

RESEARCH

Research Interests

Accountancy education both at undergraduate and training contract levels
Prediction of success at undergraduate and professional levels
Assessment of work based learning
Skills and competencies of audit teams
Recruitment and selection of trainees for the accountancy profession with particular interest in Scotland
Gender issues particularly within the accountancy profession

Research Awards

British Accounting Association – most outstanding paper published in British Accounting Review 2008

Refereed Articles

- Gammie, E., and Hornby, W., (1994), *Learning contracts, sandwich education and the accreditation of work-based learning, an evaluation*, *Capability*, 1, 2, 46-58
- Gammie, E., and Gammie, B., (1995), *Women chartered accountants - progressing in the right direction?*, *Women in Management Review*, 10, 1, 5-13
- Gammie, E., (1996), *Accountancy graduate selection procedures - a critical analysis*, *The International Journal of Career Management*, 1, 2, 31-38
- Gammie, E., (1996), *The use of biodata to determine chartered accountancy examination success*, *First Biennial Biodata Conference - proceedings*, 599-634
- Gammie, B., and Gammie, E., (1997), *Career progression in accountancy - The role of personal and situational factors*, *Women in Management Review*, 12, 5, 167-173
- Gammie, E., (1999), *Pre-selecting graduates who succeed in passing chartered accountancy examinations*, *ICAS Monograph*
- Gammie, E., (2000), *A methodological comparison of biodata development for use in a selection context*, *Journal of Current Research in Global Business*, Fall, 2, 62 - 72
- Gammie, E., (2000), *The use of biodata in the pre-selection of fully-accredited graduates for chartered accountancy training places in Scotland*, *Accounting and Business Research*, 31, 1, 19 - 37
- Gammie, E., Duncan, F. and Gammie, B., (2001), *The development, implementation and operation of an undergraduate distance learning module in auditing: a teaching note*, *Accounting Education: an international journal*, 10, 3, 1 - 10
- Gammie, E., Duncan, F. and Gammie, B., (2002), *Reflections on the development and operation of a distance learning auditing module*, *Education and Training*, 44, 1, 11 - 22
- Gammie, B. and Gammie, E., (2002), *The impact of policy on the professional practice of higher education academics*, *The International Journal of Management Education*, 2, 2, 3-14
- Gammie, B., Gammie, E. and Cargill, E., (2002), *Personal Skills Development in the Accounting Curriculum*, *Accounting Education: an international journal*, 11, 1, 63-78
- Gammie, E., Paver, B., Gammie, R. and Duncan, F., (2003), *Gender differences: an undergraduate exploration*, *Accounting Education: an international journal*, 12, 2, 177-196
- Gammie, E., Jones, P. and Robertson-Millar, C., (2003), *Accountancy undergraduate performance: a statistical model*, *Accounting Education, an international journal*, 12, 1, 63 – 78
- Cargill, E., Gammie, E. and Gammie, B., (2004), *Selection Techniques within the Accountancy profession in Scotland*, *Journal of Applied Accounting Research*, 7, (ii), 1 – 51
- Paver, B., and Gammie, E., (2005), *Constructed gender, learning style and academic performance*, *Accounting education: an international journal*, 14, 4, 427 – 444.
- Gammie, E. and Matson, M., (2007), *Group Assessment at final degree level: an evaluation*, *Accounting education: an international journal*, 16, 2, 185-206.
- Gammie, E. and Kikham, L., (2008), *Breaking the link with a university education in the creation of a chartered accountant: the ICAS story*, *British Accounting Review*, 40, 4, 356 – 375.
- Gammie, E. and Joyce, Y., (2009), *Competence-based approaches to the assessment of professional accountancy training work experience requirements*, *Accounting Education: an international journal*, 18, 4-5, 443-466.
- Gammie, E. and Gammie, R., (2009), *The Ethicality of Future Accounting Professionals: the gender divide*, *Pacific Accounting Review*, 21, 1, 48-73.
- Gammie, E. and Whiting, R., (2013), *Women Accountants: Is the grass greener outside the profession?* *British Accounting Review*, 45, 83-98.
- Whiting, R. H., Gammie, E., Herbohn, K. (2014), *Women and the prospects for partnership in professional accountancy firms*. *Accounting & Finance*. doi: 10.1111/acfi.12066

Refereed Book Chapters

- Gammie, E. and Joyce, Y., (2012) *Competence-based approaches to the assessment of professional accountancy training work experience requirements* in Evans, E., Juchau, R. and Wilson, R. (eds) *The interface of accounting education and professional training*, Routledge, London, 121-144.
- Gammie, E. and Apostolou, B., (2014) *The role of accreditation in accounting education and training* in Wilson, R.(ed) *The Routledge companion to accounting education*, Routledge, London, 652-672

Refereed Conference Papers

- Gammie, E., and Hornby, W. (1992), *Assessment of work-based learning in business studies degrees: A case study*
- Gammie, E., (1994), *Women chartered accountants*, Papers presented at the British Accounting Association Scottish Conference, Paisley University, Paisley
- Gammie, E., and Hornby, W. (1994), *Assessment of work-based learning in a business studies degree: An evaluation*, Paper presented at the conference on Challenging Learning: the Experience of Management, Bolton
- Gammie, E., and Gammie, B. (1995), *Graduate selection procedures in the Scottish chartered accountancy profession - A critical analysis*, Paper presented at British Academy of Management Annual Conference, Sheffield
- Gammie, E. and Gammie, B. (1995), *Accountants - A gender differential approach - A Scottish perspective*, Paper presented at 18th Annual Congress of the European Accounting Association, Birmingham

Detailed Research Listing – Professor Elizabeth Gammie, Ph.D., CA, BA, DipM

- Gammie, E. and Gammie B. (1995), *Achievements in Scottish chartered accountancy practices - A gender analysis*, Paper presented at American Accounting Annual Meeting, Orlando, Florida, USA
- Gammie, E., and Gammie, B. (1995), *Graduate selection procedures in the Scottish chartered accountancy profession - A critical analysis*, Paper presented at 1st Annual Conference in Human Resource Costing and Accounting, Personnel Economics Institute, Stockholm University, Stockholm, Sweden
- Gammie, E., and Allison, M. (1995), *Skills assessment of the young chartered accountant*, Paper presented at the British Accounting Association Scottish Conference, Heriot-Watt University, Edinburgh
- Allison, M. and Gammie, E., (1995), *Skills Needs of the young accountant - a research report*, International Federation of Accountants Education Conference, Edinburgh, Scotland
- Gammie, E., (1996) *Determinants of success in Scottish chartered accountancy examinations*, Paper presented at the 19th Annual Congress of the European Accounting Association, Bergen, Norway
- Gammie, B. and Gammie, E., (1998), *Discrimination or outside priorities? An examination of gender disparity in the accounting profession*, Paper presented at British Accounting Association Annual Conference, April, Manchester
- Gammie, E., (1999), *The use of biodata in the pre-selection of graduates for chartered accountancy training places: an evaluation*, Paper presented at British Accounting Association Annual Conference, April, Glasgow
- Gammie, E., (1999), *The use of biodata in the pre-selection of graduates for chartered accountancy training places: an evaluation*, Paper presented at the 22nd Annual Congress of the European Accounting Association, Bordeaux, France
- Gammie, E., Jones, P. and Robertson-Millar, C., (2000), *Accountancy undergraduate performance: A factor analytical approach*, BAA SIG Conference, May, Aberdeen
- Gammie, E., Duncan, F. and Gammie, Bob., (2000), *Reflections on the development of a distance learning auditing module*, BAA SIG Conference, May, Aberdeen
- Gammie, E., (2000), *A methodological comparison of biodata development for use in a selection context*, Association for Global Business Conference, Orlando, USA
- Gammie, B., Gammie, E. and Cargill, E., (2001), *Skills gaps in the business and accounting curriculum: Identifying, mapping and plugging*, BAA SIG Conference, Glamorgan
- Gammie, B. and Gammie, E., (2001), *The impact of policy on the professional practice of higher education academics*, BEST Conference, Cumbria
- Gammie, E., Jones, P. and Robertson-Millar, C., (2002), *Accountancy undergraduate performance; a statistical model*, BAA Conference, April, Jersey
- Gammie, E., Paver, B., Gammie, B. and Duncan, F., (2002), *Gender issues within an accounting and finance degree: an exploration*, BAA SIG Conference, May, Glasgow
- Gammie, E., Hamilton, S. and Gammie, B., (2003), *The caring environment – are we doing enough?* BAA SIG Conference, May, Bournemouth
- Gammie, B., Gammie, E. and Coull, M., (2003), *The ethicality and morality of future accounting and business professionals* BAA Conference, May, Manchester
- Gammie, E., Gammie, B. and Coull, M., (2003), *The ethicality and morality of future accounting and business professionals; the gender divide* BAA SIG Conference, May, Bournemouth
- Gammie, E., Hamilton, S. and Gammie, B., (2003), *The caring environment – are we doing enough?* BAA Scottish Conference, September, Dundee
- Paver, B. and Gammie, E., (2004), *Constructed gender, learning style and academic performance*, BAA SIG Conference, May, Dublin
- Gammie, E., Coull, M., and Gammie, B., (2004), *The impact of ethics education on the ethicality of future business and accounting professionals*, BAA SIG Conference, May, Dublin
- Gammie, E. and Duncan, F., (2004), *The glass ceiling: is it being fractured?* BAA Scottish Conference, September, Paisley
- Gammie, E., Gammie, B., Duncan F., and Matson, M., (2005), *Women Chartered Accountants in the 21st century: Facing more snakes than ladders*, BAA Conference, March, Edinburgh
- Gammie, E., Gammie, B., Duncan F., and Matson, M., (2005), *A Fracturing of the glass ceiling? The partnership experience*, EAA Conference, May, Gothenberg
- Jones, P. and Gammie, E., (2005), *Accountancy undergraduate performance: a longitudinal study*, BAA SIG Conference, May, Aberdeen
- Gammie, E. and Matson, M., (2005), *Group Assessment at final degree level: an evaluation*, BAA SIG Conference, May, Aberdeen
- Gammie, E. and Kikham, L., (2007), *The implications for widening access to Chartered Accountancy training: the ICAS story*, BAA SIG Conference, May, Wales
- Gammie, E. and Jones, P., (2007), *Accountancy undergraduate performance: a longitudinal study*, BAA SIG Conference, May, Wales
- Gammie, E. and Kikham, L., (2007), *Breaking the link between quality and university in the creation of the professional accountant: The ICAS story*, APIRA, July, Auckland
- Gammie, E. and Kikham, L., (2007), *Breaking the link between quality and university in the creation of the professional accountant: The ICAS story*, BAA Scottish Conference, RGU, September, Aberdeen
- Gammie E and Gammie, R., (2009), *The Ethicality of Future Accounting Professionals: the gender divide*, BAA Conference, April, Dundee
- Gammie E, Herbohn, K. and Whiting, R., (2011), *Parenthood through a gendered lens: the prospects for partnership*, BAFA Scottish conference, August, Edinburgh
- Gammie E, Herbohn, K. and Whiting, R., (2013) *Work-Lifestyle Choices In Professional Accountancy Firms: The Road To Partnership*, Seventh Asia Pacific Interdisciplinary Research in Accounting (APIRA) Conference, 26-28 July, Kobe, Japan.
- Gammie, E., Gammie, B., Hamilton, S. and Lawrie, S., (2013), *The recognition of prior-learning: a Business School experience*, BAFA Scottish conference, September, Glasgow
- Baric, K., Gammie, E., Howieson, B., van Staden, M., (2015) *The capability and competency requirements of auditors in today's complex global business environment*, BAFA Audit and Assurance conference, April, Edinburgh
- Coetzee, S., Gammie, E. and Hamilton, S., (2015) *South African accounting students choice of professional accounting association*, EAA, April, Glasgow
- Gammie, E., Whiting, R. and Matson, M., (2015) *Employment outside the professional accountancy service firm: the flexible friend of the female accountant?* EAA, April, Glasgow

Other Publications

- Flin, R., Anderson, E., Burnett, J., Ferns, C. and Slaven, G. (1991), *Labour shortages can women fill the gap?*, Grampian Enterprise Ltd
- Anderson, E. (1991), *Assessment of the placement*, The Robert Gordon Institute of Technology
- Gammie, E., Allison, M. and McDonagh, J. (1995), *Education review*, The Institute of Chartered Accountants of Scotland
- Gammie, E. (1998), *The validity of biodata as a selection tool within the Scottish accountancy profession*, Unpublished doctoral thesis
- Gammie, E. (2000), *Conference Report*, Accounting Education; an international journal, 9, 2, 201 – 203
- Gammie, E. and Lines, D., (2004), *Assessment Methods Report*, International Federation of Accountants, New York, ISBN 1-931949-33-6
- Gammie, E., Sangster, A. and Marriot, N., (2006), *Guest Editorial and Conference Report*, Accounting Education; an international journal, 15, 3, 239-241.
- Gammie, E. and Mathews, R., (2007), *Guest Editorial*, Accounting Education; an international journal, 16, 2, 123-127.
- Gammie, E., Gammie, B., Matson, M. and Duncan F., (2007), *Women of ICAS reaching the top: the demise of the glass ceiling*, ICAS, Edinburgh.
- Gammie, E., (2007), *Hearts of glass*, PQ magazine cover story, September, 5, 9, 22-23
- Gammie, E., Hamilton, S. and Cargill, E., (2008), *Development of relevant non-technical skills in ICAS trainees*, ICAS, Edinburgh
- Gammie, E., Hamilton, S. and Cargill, E., (2010), *Searching for good practice in the development and assessment of non-technical skills in accounting trainees – a global study*, IAAER

Detailed Research Listing – Professor Elizabeth Gammie, Ph.D., CA, BA, DipM

Gammie, E., Herborn, K and Whiting, R., (2010), *Parenthood through a gendered lens: the prospects for partnership*, Focus on research, Autumn, 24, 13-14.
Gammie, E., Gammie, B., Hamilton, S. and Lawrie, S., (2013), The recognition of prior-learning: a Business School experience, SCQF, Edinburgh.
Gammie, E., Herborn, K and Whiting, R., (2014), *Women in Partnerships: A look at the prospects for women as partners in professional accountancy firms*, Chartered Accountants Journal, 93,4, 30-32.

FUNDING

£25,000, 1991, Flin, R., Anderson, E., Burnett, J., Ferns, C. and Slaven, G., Grampian Enterprise Ltd., Women Returners
Internal funding, 1991, Assessment of the Placement
£700, 1994, Carnegie Trust, to attend the European Accounting Association Conference
£300, 1995, The Institute of Chartered Accountants of Scotland for syllabus review research
£1,350, 1995, The Scottish Chartered Accountancy Trust for Education, for paper presentation at the American Accounting Association Conference
£1,000, 1999, The Scottish Chartered Accountancy Trust for Education, for paper presentation at the European Accounting Association Conference
£23,000, 2003, The International Federation of Accountants for assessment project with Lines, D
£7,500, 2003, The Institute of Chartered Accountants of Scotland for gender project with Gammie, B., Duncan, F., and Matson, M.
£2,000, 2004, The Institute of Chartered Accountants of Scotland for school leaver entry to the profession project with Kirkham, L..
£386, 2005, The Institute of Chartered Accountants of Scotland for paper presentation at the EAA Conference in Gothenberg
£6,000, 2007, The Institute of Chartered Accountants of Scotland for research into the development of relevant non-technical skills in ICAS trainees with Hamilton, S and Cargill, E.
\$25,000, 2008/2010, IAAER/ACCA, Searching for best practice in the development and assessment of non-technical skills in accountancy trainees – a global study with Cargill, E and Hamilton, S.
£2,000, 2008, The Institute of Chartered Accountants of Scotland for research into the effects of gender and family structure on partnership prospects in accountancy public practice
£18,080, 2008/09, The Institute of Chartered Accountants of Scotland for research into the strategic development of professional education
£3,000, 2012, The Institute of Chartered Accountants of Scotland for research into the Mummy track
£5,000, 2012, Scottish Qualifications Framework for research into the recognition of prior learning
£28,000, 2012, Chartered Institute of Management Accountants for research into key leadership for accountants
£30,000, 2013, Financial Reporting Council and the Institute of Chartered Accountants of Scotland for research into the skills and competencies of audit teams
