

Bryant W. (Will) Demeré

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ACADEMIC AND PROFESSIONAL EXPERIENCE

- 2018–present University of Missouri – RubinBrown Faculty Scholar
(Department of Accountancy)
- 2017–present University of Missouri – Assistant Professor of Accountancy
(Department of Accountancy)
- 2012–2017 Michigan State University – Teaching Assistant and Research Assistant
(Department of Accounting and Information Systems)
- 2011–2012 Virginia Tech – Instructor
(Department of Accounting and Information Systems)
- 2010–2011 Deloitte & Touche LLP – Audit Assistant
(Audit & Enterprise Risk Services, McLean, VA)
- 2008–2010 Virginia Tech – Graduate Teaching Assistant
(Department of Accounting and Information Systems)

EDUCATION

- 2012–2017 Ph.D., Accounting and Information Systems, Michigan State University
- 2008–2010 MACIS, Accounting and Information Systems, Virginia Tech
- 2004–2008 B.S., Accounting and Information Systems, Virginia Tech

RESEARCH – PUBLICATIONS

- Demeré, B. W., K. L. Sedatole, and J. Wilson. Counterfeiting and anti-counterfeiting costs: An application of cost of quality concepts. In *Brand Protection and the Global Risk of Product Counterfeits: A Total Business Solution Approach*, edited by J. M. Wilson (forthcoming).
- Wilson, J. M., C. Grammich, B. W. Demeré, and K. L. Sedatole. Identifying and assessing performance metrics in brand protection. In *Brand Protection and the Global Risk of Product Counterfeits: A Total Business Solution Approach*, edited by J. M. Wilson (forthcoming).
- Demeré, B. W., K. L. Sedatole, and A. Woods. 2019. The role of calibration committees in subjective performance evaluation systems. *Management Science* 65(4), 1562–1585.
- Demeré, B. W., R. Krishnan, K. L. Sedatole, and A. Woods. 2016. Do the incentive effects of relative performance measurement vary with the *ex ante* probability of promotion? *Management Accounting Research* 30, 18–31.

RESEARCH – WORKING PAPERS

Institutional investor portfolio importance and firms' long-term investments. Dissertation paper.

Ideological diversity in boards of directors (with Anna Cianci, Mark Evans, and Karen Sedatole). Presented at the MAS Midyear Meeting (2020) and JMAR Online Brownbag Series (2020).

Board diversity and peer similarity (with Anna Cianci, Mark Evans, and Karen Sedatole).

Multimarket competition: Evidence from audit markets (with Jere Francis, Nargess Golshan, and Andrea Pawliczek).

Tapping into the U.S. craft brewing industry: The effect of excise taxes (with Paul Demeré).

RESEARCH – WORK IN PROGRESS

Measuring the threat of exit (with Andrea Pawliczek). \$12,000 in funding through a University of Missouri Research Board grant.

The role of narrative comments in performance appraisal (with Keith Czerney).

PRACTITIONER PUBLICATIONS

Higginbotham, N., L. Nash, and W. Demeré. 2021. Making audits more effective through data visualization. *Journal of Accountancy*, May 1, 2021.

Demeré, W., K. Sedatole, and A. Woods. 2020. Employee appraisals and the calibration process. *Strategic Finance*, November 1, 2020.

Demeré, W., K. L. Sedatole, and A. Woods. 2018. Why managers shouldn't have the final say in performance reviews. *Harvard Business Review*, June 11, 2018.

Sedatole, K. L., Demeré, W., and Wilson, J. 2017. Applying cost of quality concepts to brand protection. *The Brand Protection Professional* 2(4), 26–28.

PRESS CITATIONS

Scheu, Katie. How a calibration committee can correct bias in employee evaluations. *HR Drive*, June 13, 2018. <https://www.hrdrive.com/news/how-a-calibration-committee-can-correct-bias-in-employeeevaluations/525548/>.

Patton, Carol. Improving Performance Evaluations. *Human Resource Executive*, April 16, 2018. <http://hrexecutive.com/improving-performance-evaluations/>.

Boselovic, Len. WorkZone: Can your supervisor be trusted to review your work? *Pittsburgh Post-Gazette*, April 2, 2018. <http://www.post-gazette.com/business/career-workplace/2018/04/02/WorkZone-performance-reviews-by-supervisor-trusted-questioned/stories/201804010013>.

TEACHING EXPERIENCE

University of Missouri

ACCTCY 8444 – Advanced Audit (Spring 2018–2021)
ACCTCY 8448 – Emerging Issues in AIS (Fall 2020–2021)

Michigan State University

ACC 341 – Cost and Managerial Accounting (Fall 2015)
ACC 202 – Principles of Management Accounting (Summer 2013–2016, Spring 2014)

Virginia Tech

ACIS 2504 – PCs in Business (Fall 2011, Spring 2012)
ACIS 2116 – Principles of Managerial Accounting (Spring 2009, Spring 2010)
ACIS 2115 – Principles of Financial Accounting (Fall 2008, Fall 2009)

Virginia Tech (Study Abroad Programs)

ACIS 3115 – Intermediate Financial Accounting I (Summer 2012; Muenster, Germany)
ACIS 2116 – Principles of Managerial Accounting (Summer 2012; Dijon, France)
ACIS 2116 – Principles of Managerial Accounting (Summer 2010; Muenster, Germany)
Service Learning in Belize (Winter 2012; Orange Walk, Belize)

HONORS AND AWARDS

Notable Contribution to Management Accounting Literature Award (for “The Role of Calibration Committees in Subjective Performance Evaluation Systems”) (2020)
Winemiller Research Excellence Award (2020)
School of Accountancy Advisory Board Teaching Excellence Award (2019)
Journal of Management Accounting Research Outstanding Reviewer (2019)
Dissertation Completion Fellowship (2017)
(Broad College of Business, Michigan State University)
Ph.D. Student Excellence in Research Award (2016)
(Accounting and Information Systems, Michigan State University)
Robert and Paula Driessnack Spartan Cornerstone Scholarship Challenge (2014–2017)
(Accounting and Information Systems, Michigan State University)
Hokie Community Award (2012)
This award is to honor a university staff or faculty member who has demonstrated outstanding contributions to the building of Hokie Community with his/her time and expertise (Virginia Tech)
VSCPA Award of Achievement (2008)
Top graduating accounting senior (Virginia Tech)

PROFESSIONAL SERVICE

Reviewer: *Management Science; The Accounting Review; Journal of Management Accounting Research; European Accounting Review; AAA MAS Midyear Meeting (2017–2021)*
Discussant: *AAA Annual Meeting (2016); AAA MAS Midyear Meeting (2017–2021)*
Presenter: *IMA Student Chapter, Michigan State University (Spring 2014; Fall 2014; Fall 2016)*

UNIVERSITY SERVICE

- 2021 School of Accountancy Research Workshop Coordination Committee
- 2018 School of Accountancy Peer Teaching Evaluation Committee
- 2017 School of Accountancy Managerial Recruiting Committee

WORKSHOPS AND INVITED PRESENTATIONS

- 2017 Miami University; University of Notre Dame; University of Illinois at Chicago; University of Missouri; University of Illinois at Urbana-Champaign; Virginia Tech
- 2016 Michigan State University
- 2014 Michigan State University
- 2013 Michigan State University

CONFERENCE PARTICIPATION

- 2021 AAA MAS Midyear Meeting, Virtual (*Discussant*)
- 2020 JMAR Online Brownbag Series (*Invited*)
Emerging Management Accounting Scholars Symposium, Urbana-Champaign, IL (*Invited; Cancelled*)
AAA MAS Midyear Meeting, Houston, TX (*Presenter and Discussant*)
- 2019 PwC Analytics and Automation Academy, Chicago, IL
AAA Annual Meeting, San Francisco, CA
EYARC Colloquium, Seattle, WA
AAA MAS Midyear Meeting, Fort Lauderdale, FL (*Discussant*)
- 2018 Notre Dame Accounting Research Conference, South Bend, IN (*Invited*)
AAA Annual Meeting, National Harbor, MD
AAA New Faculty Consortium, Leesburg, VA
AAA MAS Midyear Meeting, Scottsdale, AZ (*Discussant*)
- 2017 Brand Protection Strategy Summit, Lansing, MI (*Panelist and Discussion Leader*)
KPMG National Faculty Symposium, Philadelphia, PA
AAA MAS Midyear Meeting and IMA Doctoral Colloquium, San Juan, PR (*Presenter and Discussant*)
- 2016 Accounting PhD Rookie Recruiting & Research Camp, Miami, FL (*Presenter*)
MSUFCU Conference on Financial Institutions and Investments, East Lansing, MI
Brand Protection Strategy Summit, Lansing, MI (*Discussion Leader*)
Notre Dame Accounting Research Conference, Notre Dame, IN (*Invited*)
AAA Annual Meeting, New York, NY (*Discussant*)
Northwestern-Duke Causal Inference Workshop, Chicago, IL
GLOBAL Management Accounting Research Symposium (GMARS), East Lansing, MI
AAA/Deloitte/J. Michael Cook Doctoral Consortium, Dallas, TX
ESTIMATE, East Lansing, MI
Emerging Management Accounting Scholars Symposium, Urbana-Champaign, IL (*Invited*)
AAA MAS Midyear Meeting and IMA Doctoral Colloquium, Dallas, TX
- 2015 AAA MAS Midyear Meeting and IMA Doctoral Colloquium, Newport Beach, CA
- 2014 AAA MAS Midyear Meeting and IMA Doctoral Colloquium, Orlando, FL
- 2013 GLOBAL Management Accounting Research Symposium (GMARS), East Lansing, MI
AAA MAS Midyear Meeting and IMA Doctoral Colloquium, New Orleans, LA

PROFESSIONAL AFFILIATIONS

Member, American Accounting Association (Management Accounting Section and Auditing Section)

Member, Institute of Management Accountants

CERTIFICATIONS

2020 ACUE Certificate in Effective College Instruction

2017 Microsoft Office Specialist Excel Expert 2016

RESEARCH – INTERESTS

Performance Measurement; Performance Management; Feedback; Corporate Governance; Measurement Issues