

## Joshua A. Khavis

School of Management  
University at Buffalo  
346 Jacobs Management Center  
Buffalo, NY 14260-4000

Email: [jakhavis@buffalo.edu](mailto:jakhavis@buffalo.edu)  
[linkedin.com/in/JoshAK](https://www.linkedin.com/in/JoshAK)  
Office: 716.645.2833

### ACADEMIC EXPERIENCE

---

University at Buffalo School of Management	
<ul style="list-style-type: none"> <li>Assistant Professor of Accounting</li> </ul>	2019 – Present

### EDUCATION

---

Temple University, Fox School of Business <i>Ph.D., Accounting</i>	December 2019
Baruch College, Zicklin School of Business <i>Masters, Taxation</i>	2010
Hebrew University, Israel <i>Fulbright Scholar</i>	2003
Pace University, Lubin School of Business <i>BBA, Double Major: Finance, Information Systems (Summa Cum Laude)</i>	2002

### RESEARCH

**Interests:** Financial Accounting and Reporting, Auditing, Crowdsourcing, Human Capital, and Big Data

#### Refereed Publications:

- [1] Khavis, J. A., and B. Szerwo. 2025. Audit-Employee Turnover, Audit Delivery, and Auditor-Client Realignment. *The Accounting Review*, forthcoming (accepted on 3/24/2025)  
(<https://ssrn.com/abstract=4193139>)  
Cited by the PCAOB: [Release No. 2024-002](#) [April 9, 2024]; [Release No. 2024-012](#) [November 21, 2024]
- [2] Felix, R., J. A. Khavis, and M. Pevzner. 2024. The effects of local newspaper closures on nonprofits' executive compensation. *Journal of Accounting and Public Policy* 43: 107168  
(<https://doi.org/10.1016/j.jaccpubpol.2023.107168>)
- Media Mentions: [The Buffalo News](#); [Niagra Gazette](#); [UBNow](#); Cleburne Times Review; [Phys.org](#)
- [3] Khavis, J. A. and H. Park. 2024. Collaborating with Data Aggregators and the Estimote.com Setting. *Journal of Financial Reporting* 9(2): 71–101.  
(<https://doi.org/10.2308/JFR-2022-021>)
- [4] Khavis, J. A., J. Krishnan, and C. Tipton. 2022. Implications of Employee Satisfaction and Work-Life Balance in Accounting Firms. *Current Issues in Auditing* 16 (1): 16–26.  
(<https://doi.org/10.2308/CIIA-2021-006>)

[5] Khavis, J. A., and J. Krishnan. 2021. Employee Satisfaction in Accounting Firms, Work-life Balance, and Audit Quality. *AUDITING: A Journal of Practice & Theory* 40 (2): 161–192.  
(<https://doi.org/10.2308/AJPT-18-029>)

- **Media Mentions:** BusinessInsider.com; Yahoo.com; AccountingToday.com; NYSSCPA.org; StreetInsider.com; HOAFO.com; DailyAdvent.com; LABusinessJournal.com
- Featured in the American Accounting Association Podcast Series:  
<https://aaahq.org/Home/Podcasts/Employee-Satisfaction-and-Work-life-Balance>

**Media Interviews:** [Bloomberg.com](https://www.bloomberg.com); [The Buffalo News](https://www.thebuffalonews.com)

### Select Working Papers:

Khavis, J. A., A. Sheneman, and B. Szerwo. 2024. Does Gender Composition of the Audit Workforce Matter? An Examination of Audit Quality (<https://ssrn.com/abstract=4710631>)

Khavis, J. A., M. Li, and B. Szerwo. 2024. Manager Staffing Leverage and Audit Quality.  
(<https://ssrn.com/abstract=4856541>)

*Cited by the PCAOB: [Release No. 2024-012](#) [November 21, 2024]*

Brown, L. D., J. A. Khavis, and H.-U. Park. 2024. Nudging Towards Better Earnings Forecasts.  
(<https://ssrn.com/abstract=4202792>)

Dambra, M., J. A. Khavis, Z. Lin, and Inho Suk. 2025. Labor Market Consequences of Pay Transparency: Evidence from the Initial Pay Ratio Disclosure. (<https://ssrn.com/abstract=4826506>)

**Status:** *Under review - The Accounting Review*

Banker, R. D., J. A. Khavis, and H. Park. 2022. Crowdsourced Earnings Forecasts: Implications for Analyst Forecast Timing and Market Efficiency (<https://ssrn.com/abstract=3057388>)

Brown, L. D., and J. A. Khavis. 2022. Reliability of Crowdsourced Earnings Forecasts  
(<https://ssrn.com/abstract=3034323>)

### TEACHING

---

Data Analytics, Financial Accounting, Accounting Information Systems, Managerial Accounting

### Experience:

PhD Seminar in Accounting (co-instructor) – 2023

Data Analytics for Accountants (Graduate) – 2020-Present

Introduction to Financial Accounting (Undergraduate) – 2020-Present

Accounting Information Systems (Graduate) – 2017- 2018

Financial Accounting (Undergraduate) – Guest Lecturer

Managerial Accounting (Undergraduate) – Guest Lecturer

---

**HONORS AND AWARDS**

---

Best Reviewer Award, Hawaii Accounting Research Conference (2021)  
PhD Teaching Award, Temple University (2019)  
AAA / Deloitte / J. Michael Cook Doctoral Consortium Fellow (2017)  
IMA Doctoral Research Summer Scholarship (2017)  
High Achievement Award, Fox School of Business, Temple University (2016, 2017)  
Annual Young Scholars Forum Award, Temple University (2014, 2015, 2016, 2017)  
Fulbright Scholarship, Institute of International Education, U.S. Department of State (2003)  
Finance Department Award, Pace University (2002)  
NYSSA Scholar Award (2001)

---

**PHP ADVISING & MENTORING**

---

Dissertation Committee Member, Zhiru Lin, PhD in Accounting from UB (2024)

---

**SERVICE**

---

34th Annual Conference on Financial Economics and Accounting ([CFEA](#)) - Review Committee (2024)  
Fourth Annual Labor and Accounting Group Conference (2024) - [Organizer](#)  
Assisted with PhD Student Recruitment, University at Buffalo (2020-Present)  
Accounting Horizons – Ad hoc reviewer  
European Accounting Review – Ad hoc reviewer  
Review of Accounting Studies (RAST) – Ad hoc reviewer  
International Journal of Auditing – Ad hoc reviewer  
Journal of Business Finance and Accounting – Ad hoc reviewer  
Journal of Management Accounting Research (JMAR) – Ad hoc reviewer  
Hawaii Accounting Research Conference (HARC 2018, 2020, 2021, 2023, 2024, 2025) – *Reviewer*  
AAA Annual Conference, San Diego, CA (2017) – *Discussant*

---

**PRESENTATIONS** (\*presented by co-author)

---

AAA Annual Meeting, Chicago, IL 2025 (scheduled)  
Utah Winter Accounting Conference (2025)\*  
Hawaii Accounting Research Conference (HARC 2025)\*  
Syracuse University, Syracuse NY (2024)  
Fox and Haskayne Accounting Conference [in collaboration with IAAER], Philadelphia PA 2024  
Conference on Financial Economics and Accounting 2024\*  
Kellogg Accounting Conference (Northwestern 2024)\*  
CAAA Annual Conference (2024)\*  
AAA Spark Meeting (2024)\*  
International Symposium on Audit Research (ISAR), Boston MA (2024)\*  
Kent State University, Accounting Research Workshop, Kent, OH (2024)  
AAA Intensive Data & Analytics Summer Workshop, Orlando, FL (2023)  
Temple Accounting PhD Alumni Summer Conference, Virtual (2023)  
Bretton Woods Accounting and Finance Conference (2023)\*  
AAA Audit Midyear Meeting (2023)\*  
25<sup>th</sup> Symposium on Auditing Research (University of Illinois at Urbana-Champaign 2022)\*  
AAA Joint Meeting of the Mid-Atlantic and Northeast Regions, Virtual (2022)  
FARS/Journal of Financial Reporting - Research Settings Mini Conference, Virtual (2022)  
Government and Nonprofit Section Midyear Meeting, Washington DC (2022)\*  
FARS - Midyear Conference, Virtual (2022)\*  
Hawaii Accounting Research Conference (HARC 2022)\*  
PCAOB Conference on Auditing and the Capital Markets, Virtual (2021)\*

University of Saskatchewan, virtual presentation (2021)  
University of Rochester – Simon School of Business (2019)  
George Mason University (2019)  
University at Buffalo (2019)  
Baruch College (2018)  
Miami – Doctoral Consortium (December 2018)  
Temple 100<sup>th</sup> Anniversary Accounting Conference, Philadelphia, PA (2018)  
AAA Annual Meeting, National Harbor, MD (2018)  
AAA Midyear Auditing Section Meeting, Portland, OR (2018)  
AAA Annual Meeting, San Diego, CA (2017)  
AAA / Deloitte / Michael J. Cook Doctoral Consortium, Westlake, TX (2017)  
Convergence of Financial and Managerial Accounting Research Conference, Canada (2017)  
Convergence of Financial and Managerial Accounting Research Conference, Philadelphia, PA (2016)  
Convergence of Financial and Managerial Accounting Research Conference, Canada (2015)  
Annual Young Scholars Forum, Temple University, Philadelphia, PA (2014, 2015, 2016, 2017)

### **CERTIFICATIONS & SKILLS**

---

Fox Teaching Academy Certification, Fox Online Teaching Certificate  
STATA, SAS (SAS Certified Base & Advanced Programmer), SQL  
Alteryx, Tableau, IDEA, Advanced Excel