

# **B. William Demeré**

## PhD Candidate

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Accounting and Information Systems  
Eli Broad College of Business  
Michigan State University  
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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).

## **BOOK REVIEWS**

Parsons, J. J., D. Oja, R. Ageloff, P. Carey, and C. DesJardins. 2013. *New Perspectives on Microsoft Excel 2013, Comprehensive*. Cengage Learning.

## **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**

Robert and Paula Driessnack Spartan Cornerstone Scholarship Challenge (2014-present)  
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  
GLOBAL Management Accounting Research Symposium  
East Lansing, June 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