

Bryant W. (Will) Demeré

Kelley School of Business
Indiana University
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ACADEMIC AND PROFESSIONAL EXPERIENCE

Kelley School of Business, Indiana University, Bloomington, IN

Clinical Assistant Professor, Accounting (2023–present)

Trulaske College of Business, University of Missouri, Columbia, MO

RubinBrown Faculty Scholar, School of Accountancy (2018–2023)

Assistant Professor of Accountancy, School of Accountancy (2017–2023)

Broad College of Business, Michigan State University, East Lansing, MI

Teaching Assistant and Research Assistant, Accounting and Information Systems (2012–2017)

Pamplin College of Business, Virginia Tech, Blacksburg, VA

Instructor, Accounting and Information Systems (2011–2012)

Deloitte & Touche LLP, McLean, VA

Audit Assistant, Audit & Enterprise Risk Services (2010–2011)

Pamplin College of Business, Virginia Tech, Blacksburg, VA

Graduate Teaching Assistant, Accounting and Information Systems (2008–2010)

EDUCATION

Broad College of Business, Michigan State University, East Lansing, MI

PhD, Accounting and Information Systems (2017)

Pamplin College of Business, Virginia Tech, Blacksburg, VA

MACIS, Accounting and Information Systems (2010)

BS, Accounting and Information Systems (2008)

RESEARCH – INTERESTS

Performance Appraisal; Performance Measurement; Corporate Governance; Executive Turnover

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

Performance and disruption effects following executive turnover: Evidence from college football head coaches (with Chris Wertheim and Matt Josefy). Presented to the School of Accountancy Advisory Board (University of Missouri) and at Wake Forest University, the AAA Annual Meeting (co-author), and the MAS Midyear Meeting.

Board diversity and peer similarity (with Anna Cianci). Presented at Loyola University Chicago.

PRESS CITATIONS

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

Patton, Carol. Improving Performance Evaluations. *Human Resource Executive*, April 16, 2018. <http://hr executive.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

Indiana University

BUS-A314 – Communicating Accounting Analytics (Fall 2023–2024; Spring 2024)
BUS-A324 – Cost Management (Fall 2024)
BUS-A424 – Auditing and Assurance Services (Spring 2024)
BUS-A304 – Financial Reporting and Analysis (Summer 2024)

University of Missouri

ACCTCY 8444 – Advanced Audit (Spring 2018–2023)
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 2009–2010)
ACIS 2115 – Principles of Financial Accounting (Fall 2008–2009)

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

Professional Awards

IMA Emerging Scholar Award (2022)
AAA Notable Contribution to Management Accounting Literature Award (2020)
Journal of Management Accounting Research (JMAR) Outstanding Reviewer (2019)

University Awards

Hokie Community Award (*Virginia Tech*) (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.

College Awards

Winemiller Research Excellence Award (*Trulaske College of Business, University of Missouri*) (2020)
Dissertation Completion Fellowship (*Broad College of Business, Michigan State University*) (2017)

Department Awards

PwC Accounting Teaching Innovations Award (*University of Missouri*) (2023)
PwC INquiries Grant (2022)
School of Accountancy Advisory Board Teaching Excellence Award (2019)
Ph.D. Student Excellence in Research Award (*Michigan State University*) (2016)
Robert and Paula Driessnack Spartan Cornerstone Scholarship (*Michigan State University*) (2014–2017)
VSCPA Award of Achievement (*Virginia Tech*) (2008)
Top graduating accounting senior.

PROFESSIONAL SERVICE

Board: *IMA Research Foundation (2023–present)*
Editorial Board: *Journal of Management Accounting Research (2022–present)*
Reviewer: *Management Science; The Accounting Review; Journal of Management Accounting Research; Management Accounting Research; European Accounting Review; British Accounting Review; AAA MAS Midyear Meeting (2017–2023)*
Discussant: *AAA Annual Meeting (2016); AAA MAS Midyear Meeting (2017–2021, 2023)*
Presenter: *IMA Student Chapter, Michigan State University (Spring 2014; Fall 2014; Fall 2016)*
AAA Intensive Data and Analytics Summer Workshop (2022)
Committees: *AAA MAS Editorial Liaison to Management Accounting Practice Committee (2021–present)*

UNIVERSITY SERVICE

Indiana University

Virtual Advanced Business Technologies Department Advisory Council (2024)

University of Missouri

School of Accountancy Non-Tenure Tax Recruiting Committee (2022)
School of Accountancy Peer Teaching Evaluation Committee (2022)
School of Accountancy Research Workshop Coordination Committee (2021)
School of Accountancy Peer Teaching Evaluation Committee (2018)
School of Accountancy Managerial Recruiting Committee (2017)

WORKSHOPS AND INVITED PRESENTATIONS

2022 University of Kentucky, Wake Forest University; University of Illinois at Chicago; Loyola University Chicago; Indiana University
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

CERTIFICATIONS

FACET Peer Review Training (2024)
Tableau Desktop Specialist (2023)
Alteryx Designer Core (2021)
ACUE Certificate in Effective College Instruction (2020)
Microsoft Office Specialist Excel Expert 2016 (2017)
CPA, Virginia (2011)

PROFESSIONAL AFFILIATIONS

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

Member, Institute of Management Accountants