

# Sarah E. Stein

*Deloitte Foundation Faculty Fellow*  
Virginia Polytechnic Institute and State University  
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## ACADEMIC AND PROFESSIONAL EMPLOYMENT

Virginia Polytechnic Institute and State University (Virginia Tech)

*PhD Director*, 2023 – present

*Associate Professor (with tenure)*, 2020 – present

*Assistant Professor*, 2013 – 2020

University of Missouri

*Graduate Research Assistant*, 2009 – 2013

Deloitte & Touche, LLP

*Audit Staff, Senior, and Manager*, 2003 – 2009

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## EDUCATION AND PROFESSIONAL CERTIFICATION

University of Missouri, Columbia, MO

*Ph.D. in Accounting* (2013)

Truman State University, Kirksville, MO

*Master of Accountancy* (2003) and *Bachelor of Science, Accounting* (2002)

Certified Public Accountant, Colorado (2004 – present)

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## PUBLICATIONS

### *Peer-Reviewed Research Publications*

Pittman, J., S. E. Stein, and D. F. Valentine. 2023. The importance of audit partners' risk tolerance to audit quality. *Contemporary Accounting Research* 40 (4): 2512-2546.

He, X., J. Pittman, S. E. Stein, and H. Yin. 2024. Does investment bankers' prior experience in public accounting reduce earnings management in IPO firms? *Auditing: A Journal of Practice & Theory* (forthcoming).

Bills, K. L., C. Hayne, and S. E. Stein. 2021. Collaborating with competitors: How do small firm accounting association and networks successfully manage cooperative tensions? *Contemporary Accounting Research* 38 (1): 545-579.

Lauck, J. R., J. R. Rakestraw, and S. E. Stein. 2020. Do audit fees reflect unique characteristics of individual executives? *Accounting Horizons* 34 (4): 105-124.

Bills, K. L., M. Cobabe, J. Pittman, and S. E. Stein. 2020. To share or not to share: The importance of peer firm similarity to auditor choice. *Accounting, Organizations and Society* 83: 1-24.

Cunningham, L. M., C. Li, S. E. Stein, and N. S. Wright. 2019. What's in a name? Initial evidence of U.S. audit partner identification using difference-in-differences analyses. *The Accounting Review* 94 (5): 139-163.

Stein, S. E. 2019. Auditor industry specialization and accounting estimates: Evidence from asset impairments. *Auditing: A Journal of Practice & Theory* 38 (2): 207-234.

Bills, K. L., C. Hayne, and S. E. Stein. 2018. A field study on small accounting firm membership in associations and networks: Implications for audit quality. *The Accounting Review* 93 (5): 73-96.

Gunn, J. L., I. K., Khurana, and S. E. Stein. 2018. Determinants and consequences of timely asset impairments during the financial crisis. *Journal of Business Finance & Accounting* 45 (1-2): 3-39.

Bills, K. L., D. C. Jeter, and S. E. Stein. 2015. Auditor industry specialization and evidence of cost efficiencies in homogenous industries. *The Accounting Review* 90 (5): 1721-1754.

### ***Practitioner Publications***

Cunningham, L. M., S. E. Stein, K. Walker, and K. Wolfe. 2022. Audit committee: The kitchen sink of the board. Center for Audit Quality, Washington, D.C. Available at: <https://www.theqaq.org/ac-kitchen-sink/>.

- Featured in a Council of Institutional Investors podcast (Dec. 2022) and three webinars hosted by the CAQ (Dec. 2022), PwC (March 2023), and Reuters (March 2023)
- Included in a SEC Investor Advisory Committee panel discussion regarding audit committee workload and transparency (June 2023)
- Modified and reprinted for *The Corporate Board* magazine

Cunningham, L. M., S. E. Stein, and N. S. Wright. 2019. Initial evidence of U.S. audit partner identification in Form AP shows limited impact on audit quality. *Current Issues in Auditing* 13 (2): P1-P11.

Doxey, M., M. Geiger, K. Hackenbrack, and S. E. Stein. 2016. Comments by the Auditing Standards Committee of the Auditing Section of the American Accounting Association on PCAOB Release No. 2015-004, supplemental request for comment: Rules to require disclosure of certain audit participants on a new PCAOB form. *Current Issues in Auditing* 10 (1): C1-C10.

### ***Research Working Papers***

Cunningham, L. M., S. E. Stein, K. Walker, and K. Wolfe. 2024. A broken cycle: How a lack of feedback hampers disclosures of audit committee oversight. Available at: <https://ssrn.com/abstract=4249500>.

- Recipient of the 2023 Auditing Section Midyear Meeting Best Behavioral Paper Award
- EIASM Accounting Forum on Qualitative Research (2023); AAA Auditing Section Meeting (2023); University of Massachusetts at Amherst (2022); Michigan State University (2022); University of Kentucky (2022); University of Tennessee (2022)

Cunningham, L. M., S. E. Stein, K. Walker, and K. Wolfe. 2024. Insights into the evolving responsibilities of the audit committee. Available at: <https://ssrn.com/abstract=4249507>.

- AAA Auditing Section Meeting (2024); UVA Qualitative Research in Accounting Conference (2023); Virginia Tech (2023); University of Arkansas (2023)

Filosa, J. R., J. Huang, L. G. Lei, and S. E. Stein. 2024. Does tax enforcement inform auditors' risk assessment? Evidence from key audit matters. Available at: <https://ssrn.com/abstract=4322782>.

- AAA Annual Meeting (2022); International Symposium on Audit Research (2022); AAA ATA Section Meeting (2022); Virginia Tech (2021)

Hogan, C. E., S. E. Stein, and S. B. Stuber. 2024. Moving towards consensus: An examination of trends in investment fair values. Available at: <https://ssrn.com/abstract=4365771>.

- AAA FARS Meeting (2023); Singapore Management University (2022)

Cobabe, M., S. E. Stein, and D. F. Valentine. 2024. Does the CFO's power relative to the audit partner affect financial reporting outcomes? Evidence from goodwill impairment decisions. Available at: <https://ssrn.com/abstract=4306119>.

- Dairyland Accounting Research Symposium (2023); Iowa State University (2023); West Virginia University (2022); Virginia Acctg Research Conference (2022); University of Kansas (2022); AAA Auditing Section Meeting (2022); Virginia Tech (2021)

Cunningham, L. M., C. Hayne, T. L. Neal, and S. E. Stein. 2024. Challenges in evaluating corporate governance: Evidence from the field. Available at: <https://ssrn.com/abstract=4330532>.

Cunningham, L. M., C. Hayne, T. Neal, and S. E. Stein. 2024. A framework for evaluating corporate governance: Insights from chief audit executives. Available at: <https://ssrn.com/abstract=4487291>.

- NCSU Risk Governance Research Symposium (2023); University of Sydney (2021); AAA Auditing Section Meeting (2020); University of Tennessee Accounting Research Symposium (2019); Maastricht University (2019); Queens University (2019)

### ***Research Works in Process***

Filosa, J. R., J. Pittman, and S. E. Stein. An investigation into the informativeness of PCAOB reports over time.

- Preliminary draft written; collecting data for additional analyses

Bills, K. L., C. Hayne, and S. E. Stein. Understanding the recruiting practices at small accounting firms.

- Analyzing field study data and writing the first draft

Cowle, E., S. E. Stein, and D. F. Valentine. Female leaders in the public accounting profession.

- Analyzing data

## ***Media and Regulatory Citations***

- [Agenda](#): “Audit Committees Grapple With ‘Kitchen Sink’ Workload” (August 4, 2023).  
[Columbia Blue Sky Blog](#): “How Companies Evaluate Their Corporate Governance” (February 9, 2023).  
[Columbia Blue Sky Blog](#): “Making Audit Committee Disclosure More Transparent Requires Investor Feedback” (January 12, 2023).  
[NACD](#): “Improving Audit Committee Effectiveness” (December 14, 2022).  
[Center for Audit Quality](#): “Audit Committee Responsibilities, Disclosures, Continue to Expand According to Joint Reports” (November 30, 2022).  
[Audit Analytics](#): “What Investors Need to Know About Audits” (November 8, 2019).  
[Wall Street Journal](#): “Rule to Identify Audit Partners Doesn’t Improve Audit Quality” (September 18, 2019).  
[MarketWatch](#): “Naming Audit Partners Isn’t Driving Audit Quality Yet, Study Says,” (October 4, 2019).  
[Accounting Today](#): “Study Questions Value of Audit Partner Disclosure Requirement” (September 18, 2019).  
[Ethical Boardroom](#): “Corporate Governance Through an Internal Audit Lens,” by Richard Chambers, President and CEO at The IIA (Summer 2019 – pages 46-48).  
[PCAOB](#): “The Investor Advisory Group, Investor Protection, and the Mission of the PCAOB,” by J. Robert Brown, Board Member (November 8, 2018).  
[Financial Executives International](#) (FEI), “Developing Tomorrow’s Auditor” (January 3, 2017).

## ***External Workshop and Conference Research Presentations***

\* = presentation by coauthor

- 2024 AAA Auditing Section Meeting\*
- 2023 EIASM Accounting Forum on Qualitative Research\*; Dairyland Accounting Research Symposium\*; UVA Qualitative Research in Accounting Conference; NCSU Risk Governance Research Symposium\*; University of Arkansas; Iowa State University; AAA FARS Meeting\*; AAA Auditing Section Meeting\*
- 2022 University of Massachusetts at Amherst\*; West Virginia University\*; Michigan State University\*; University of Kentucky; University of Tennessee\*; AAA Annual Meeting\*; International Symposium on Audit Research\*; Virginia Accounting Research Conference\*; Singapore Management University\*; University of Kansas; AAA ATA Section Meeting\*; AAA Auditing Section Meeting\*
- 2021 University of Sydney\*
- 2020 University of Miami Accounting Webinar Series; Lone Star Accounting Research Conference\*; AAA Auditing Section Meeting
- 2019 Contemporary Accounting Research Conference\*; Maastricht University; Erasmus University; University of Illinois\*; AAA Annual Meeting\*; University of Tennessee Accounting Research Symposium\*; Global Management Accounting Research Symposium\*; Maastricht University\*; International Symposium on Audit Research; Queens University\*; CAAA Annual Conference\*; Shanghai University of Finance and Economics\*; Jinan University\*; Oklahoma State University PARC Conference\*; University

- of Pittsburgh; Indiana University; National Chengchi University\*; University of Wisconsin–Madison\*; University of Arkansas\*; AAA Auditing Section Meeting; AAA Management Accounting Section Meeting\*
- 2018 Michigan State University\*; University of Illinois Symposium on Auditing Research\*; AAA Annual Meeting\*; University of Paderborn\*; International Symposium on Audit Research; EAA Annual Congress\*; Telfer Annual Conference on Accounting and Finance\*; University of Notre Dame\*; SEC Division of Economic and Risk Analysis brownbag series; West Virginia University\*; AAA Auditing Section Meeting; AAA FARS Meeting\*
- 2017 Utah State University\*; University of Notre Dame; George Mason University; University of Texas–San Antonio\*; Central University of Finance and Economics\*; Southwestern University of Finance and Economics\*; AAA Annual Meeting\*; International Symposium on Audit Research; Virginia Accounting Research Conference; Michigan State University; University of Kentucky\*
- 2016 University of Melbourne\*; University of Illinois\*; BYU Accounting Research Symposium\*; Florida Atlantic University\*; University of Tennessee
- 2015 International Symposium on Audit Research; AAA SE Regional Meeting; AAA Auditing Section Meeting\*
- 2014 AAA Annual Meeting; EAA Annual Congress\*; AAA Auditing Section Meeting; AAA FARS Meeting\*
- 2013 AAA Annual Meeting; KU Leuven\*; International Symposium on Audit Research\*
- 2012 Virginia Tech; Bond University\*; AAA Auditing Section Meeting
- 2011 AAA Annual Meeting; AAA Auditing Section Meeting\*
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## TEACHING

### *Peer-Reviewed Education Publications*

Cunningham, L. M., and S. E. Stein. 2018. Using visualization software in the audit of revenue transactions to identify anomalies. *Issues in Accounting Education* 33 (4): 33-46.

\*Recipient of the 2019 *Issues in Accounting Education Best Paper Award*

\*Recipient of the 2020 *Innovation in Auditing and Assurance Education Award*

\*Invited Demonstration, Audit Educators' Bootcamp 2021, 2022

\*Invited Demonstration, AAA Auditing Midyear Meeting Plenary Session, 2020

\*Additional versions of the case materials can be accessed [here](#)

Popova, V., and S. E. Stein. 2016. Trading Styles, Inc.: An analysis of the going concern assessment. *Issues in Accounting Education* 31 (3): 355-366.

Fay, R. G., and S. E. Stein. 2016. Teaching students about audit reports: An interactive approach. *Current Issues in Auditing* 10 (2): I14-I25.

### ***Courses Taught at Virginia Tech***

Fall 2023	Advanced Fin. Stmt. Auditing (ACIS 5414) – two sections (rating: 5.83 / 6.00)
Fall 2023	PhD Accounting Research Methods (ACIS 6004) – one section (rating: N/A)
Fall 2022	Auditing Theory (ACIS 5414) – three sections (rating: 5.83 / 6.00)
Fall 2021	Auditing Theory (ACIS 5414) – two sections (rating: 5.80 / 6.00)
Fall 2021	PhD Accounting Research Methods (ACIS 6004) – one section (rating: N/A)
Fall 2020	Auditing Theory (ACIS 5414) – three sections, online (rating: 5.77 / 6.00)
Summer I 2020	Auditing Theory (ACIS 5414) – one section, online (rating: 5.25 / 6.00)
Spring 2020	Auditing Theory (ACIS 5414) – two sections, partially online (rating: 5.46 / 6.00)
Summer I 2019	Auditing Theory (ACIS 5414) – one section (rating: 5.86 / 6.00)
Spring 2019	Auditing Theory (ACIS 5414) – two sections (rating: 5.71 / 6.00)
Fall 2017	Financial Statement Auditing (ACIS 4414) – three sections (rating: 5.40 / 6.00)
Fall 2016	Financial Statement Auditing (ACIS 4414) – two sections (rating: 5.57 / 6.00)
Fall 2015	Financial Statement Auditing (ACIS 4414) – three sections (rating: 5.73 / 6.00)
Fall 2014	Financial Statement Auditing (ACIS 4414) – three sections (rating: 5.59 / 6.00)
Spring 2014	Auditing, Governance & Ethics (ACIS 3414) – two sections (rating: 5.65 / 6.00)
Fall 2013	Financial Statement Auditing (ACIS 4414) – two sections (rating: 5.70 / 6.00)

### ***Courses Taught at the University of Missouri***

Fall 2012	Accounting I – one section
Spring 2012	Auditing Theory and Practice I – one section

### ***Courses Taught at Truman State University***

Spring 2003	Introduction to Financial Accounting – one section
Fall 2002	Introduction to Financial Accounting – one section

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## **SERVICE**

### ***Editor***

*Auditing: A Journal of Practice & Theory* (2023 – 2026)

### ***Editorial Board***

*The Accounting Review*: 2020 – present

*Contemporary Accounting Research*: 2020 – present

*Auditing: A Journal of Practice & Theory*: 2017 – 2023

\*\*Received the Outstanding Reviewer award for CAR and AJPT in 2022

### ***Ad-Hoc Referee for Other Scholarly Journals***

*Journal of Accounting Research*

*Accounting, Organizations and Society*

*Review of Accounting Studies*

*Accounting Horizons*

*European Accounting Review*

*Journal of International Accounting Research*

*Journal of Management Accounting Research*  
*Issues in Accounting Education*  
*Managerial Auditing Journal*  
*Research in Accounting Regulation*

***Discussant or Panelist for Academic Conferences***

AAA Auditing Section Meeting, Panel on “Qualitative Research Methods” (Panelist): 2024  
AAA Auditing Section Meeting, Doctoral Consortium (Faculty Mentor): 2024  
Conference on Financial Economics and Accounting (Discussant): 2022  
AAA Auditing Section Meeting (Discussant): 2012 – 2013, 2015 – 2020, 2022  
AAA Annual Meeting (Discussant): 2011 – 2014  
UVA Distinguished Speaker Series, Qualitative Seminar (Panelist): 2019  
GMU Conference on Investor Protection and Corporate Governance (Discussant): 2018  
Virginia Tech Accounting Research Conference (Discussant): 2018, 2023  
AAA SE Regional Meeting (Discussant): 2015

***Reviewer for Academic Conferences***

AAA Auditing Section Meeting: 2011 – 2019, 2021 – 2023  
AAA FARS Meeting: 2014, 2018 – 2019  
AAA Annual Meeting: 2012 – 2018, 2023  
AAA SE Regional Meeting: 2015

***American Accounting Association (AAA) Service***

Committee Member, 2024 Notable Contributions to the Auditing Literature Award Selection  
Co-Chair, 2022 AAA Auditing Section Midyear Meeting  
Vice Co-Chair, 2021 AAA Auditing Section Midyear Meeting  
Auditing Section Liaison, 2019 and 2020 AAA Annual Meetings  
Committee Member, Innovation in Auditing & Assurance Education Award Committee: 2020  
Committee Member, AAA Auditing Section Research Committee: 2017 – 2020  
Committee Member, AAA Auditing Section Auditing Standards Committee: 2015 – 2018  
Co-Chair, AAA Deloitte Trueblood Seminar for Professors: 2015 – 2016  
Planning Committee, AAA Deloitte Trueblood Seminar for Professors: 2014 – 2015  
Preparer and Reviewer of Research Paper Summaries for the Research Database Project,  
AAA Auditing Section: 2011

***Virginia Tech***

PhD Director, ACIS Department: 2023 – present  
Board Member and Audit Committee Chair, Virginia Tech Services, Inc.: 2016 – 2022  
Doctoral Committee, Pamplin College of Business: 2023 – present  
Dean Search Committee, Pamplin College of Business: 2022 – 2023  
Assurance of Learning Committee, Pamplin College of Business: 2015 – 2018  
DEIB Committee Chair, ACIS Department: 2022 – 2023  
Member of various other committees (Assurance of Learning, Doctoral, DEIB, MADA Program,  
P&T, Recruiting), ACIS Department: 2013 – present

PhD dissertation committees:

- 2026 (expected): Sabrina Summers  
\*Recipient of the 2023 *William (Bill) Ezzell Scholarship*
- 2024 (expected): Jessica Filosa (chair)—initial placement: University of Alabama  
\*Recipient of the 2023 *Deloitte Foundation Doctoral Fellowship*  
\*Recipient of the 2022 *William (Bill) Ezzell Scholarship*
- 2023: Karneisha Wolfe (chair)—initial placement: University of Illinois-Urbana Champaign  
\*Recipient of the 2021 *Deloitte Foundation Doctoral Fellowship*
- 2023: Gabe DiYorio (committee member)—initial placement: Fairfield University
- 2022: Delia Valentine (chair)—initial placement: University of Wisconsin-Milwaukee  
\*Recipient of the 2020 *Deloitte Foundation Doctoral Fellowship*
- 2022: Will Docimo (outside committee member)—University of Connecticut
- 2017: Mi Zhou (committee member)—initial placement: Virginia Commonwealth University
- 2016: Mark Sheldon (committee member)—initial placement: John Carroll University
- 2015: Christine Gimbar (committee member)—initial placement: DePaul University
- 2015: Joseph Rakestraw (committee member)—initial placement: Florida Atlantic University

PhD faculty advisor:

- Delia Valentine (1<sup>st</sup> and 2<sup>nd</sup> year papers) – 2018, 2019  
Jessica Filosa (1<sup>st</sup> and 2<sup>nd</sup> year papers) – 2020, 2021  
Sabrina Summers (1<sup>st</sup> year paper) – 2022

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**HONORS AND AWARDS**

- Pamplin DEIB Award (2023)  
Auditing Section Midyear Meeting Best Behavioral Paper Award (2023)  
Pamplin Outstanding Faculty in Doctoral Education Award – Honorable Mention (2022)  
Outstanding Reviewer for *Contemporary Accounting Research* (2022)  
Award for Outstanding Service to *Auditing: A Journal of Practice & Theory* (2022)  
Innovation in Auditing and Assurance Education Award (2020)  
*Issues in Accounting Education* Best Paper Award (2019)  
Deloitte Foundation Faculty Fellow (2018 – present)  
Pamplin Annual Award for Faculty Research Excellence (Honorable Mention - 2021)  
ACIS Department Teaching Excellence Award (2017)  
Deloitte Foundation Doctoral Fellowship in Accounting (2011)
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