

Bryant W. (Will) Demeré

School of Accountancy
Trulaske College of Business
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ACADEMIC AND PROFESSIONAL EXPERIENCE

- 2018–present University of Missouri – RubinBrown Faculty Scholar
(School of Accountancy)
- 2017–present University of Missouri – Assistant Professor of Accountancy
(School 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 – INTERESTS

Performance Appraisal; Feedback; Corporate Governance; Executive Turnover; Measurement Issues

RESEARCH – PUBLICATIONS

- Demeré, B. W., K. L. Sedatole, and J. Wilson. 2022. 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.
- Wilson, J. M., C. Grammich, B. W. Demeré, and K. L. Sedatole. 2022. 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.
- Higginbotham, N., L. Nash, and W. Demeré. 2021. Making audits more effective through data visualization. *Journal of Accountancy*, May 1, 2021.

- Deméré, W., K. Sedatole, and A. Woods. 2020. Employee appraisals and the calibration process. *Strategic Finance*, November 1, 2020.
- Deméré, 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.
- Deméré, 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., Deméré, W., and Wilson, J. 2017. Applying cost of quality concepts to brand protection. *The Brand Protection Professional* 2(4), 26–28.
- Deméré, 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 AND WORK IN PROGRESS

- Measuring the threat of exit (with Andrea Pawliczek). \$12,000 in funding through a University of Missouri Research Board grant. Presented at Dartmouth College (co-author), London School of Economics (co-author), and University of Kentucky.
- The long-term effects of turnover: Evidence from college football head coaches (with Chris Wertheim). Presented to the School of Accountancy Advisory Board (University of Missouri) and at the AAA Annual Meeting (co-author).
- Ideological diversity in boards of directors (with Anna Cianci, Mark Evans, and Karen Sedatole). Presented at the MAS Midyear Meeting (2020), JMAR Online Brownbag Series, and University of Louisville.
- Board diversity and peer similarity (with Anna Cianci, Mark Evans, and Karen Sedatole).
- Gender differences in narrative performance feedback (with Keith Czerney and Elaine Mauldin).
- The effects of forced CEO turnover on long-term firm performance (with Chris Wertheim).

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 2018–2022)

ACCTCY 8448 – Emerging Issues in AIS (Fall 2020–2022)

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)

CERTIFICATIONS

2021 Alteryx Designer Core

2020 ACUE Certificate in Effective College Instruction

2017 Microsoft Office Specialist Excel Expert 2016

HONORS AND AWARDS

IMA Emerging Scholar Award (2022)

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

Editorial Board: *Journal of Management Accounting Research (2022–present)*

Reviewer: *Management Science; The Accounting Review; Journal of Management Accounting Research; European Accounting Review; British 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)*

Committees: *AAA MAS Editorial Liaison to Management Accounting Practice Committee (2021–present)*

UNIVERSITY SERVICE

- 2022 School of Accountancy Non-Tenure Tax Recruiting Committee
School of Accountancy Peer Teaching Evaluation Committee
- 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

- 2022 University of Kentucky
- 2020 University of Louisville
- 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

- 2022 UIC Accounting Research Conference (*Invited*)
AAA Annual Meeting, San Diego
EYARC Colloquium, Boston, MA
Virginia Tech Accounting Conference (*Invited*)
AAA Intensive Data and Analytics III Summer Workshop (*Presenter*)
Emerging Management Accounting Scholars Symposium, Urbana-Champaign, IL (*Invited*)
- 2021 Review of Accounting Studies (RAST) Conference (*Invited*)
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

VOLUNTEER ACTIVITIES

- Member, External Accounting Review Team (Christian Fellowship Church, Columbia, MO)
 - Provide oversight and advice for financial and accounting decisions
- Extra Mile Coach (Love Columbia, Columbia, MO)
 - Served as a volunteer financial coach
- Leader (Financial Peace University)
 - Served as a facilitator for a personal finance program