

Lisa LaViers

llaviers@tulane.edu
865-617-2944

PROFESSIONAL

A.B. Freeman School of Business at Tulane University, New Orleans, LA *July 2018*
Assistant Professor of Accounting – Tenure Track

EDUCATION

Goizueta Business School at Emory University, Atlanta, GA *Sep 2013 – May 2018*

Doctoral Candidate with a focus in Managerial Accounting

Passed Comprehensive Examination *Jul 2015*

Passed Dissertation Proposal *Sep 2017*

Committee Members: Kristy Towry, Kathryn Kadous, Karen Sedatole, and Scott Lilienfeld

Emory University, Atlanta, GA *May 2011*

Bachelor of Arts, Economics

Honors/Awards/Accomplishments:

Woodruff Fellowship – The highest award given by Emory University to graduate students *Aug 2013*

Sheth Fellowship – Research grant given to doctoral students *Aug 2015*

Co-founder of the Graduate Accounting Research Conference at Emory *Aug 2015*

Deloitte Doctoral Consortium Fellow *Jun 2017*

Benson Scholar *May 2018*

Goizueta Scholar *May 2018*

RESEARCH

Publications and Accepted Papers:

[1] Bol, J., LaViers, L., Sandvik, J. (2022) The Creativity Contest: An Experimental Investigation of Eliciting Employee Creativity
Status: Forthcoming at the Journal of Accounting Research

[2] LaViers, Lisa, Jason Sandvik, and Da Xu. (2022) CEO pay ratio voluntary disclosures and stakeholder reactions. *Review of Accounting Studies*, 1-42.

[3] Pincus, M., LaViers, L., Prietula, M. J., & Berns, G. (2014). The Conforming Brain and Deontological Resolve. *PloS one*, 9(8), e106061.

Pincus, M., LaViers, L., Prietula, M. J., & Berns, G. (2017). The Conforming Brain and Deontological Resolve. *Thinking about Bribery: Neuroscience, Moral Cognition and the Psychology of Bribery*. Cambridge University Press.

Working Papers:

[4] LaViers, L. and Sandvik, J. (2023) The Effect of Workplace Gender Diversity Disclosures on Job Search Decisions

- Experimental Method
- Accepted to the JAR Registered Reports Conference
- Awarded the \$10,000 Carol Lavin Bernick Research Grant

Status: Under Review at Management Science

- [5] Carter, M. E., LaViers, L. Sandvik, J., and Xu, D. (2023) Employee Responses to Increased Pay Transparency: An Examination of Glassdoor Ratings and the CEO Pay Ratio Disclosure
- Archival Method
 - Awarded the \$6,000 Faculty COR Grant from Tulane
 - Presented at 2023 HARC Conference, Monash University, MAWS, and Labor and Accounting Group Conference
- Status:* Preparing for submission to The Journal of Finance and Economics
- [6] Brown, C., Bol, J., LaViers, L. (2023) Employee Preferences for Human-driven versus Artificial Intelligence-driven Performance Evaluation Systems
- Experimental Method
 - Selected as a \$5,000 IMA Incubator Grant recipient
 - Presented at the 2022 EXRIMA, ENEAR, and Labor and Accounting Group conferences
- Status:* Under review at Accounting, Organizations, and Society
- [7] LaViers, L. (2022) Narcissism and Heterogenous Responses to Pay Transparency and Dispersion: An Examination of the Fair Wage Effort Hypothesis
- Experimental Method
- Status:* Preparing for submission

Field Work in Progress:

- [8] LaViers, L. Sandvik, J (2023) Diversity Disclosures and Labor Market Outcomes
- Status:* Non-disclosure agreement signed with North American financial services firm
- Experimental Plan:* We plan to examine how diversity disclosures affect current employee behaviors like retention, job satisfaction, and effort.
- [9] Bol, J., LaViers, L., Sandvik, J. (2023) The Effect of Venture Capital Evaluator Diversity on Start-Up Ideas Submission and Funding Outcomes
- Status:* Non-disclosure agreement signed with North American venture capital firm, data collection currently in process
- Experiment in Progress:* We are working with a venture capital firm to conduct a pitch contest. The contest is being advertised at 40 different universities using ads that vary the diversity of the judges being highlighted and the expressed focus of the contest. We plan to examine how these changes affect the number of pitches submitted, the diversity of the teams who submit, and the nature of the pitches submitted.

Laboratory Work in Progress:

- [10] Bol, J., LaViers, L., Sandvik, J. (2023) Artificial Intelligence and Employee Creativity
- Awarded the IMA Special Grant for 2022 – a \$20,000 prize to be used to purchase specialized data and access to proprietary AI technology
- Status:* Finalizing experimental design and seeking IRB approval
- [11] Chen, C., Fung, V. and LaViers, L. (2023) Pay Range Disclosures and Labor Market Outcomes
- Awarded the Newcomb Tulane Research Fellowship of \$5,000
- Status:* Data collected

Archival Work in Progress:

- [12] Carter, M. E., LaViers, L. Sandvik, J., and Xu, D. (2023) When Executives Become Reluctant to Talk About Their Employees: Evidence from CEO Pay Ratio Disclosures and Conference Calls
- Status:* Main results tabulated, cross-sectional and robustness tests in progress

Invited Workshops:

- 2023: Managerial Accounting Workshop Series
- 2022: The Securities and Exchange Commission's Office of the Investor Advocate
- 2021: ENEAR Workshop Presenter
- 2020: Maastricht University, New Orleans Entrepreneur Week (Canceled due to COVID-19)
- 2018: SunTrust Bank Human Resources Strategy Group, Cornell University, University of Pittsburgh, Miami University, University of British Columbia, Tulane University, Indiana University, Northeastern University

Conference Participation:

- 2023: Hawaii Accounting Research Conference – University of Hawaii (Reviewer, Presenter, Discussant)
Stanford University Accounting Conference on Sustainability Reporting and Control (Invited Attendee)
Labor and Accounting Group – University of Texas Dallas (Presenter and Invited Attendee)
Summit on Workforce Valuation and Performance – University of Michigan (Invited Attendee)
- 2022: AAA Management Accounting Section Meeting – Online (Reviewer, Presenter, Discussant)
- Selected as faculty mentor to PhD Students
Labor and Accounting Group – University of Washington at St. Louis (Presenter and Invited Attendee)
Emerging Management Accounting Scholars Symposium – University of Illinois Urbana-Champaign (Invited Attendee)
EXRIMA – Bochum, Germany (Presenter and Discussant)
ENEAR – Seville, Spain (Presenter and Discussant)
- Selected as faculty mentor to PhD Students
- 2021: AAA Management Accounting Section Meeting – Online (Reviewer, Presenter, Discussant)
- Won Best Reviewer Award
- Selected as faculty mentor to PhD Students
AAA Annual Meeting – Online (Reviewer, Discussant, and Moderator)
Labor and Accounting Group – Online (Invited Attendee)
Accounting, Behavior and Organizations Research Conference – San Antonio (Reviewer and Moderator)
JAR Registered Reports Conference – (Invited Presenter and Attendee)
RAST Conference – (Invited Attendee)
- 2020: AAA Management Accounting Section Meeting – Houston (Reviewer, Presenter, Discussant)
- Won Best Reviewer Award
- Selected as faculty mentor to PhD Students
University of Illinois Emerging Management Accounting Scholars Symposium (Invited Attendee, Canceled Due to COVID-19)
Decision Sciences Institute Annual Meeting (Presenter and Moderator)
- 2019: Performance Management Research Symposium – Toronto (Invited Attendee)
Experimental Accounting Research Conference – Maastricht, Netherlands (Presenter)
AAA Annual Meeting – San Francisco (Reviewer, Discussant, and Moderator)
- Won Best Reviewer Award
Accounting, Behavior and Organizations Research Conference – Providence (Reviewer, Presenter, Discussant, and Moderator)

- 2018: AAA Management Accounting Section Meeting – Scottsdale (Doctoral Colloquium Attendee and Discussant)
 AAA Annual Meeting – National Harbor
EXRIMA – Giessen, Germany (Presenter and Discussant)
 AAA Accounting, Behavior, and Organization Section Meeting – Scottsdale (Presenter)
 Conference on Financial Economics and Accounting – New Orleans
- 2017: Accounting, Behavior and Organizations Research Conference – Pittsburgh
 Graduate Accounting Research Conference at Emory (Presenter)
 AAA Annual Meeting – San Diego (Discussant)
 AAA/Deloitte/J. Michael Cook Doctoral Consortium
 CEAR/School of Accountancy Conference – Atlanta
 AAA Management Accounting Section Meeting – San Juan (Doctoral Colloquium Attendee)
- 2016: Graduate Accounting Research Conference at Emory
 Southeastern Summer Accounting Research Conference
 AAA Management Accounting Section Meeting – Dallas (Doctoral Colloquium Attendee)
- 2015: Graduate Accounting Research Conference at Emory
 Southeastern Summer Accounting Research Conference
 AAA Management Accounting Section Meeting – San Diego (Doctoral Colloquium Attendee)
- 2014: AAA Annual Meeting – Atlanta
 Southeastern Summer Accounting Research Conference
 AAA Management Accounting Section Meeting – Orlando (Doctoral Colloquium Attendee)
- 2013: Southeastern Summer Accounting Research Conference

TEACHING

Course Coordinator:

Managerial Accounting 3010 (Undergraduate Level)

Fall 2022 – Present

Responsibilities:

- Developed and shared the curriculum for a required business school course
- Coordinated approximately 20 sections of ACCN 3010 with 5 faculty members teaching
- Implemented a new focus on critical thinking and data analytics in the course
- In keeping with Tulane’s diversity goals, implemented blind grading of student’s Excel skills by creating customized cases, templates, and grading for the University using ExPrep grading software

Courses Taught:

Managerial Accounting 3010 (Undergraduate Level), Tulane University

Spring 2019 -Fall 2022

Responsibilities:

- Taught learning objectives in budgeting, costing, and management to undergraduate students
- Modernized managerial accounting course materials from entirely manufacturing based to a broader subset of companies like technology start-ups and non-profits which are more interesting to today’s students
- Managed students throughout COVID-19, Hurricane Zeta, and Hurricane Ida which included dealing with student financial issues, behavioral concerns, and difficulties communicating

Teaching Assistantships:

Vic Anand, Managerial Accounting (Evening MBA), Emory University
Karl Schuhmacher, Managerial Accounting (MBA), Emory University
Vic Anand, Managerial Accounting (undergraduate), Emory University
Kristy Towry, Managerial Accounting (MBA), Emory University

Summer 2017
Spring 2016
Fall 2015
Spring 2015

WORK EXPERIENCE

Research Specialist, The Center for Neuropolicy, Emory University

Mar 2011 – Sep 2013

- Analyzed fMRI data using MATLAB and STATA
- Designed, programmed, and executed a study examining the biological signs of indifference verses indecision in the human brain
- Collaborated on experimental design of other neuroscience-based studies being conducted on both dogs and humans

Sales Intern, Xerox Corporation, Atlanta, Georgia

Jun 2009 – Jan 2011

Intern, Tiantu Capital, Beijing, China

Jan 2009 – May 2009