Elizabeth Goad Oliver
Lewis Whitaker Adams Professor of Accounting
Williams School of Commerce, Economics, and Politics
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ADMINISTRATIVE POSITIONS HELD

Associate Dean, Williams School of Commerce, Economics, and Politics,
Washington and Lee University (1998 to 2003; 2018 to 2020; 2021 - present)

Interim Provost, Washington and Lee University, 2020-2021

Head, Department of Accounting, Washington and Lee University (2003 to present)

ACADEMIC PROGRESSION

Teaching and Research:

Washington and Lee University
- Lewis Whitaker Adams Professor of Accounting 2009 to present
- Professor of Accounting 2003-2009
- Associate Professor of Accounting 1997-2003
- Assistant Professor of Accounting 1991-1997

Texas A&M University
- Lecturer in Accounting 1990-1991
- Research Assistant to Dr. Gary Giroux 1988-1990

University of Texas at San Antonio
- Teaching Associate 1987-1988

University of Virginia
- Lecturer in Accounting 1986
- Teaching Assistant 1983-1985

Education:

Ph.D. Texas A&M University, August 1992

M.S. in Accounting University of Virginia, January 1986

M.A. in English University of Kansas, May 1974

A.B. Mary Baldwin College, May 1972

PROFESSIONAL EXPERIENCE

Faculty Fellow, Arthur Andersen LLP, Washington, D.C., 1997-1998

PROFESSIONAL CERTIFICATION

Certified Public Accountant, Virginia

CURRENT RESEARCH INTERESTS

Positive organizational psychology as it relates to performance evaluations

Corporate social responsibility and sustainability

CLASSES TAUGHT

Introductory Financial Accounting
Intermediate Accounting
International Accounting
Writing and Research for Accountants
Corporate Social Responsibility

CO-CURRICULAR WORK

Faculty Advisor to Washington and Lee Student Consulting (1999-2020), with Robert Straughan and then Lloyd Tanlu

PUBLICATIONS

"Is it US GAAP or IFRS? – Understanding How R&D Costs Affect Ratio Analysis," with Stephan Fafatas and Jean Turlington, in *Business Horizons*, Volume 62, Issue 4, July-August 2019, pp. 427- 436.

"Performance appraisal and workplace culture: A qualitative study investigating differences in job roles and outcomes," with Karen S. Cravens and Jeanine S. Stewart in *Management in Healthcare*, Volume 3, Number 3, Winter 2018 to 2019, pp. 268-278.

"Managing Millennials: Embracing Generational Differences," with Jeanine S. Stewart, Karen S. Cravens, and Shigehiro Oishi in *Business Horizons,* Volume 60, Issue 1, January to February 2017, pp. 45-54

"Workplace Culture Mediates Performance Appraisal Effectiveness and Employee Outcomes: A Study in a Retail Setting," with Karen S. Cravens, Shigehiro Oishi, and Jeanine S. Stewart in *Journal of Management Accounting Research*, Fall 2015, Vol. 27, No. 2, pp. 1-34.

"Followers, likes, and page clicks – Oh my! A new frontier for social media in Western Europe" [Guest Editors' Perspective], with Karen S. Cravens and Alexa A. Perryman in *Business Horizons*, Vol. 57, No. 6, November to December 2014, pp. 691-693.

Social Entrepreneurship in Indigenous Communities: The Cases of Brazil and Greenland," with Robert D. Straughan in *Social Entrepreneurship*, Larry E. Pate and Charles Wankel (eds.), 2013, pp. 367-93, Information Age Publishing.

"An Activity-Based Costing Application Using a Video of Olive Oil Production," with Karen S. Cravens, forthcoming, *The Accounting Instructors' Report*, Winter 2013.

"Can a Positive Approach To Performance Evaluation Help Accomplish Your Goals?," with Karen S. Cravens and Jeanine S. Stewart, *Business Horizons*, Vol. 53, No. 3, May 2010, pp. 269-279.

"The Reputation Audit: Measuring and Managing Corporate Reputation," with Sridhar Ramamoorti and Karen S. Cravens, *European Management Journal*, Vol. 2, No. 2, April 2003, pp. 201-212.

"An International Comparison of Employee Welfare Plans," with Karen S. Cravens, *Thunderbird International Business Review*, May to June 2001, pp. 261-284.

"The Influence of Culture on Pension Plans," with Karen S. Cravens, *International Journal of Accounting*, Vol. 35, No. 4, 2000, pp. 521-537.

"Cultural Influences on Managerial Choice: An Empirical Study of Employee Benefit Plans in the United States," with Karen S. Cravens, *Journal of International Business Studies*, Vol. 4, Fourth Quarter 1999, pp. 745-762.

"Building on the British Model: A Model for Training Accounting Professionals in the U.S.," with Hubert D. Glover, Alan I. Blankley, and Graham J. Holt, *The International Association of Management Journal*, Vol. 4, Fall 1996.

"An Integrated Business School Model," with Hubert D. Glover and Alan I. Blankley, *Management Accounting*, May 1995, pp. 35-37.

PROCEEDINGS & PRESENTATIONS

"A Positive Work Environment Mediates Performance Evaluation Effectiveness: An Exploratory Study in a Retail Setting," with Karen S. Cravens, Shigehiro Oishi, and Jeanine S. Stewart, an invited presentation at the JMAR Research Conference Plenary Session: "From Strategy to Outcomes – The Role of Performance Measurement," Management Accounting Section Midyear Meeting, January 10, 2015, in Newport Beach, California.

"The Relationship of the Performance Appraisal Process to the Transmission of Positive Ethical Messages," with Karen S. Cravens and Tracy S. Manly at the 19th Annual Ethics Research Symposium, American Accounting Association's Annual Meeting, August 3, 2014 in Atlanta, Georgia.

"What Resources are Available to Help Accounting Professors Teach Writing?," with Karen S. Cravens and Chuong Do at Southwest Regional Meeting of the American Accounting Association, March 13, 2014 in Dallas, Texas

"Does Monitoring by Unions, Institutional Investors, and Big Six Auditors Improve the Accuracy of the Pension Rate of Return?," with Alan I. Blankley and Edward P. Swanson, at American Accounting Association Annual Meeting, Research Forum, August 20, 1997.

"Cultural Influences on Managerial Choice: An Empirical Study of Employee Benefit Plans in the United States," with Karen S.

Cravens, at the Critical Perspectives in Accounting Symposium, April 27, 1996.

“Employee Benefit Plan Choices of Foreign- and U.S.-Owned Domestic Firms as Indicators of Potential for Accounting Harmonization," with Karen S. Cravens at the Mid-Atlantic Regional American Accounting Association in Huntington, West Virginia, March 1995.

"Cultural Influences on Employee Benefit Plan Choices of U.S.- and Non-U.S.-Based Firms in the United States," with (and presented by) Karen S. Cravens at the Oklahoma/Arkansas Accounting Research Symposium, February 10, 1995, Tulsa, Oklahoma.

"An Investigation of Employee Benefit Plan Characteristics of Wholly- and Partially-Owned U.S. Subsidiaries of Foreign Firms," with Karen S. Cravens at the Southeast Regional American Accounting Association in Louisville, Kentucky, April 1994.

"A Survey of State Requirements to Sit for the CPA Examination Under Recently Enacted 150-Hour Rules," with J. William King at the Southeast Regional American Accounting Association in Louisville, Kentucky, April 1994.

"Examining the Effectiveness of International Transfer Pricing Policies as Strategic Tools for Multinational Firms," with Karen S. Cravens and Winston T. Shearon, at the ORSA/TIMS Joint National Meeting in Phoenix, Arizona, November 3, 1993.

"A Preliminary Investigation of the Perceived Influence of International Transfer Pricing Decision on Multinational Corporate Performance," with (and presented by) Karen S. Cravens, at the Southeast Regional American Accounting Association in Atlanta, Georgia, April 23, 1993.

GRANTS

Washington and Lee Accounting Department Curriculum Grants under the PwC IFRS Ready Grant Program – primary author of a successful grant request funded in 2009 by PricewaterhouseCoopers.

EDITORIAL POSITIONS

Editorial Review Board of *Business Horizons* (2011 to present) – guest editor for Nov-Dec 2014 issue
Ad Hoc Reviewer, *Advances in Accounting* (2011)
Ad Hoc Reviewer, *Journal of the Academy of Business Education* (2001 to 2010)
Ad Hoc Reviewer, *Issues in Accounting Education* (1995-1998)
Ad Hoc Reviewer, *Accounting Horizons* (1994)
American Accounting Association Annual Meeting papers, Ad Hoc Reviewer for the International Section (2000 and 2001) and the Financial Accounting and Reporting Section (2001 to present)

SERVICE TO WASHINGTON AND LEE UNIVERSITY

University-wide Committee Assignments

Elected Committee Assignments:
- President's Advisory Committee (2005-2008, 2010-12, chair, 2020-21)
- Faculty Administrators Evaluation (2010-2013)
- Student Affairs Committee (1993-1997)

Appointed Committee Assignments (selected):
- Williams School Dean's Search Committee (2014-2015)
- Employee Benefits Committee (2014 to present, chair, 2016-2020, 2021 to present)
- Investment Committee (2016 to present)
- Women's Leadership Summit Planning Committee (2011)
- President's Committee on Women at Washington and Lee (chair, 2007-2008)
- Executive Director of Human Resources Search (2007 to 2008)
- Presidential Search Committee (2005-2006)
- University Study of Incremental Salary Differences (chair, 2005-2006)
- University Strategic Planning:
  - Strategic Directions Committee (central committee) (2003-2005)
  - Academic Planning Task Force (2004-2005)
- Faculty Executive Committee (interim chair, 2001-2002)
- Ad Hoc Committee on Faculty Evaluation (1999-2000)
- Institutional Representative: The American Council on Education /Office of
  - Women in Higher Education / The Virginia Network (2000-2001)
- Coeducation Review Committee (1993 to 1994)
- University Appeals Board (1996-1997)

Automatic Rule and Readmissions Committee (1998-2003 and 2018 to present)
Writing Program Advisory Committee (1998-2003 and 2018 to present)
Kemper Scholars Program (chair) (1998-2003)
Woodrow Wilson Coordinator (1998-2003)
Sexual Misconduct Review Committee (2001-2002)
International Education Committee (2018 to present)

SERVICE TO THE PROFESSION

Virginia Board of Accountancy

Ethics Curriculum Committee (2011-2016)

American Accounting Association

Committees:

AAA Governance Committee (2011-2013)
AAA Governance Task Force (2010-2011)
Finance Committee (2004-2010)
Education Committee (2002-2005)
New Faculty Consortium (2000-2001 and 2001-2002)
Membership Committee (1999-2000, chair, 2007-2010)
Ad Hoc Committee on the Future of Accounting Education (1997-1998)

Leadership in Accounting Education

Transition Committee to Merge APLG and FSA (2022)

APLG (Accounting Program Leadership Group)

President-Elect, President, Past-President (2017-2020)
Vice-President for Leadership (2015-2017)
Co-Program Chair for APLG/FSA Annual Seminar (2016-2017)
Program Committee (2014-2015)
Mid-Atlantic Region Meeting Liaison (2014)

Financial Accounting and Reporting Section

Secretary/Treasurer (2001-2003)
Midyear Meeting Education Sessions Coordinator (2004-2005)
Syllabi Posting Initiative, head (2005)

Technical Working Group: Fraud and Forensic Accounting

Member (2004-2005)