

B. William Demeré

PhD Candidate

Accounting and Information Systems
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EDUCATION AND CERTIFICATIONS

2017 (expected) *PhD*, Accounting and Information Systems, Michigan State University

2010 *MACIS*, Accounting and Information Systems, Virginia Tech

2008 *B.S.*, Accounting and Information Systems, Virginia Tech

CPA, State of Virginia (Active – CPE Exempt)

PROFESSIONAL EXPERIENCE

2012-present **Michigan State University** – Teaching Assistant and Research Assistant
(Accounting and Information Systems)

2011-2012 **Virginia Tech** – Instructor (Accounting and Information Systems)

2010-2011 **Deloitte & Touche LLP** – Audit Assistant (Audit & Enterprise Risk Services,
McLean, VA)

2008-2010 **Virginia Tech** – Graduate Teaching Assistant (Accounting and Information
Systems)

2006-2008 **Virginia Tech** – Fiscal Technician (Management and Professional
Development, Pamplin College of Business)

RESEARCH INTERESTS

Managerial Accounting; Non-Financial Performance Measures; Evaluation and Reward Systems;
Incentive Design; Subjective Performance Evaluation

RESEARCH – WORKING PAPERS

Do the incentive effects of relative performance evaluation vary with the ex ante probability of promotion? (with Ranjani Krishnan, Karen Sedatole, and Alex Woods). Revising for resubmission to *Management Accounting Research*.

The role of calibration committees in subjective performance evaluation systems (with Karen Sedatole and Alex Woods).

Exceling at Excel: An application of item response theory to spreadsheet skills (with Ryan Bowles).

WORKSHOPS AND INVITED PRESENTATIONS

2013 Michigan State University

2014 Michigan State University

TEACHING EXPERIENCE

Michigan State University

ACC 202 – Principles of Management Accounting (Summer 2013, Spring 2014, Summer 2014)

Virginia Tech

ACIS 2504 – PCs in Business (Fall 2011, Spring 2012)

ACIS 2115 – Principles of Financial Accounting (Fall 2008, Fall 2009)

ACIS 2116 – Principles of Managerial Accounting (Spring 2009, Spring 2010)

Virginia Tech (Study Abroad Programs)

ACIS 2116 – Principles of Managerial Accounting (Summer 2010; Muenster, Germany)

ACIS 2116 – Principles of Managerial Accounting (Summer 2012; Dijon, France)

ACIS 3115 – Intermediate Financial Accounting I (Summer 2012; Muenster, Germany)

Service Learning in Belize (Winter 2012; Orange Walk, Belize)

PROFESSIONAL AFFILIATIONS

Member, American Accounting Association

Member, AAA Management Accounting Section

HONORS AND AWARDS

Hokie Community Award (2012)

VSCPA Award of Achievement (2008)

KPMG's National Audit Case Competition (2008)

Goodman Accounting Challenge (Two-Time Finalist: 2006 and 2007)

VSCPA Leaders' Institute (2006)

Beta Gamma Sigma Honors Society

CONFERENCES ATTENDED

AAA Management Accounting Research Conference and IMA Doctoral Colloquium
New Orleans, January 2013

AAA Management Accounting Research Conference and IMA Doctoral Colloquium
Orlando, January 2014

AAA Management Accounting Research Conference and IMA Doctoral Colloquium
Newport Beach, January 2015