MBA Committee, 2009 – 2010.
- Faculty Advisor, Beta Alpha Psi and Beta Gamma Sigma
- Graduate Business Policy Committee, 2005 – 2011, chair 2008.
- Board Member and Faculty Liaison, Conference of Accountants, 2009 – 2019

EDUCATION & CERTIFICATIONS

Ph.D. in Business Administration (Accounting) / University of Arkansas, Fayetteville, AR 1999

Master of Accountancy / University of Arkansas, Fayetteville, AR 1994

Bachelor of Business Administration / Hardin-Simmons University, Abilene, TX 1993
Summa Cum Laude, Majors: Accounting, Finance

Certified Public Accountant / State of Arkansas 1997 – present
State medalist for highest score on uniform certification exam

BOARD, ADVANCEMENT & COMMUNITY LEADERSHIP

University of Arkansas Accounting Advisory Board / Board Member 2018 – present

WatersEdge Ministry Services 2021 – present
Board Member / Chair, Advancement Committee / Executive Committee

Foundation for First (Endowment for First Baptist Church, Tulsa) / Trustee / Chair 2017 – present

PUBLICATIONS

Refereed Journal Articles:

Manly, T.S., & McKnight, C. (2023). 'Small teaching' ideas to improve online learning. *The Tax Adviser, 54(5),* 54-57. https://www.thetaxadviser.com/issues/2023/may/small-teaching-ideas-to-improve-online-learning.html

Manly, T. S., & McKnight, C. (2020). Batter up: Using the balanced scorecard to evaluate the business of professional baseball. *Accounting Instructors' Report*, Winter/Spring 2020. http://embed.widencdn.net/pdf/plus/cengage/ftncnrvzl8/batter-up-case-air.pdf

Manly, T. S., & Ritsema, C. M. (2018). A new approach to ethics education: Giving voice to values. *The Tax Adviser, 49*(2), 118-120. https://www.thetaxadviser.com/issues/2018/feb/new-approach-ethics-education.html

Leonard, L. N., Riemenschneider, C. K., & **Manly, T. S**. (2017). Ethical behavioral intention in an academic setting: Models and predictors. *Journal of Academic Ethics*, *15*(2), 141–166. https://doi.org/10.1007/s10805-017-9273-2

McKnight, C. A., **Manly, T. S.,** Cochran, L., & Troboy, K. (2017). Broken trust: An expensive affair. *Global Perspectives on Accounting Education, 14*, 23-28. https://gpae.wcu.edu/wp-content/uploads/2017/10/Broken-Trust-case.pdf

Riemenschneider, C. K., **Manly, T. S.,** & Leonard, L. N. K. (2016). Using giving voice to values to improve student academic integrity in information technology contexts. *Journal of Information Systems Education, 27*(3), 183-195. http://jise.org/Volume27/n3/JISEv27n3p183.pdf

Manly, T. S., Leonard, L. N., & Riemenschneider, C. K. (2014). Academic integrity in the information age: Virtues of respect and responsibility. *Journal of Business Ethics*, *127*(3), 579–590. https://doi.org/10.1007/s10551-014-2060-8

Durham, Y., **Manly, T. S.,** & Ritsema, C. M. (2014). The effects of income source, context, and income level on tax compliance decisions in a dynamic experiment. *Journal of Economic Psychology*, *40*, 220–233. https://doi.org/10.1016/j.joep.2012.09.012

Manly, T. S., & McKnight, C. (2012). Card-sorting activities for introducing theoretical frameworks. *Accounting Instructors' Report*, Fall 2012. https://www.needles-powers.com/AIR/AIR_2012_fall.pdf

Ritsema, C. M., & **Manly T. S.** (2012). Presentations with maximum impact: Helping students succeed. *Accounting Instructors' Report*, Spring 2012. https://www.needles-powers.com/AIR/AIR_2012_spring.pdf

Ritsema, C. M., & **Manly T. S.** (2012). Presentations with maximum impact: Moving faculty forward. *Accounting Instructors' Report*, Winter 2012. https://www.needles-powers.com/AIR/AIR_2012_winter.pdf

Riemenschneider, C. K., Leonard, L. N. K., & **Manly, T. S.** (2011). Students' ethical decision-making in an information technology context: A theory of planned behavior approach. *Journal of Information Systems Education, 22*(3), 203-214. http://jise.org/Volume27/n3/JISEv27n3p183.pdf

Ritsema, C., & **Manly, T. S.** (2011). Creating slides for effective presentations. *The Tax Adviser, 42*(11). https://www.thetaxadviser.com/issues/2011/nov/c2c-nov2011.html

Manly, T. S., & Thomas, D. (2009). Adapting accounting education to the generations: Working with the millennials. *The Tax Adviser 40*(1). https://www.thetaxadviser.com/issues/2009/feb/adaptingaccountingeducationtothegenerationsworkingwiththemillennials.html

McKnight, C. A., **Manly, T. S.,** & Carr, P. S. (2008). Maxwell and company: Staff auditor embezzlement at a small client. *Issues in Accounting Education*, *23*(2), 291–297. https://doi.org/10.2308/iace.2008.23.2.291

Manly, T. S., McKnight, C. A., & Thomas, D. (2008). Generic and specific skills: Stakeholders' perceptions and evidence of change. *Journal of Business Administration Online, 7*(1).

Manly, T. S., Thomas, D. W., & Schulman, C. T. (2007). Tax incentives for economic growth: Capital investment or research. *Advances in Taxation, 17,* 95–120. https://doi.org/10.1016/s1058-7497(06)17004-0

Manly, T. S., Thomas, D. W., & Ritsema, C. M. (2005). Attracting nonfilers through Amnesty Programs: Internal versus external motivation. *Journal of the American Taxation Association*, *27*(s-1), 75–95. https://doi.org/10.2308/jata.2005.27.s-1.75

Manly, T. S., Walsh, R. J., & McKnight, C. A. (2005). Measurement of earnings, taxes, and e-commerce: The case of calypso communication. *Global Perspectives on Accounting Education, 2,* 1-10. https://gpae.wcu.edu/vol2/03-010%20Measurment%20of%20Earnings,%20Taxes%20and%20E-Commerce.pdf

McKnight, C. A., & **Manly, T. S.** (2005). The relative importance of financial statement items for lending decisions. *Journal of Accounting and Finance Research, 13(1),* 145-158. https://web-b-ebscohost-com.utulsa.idm.oclc.org/ehost/detail/detail?vid=0&sid=06717d0a-29f4-4f8d-b3bf-a1c958130b83%40sessionmgr103&bdata=JnNpdGU9ZWhvc3QtbGl2ZQ%3d%3d#AN=25910152&db=bth

Manly, T. S. (2005). Evaluating the effectiveness of tax credits for research and development: International evidence. *Journal of Accounting and Finance Research, 12(4),* 95-110. https://search-ebscohost-com.utulsa.idm.oclc.org/login.aspx?direct=true&db=bth&AN=15924882&site=ehost-live

Thomas, D. W., **Manly, T. S.,** & Ritsema, C. M. (2004). Initiatives for increasing e-filing: Taxpayer attitudes reveal what works. *Tax Notes Today 07/12/2004*, 191-196. https://www.taxnotes.com/tax-notes-today-federal/return-preparation/initiatives-increasing-e-filing-taxpayer-attitudes-reveal-what-works/2004/07/13/yrw9?highlight=increasing%20e-filing

Thomas, D. W., **Manly, T. S.,** & Schulman, C. T. (2003). An international investigation of the influence of dividend taxation on research and development tax credits. *Journal of the American Taxation Association*, *25*(2), 35–54. https://doi.org/10.2308/jata.2003.25.2.35

Ritsema, C. M., **Manly, T. S.,** & Thomas, D. W. (2003). Why taxpayers are noncompliant: Comments from 1997 Arkansas tax penalty amnesty participants. *State Tax Notes, 27(4)*, 01/27/2003. https://www.taxnotes.com/tax-notes-today-state/compliance/why-taxpayers-are-noncompliant-comments-1997-arkansas-tax-amnesty-participants/2003/01/27/4sld?highlight=amnesty

Rodrigue, J., & **Manly, T. S.** (2002). Reporting non-GAAP earnings in the oil and gas industry: A preliminary investigation and analysis. *Oil, Gas & Energy Quarterly, 51(1),* 101-114.

Manly, T. S., & Leonard, L. N. K. (2001). New financial reporting regulations for e-commerce companies. *Journal of Information, Law & Technology, 3.* https://warwick.ac.uk/fac/soc/law/elj/jilt/2001_3/manly/?external=true

Black, E. L., Sellers, K. F., & **Manly, T. S.** (1998). Earnings management using asset sales: An international study of countries allowing noncurrent asset revaluation. *Journal of Business Finance & Accounting*, *25*(9-10), 1287–1317. https://doi.org/10.1111/1468-5957.00238

Refereed Book Chapters:

Leonard, L. N. K. & **Manly, T. S.** (2011). Social networks and students' ethical behavior. *ICT Ethics and Security in the 21st Century: New Developments and Applications*. ed. Marian Quigley, IGI Global.

Leonard, L. N. K. & **Manly, T. S.** (2008). Ethics for the online environment. *Encyclopedia of Information Ethics and Security, ed. Marian Quigley* (pp. 260-265). Hershey, PA: Idea Group Inc.

Other Publications:

McKnight, C. A. & **Manly, T. S.** (2009). Lights! Camera! Accounting! *Accounting Education News* (3rd ed., vol. 37).

Wuerflein, R. & **Manly, T. S.** (2005). The quality of education for managerial accounting: A survey of professionals and students. *The Lamar University Electronic Journal of Student Research*, *2*.

Manly, T. S. & Leonard, L. N. K. (2002). Financial reporting: Changes for e-commerce companies. *Electronic Business Law,* 4th edition (4), 9-11.

PRESENTATIONS

Refereed Research Presentations:

Cravens, K. S., **Manly, T. S.,** & Oliver, E. O. (2014, August). *The relationship of the performance appraisal process to the transmission of positive ethical messages.* 19th Annual Ethics Research Symposium at the Annual Meeting of the American Accounting Association, Atlanta, GA.

Manly, T. S., Leonard, L. N. K., & Riemenschneider, C. (2013, August). *Academic integrity in the information age: Virtues of respect and responsibility.* 18th Annual Ethics Research Symposium at the Annual Meeting of the American Accounting Association, Anaheim, CA.

Leonard, L. N. K., Riemenschneider, C. K., & **Manly, T. S.** (2012, November). *TPB and MES: A comparison of behavioral intention findings regarding IT in an academic setting.* Decision Sciences Institute Annual Meeting, San Francisco, CA.

Manly, T. S., Thomas, D. W., Dixon, B., & Ritsema, C. M. (2012, August). *Compliance cost of the U.S. individual income tax: Another look after electronic filing.* 17th Annual Ethics Research Symposium at the Annual Meeting of the American Accounting Association, Washington, D.C.

Riemenschneider, C., **Manly, T. S.,** & Leonard, L. N. K. (2012, August). *Applying the multidimensional ethics scale to examine student behavior when using technology.* 18th Americas Conference on Information Systems, Seattle, WA.

Manly, T. S., Thomas, D. W., Kalis, V., & Petrides, Y. (2010, August). *What influences ethical decisions: A comparison of business students in the U.S. and Mexico.* 15th Annual Ethics Research Symposium at the Annual Meeting of the American Accounting Association, San Francisco, CA.

Manly, T. S., McKnight, C. A., & Thomas, D. W. (2008, August). *Skills for corporate accounting: What professionals say students need and possess.* Annual Meeting of the American Accounting Association, Anaheim, CA.

McKnight, C. A., **Manly, T. S.,** & Carr, P. S. (2008, May). *Maxwell and company: Staff auditor embezzlement at a small client.* Arkansas Society of Certified Public Accountants Fifth Annual Accounting Educators' Conference, Little Rock, AR.

Cravens, K. S. & **Manly, T. S.** (2007, August). *An international comparison of faculty perceptions on professionalism and ethics in accounting education.* Annual Meeting of the American Accounting Association, Chicago, IL.

Manly, T. S., Ritsema, C. M., & Thomas, D. W. (2006, August). *An Analysis of Differences Between Nonfilers Who Owe Tax and Those Who Do Not.* Annual Meeting of the American Accounting Association, Washington, D.C.

Leonard, L. N. K. & **Manly, T. S.** (2005, November). *Has the internet changed perceptions of business ethics?* Annual Meeting of the Decision Science Institute, San Francisco, CA.

Hough, J. & **Manly, T. S.** (2005, October). *The effect of financial reporting changes on strategic management research using business segment data.* Annual International Conference of the Strategic Management Society, Orlando, FL.

Thomas, D. W., **Manly, T. S.,** & Ritsema, C. M. (2005, August). *Paid preparers and the electronic filing of tax returns.* Annual Meeting of the American Accounting Association, San Francisco, CA.

Manly, T. S., Thomas, D. W., & Ritsema, C. M. (2005, March). *Attracting nonfilers through amnesty programs: Internal versus external motivation.* Conference for the *Journal of the American Taxation Association.* Washington, D. C.

McKnight, C. A. & **Manly, T. S.** (2004, December). *The relative importance of financial statement items for lending decisions.* Annual Meeting of the American Academy of Accounting and Finance, New Orleans, LA.

Thomas, D. W., **Manly, T. S.,** & Ritsema, C. M. (2004, August). *Attitudes toward e-filing in middle America.* Annual Meeting of the American Accounting Association Forum, Orlando, FL.

Manly, T. S. (2003, December). Evaluating the effectiveness of tax credit for research and development: International evidence. Annual Meeting of the American Academy of Accounting and Finance, New Orleans, LA.

Leonard, L. N. K., & **Manly, T. S.** (2003, August). *Does e-commerce affect the financial results of large retail companies?* Decision Science Institute Annual Meeting, Washington D.C.

Ritsema, C. M., **Manly, T. S.,** & Thomas, D. W. (2003, August). *Threats followed by an amnesty period: Characteristics of taxpayers who respond to this compliance strategy.* Professionalism and Ethics Symposium of the American Accounting Association, Honolulu, HI.

Ritsema, C. M., **Manly, T. S.,** & Thomas, D. W. (2003, March). *Data-sharing between tax authorities and tax compliance: Evidence from the 1997 Arkansas tax penalty amnesty program.* OSU Accounting Research Workshop, Stillwater, OK.

Durham, Y., **Manly, T. S.,** & Ritsema, C. M. (2002, August). *The effects of income source, income level and context in tax-reporting experiments.* Annual Meeting of the American Accounting Association Forum, San Antonio, TX.

Manly, T. S., & Hughes, K. E. (2002, August). *The impact of accounting conservatism on R&D expenditures: International evidence.* Annual Meeting of the American Accounting Association Forum, San Antonio, TX.

Manly, T. S., & Hughes, K. E. (2002, March). *The impact of accounting conservatism on R&D expenditures: International evidence.* Southwest Regional Meeting of the American Accounting Association, St. Louis, MO.

Walsh, R. & **Manly, T. S.** (2001, December). *Quality of earnings, taxes and e-commerce: The case of calypso communication.* American Society of Business and Behavioral Sciences, Las Vegas, NV.

Ritsema, C. M., **Manly, T. S.,** Thomas, D. W. (2001, August). *Aspects of taxpayer noncompliance: Evidence from the 1997 Arkansas tax penalty amnesty.* Professionalism and Ethics Symposium of the Annual Meeting of the American Accounting Association Forum, Atlanta, GA.

Durham, Y., **Manly, T. S.,** & Ritsema, C. M. (2001, August). The effects of income source, income level and context in tax-reporting experiments. Annual Meeting of the Western Economic Association, San Francisco, CA.

Thomas, D. W., **Manly, T. S.,** & Schulman, C. T. (2000, August). *Dividend tax policy and R&D spending in countries with R&D tax credits.* Annual Meeting of the American Accounting Association, Philadelphia, PA.

Manly, T. S. (2000, August). *Evaluating the effectiveness of tax credits for research and development: International evidence.* Conference on Emerging Issues in International Accounting, Niagara Falls, Ontario, Canada.

Manly, T. S. (2000, January). *The impact of financial reporting on R&D expenditures: International evidence,* American Accounting Association International Section Mid-Year Meeting, Tampa, FL.

Manly, T. S., Thomas, D. W., & Schulman, C. T. (1999, August). *Assessing the impact of conflicting policy goals: The case of the investment tax credit and the research and development tax credit.* Annual Meeting of the American Accounting Association, San Diego, CA.

Refereed Teaching Presentations:

Manly, T. S., & Ritsema, C. M. (2020, February). *A new approach to ethics education: Giving voice to values.* American Tax Association Teaching and Curriculum Conference, Ft. Worth, TX.

McKnight, C. A., **Manly, T. S.,** & Kennedy, K. (2018, August). *Bases loaded: Applying the balanced scorecard to the business of professional baseball.* Effective Learning Strategies Forum at the American Accounting Association, Washington, D.C.

McKnight, C. A., **Manly, T. S.,** Cochran, L., & Troboy, K. (2015, August). *Broken trust: An expensive affair.* 20th Annual Ethics Research Symposium at the Annual Meeting American Accounting Association, Chicago, IL.

Cravens, K. S. & **Manly, T. S.** (2013, August). *Single-entity case simulations for M.B.A. students to illustrate course learning objectives.* Effective Learning Strategies Forum at the Annual Meeting of the American Accounting Association, Anaheim, CA.

Manly, T. S., McKnight, C. A., & Ritsema, C. M. (2011, August). *Selections from the keeping the books club.* Effective Learning Strategies Forum at the Annual Meeting of the American Accounting Association, Denver, CO.

Leflar, C., **Manly, T. S.,** & McKnight, C. A. (2011, August). *Back to the future: Using accounting history to explore professional opportunities.* Conference on Teaching and Learning in Accounting, Denver, CO.

Manly, T. S. & McKnight, C. A. (2010, July). *The amazing accounting race.* Conference on Teaching and Learning in Accounting, San Francisco, CA.

Leflar, C., **Manly, T. S.,** & McKnight, C. A. (2010, August). *Back to the future: Using accounting history to explore professional opportunities.* Effective Learning Strategies Forum at the Annual Meeting of the American Accounting Association, San Francisco, CA.

Manly, T. S., Thomas, D. W., & Kalis, V. (2010, August). *Classroom techniques that motivate millennial students to learn.* Effective Learning Strategies Forum at the Annual Meeting of the American Accounting Association, San Francisco, CA.

Rhoades-Catanach, S., Magro, A., Noga, T., Hutton, Z., & **Manly, T.S**. (2010, February). *Starting and ending your tax class with a bang!* American Taxation Association Mid-Year Meeting Denver, CO.

McKnight, C. A. & **Manly, T.S.** (2009, August). *The amazing accounting race.* Effective Learning Strategies Forum at the Annual Meeting of the American Accounting Association, New York, NY.

Manly, T. S. & Thomas, D. W. (2009, May). *Teaching generation Y faculty workshop.* Our seminar was the first day of the college of business's 7th summer teaching program. Our presentation included four sessions covering (1) characteristics of millennial students, (2) motivation of millennials, (3) teaching techniques for millennials, and (4) ethics of millennials. Instituto Tecnológico Autónomo de México (ITAM), Mexico City, Mexico.

Manly, T. S. & Thomas, D. W. (2008, August). *Teaching students from the millennial generation.* Effective Learning Strategies Forum at the Annual Meeting of the American Accounting Association, Anaheim, CA.

McKnight, C. A. & **Manly, T. S.** (2008, August). *Lights! Camera! Accounting!* Effective Learning Strategies Forum at the Annual Meeting of the American Accounting Association, Anaheim, CA.

Manly, T. S. & McKnight, C. A. (2007, August). *Introducing students to ethical frameworks.* Effective Learning Strategies Forum of the Annual Meeting of the American Accounting Association, Chicago, IL.

McCrary, J. M. & **Manly, T. S.** (2007, August). *Using manipulatives to teach percentage-of-completion method of accounting for long-term contracts.* Effective Learning Strategies Forum of the Annual Meeting of the American Accounting Association.

McKnight, C. A. & **Manly, T. S.** (2006, August). *Professional development activities for graduating accounting students.* Effective Learning Strategies Forum of the Annual Meeting of the American Accounting Association, Washington, DC.

McKnight, C. A. & **Manly, T. S.** (2005, August). *Developing critical thinking skills in principles of accounting.* Effective Learning Strategies Forum of the Annual Meeting of the American Accounting Association, San Francisco, CA.

Walsh, R., Ray. A., Greenstein, M., & **Manly, T. S.,** (2001, August*). Integrating e-business into accounting courses panel session.* Annual Meeting of the American Accounting Association, Atlanta, GA.

Other Teaching Presentations:

Using clickers in the classroom. (2013, August). Faculty Workshop at the University School, Tulsa, OK.

Student learning styles and effective lecture presentations. (2002, November). University of Tulsa College of Business Faculty Workshop, Tulsa, OK.

Teaching philosophies and characteristics of effective teachers. (2002, October). University of Tulsa College of Business Faculty Workshop, Tulsa, OK.

Professional Presentations:

Giving voice to values: Part two. (2018, May). Tulsa Employee Benefits Group, Tulsa, OK.

Giving voice to values. (2017, May). Tulsa Employee Benefits Group, Tulsa, OK.

Classical ethical theories for modern business dilemmas. (2013, April). Accounting & Finance Women's Alliance, Tulsa, OK.

Classical ethical theories for modern business dilemmas. (2011, December). Annual Client Continuing Education Conference, HoganTaylor LLP, Tulsa, OK.

Classical ethical theories for modern business dilemmas. (2011, November). Petroleum Accounting Society of Oklahoma, Tulsa, OK.

Research findings in tax compliance. (2002, May). Continuing professional education presentation to the American Society of Women Accountants, Tulsa, OK.

Accountants in higher education. (2001, October). Annual Student Dinner of American Society of Women Accountants, Tulsa, OK.

COURSES TAUGHT

Seasoned educator with excellent track record teaching introductory, advanced, graduate, and online courses.

- *Concepts in Accounting Information I*
- *Concepts in Accounting Information II*
- *Principles of Financial Accounting*
- *Intermediate Financial Accounting I*
- *Intermediate Financial Accounting II*
- *Accounting Processes and Problem Solving II*
- *Topics in Federal Taxation*
- *Issues for Tax Exempt Organizations*
- *International Accounting*
- *Professional Accounting Issues (ethics curriculum)*
- *Ethical Conduct for Managers (MBA)*
- *Master of Accountancy Experience Course (professional development)*
- *Business Orientation and Planning for Success*
- *Internship in Accounting*

HONORS AND AWARDS

Individual Awards:

- Hardin-Simmons University, Distinguished Alumni Award, 2024.
- Golden Hurricane Women's Cross-Country Team Most Valuable Professor, University of Tulsa Athletics, 2021.
- Golden Hurricane Women's Track Team Most Valuable Professor, University of Tulsa Athletics, 2020.
- Nominee, J. Michael and Mary Anne Cook/Deloitte Foundation Prize, American Accounting Association, 2019, 2018, 2017.
- Golden Hurricane Men's Basketball Team Most Valuable Professor, University of Tulsa Athletics, 2014.
- Golden Hurricane Men's Soccer Most Valuable Professor, University of Tulsa Athletics, 2013.
- University of Tulsa Outstanding Teacher Award, 2011. *Awarded once in a career to no more than one percent of the total faculty.*
- Honorable Mention, Mark Chain/Federation of Schools of Accountancy Innovation in Graduate Teaching Award, AICPA 2010.
- University of Arkansas Accounting Alumni Award Honoree in Education, 2010.
- Honorable Mention, Bea Sanders/AICPA Innovation in Teaching Award, 2009.
- Hardin-Simmons University Outstanding Young Alumni, 2009.
- Outstanding Educator Award, Oklahoma Society of Certified Public Accountants, 2008.
- University of Tulsa Mortar Board Scotch and Smokes Recipient, 2008, 2004. *Selected by student members of Mortar Board honorary society.*
- Innovation in Teaching and Learning Award, Oklahoma Higher Education Teaching and Learning Conference, March 29, 2007.

- The University of Tulsa Student Association Lewis Duncan Advisor Recognition Award, 2007. *Awarded for outstanding advising of a student organization.*
- University of Tulsa College of Business Mayo Teaching Excellence Award, 2002-2003.
- Outstanding Dissertation Award, International Section of the American Accounting Association, 2000.

Faculty Advisor for Student Awards

Research projects:

- Honorable Mention Award Winner Jonathan Goodwin in the University of Tulsa Student Research Colloquium, 2008.
- First Place Winners Natalie Eneff and Laura Quiroz in the University of Tulsa Student Research Colloquium, 2007.
- First Place Winner Rachel Wuerflein in the University of Tulsa Student Research Colloquium, 2006.
- Second Place Winners Sarah Kuhn and Kelly Luelf in the University of Tulsa Student Research Colloquium, 2006.

Student Organizations:

- Beta Alpha Psi, Honorary Organization for Financial Information Professionals
  - Distinguished Chapter Honor, 2005, 2008, 2009, 2010, 2011, 2013.
  - Superior Chapter Honor, 2006.
  - First Place, TU's Finest Award from University of Tulsa Student Association, 2007.
  - Ernst & Young National Diversity Award, 2007.
- Beta Gamma Sigma, Business Honor Fraternity
  - Exemplary Chapter Award, 2004, 2005, 2007.
  - Premier Chapter Award, 2006.

INSTITUTIONAL AND PROFESSIONAL SERVICE

Provide leadership and service to the university at all levels of the organization and to the profession through committee service and peer review. Selected service roles are listed below.

Southwest Baptist University

- Board of Trustees Education Policies and Personnel (administrative liaison)
- President's Executive Cabinet
- Deans' Council (chair)
- Academic Council (chair)
- Faculty Senate (ex officio)
- Program Review Committee (chair)
- Strategic Planning Steering Committee

University of Tulsa

University-level Administrative Committees, 2019 – 2021

- Campus Continuity (Covid) Task Force (chair)
- Board of Trustees Academic Continuous Improvement Committee (administrative liaison)
- Executive Administrative Leadership Team
- University Council (chair)
- Deans' Council (chair)
- Faculty Senate Academic Affairs
- Faculty Senate

- Program Review Committee *(ex officio)*
- University Curriculum Committee *(ex officio)*
- University Assessment Committee
- Strategic Planning Steering Committee

University-level Faculty Committees

- Chair, Provost's Program Review Committee, 2018 – 2019.
- Committee Member, Financial Review Committee on the Faculty Senate, September 2017 – 2019.
- New Faculty Orientation, Panel on Teaching Expectations, 2009 – 2018.
- Henneke Center for Academic Fulfillment Steering Committee, 2009 – 2018.
    - Clickers in the Classroom: What Difference do they Make? August 24, 2012.
    - Online Homework: Initial experiences with textbook homework and grading services, with Mike McCrary, April 21, 2010.
    - Balancing Expectations, New Faculty Orientation Session, September 20, 2012.
    - Moderator, All Faculty Meeting featuring Jay Howard, January 2013.
- Chair, Committee for Petitions of the Graduate Council, Fall 2015.
- Graduate Program Review Committee, Petroleum Engineering, Fall 2010.
- Campus Culture Subcommittee, Internationalization Laboratory of the American Council on Education, 2009 – 2010.
- Judge, TU Student Research Colloquium, March 2005, 2007, 2008, 2010, 2012, 2013, 2014, 2015, 2016, 2017, 2018.
- Dean of Library Studies Search Committee, 2006.
- HLC/NCA Accreditation Criterion 3 Committee, 2006 – 2007.

School of Accounting and Computer Information Systems *(Faculty members serve on all faculty review and search committees for the department.)*

- Master of Accountancy Academic Advisor, 2012 – 2019.
- Board Member and Faculty Liaison, Conference of Accountants, 2009 – 2019.
- Faculty Advisor, Beta Alpha Psi, Honorary Organization for Financial Information Professionals, 2004 – 2015.
- Planning Committee, Oklahoma Accounting Educators' Conference, January 2013.
- Planning Committee, Oklahoma Accounting Educators' Conference, January 2005.
- Coordinator and Department Liaison, BKD Mentoring Program, 2002 – 2006.
- Committee member, Curriculum Review for Introductory Accounting Courses, 2001 – 2003.

Collins College of Business

- Search Committee for Blair Chair in Finance, Fall 2014.
- Search Committee for Assistant to the Director of Career Development, 2013.
- Search Committee for Applied Business Faculty – MBA project management, 2013.
- Search Committee for Assistant/Associate Professor of Finance, 2011.
- Chair, Search Committee for Business Career Development Director, 2008.
- Search Committee for Assistant/Associate Professor of Finance, 2006 – 2007.
- Search Committee for Enrollment Coordinator for Graduate Programs of Business, 2004 – 2005.

Professional Service

- Associate Editor, *Issues in Accounting Education,* 2016 – 2020.
- Editorial Board, *Journal of International Accounting, Auditing & Taxation*, 2003 – 2020.
- Guest Editor, *Journal of Accounting Education,* special issue, 2017 – 2018.

- Awards Committee, Teaching, Learning and Curriculum Section of the American Accounting Association, 2011 – present, chair, 2014 – 2019.
- Panel Member, International Students in Graduate Accounting Programs. Accounting Program Leadership Group, Savannah, GA, March 2017.
- Conference Organizer, Southwest Region Teaching, Learning & Curriculum Section of the American Accounting Association, November 2016 – November 2017.
- Program Coordinator, American Accounting Association, Accounting Program Leadership Group, Phoenix, AZ, August 2016 – February 2017.
- Ad hoc reviewer, *Accounting in the Public Interest*, *Global Finance Journal, Journal of Academic Ethics*, *Journal of Business Finance & Accounting.*
- Reviewer, American Accounting Association Annual Meeting
    - International Accounting Section
    - Teaching & Curriculum Section
    - American Taxation Association Section
    - Professionalism and Ethics Symposium
- Member, American Accounting Association International Section Outstanding Dissertation Award Committee, 2001 – 2005.