Introducing Goizueta’s
NEAREST THOUGHT LEADERS
Cassandra Estep completed her Ph.D. in Accountancy at the University of Illinois at Urbana-Champaign in 2016. Prior to joining the faculty at Emory in 2016, Estep held positions at Illinois and Ernst & Young, where she spent six years as an IT auditor. She is a Certified Public Accountant and a Certified Information Systems Auditor. Estep’s primary research focus is judgment and decision making in auditing, with specific interest in the role of audit specialists and information technology.

**Honors and Awards**

- CAQ and AAA Auditing Section Access to Auditors Award
- Deloitte Foundation Doctoral Fellowship
- AICPA Accounting Doctoral Scholar

**Recent and Ongoing Research**

“**Auditor Integration of IT Specialist Input On Internal Control Issues: How a Weaker Team Identity Can be Beneficial**”. (Dissertation).

“One Team or Two Teams? Exploring the Relationship Between Auditors and IT Specialists and Its Implications for a Collective Audit Team Identity and Audit Quality” (with T. Bauer). Accepted for presentation at the 2016 *Contemporary Accounting Research* conference.

“The Role of Tacit Knowledge in Auditor Expertise and Human Capital Development” (with J. Bol, F. Moers, & M. Peecher).

“The Effects of Psychological Ownership on Specialists’ Judgments and Communication in Audit Teams” (with T. Bauer and E. Griffith).
Erika Hall earned a Ph.D. in Management and Organizations from the Kellogg School of Management at Northwestern University. Her research focuses on the influence of race, gender, and class-based implicit biases on interactions within the workplace and the broader society. Professor Hall’s work has appeared in academic journals such as Psychological Science, Personality and Social Psychology Bulletin, and Journal of Experimental Social Psychology, and media outlets such as The New York Times, The Washington Post, The Atlantic, and NPR. Prior to graduate school, Hall was a Research Associate at Harvard Business School.

**Honors and Awards**

- Atlanta Business Chronicle 30 Under 30
- LEAD Atlanta 2016
- 2016 MBA Teaching Excellence Award
- Poets & Quants 40 Under 40

**Recent and Ongoing Research**


Karl Schuhmacher completed his Ph.D. in Management at the University of Lausanne in 2014. Prior to joining the faculty at Emory in 2016, Schuhmacher was a Visiting Research Scholar at the University of Pennsylvania. Schuhmacher’s primary research focus is related to management accounting, activity-based costing, and information aggregation.

**Honors and Awards**

- Early Postdoc.Mobility Fellowship (Swiss National Science Foundation)
- Fellow of the Foundation of German Business (Klaus Murmann Fellowship Programme)

**Recent and Ongoing Research**

- ‘Old wines in new bottles?’ An experimental comparison of time estimates in standard ABC and Time-Driven ABC. (with Michael Burkert)

- Aggregation of probabilistic information: a cognitive bias and its behavioral consequences. (with Michael Burkert)

- The relationship between lack of controllability and proactive work behavior: An empirical analysis of competing theoretical explanations. (with Michael Burkert, Franz Fischer, and Florian Hoos)

- Delegation of compensation decisions in discretionary bonus schemes. (with Manuel Grieder and Christian Zehnder)

- ‘Set your own goal!’ Delegation of goal setting to lower-level employees. (with Christopher Ittner)
Morgan Ward completed her Ph.D. in Marketing at the University of Texas at Austin’s McCombs School of Business in 2010. Prior to joining the faculty at Emory in 2016, Ward held a faculty position at Southern Methodist University’s Cox School of Business. Ward’s primary research focus is consumer behavior. Her articles have been published in a number of leading journals including *Journal of Consumer Research* and *Journal of Marketing Research*.

### Honors and Awards

- University of Texas Continuing Fellowship
- AMA – Sheth Doctoral Consortium
- Haring Symposium Student Representative

### Recent and Ongoing Research

**“Ask and You Shall (Not) Receive: Relationship Signaling Results in Registry Rejection and Worse Gift Choices”** (with S. M. Broniarczyk). (Conditionally accepted at *Journal of Marketing Research*).


Dear Colleagues,

I hope you regard this publication as an opportunity to get to know some of the newest faculty members at Goizueta Business School. I am both privileged and honored to help this group achieve new heights as researchers and educators.

Top business school faculty often sit between two important spheres of influence. We devote energy to scholarly research and the academy to create knowledge for this and future generations. We also serve an increasingly diverse and complex business community eager to immediately apply expertise and newfound skill. To some, these worlds seem at odds but I believe top business schools must provide equal parts knowledge, inquiry, and talent to the industries they serve.

In recent years our programs, under faculty leadership, have undergone wholesale curriculum updates designed to provide more industry-specific and contemporary coursework. We have also doubled-down on experiential learning by adding project-based learning requirements.

We continue to publish in top scholarly journals. In fact, faculty members have sat on boards at more than 40 journals. Countless more have reviewed submissions at a variety of publications.

Additionally, our research efforts have expanded and grown more collaborative across academic areas. Research on business analytics spans multiple verticals and continues to grow in its service to businesses eager to make sense of data and apply it in decision making. Faculty from various functions also work on behavioral research using the latest in tools to discover how the human mind approaches decisions. Increasingly, faculty partner with industry to run field experiments that add to scholarly knowledge and provide immediate insight to firms looking to provide value to stakeholders. But these are precious few examples. I encourage you to follow us in this effort to engage business in intellectual and service elements.

As Goizueta Business School faculty continue to develop coursework and teach in degree and non-degree programs, valuable skills will continue to permeate in areas that can put them to work and, in the process, make lasting change in the business world. We are not ones to rest. Our efforts continue.

Sincerely,

Kristy Towry
Vice Dean for Faculty & Research
Goizueta Term Chair in Accounting
Professor of Accounting