

The International Auditing and Assurance Standards Board Attn.: Chairman of the Board, Prof. A. Schilder

Breukelen, 4 June 2019

Dear members of the Board,

The Foundation for Auditing Research (FAR) is happy to respond to your invitation for comments on the "Proposed Strategy for 2020-2023 and Work Plan for 2020-2021". FAR applauds the initiative of the Board's strategy toward "robust information-gathering and research activities" before deciding on new projects as part of the Research Phase of the Proposed Framework for Activities (point 3 of your request for comments).

Established in 2015, the FAR aims to enhance the knowledge of what makes a good audit today and to continuously improve audit practices. It facilitates rigorous academic research with practical relevance to the auditing field and to inform public policy making with regard to the auditing profession. The activities to be carried out by FAR consist of three elements:

- 1. opening the 'black box' of auditing by gathering data from the affiliated audit firms;
- conducting multidisciplinary and multi-method research projects based on a research agenda, and:
- 3. knowledge dissemination to academically inform the professional development and policy making.

The FAR conducts its research projects through a unique collaboration between science and practice. The ten largest audit firms in the Netherlands provide the necessary research funds and research data to FAR (Deloitte, EY, KPMG, PwC, Baker Tilly, BDO, Grant Thornton, Mazars, Accon AVM and Flynth). By applying specific protocols and established methods geared towards working with confidential data, these 10 affiliated audit firms provide the FAR research teams access to research data needed for the research projects defined (archival data from audit files and audit firm management information systems, survey and experiment data, and qualitative data).. That is,FAR collects data from audit firms allowing for in depth research into audit processes. Please find an overview of current FAR research projects attached to this comment letter.

We further refer to the FAR's recently published Annual Report 2018 which includes our latest developments and current activities with regard to research projects, data gathering, knowledge dissemination, and governance of FAR (published on our website here: https://foundationforauditingresearch.org/files/far-annual-report-2018.pdf).

We would be delighted to further discuss FAR's potential research contributions as "knowledge broker" with regard to academic knowledge transfer and evidence-informed auditing standards setting.

Yours sincerely

Prof. dr. H.M. Prast

Chair of the Board of the Foundation for Auditing Research

Prof.dr. O.P.G. Bik RA

Managing Director and Academic member of the Board

Prof.dr. J.F.M.G. Bouwens

Managing Director and Academic member of the Board

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No.	Title	What?	Why?	Who? (research team)	Time line			
Research pro	Research program A – Research Syntheses							
2017A01	Going concern opinions research synthesis	In this study the team aims at writing a literature review on going concern decisions. The study wants to update, extend what we know about going concern audit opinions. It also wants to identify whether new avenues for research can be identified.	What are the main determinants, considerations and hurdles for auditors to move on to a going concern opinion? What are the primary stakeholders' expectation in relation to auditors' detection and reporting of an auditees going concern risks? What are the determinants of auditors' effective going concern judgments (e.g., fear of self-fulfilling prophecy)?	USA), Anna Gold (VU), Philip Wallage (VU)	09/17 - 08/18			
2019A01	joint audit	aspects of joint audit: the genesis of their use in France (where it is mandatory) and in other countries, and the current interest in the UK and in The Netherlands; (2) academic arguments and empirical results concerning joint audit, in particular about the impact on market competition (i.e. market structure), audit quality and audit costs, including joint audit effectiveness.	The proposed practice note is relevant to regulators and auditors in The Netherlands in light of the recent debate on whether joint audit could increase the quality of the statutory audit by reducing the oligopoly of the Big 4 audit firms and by having the "two audit firms and auditors keeping each other sharp (the 'four-eyes' principle)"	(University of Lausanne),	7/19 - 10/19			
	ogram B – Empirical research proje				•			
2016B01	Talent development and performance management in auditing ("The loss of talent - a threat for audit quality")	Understanding the drivers of potential talent loss across experience years and its consequences in terms of audit quality – in order for the firms to be better able to retain talent over the years (and thus better capitalize on their investment in learning and development). Focus is on the effectiveness and potential improvements of the firms' Performance Management Systems (being one of the most influential conditions in the work environment under control of the firms), taking the firm's business models into account.	Firms invest many resources in new professionals to build up their human capital to achieve quality audits, only to see many with talent leave (too early) over the years. Talent loss is very costly for audit firms that rely on knowledge workers – especially as the main loss of talent seems to be just after the firms have incurred the major parts of the training costs – hence, not only jeopardizing audit quality but also generating high replacement costs.		01/17 - 08/20			
2016B02	Multi-Team-Membership and audit quality ("Why some auditors thrive with other struggle: the effects of Multiple Team Membership on audit quality")	Identify the conditions where under audit firms can most effectively leverage on Multiple Team Memberships (specific to the firms' business model) and team members to most effectively cope with the demands of fluid team membership in securing both high quality audits, a motivated workforce, and appropriate team culture. I.e., increasing the benefits of working with fluid teams, while mitigating the negative effects of MTM to employees.	MTM) one employee strives, while another suffers. I.e., identifty previously unconsidered factors for firms to learn how to better capitalize on HC within the audit team and firm context (create appropriate organizational conditions). Furthermore, for audit staff to learn how to deal with the potential adverse effect and	Reggy Hooghiemstra, Floor Rink, Dennis Veltrop (Groningen)	01/17 - 12/20			

No.	Title	What?	Why?	Who? (research team)	Time line
2016B03	Audit team learning-from-	This study will (provide a diagnostic tool to) investigate the	Above and beyond auditors' experience (and other audit inputs),	Wim Gijselaers, Roger	01/17 - 12/19
	error climate ("Moving	appropriate conditions audit firms may want to consider to	the research team's recent research shows that audit firms are	Meuwissen, Piet van den	
	audit teams forward:	strengthen their (audit team's) learning from error climate (i.e.,	able to improve performance significantly when auditors are able	Bossche (Associate), Therese	
	designing firm	the organizational context wherein audit team effectively learn	to actively learn from errors in audits. Furthermore, given that	Grohnert (post-doc)	
	environments for	from errors) to strengthen the interplay between individual	audits are (sometimes) complex social interactions within an	(Maastricht). Amy	
	sustainable learning from	auditors' characteristics and the firm's organizational	audit team, above and beyond auditors' individual learning, audit	Edmondson (Harvard)	
	errors")	environment in order to strengthen audit judgment quality.	quality is ultimately the outcome of team work and interaction.		
2016B04	Identification and	Improve understanding and potential improvement	Auditors detect misstatements during the audit process for which	Ann Vanstraelen, Ulrike	01/17 - 12/20
	negotiation of audit findings	recommendations about the process and the consequences of	the auditor (through a (social) negotiation process with	Thürheimer (Maastricht).	
	("The auditor's evaluation	evaluating misstatements - when and why does the auditor	management), either requires or waives an adjustment. Because	Roger Simnett (UNSW	
	of misstatements:	waive or require adjustment? Focus is on the drivers in the	this decision will directly influence the financial reporting quality,	Australia), Gopal Krishnan	
	exploration, drivers, and	process (not on evaluation of the misstatements itself). What is	it is important for firms to know how to positively influence the	(American Un.), Teri	
	consequences")	the type, nature, direction, magnitude, and recurrence of	effectiveness of the negotiation process over audit findings.	Lombardi Yohn (Indiana)	
		detected and adjusted misstatements? To what extent are such			
		adjustments effective in improving actual financial reporting			
		quality (i.e., the value of auditing)?			
2016B05	Professional skepticism:	This study focuses on a firm's potential improvement of	This study will provide insights into what more skeptical auditors	Kris Hardies (Antwerp), Ann	01/17 - 12/20
	nature, culture and quality	professional skepticism in the interplay between an auditor's	by nature do differently during the audit process and whether or	Vanstraelen (Maastricht),	
	("Professional skepticism	innate professional skepticism (personality trait), audit firm	not this leads to higher levels of audit quality (nature, timing, and	Karla Johnstone (Wisconsin,	
	profiles, effects on audit	culture and audit quality by addressing three questions: How	extent of audit procedures) - and, through that, it will enable	US), Sanne Janssen (PhD	
	processes and outcomes,	skeptical are auditors by nature in different ranks and experience	firms to strengthen firm culture in promoting professional	Antwerp)	
	and the moderating role of	levels? How does this professional skepticism affect the audit	skepticism (and more specifically how to provide the fruitful		
	audit firm culture")	process auditors apply and the ultimate audit quality achieved?	ground for less skeptical auditors by nature to perform a		
		And how does firm and team culture affect professional	skeptical audit nevertheless). These insights are also highly		
		skepticism in the audit?	relevant in relation to regulators (IFIAR, AFM, PCAOB) and		
			standard setters (IAASB).		
2016B06	Group audits: component	This study aims to identify barriers and best practices to achieve	While the group auditor is ultimately responsible for the whole	Anna Gold (VU Amsterdam),	01/17 - 04/18
	audit leaders	high audit quality of component audits of global group audits	audit of the consolidated financial statements, irrespective of the	Denise Hanes Downey	
	("Coordination and	from the <u>component auditor</u> perspective. What is the influence	extent of use of component auditors throughout the global	(Villanova, US), Andrew	
	communication challenges	of specific engagement characteristics on the degree of	group audit, the group auditor needs to make sure that the	Trotman (Northeastern	
	in global group audits:	coordination and communication challenges of component	component audits are effective and efficient, despite at the same	University)	
	evidence from component	auditors? What coordination and communication strategies (are	time having to deal with many coordination and communication		
	audit leaders")	thought to) help to mitigate these challenges?	challenges - which the group auditor (sub sample included in the		
			study) may be able to overcome based on the recommendation		
2017B01	Auditing in the Owner-	This study is designed to examine whether economic forces and		Jeroen Suijs (Erasmus),	01/18-03/19
	Managed-Business (OMB)	regulation (institutions) affect audit different conditional on	standards? • What institutional factors (e.g., complexity, size,	Mahmoud Gad (Tilburg),	
	environment ("Does the	whether these audits are executed for Public interest entities,		Robin Litjens (Tilburg)	
	private owner-managed	privately owned business or owner-managed business. The	the OMB environment may call for a specific audit approach and		
	firm audit market serve a	researchers want to start to ask the question whether regulation	auditing standards for OMB audits?		
	different purpose?")	should be the same for the different type of firms.			

No.	Title	What?	Why?	Who? (research team)	Time line
2017B02	The auditees internal controls and financial reporting quality ("Audit production")	The authors propose to examine how the production of audits and its quality is affected by the accounting information system design of the client. The idea would be to gauge audit production efficiency and the quality of the client's AIS. They want to examine the magnitude of how the production surplus (price production versus price clients pays) is affected by these AIS designs.	What is the mutual impact of the audit and the auditee's internal controls and financial reporting quality? What is the impact of the quality of the auditee (e.g., internal controls, governance, management accounting, etc.) on audit quality and value?	Joseph Gerakos (Dartmouth USA), Chad Syverson (Chicago USA), Ulrike Thurheimer (Maastricht)	01/18 - 12/21
2017B03	The auditees internal controls and financial reporting quality ("Auditor judgment on internal control quality and audit quality")	examine their research question.	controls and financial reporting quality? What is the impact of the quality of the auditee (e.g., internal controls, governance, management accounting, etc.) on audit quality and value?	Annelies Renders, Caren Schelleman, Mathijs van Peteghem, Lei Zou (all Maastricht), Mieke Jans (Hasselt)	01/18 - 12/20
2017B04	Fraud detection by the auditor ("Improving audit quality by enhancing auditor's detection of markers of management deception")	Based on two experiments, this study explores the effectiveness of using a (negative affect) instruction to improve auditor fraud detection and skepticism. Given the importance of auditor interview of management during field work (e.g., the ISA 240 fraud enquiry) and resulting narratives in the audit process, this intervention (i.e., instruction) may help auditors overcome their experientially learned avoidance of false positives.	Auditors' knowledge, skills, and experience of repeatedly interacting with managers gives them the rare ability to detect (client) deception. Although they have a learned ability to detect deception, they need a prompt to use those abilities - because the ability is subconsciously suppressed due to learned disincentives (e.g., over time, auditors experientially learn that there are few rewards and numerous costs to undertake skeptical actions). In other words, auditors can detect deception, but they subconsciously avoid it (the "illusion of objectivity").	Mark Peecher (Illinois USA), Jesse Hobson (Illinois USA), Sebastian Stirnkorb (Erasmus, PhD Marcel van Rinsum)	01/18 - 09/21
2017B05	Specialist involvement in the audit ("The Effects of Expert Status on the Audit of Complex Estimates")	It is proposed that auditors overestimate specialists' competence. The teams wants to conduct an experiment to examine whether auditors rely more on the high status specialists than the situation would warrant.	To study the impact of specialist involvement on audit quality.	Justin Leiby (Illinois USA), Anna Gold (VU), Kathryn Kadous (Emory USA)	01/18 - 12/20
2017B06	Audit firm business model ("How is auditor commercialism related to audit quality and efficiency?")	(2) whether audit firms' quality control mechanisms create conditions in which the two sets of motivations are (or can be) even mutually reinforcing.	Stakeholders to the auditing process have frequently asserted that there is a fundamental conflict between auditors' professional obligations and commercial interests, i.e., auditing as a profession versus auditing as a business - fueling regulatory and standard-setting interventions. The study may very well contribute to the demystification of current perceptions of (partners' and firms') focus on commercialism versus professionalism (or regulatory focus on quality over the firms' business model).	William Ciconte (Illinois USA), Marleen Willekens (Leuven), Justin Leiby (Illinois USA)	01/18 - 12/21

No.	Title	What?	Why?	Who? (research team)	Time line
2018B01	Junior auditors imitation,	This study explores junior auditors' tendency to imitate senior	The main goal of this research project is to investigate key	Eddy Cardinaels (KU Leuven),	11/18 - 10/22
	mimicking, and herding	auditors' auditing practices styles and, additionally, how the	elements that affect the quality of auditor judgment and decision	Kristof Stouthuysen (KU	
	behavior: How Auditors'	firm's promotion pressures may affect audit quality through such	making and the resulting quality of audits. This project gives	Leuven), Evelien Reusen	
	internal and external	mimicking behavior. Second, the research project considers audit	consideration to: (1) the underlying drivers of auditor judgment	(Erasmus)	
	interactive relationships	team engagements and investigates factors that may either	and decision-making, such as organizational circumstances (e.g.,		
	impact their judgement and	foster or hamper auditors' herd behavior in fraud assessment	junior-senior relationships, team interactions, tenure time) that		
	decisions making.	tasks. Third, the project examines how auditor tenure and	may stimulate auditors or, conversely, prevent them from		
			working in the manner expected of them; (2) the underlying		
			causes of good and poor audit quality such as the role of		
		management discloses in the financial report.	imitation and herding (and related reputation concerns); and (3)		
			the effectiveness of potential interventions		
			(e.g., the firm's incentive system, institutional rules of hiring and		
			selecting auditors) that could be implemented to enhance audit		
			quality.		
2018B02	Culture controls in audit	This study investigates the way audit firms in the Netherlands	This research highlights several important themes that can be	, ,	09/18 - 12/23
	firms	use culture controls, the extent to which these culture controls	adapted for education of future and current control system	University), Mark Peecher	
		result in employees internalizing the organizational objective of	designers and audit managers. This research investigates the	(Illinois), Katlijn Haesebrouck	
		high audit quality, and the factors that influence this	importance of culture control. This study provides insights into	(Maastricht)	
			the unique incentive problem that audit firms face when it comes		
			to motivating their employees. By examining the approach to		
		resulted in satisfactory high levels of audit quality (Rapport OOB-	Culture Controls of different audit firms, the audit firm can also		
		accountantsorganisaties 2017). Audit	learn from each other's best practices.		
		organizations therefore have been using			
2040200		and emphasizing culture controls in their Management Control			00/10 00/21
2018B03	The drivers and the impact	The key objectives of the project are to understand, in the Dutch	, , , , ,	Ann Vanstraelen	09/18 - 08/21
	of audit involvement on		the academic community, but also for audit practice, standard	(Maastricht), Ganesh	
	audit quality	with a particular focus on audit committee leadership, social	setters and regulators to better understand the role of audit	Krishnamoorthy (Boston,	
		cohesion of the audit committee and its fit in the overall board;	committee leadership, social cohesion of the audit committee	USA), Rogier Deumes	
		(2) the impact of audit committee involvement on audit input,	and its fit in the overall board, and how it affects the core input,	(Maastricht), Caren	
			process and output factors relevant to audit quality, as well as	Schelleman (Maastricht),	
			the incremental contribution of the external auditor in improving		
		quality and the difference in financial reporting quality pre- and	financial reporting quality conditional on the extent of audit	(Maastricht), Ulrike	
		post-audit.	committee involvement.	Thürheimer (Maastricht),	
	<u> </u>			Sanne Jansen (PhD Antwerp)	

No.	Title	What?	Why?	Who? (research team)	Time line
2018B04	How can audit committee	The study has three main objectives: (1) assess the current state,	Professional skepticism is essential to audit quality, and	Anna Gold (VU Amsterdam),	09/18 - 08/20
	support improve auditor's	best practices, and potential innovations that could occur in	enhancing auditor skepticism is of great concern to regulators,	Justin Leiby (Illinois USA),	
	applications of professional	relation to audit committee support for the audit engagement	practitioners, and researchers. Highly skeptical auditors increase	Joseph Brazel (North Carolina	
	scepticism	team and its effects on the application of professional	the likelihood that material misstatements are detected, which is	State University), Tammie	
		skepticism, (2) determine whether expressing greater audit	important in promoting audit quality, investor confidence, and	Schaefer (University of	
		committee support causes audit seniors to more appropriately	global financial stability. While skepticism is undoubtedly	Missouri)	
		apply skepticism, and (3) evaluate whether the application of	essential to audit quality, prior research has shown that it may		
		skepticism can be enhanced if the message of support comes	come at a cost (e.g., budget overruns and potential conflicts with		
		directly from the audit committee chair to the audit senior	management), which forms a significant barrier to the		
			appropriate application of skepticism. The study investigates how		
	ogram C - FAR Joint Working Group				7
2017C01	Root cause analysis	What are effective ways to conduct (continuous) Root Cause	Despite that Root Cause Analyses are well established in the	1	01/17 - 06/19
	methods in auditing	Analyses within audit firms?	broader "quality improvement and learning from errors"	Board / MDs	
			literature (e.g., medicine, aviation, safety, etc.) and has great		
			promise for improving audit quality, we observe diverse use of it		
			in (Dutch) auditing practice and minimal use of it in auditing		
			literature. What are the specific characteristics of the auditing		
			industry that would call for an auditing-specific Root Cause		
			Analysis method (as compared to the general RCA methods)? Etc.		
		Current practice and theoretical comparison	What are the specific characteristics of the auditing industry that	JWG project related basis:	01/17 - 12/20
			would call for an auditing-specific Root Cause Analysis method?	Olof Bik (Nyenrode), Jan	
			What are the RCA methods currently applied in Dutch practice	Bouwens (Cambridge),	
			(i.e., with the affiliated audit firms), why, and how exactly? How	Christine Nolder (Suffolk	
			may an (effective) auditing-specific RCA look like?	University)	
		Research questions identified through the JWG Summits		Via Call for Research	
2017C02	The (future) auditing	The first JWG Research Summit (4 October 2017) resulted in the f	following research agenda:	JWG Management: FAR	01/17 - 06/20
	(partner) business model			Board / MDs	
		2017C02-1 What do we already know from research about the in	npact of a combination of audit and non-audit services (1) within	Research synthesis, within six	
		one firm and (2) for one client on audit quality in general and on	the specific audit engagement? Additional focal points are	months	
		2017C02-2 How have the Dutch audit firms' partner profit sharing	g, compensation, and performance incentives systems developed	An archival study with the	
		over the past 10 years in relation to audit quality incentives? Add	itional focal points are (equal) firm based profit sharing versus	nine FAR affiliated audit	
		partner performance systems, profit sharing systems across service lines, audit firm sustainability over the economic cycles of each		firms. Ready before next	
		of the service lines – and how these incentive systems relate to the	he firms' overall audit quality assurance systems.	summit (January / February	
				2018)	
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No.	Title	What?	Why?	Who? (research team)	Time line			
				An archival study with the nine FAR affiliated audit firms				
		development from partnerships to corporate models, and the role of the international firm networks in the quality assurance		via a call for projects. Within				
				6 months				
		auditors? What are primary selection criteria in design and practice (i.e., what are actual selection and appointment decisions made)? How are the (total) costs of auditing (thus including potential switching costs) considered in selection and appointment?		Empirical research project. Will likely take some time — invite VEUO for a meeting before next summit.				
	2017C02-5 What is the impact of (increased) audit committee involvement with the audit on audit quality? Additional focal points are a (post-implementation) comparison of AC involvement and audit quality and AC involvement in key audit matter reporting and issue-clearance (including related fee-issues).		Empirical research project. Will likely take several years of study (including active participation of audit committees).					
		government organized agency ("government organized auditing") compared to the current appointment system in the Netherlands? Additional focal point may be the statutory required audit versus voluntary auditing. se re		A field experiment, for example within the municipalities' market segment. Develop a potential research plan for next summit.				
Research pro	ogram D - FAR Case studies							
2017D01	Near misses case study (Firm 1) - PILOT	The case study would pertain to a near miss that pertained to one engagement and to describe what happened after the near miss event (e.g., interventions or corrective measures). Did the	The idea is that we learn from the case what mechanisms are in place to assure that (a series of) events that potentially cause severe effects are sufficiently dealt with.	Jan Bouwens (Cambridge), Olof Bik (Nyenrode)	06/17 - 09/19			
		firm take corrective actions that extended beyond the particular engagement such that the firm would create a deterrent against these events (shortfalls in the audit function) taking its devastating course in the future?		Subsequent case studies: via Call for Research Projects	TBD			
Research pro	esearch program E - FAR Audit Research Chair							

No.	Title	What?	Why?	Who? (research team)	Time line
2019E01	and their engagement teams successful?	The research objective is to understand the primary factors that make audit partners, management and their engagement teams successful in terms of the quality of their teamwork and engagement outcomes. One major goal of this research project is to answer this fundamental question: what is it about audit partners and managers that matters? For this, this project will focus on audit partner and manager personality and leadership styles, their dyadic fit, and team dynamics and climate – all in regard to audit quality. Proposed research:	In terms of audit practice, the contribution of this study is to provide a scientific basis for organizing and managing audit teams in order to further enhance audit team performance and quality. This analysis should help you to develop more targeted responses to managing audit team leadership composition, achieving better and consistent audit outcomes, and improving the internal dynamics of audit teams (how teams work).	Prof. dr. J. Francis (Maastricht University - FAR Research Chair), Prof. dr. M. Barrick (Texas A&M University), Prof. dr. O.P.G. Bik RA (Nyenrode Business Universiteit), Prof. dr. A. Vanstraelen (Maastricht University), L. Pieper (Maastricht University), S. Wolthers (Maastricht University)	3/19 - 2020
Research pro	gram F - FAR Audit Research PhD F	Program			
2018F01	Systems and Audit Quality (University of Groningen)	In this PhD-study, we propose to examine the effect of management control systems, as an audit firm characteristic, on audit quality. While many organisations have competing goals, this is particularly true for audit firms as their goals are complex and there is an inherent tension between commercial and professional objectives.	The PhD project intends to provide insights into the interplay and balance between the levers of management control. By doing so, this research will also help in developing the auditing profession.	1 '	
2018F02	Role of Experience, Feedback, and Audit Specialists (University of Tilburg)	The goal of the PhD project is to improve our understanding of learning in audit firms by explicitly incorporating that learning in audit firms happens in several ways. That is, we will focus on how learning of auditors is influenced by individual auditor characteristics, the interaction within the audit team, and the interaction with audit specialists.		PhD-candidate: Christian Peters (Tilburg University). PhD supervisiors: professors Bart Dierynck (Tilburg University) and Kathryn Kadous (Emory University).	
2018F03	Audit committee involvement and audit inspection regimes (Vrije Universiteit Amsterdam)	This PhD study aims to contribute to knowledge about underlying drivers of auditors' behaviour and decision making, by examining enabling effects of audit committee interactions (theme 1) and adverse effects on audit quality of regulation developments, as well as how these can be mitigated at the firm, office, or team level (theme 2).	While extant research has examined (1) the direct relationship between audit committee effectiveness and financial reporting quality and (2) the effect of audit committee attributes on audit quality, there is limited evidence on the actual interactions between auditors and audit committees. Secondly, increased focus on inspections of audits may lead to a slippery slope of regulation, where regulators' inspections can have unintended consequences that do not necessarily improve audit quality.	PhD supervisor team: Professors Anna Gold, Philip Wallage, and Tom Groot (all VU Amsterdam)	
2018F04	Making and Audit Quality	The proposed PhD project focuses on understanding the role that firm culture plays in fostering auditor expertise, and in turn, decision-making that lies at the root of high audit quality.	In recent reports and discussion documents of regulators and standard setters, a lot of attention is given to 'audit firm culture'	PhD supervisor team: professors Ann Vanstraelen, Professor Roger Meuwissen, Professor Wim Gijselaers, and Dr. Therese Grohnert (all Maastricht University).	