

Lisa LaViers

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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, L. Sandvik, J., and Xu, D. (2022) Fairness is in the Eye of the Investor: CEO Pay Ratio Disclosure Strategies and Market Reactions
Status: Forthcoming at The Review of Accounting Studies
- [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. (2022) The Effect of Workplace Gender Diversity Disclosures on Job Search Decisions
 - Accepted to the JAR Registered Reports Conference
 - Awarded the \$10,000 Carol Lavin Bernick Research Grant*Status:* Under review at The Journal of Accounting Research

- [5] Carter, M. E., LaViers, L. Sandvik, J., and Xu, D. (2022) Employee Responses to Increased Pay Transparency: An Examination of Glassdoor Ratings and the CEO Pay Ratio Disclosure
- Awarded the \$6,000 Faculty COR Grant from Tulane
 - Presented at the East Coast Corporate Governance Research Seminar
- Status:* Under review at The Journal of Accounting and Economics
- [6] Brown, C., Bol, J., LaViers, L. (2022) Employee Preferences for Human-driven versus Artificial Intelligence-driven Performance Evaluation Systems
- Selected as a \$5,000 IMA Incubator Grant recipient
 - Presented at the 2022 EXRIMA and ENEAR conferences
- Status:* Preparing for submission to special issue of Management Science
- [7] LaViers, L. (2022) Narcissism and Heterogenous Responses to Pay Transparency and Dispersion: An Examination of the Fair Wage Effort Hypothesis
- Status:* Preparing for submission

Field Work in Progress:

- [8] LaViers, L. Sandvik, J (2022) Diversity Disclosures and Labor Market Outcomes
- Status:* Non-disclosure agreement signed with North American financial services firm
- [9] Bol, J., LaViers, L., Sandvik, J. (2022) 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
- [10] Bol, J. and LaViers, L. (2022) Motivating Millennials: Feedback for the Next Generation
- Status:* Non-disclosure agreement signed with European technology firm

Laboratory Work in Progress:

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

Invited Workshops at Universities:

- 2020: Maastricht University
- 2018: Cornell University, University of Pittsburgh, Miami University, University of British Columbia, Tulane University, Indiana University, Northeastern University

Invited Workshops at Corporations and Conferences:

- 2022: The Securities and Exchange Commission’s Office of the Investor Advocate
- 2021: ENEAR Workshop Presenter
- 2020: New Orleans Entrepreneur Week (Canceled due to COVID-19)
- 2018: SunTrust Bank Human Resources Strategy Group

Conference Participation:

- 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

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
- Transitioned between in-person, online, and hybrid teaching models gaining experience in all three common modes of teaching
- Managed students throughout COVID-19, Hurricane Zeta, and Hurricane Ida which included dealing with student financial issues, behavioral concerns, internet outages, and difficulties communicating
- 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
- Incorporated blind-grading and diverse examples of company leadership and subject matter to welcome students of all races and genders into the classroom

Teaching Assistantships:

Vic Anand, Managerial Accounting (Evening MBA), Emory University *Summer 2017*
Karl Schuhmacher, Managerial Accounting (MBA), Emory University *Spring 2016*
Vic Anand, Managerial Accounting (undergraduate), Emory University *Fall 2015*
Kristy Towry, Managerial Accounting (MBA), Emory University *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*