

Jennifer R. Joe
Virginia Tech University
3050 Pamplin (0101)
880 West Campus Drive
Blacksburg, VA 24061
Email: jjoe@vt.edu

EDUCATION

Ph.D., Accounting, University of Pittsburgh
B.B.A., Accounting, Bernard M. Baruch College

ACADEMIC APPOINTMENTS

John E Peterson Professor of Accounting, Virginia Tech	2023 – current
Whitney Family Professor of Accounting, University of Delaware	2013 – 2023
Chief Diversity Advocate, Lerner College of Business and Economics	2016 – 2021
Cohen Family Director of Diversity	2019 – 2023
UD ADVANCE Faculty Fellow	2018 – 2021
Academic Fellow, KPMG Global Services Centre (On academic leave from the University of Delaware)	2016 – 2018
Associate/Assistant Professor, Georgia State University	2000 – 2013
Assistant Professor, Boston College	1999 – 2000

PROFESSIONAL EXPERIENCE

Audit Principal, Metropolitan Government of Nashville & Davidson County, TN
Auditor, Arthur Andersen & Company, New York

BOARD AND ADVISORY

Member: Inaugural Board of Trustees of the American Accounting Association Foundation
Member (2022-2023): Public Company Accounting Oversight Board (PCAOB) Investor Advisory Group (IAG)
Member (2022-2023): PCAOB Standards and Emerging Issues Advisory Group (SEIAG)
Member (2021-2024): Deloitte Foundation Faculty Committee for Doctoral Fellowships
Member: 2021 – 2024 KPMG Academic Research Panel
Member: (2019 -2024; 2016) Center for Audit Quality Auditor Research Committee

AWARDS AND GRANTS

2023 *Auditing: A Journal of Practice & Theory* Best Paper Award
2022 Program Lead for Lerner College's *AACSB Innovations That Inspire* Award
2022 AAA Auditing Section Midyear Conference Best Behavioral Paper Award
2022 Lerner College Outstanding Faculty Scholar
2022 Delaware Today Top Women in Business Honoree
2021 American Accounting Association Presidential Scholar
2021 American Accounting Association *Issues in Accounting Education* Best Paper Award

2021 American Accounting Association Diversity Section Innovation in Research Award
2020 McLaughlin Prize for Ethics in Accounting Research
2020 Larsen Family Foundation Grant
2016 PhD Project Accounting Trailblazer Award
AICPA Best Manuscript Award
AAA ABO Section Outstanding Dissertation Award
Lerner College of Business and Economics Outstanding Service Award
UD Department of Accounting and MIS Faculty Research Excellence Award
International Association for Accounting Education & Research Grant, 2016
Center for Audit Quality Research Grant: 2012; 2009

PUBLICATIONS

Academic Journals

“Be The Thought Leaders”. 2023. [The Accounting Review](#)

“Auditors' Response to Management Confidence and Client Risk” with Sanaz Aghazadeh.
2022. [Accounting Organizations and Society](#)

“Complex Estimates and Auditor Reliance on Artificial Intelligence” with Ben Commerford,
Sean Dennis, and Jenny Ulla. 2022. [Journal of Accounting Research](#)

“The Effect of Auditor Reporting Choice and Audit Committee Oversight Strength on
Management Financial Disclosure Decisions” with S. Fuller and B. Luippold. 2021. [The Accounting Review](#)

“Does susceptibility to the numerosity heuristic impact juror assessments auditors’
liability?” with Kerri-Ann Sanderson and Benjamin Luippold. 2021. [Contemporary Accounting Research](#)

“Towards a more inclusive accounting academy” with H. Brown-Liburd. 2020. [Issues in Accounting Education](#)

“Audit Partners’ Judgments and Challenges in the Audit for Internal Control over Financial
Reporting” with J. Cohen, G. Trompeter and J. Thibodeau. 2020. [Auditing: A Journal of Practice & Theory](#)

“Use of High Quantification Evidence in Fair Value Audits: Do Auditors Stay in their
Comfort Zone?” with S. Vandervelde and Y-J. Wu. 2017. [The Accounting Review](#)

“Auditors’ Internal Control Over Financial Reporting Decisions: Analysis and Research.” S.
Asare, B. Fitzgerald, L. Graham, E. Negangard and C. Wolfe 2013. [Auditing: A Journal of Practice & Theory](#)

“The Impact of Client and Misstatement Characteristics on the Disposition of Proposed Audit Adjustments” with A. Wright and S. Wright. 2011. [*Auditing: A Journal of Practice & Theory*](#)

“Managers' and Investors' Responses to Media Exposure of Board Ineffectiveness” with D. Robinson and H. Louis. 2009. [*Journal of Financial and Quantitative Analysis*](#)

“Reducing Management's Influence on Auditors' Judgments: An Experimental Investigation of SOX 404 Assessments” with C. Earley and V. Hoffman. 2008. [*The Accounting Review*](#)

“Do Auditor Provided Non-audit Services Improve Audit Effectiveness?” with S. Vandervelde. 2007. [*Contemporary Accounting Research*](#)

“Why Press Coverage of a Client Influences the Audit Opinion.” 2003. [*Journal of Accounting Research*](#)

“The Effect of Constrained Processing on Auditors' Judgment” with V. Hoffman and D. Moser. 2003. [*Accounting Organizations and Society*](#)

Book Chapter

“Analyzing Behavioral Accounting Research” in [*The Routledge Companion To Behavioral Research In Accounting*](#) 2017. Edited by Theresa Libby (University of Waterloo) and Linda Thorne (York University).

Other Academic

Unlocking the Black Box of Fair Value Measurement for Financial Instruments: The Role and Perspectives of Accounting Firm-Employed Specialists with D. Barr, S. Mason and K. Sanderson. 2019. [[White paper for the Institute of Chartered Accountants of Scotland](#)]

The Auditing Standards Committee of the Auditing Section of the American Accounting Association's Response to the International Auditing and Assurance Standard's Board's Invitation to Comment: Enhancing Audit Quality in the Public Interest with C. Earley, K. Hooks, P. Polinski, Z. Rezaee, P. Roush, K. Sanderson and Y-J. Wu. 2017. [*Current Issues in Auditing*](#)

Project Chair: Comments of the Auditing Standards Committee of the Auditing Section of the American Accounting Association on PCAOB Staff Consultation Paper No. 2015-01, The Auditors' Use of the Work of Specialists with D. Janvrin, D. Barr-Pulliam, S. Mason, M. Pitman, Z. Rezaee, K. Sanderson and Y-J. Wu. 2015. [*Current Issues in Auditing*](#)

Comments of the Standards Committee of the Auditing Section of the American Accounting Association on PCAOB Staff Consultation Paper Auditing Accounting Estimates and Fair Value Measurements” with J. Abernathy, K. Hackenbrack, M. Pevzner, and Y-J. Wu. 2015. [*Current Issues in Auditing*](#)

Non-Academic

“3 ways Black people say their white co-workers and managers can support them and be an antidote to systemic racism” 2021. [*The Conversation*](#). Republished by [*Yahoo News*](#)

WORKING PAPERS

“How Valuation Specialists Influence Fair Value Measurements” with Dereck Barr, Stephani Mason and Kerri-Ann Sanderson
Best Behavioral Paper Award – 2022 AAA Auditing Section Midyear Conference

“The Auditor-Valuation Specialist Cooperative Alliance in the Fair Value Audit of Complex Financial Instruments” with Dereck Barr, Stephani Mason and Kerri-Ann Sanderson

“Alexa, Audit Loan Grades!: Does Humanizing Artificial Intelligence Enhance Auditor Reliance?” with Ben Commerford, Sean Dennis and Jenny Ulla

“Staff Auditors and the Remote Work Environment: Work Engagement, Disengagement and Coping Strategies” with Jenny Ulla and Yi-Jing Wu.

WORKS IN PROGRESS

- Improving the integration of expert advice in cross-functional audit teams
- The Chief Diversity Officer as a corporate governance change agent
- The Black accountant’s experience in the climb to partnership in US public accounting firms
- Same career different job: A qualitative analysis of the Black accounting faculty experience in U.S. business schools
- A relational view of allyship for underrepresented professionals in business

PRESENTATIONS

National Academic Meetings

Opening Plenary Speaker: 2023 AFAANZ Conference, Australia

Keynote Speaker: 5th Illinois Audit Doctoral Consortium

Plenary Speaker: 2023 AFAANZ Doctoral Consortium

Presenter: 2023 Faculty Women of Color Conference

Panelist: 2023 AFAANZ Doctoral Consortium

Panelist/Facilitator: 2023 The Tenure Project Conference, The Wharton School

Panelist: The PhD Project 2023 Accounting Doctoral Student and Faculty Alumni Conference

Opening Plenary Presenter: 2022 PhD. Project Accounting Doctoral Student Conference

Plenary Session Chair: 2022 AAA Audit Section Doctoral Consortium

Panelist (2 sessions): 2022 American Accounting Association Annual Meeting
Panelist: 2022 AAA American Taxation Association Conference
Panelist: 2022 AAA Audit Section Conference
Panelist: 2022 AAA Management Accounting Section Conference
Plenary Speaker: 2021 American Accounting Association Annual Meeting
Presenter: AACSB 2021 Global Diversity and Inclusion Conference
Session Chair: 2021 American Accounting Association Audit Section Conference
Panelist: 2021 American Accounting Association Annual Meeting
Guest Speaker: University of Dayton, 2021 School of Business Faculty Assembly
Plenary Speaker: 2020 American Accounting Association Diversity Section Conference
Panel Chair: 2020 American Accounting Association Annual Meeting
Panelist: 2020 UD Advance Chair's Roundtable - Retaining Underrepresented Women
Panelist: 2020 PhD Project Wonder Women Diversity Discussion - Building the Pipeline
Moderator: 2020 Women's Leadership Series - Building Allyship with People of Color
Moderator: 2020 Addressing Racism - Advancing Justice in Times of Crisis
Panel Chair: 2019 UD Provost's Office Seminar on Promotion and Tenure
Plenary speaker: 2018 Baruch College Ph.D. Student Research Symposium
Panelist: 2016 AAA New Faculty Consortium
Panelist: 2015 AAA Annual Meeting
Panel Leader: 2015 AAA Audit Section Doctoral Student Consortium
Panelist: 2014 AAA Doctoral Student Consortium
Panelist: 2021; 2014; 2013 PhD. Project Annual Conference
Panelist: 2015; 2014; 2012 PhD. Project Accounting Doctoral Student Conference
Panelist: 2013 AAA Diversity Section Conference

Corporate and Professional

Keynote Speaker:

Delaware Business Times and Small Business Development Center Webinar
Delaware National Guard Command Leadership Training
Scholar in the Library Speaker Series, University of Delaware
Interdisciplinary Science Learning Laboratories Speaker Series, University of DE
Dean's Distinguished Lecturer Series Albany State University
AICPA Leadership Conference
American Accounting Association *weARE Accounting Research & Education* Webinar
Center for Enterprise Risk Management and Assurance Services
Golden Key International Summit
National Association of Black Accountants Southern Region Conference

Panel Moderator:

Lerner Learning Series: Weathering the COVID Storm – Keeping Small Businesses Afloat

Panelist:

2023 Weinberg Center for Corporate Governance - The Evolving ESG Landscape: Practical Advice for Boards and Companies
2021 University Research Magazine Association Conference – Navigating a New Age
2021 NC Chamber of Commerce Women's Leadership Conference
Philadelphia Business Forum
KPMG Global Service Center; KPMG Division of Professional Practice

Recent Research Symposia

2023 International Symposium on Audit Research
2022 University of Illinois at Urbana Champaign
2022 University of California, Irvine
2022 IAAER World Congress, Paris, France
2021 Virginia Tech. University
2021 Texas Tech. University
2021 Joint workshop for Bentley University, Boston University, Bryant University,
Northeastern University and Providence College
2021 Washington State University
2020 Hawaii Accounting Research Conference
2019 Hawaii Accounting Research Conference
2019 Baruch College
2018 University of South Carolina Palmetto Symposium on Experimental Accounting
2018 Texas Tech. University
2018 University of Wisconsin
2018 Clemson University
2017 International Accounting Standards Board
2016 International Association for Accounting Education & Research
2016 College of William and Mary
2015 Villanova University
2014 Brigham Young University
2014 International Symposium on Audit Research
2014 University of Kansas

TEACHING EXPERIENCE

Auditing and Assurance Services (undergraduate and graduate)
Corporate Governance (graduate)
Data Analytic Techniques for Accounting and Auditing (graduate)
Introduction to Financial Reporting (undergraduate and graduate)
Institutional and Corporate Policies Impacting Wealth Inequities (undergraduate and graduate)

SERVICE

Editorial and Referee

Auditing: A Journal of Practice and Theory

Editor: 2014 – 2017

Member of the editorial board: 2020 – 2023; 2017 – 2020; 2010 – 2013

The Accounting Review,

Editor: 2023 – 2026

Member of the editorial board: 2020 – 2023

Contemporary Accounting Research, Member of the editorial board: 2011 – 2014

Accounting Organizations and Society, Ad hoc reviewer

Academy

President: 2023-2024 AAA Auditing Section
Vice President-Academic: 2022-2023 AAA Auditing Section
AAA Cook Prize Nominator: 2021-2022
Member: 2020 – 2023 *The Accounting Review* Steering Committee
Member: 2021 AAA Outstanding Auditing Dissertation Award Selection Committee
Member: 2019 AAA Auditing Outstanding Educator Award Selection Committee
Chair: 2017 Notable and Distinguished Contributions to Accounting Literature Award Screening Committee
Member: 2016 AAA Notable and Distinguished Contributions to Accounting Literature Award Screening Committee
Chair: 2016 AAA Auditing Section Doctoral Consortium
Vice Chair: 2015 AAA Auditing Section Doctoral Consortium
Member: 2013 – 2015 AAA Audit Standards Committee
Member: 2013 – 2014 AAA Doctoral Consortium Committee
Secretary: 2010 – 2012 AAA Auditing Section
Faculty Advisor: 2010 – 2012, PhD. Project Accounting Doctoral Student Association
Secretary-Treasurer: AAA Accounting Behavior and Organizations (ABO) Section
Program Chair: ABO Section Track at AAA Annual Meeting

University

Chair: 2021, Lerner College Named Professors Appointment Committee
Chair: 2020 – 2021, Lerner College Promotion and Tenure Committee
Chair: 2018, Accounting TT Recruiting Committee, Department of Accounting & MIS
Chair: 2015 – 2018, Department of Accounting & MIS Promotion and Tenure Committee
Chair: 2014, Selection Committee for Ernst & Young Faculty Scholar
Member: 2023 – Search Advisory Committee for Dean of Lerner College
Member: 2020 – 2022, Dean’s Advisory Council for Lerner College
Member: 2018 – current, UD ADVANCE Internal Advisory Board
Member: 2017, Search Advisory Committee for Chair of Department of Accounting & MIS
Member: 2014 – 2017, University of Delaware Executive Council on Diversity
Member: 2016 – 2022, Lerner College Promotion and Tenure Committee
Member: 2014, 2019 Selection Committee for JPMorgan Chase Faculty Scholars
Member: 2013; 2014; 2017, Department of Accounting & MIS Recruiting Committee
Faculty Advisor: 2013 – 2021, University of Delaware Student Chapter of National Association of Black Accountants