

KENNETH L. BILLS, PHD, CPA

E-mail: billsken@msu.edu

Phone: (517) 884-1677

N217 North Business Complex

Michigan State University, East Lansing, MI 48824

EDUCATION

| | |
|---|----------|
| Ph.D. in Accounting – University of Oklahoma | May 2012 |
| Master of Accountancy – Southern Utah University | May 2006 |
| Bachelor of Arts- Accounting – Southern Utah University | May 2006 |
| Associate of Arts- Accounting – College of Eastern Utah | May 2004 |

ACADEMIC POSITIONS

| | |
|--|---------------|
| Michigan State University, Associate Professor of Accounting | 2019- Current |
| University of Arkansas, Associate Professor of Accounting | 2017-2019 |
| Doris M. Cook Chair in Accounting | 2018-2019 |
| University of Arkansas, Assistant Professor of Accounting | 2015-2017 |
| Colorado State University, Assistant Professor of Accounting | 2012-2015 |
| Graduate Assistant, University of Oklahoma, Norman, OK | 2008-2012 |
| Graduate Assistant, Southern Utah University, Cedar City, UT | 2005-2006 |

RESEARCH ACTIVITIES

RESEARCH INTERESTS

My research interests are primarily in the area of archival audit. Topics of interest to me include auditor competencies, audit regulation, small audit firms, and accounting associations and networks.

PUBLICATIONS

- Bills, K. L., C. Hayne, S. E. Stein. 2020. Collaborating with competitors: How do small firm accounting associations and networks successfully manage cooperative tensions? Forthcoming, *Contemporary Accounting Research*.
- Zimmerman, A. B., K. L. Bills, and M. Causholli. 2020. The market premium for audit partners with Big 4 experience. Forthcoming, *Accounting Horizons*.
- Bills, K. L., M. Cobabe, J. Pittman, and S. E. Stein. 2020. To share or not to share: The importance of peer firm similarity to auditor choice. *Accounting, Organizations and Society* 83: 1-24.
- Bills, K. L., C. Hayne, S. E. Stein. 2018. A field study on small accounting firm membership in associations and networks: Implications for audit quality. *The Accounting Review* 93 (5): 73-96.
- Bills, K. L., L. L. Lisic, T. A. Seidel. 2017. Do CEO succession and succession planning affect stakeholders' perceptions of financial reporting risk? Evidence from audit fees. *The Accounting Review* 92 (4): 27-52.
- Bills, K. L., L. M. Cunningham, and L. A. Myers. 2016. Small audit firm membership in associations, networks, and alliances: Implications for audit quality and audit fees. *The Accounting Review* 91 (3): 767-792.
- Bills, K. L., Q. T. Swanquist, and R. L. Whited. 2016. Growing pains: Audit quality and office growth. *Contemporary Accounting Research* 33 (1): 288-313.
- Bills, K. L., and N. M. Stephens. 2016. Spatial competition at the intersection of the large and small audit firm markets. *Auditing: A Journal of Practice & Theory* 35 (1): 23-45.
- Bills, K. L., R. Glasscock, and D. Johnston. 2015. The capital market pricing of suspended exploratory well costs. *Oil, Gas & Energy Quarterly* 64 (2): 173-182.
- Bills, K. L., S. E. Stein, and D. C. Jeter. 2015. Auditor industry specialization and evidence of cost efficiencies in homogenous industries. *The Accounting Review* 90 (5): 1721-1754.

OTHER PUBLICATIONS

- Bills, K. L., L. M. Cunningham. 2015. How small audit firm membership in associations, networks, and alliances can impact audit quality and audit fees. *Current Issues in Auditing* 9 (2): 29-35.

WORKING PAPERS

“The spillover effect of SEC comment letters through audit firms” with Ryan Cating, University of Arkansas, Chenxi Lin, University of Kansas, and Timothy Seidel, Brigham Young University
- Revising for second round at Contemporary Accounting Research

“The impact of benefit plan audits on financial statement quality and financial statement auditor choice” with Gary Peters, University of Arkansas, and Jaclyn Prentice, Oklahoma State University
- Revising for second round at Accounting Horizons

“Accounting firm associations and audit firm growth” with Jaehan Ahn, Northeastern University, Herita Akamah, and Kelly Saunders, University of Nebraska
- Under review third round at Auditing: A Journal of Practice and Theory

“The effect of top management team turnover and local market characteristics on financial reporting risk” with Michelle Harding, Virginia Tech, Timothy Seidel, Brigham Young University, and Mike Truelson, Virginia Tech
- Under review

“Internal auditor turnover, financial reporting quality, and audit risk assessment” with Hua-Wei (Solomon) Huang, National Cheng-Kung University, Yi-Hung (Jerry) Lin, Monash University, and David Wood, Brigham Young University
- Revising for second round at Contemporary Accounting Research

PAPER PRESENTATIONS

The effect of top management team turnover on financial reporting risk

- 2021 *AAA Annual Meeting*, Virtual (presented by Mike Truelson)
- 2020 *Tennessee Accounting Research Symposium*, Knoxville, Tennessee (presented by Michelle Harding)

Internal auditor turnover, financial reporting quality, and audit risk assessment

- 2020 *AAA Audit Midyear Meeting*, Houston, Texas

Do auditors learn from their clients' SEC comment letters?

- 2019 *Texas Audit Research Symposium*, Austin, Texas (presented by Ryan Cating)
- 2019 *AAA Annual Meeting*, San Francisco, California (presented by Ryan Cating)
- 2019 *Texas Christian University Workshop*, Fort Worth, Texas
- 2019 *Brigham Young University Workshop*, Provo, Utah (presented by Tim Seidel)
- 2019 *University of Kansas Workshop*, Lawrence, Kansas (presented by Chenxi Lin)
- 2018 *University of Arkansas Workshop*, Fayetteville, Arkansas (presented by Ryan Cating)

Collaborating with competitors: How do small firm accounting associations and networks successfully manage cooperative tensions?

- 2019 *CAR Conference*, Ottawa, Canada
- 2019 *Global Management Accounting Research Symposium*, East Lansing, Michigan
- 2019 *CAAA Auditing Midyear Meeting*, Ottawa, Canada (presented by Christie Hayne)
- 2019 *AAA Auditing Midyear Meeting*, Nashville, Tennessee
- 2018 *Michigan State University Workshop*, East Lansing, Michigan
- 2018 *23rd Symposium on Audit Research*, Urbana-Champaign, Illinois
- 2018 *University of Paderborn Workshop*, Paderborn, Germany (presented by Christie Hayne)
- 2018 *University of Notre Dame Workshop*, South Bend, Indiana (presented by Christie Hayne)
- 2018 *West Virginia University Workshop*, Morgantown, West Virginia
- 2018 *Virginia Tech University Workshop*, Blacksburg, Virginia (presented by Sarah Stein)

Accounting firm associations and audit firm growth

- 2018 *European Accounting Association Annual Congress*, Milan, Italy (presented by Herita Akamah)

- 2018 *AAA Auditing Midyear Meeting*, Portland, Oregon (presented by Herita Akamah)
- 2017 *BYU Accounting Research Symposium*, Provo, Utah

The impact of benefit plan audits on financial statement quality and financial statement auditor choice

- 2020 *AAA Annual Meeting*, Virtual (presented by Jaclyn Prentice)
- 2017 *International Symposium on Audit Research*, Sydney, Australia
- 2017 *AAA Audit Midyear Meeting*, Orlando, Florida (presented by Jaclyn Prentice)

To share or not to share: The importance of peer firm similarity to auditor choice

- 2018 *International Symposium on Audit Research*, Maastricht, The Netherlands (presented by Matt Cobabe)
- 2018 *European Accounting Association Annual Congress*, Milan, Italy (presented by Matt Cobabe)
- 2018 *AAA Auditing Midyear Meeting*, Portland, Oregon (presented by Sarah Stein)
- 2017 *Michigan State University Workshop*, Lansing, Michigan (presented by Sarah Stein)
- 2017 *Virginia Tech University Workshop*, Blacksburg, Virginia (presented by Sarah Stein)
- 2016 *University of Arkansas Workshop*, Fayetteville, Arkansas
- 2016 *BYU Accounting Research Symposium*, Provo, Utah (presented by Matt Cobabe)

The market premium for audit partners with Big 4 experience

- 2019 *AAA Auditing Midyear Meeting*, Nashville, Tennessee (presented by Ally Zimmerman)
- 2018 *University of Notre Dame Workshop*, South Bend, Indiana
- 2018 *European Accounting Association Annual Congress*, Milan, Italy (presented by Ally Zimmerman)
- 2015 *International Symposium on Audit Research*, Boston, Massachusetts (presented by Ally Zimmerman)
- 2015 *AAA Annual Meeting*, Chicago, Illinois (presented by Ally Zimmerman)

A field study on small accounting firm membership in associations and networks: Implications for audit quality

- 2017 *Utah State University Workshop*, Logan, Utah
- 2017 *AAA Annual Meeting*, San Diego, California
- 2017 *International Symposium on Audit Research* Sydney, Australia (Presented by Sarah Stein)
- 2017 *Virginia Accounting Research Conference*, Charlottesville, Virginia (presented by Sarah Stein)
- 2017 *University of Kentucky Workshop*, Lexington, Kentucky
- 2016 *University of Illinois Workshop*, Urbana-Champaign, Illinois (presented by Christie Hayne)
- 2016 *BYU Accounting Research Symposium* Provo, Utah (presented by Christie Hayne)
- 2016 *University of Melbourne Workshop*, Melbourne, Australia (presented by Christie Hayne)

Auditor switches and long run firm performance

- 2016 *University of Arkansas Workshop*, Fayetteville, Arkansas (presented by Joshua Hunt)

Do CEO succession and succession planning affect stakeholders' perceptions of financial reporting risk?

Evidence from audit fees

- 2016 *AAA Audit Midyear Meeting*, Scottsdale, Arizona
- 2015 *University of Miami Workshop*, Miami, Florida
- 2015 *Ball State University Workshop*, Muncie, Indiana
- 2015 *University of Arkansas Workshop*, Fayetteville, Arkansas

Small audit firm membership in associations, networks, and alliances: Implications for audit quality and audit fees.

- 2014 *International Symposium on Audit Research*, Maastricht, The Netherlands
- 2014 *AAA Midyear Meeting*, San Antonio, Texas (Presented by Lauren Cunningham)
- 2013 *BYU Accounting Research Symposium*, Provo, Utah
- 2013 *University of Arkansas Workshop*, Fayetteville, Arkansas (Presented by Lauren Cunningham)

Auditor industry specialization and evidence of cost efficiencies in homogenous industries

- 2013 *AAA Annual Meeting*, Anaheim, California
- 2013 *International Symposium on Audit Research*, Sydney, Australia
- 2013 *KU Leuven Workshop*, Leuven, Belgium

Spatial competition at the intersection of the large and small audit firm markets

- 2015 *University of Arkansas Workshop*, Fayetteville, Arkansas
- 2013 *International Symposium on Audit Research*, Sydney, Australia (Presented by Nathan Stephens)
- 2013 *AAA Audit Midyear Meeting*, New Orleans, Louisiana
- 2012 *BYU Accounting Research Symposium*, Provo, Utah

Growing pains: Audit quality and office growth

- 2013 *AAA Audit Midyear Meeting*, New Orleans, Louisiana (Presented by Robert Whited)
- 2012 *AAA Annual Meeting*, Washington D.C.
- 2012 *International Symposium on Audit Research*, Tokyo, Japan
- 2012 *University of Oklahoma Conference on Regulation and the Audit Industry*, Norman, Oklahoma
- 2011 *Accounting Rookie Camp*, Miami, Florida
- 2011 *Colorado State University Workshop*, Fort Collins, Colorado
- 2011 *Utah State University Workshop*, Logan, Utah

Auditor-client acceptance: A positive assortative matching market

- 2011 *AAA Auditing Section Midyear Meeting*, Albuquerque, New Mexico
- 2011 *University of Florida Conference*, Gainesville, Florida (presented by Kevan Jensen)
- 2010 *BYU Accounting Research Symposium*, Provo, Utah
- 2010 *University of Oklahoma Workshop*, Norman, Oklahoma

COURSES TAUGHT

| | |
|---|---|
| Advanced Auditing (Graduate) | Michigan State University, University of Arkansas |
| -Average professor rating – 4.54/5.00 | |
| -Fully online and online/in-person hybrid sections average professor rating – 4.64/5.00 | |
| Auditing (Undergraduate) | University of Arkansas, Colorado State University, University of Oklahoma |
| -Average professor rating – 4.50/5.00 | |
| Energy/Oil and Gas Accounting (Graduate) | University of Arkansas, Colorado State University |
| -Average professor rating – 4.78/5.00 | |

DEVELOPMENT OF NEW COURSE

| | |
|--|--------------------------------|
| ACT 575 – Oil and Gas Accounting | Colorado State University 2014 |
| Student objectives of the course are (1) understand basics about the oil and gas industry including terminology, history, and technological advancements as it relates to oil and gas exploration, production, distribution, and marketing (upstream, midstream, and downstream); (2) be familiar with accounting-specific issues in the oil and gas industry; (3) possess the skills necessary for a job in the oil and gas industry or the industry knowledge necessary to work with oil and gas clients in public accounting. | |

ADVISING

| | |
|---|------|
| Dissertation Committee – Ryan Cating, James Anderson | 2021 |
| Dissertation Committee – Stuart Dearden | 2018 |
| Undergraduate Honors Thesis Advisor and Thesis Member | 2017 |
| Dissertation Committee – Jaclyn Prentice | 2016 |
| Undergraduate Honors Thesis Advisor and Thesis Member | 2015 |
| Undergraduate Honors Thesis Member | 2015 |
| Undergraduate Honors Option Instructor | 2014 |
| Undergraduate Honors Thesis Member – Two Theses | 2013 |
| Undergraduate Honors Thesis Member – Two Theses | 2012 |

PROFESSIONAL ACTIVITIES

PROFESSIONAL EXPERIENCE

| | |
|---|---------|
| Tanner, LC, Senior Auditor, Salt Lake City, UT | 2006-08 |
| LearnKey, Inc., Assistant Controller, Saint George, UT | 2005-06 |
| Joseph F. Crandall Accounting, Staff Accountant, Saint George, UT | 2004 |

SERVICE TO THE SCHOOL

| | |
|--|--------------|
| Michigan State University | |
| Department Advisory Committee | 2020-Current |
| Department Master's Program Committee | 2019-Current |
| Department Doctoral Program Committee | 2019-Current |
| Department Faculty Recruiting Committee | 2019-2020 |
| University of Arkansas | |
| Director of the Master of Accountancy and Integrated Master of Accountancy | 2016-2019 |
| Chair of Departmental Graduate Curriculum Committee | 2016-2019 |
| Departmental Assurance of Learning Committee | 2016-2019 |
| College Graduate Programs Committee | 2016-2019 |
| Chair of Accounting Scholarship Committee | 2018-2019 |
| College Assurance of Learning Task Force | 2016-2017 |
| Departmental Workshop Series Coordinator | 2016-2017 |
| College Undergraduate Programs Committee | 2016 |
| Clinical Professor Search Committee | 2016 |
| Assurance of Learning Assessment | 2015-16 |
| Colorado State University | |
| Student Engagement Committee | 2015 |
| Department Research Committee | 2014-2015 |
| MBA 360 Review Task Force | 2014 |
| Energy Task Force | 2013-2015 |
| Books Across the Core Committee | 2013-2015 |
| Department Chair Search Committee | 2013 |
| Dean's Faculty Advisory Committee | 2012-2013 |

SERVICE TO THE PROFESSION

| | |
|--|--------------|
| Editorial Board, <i>The Accounting Review</i> , <i>Contemporary Accounting Research</i> | 2020-Current |
| Editorial Board, <i>Auditing: A Journal of Practice and Theory</i> | 2017-Current |
| Ad-Hoc Reviewer for <i>Accounting, Organizations and Society</i> , <i>Accounting Horizons</i> , <i>Journal of Accounting, Auditing, and Finance</i> , and <i>Managerial Auditing Journal</i> | |
| AICPA Assurance Research Advisory Group (ARAG) Member | 2019-Current |
| Reviewer, Hawai'i Accounting Research Conference, Honolulu, HI | 2020 |
| Reviewer, AAA Annual Meeting, Atlanta, GA | 2020 |
| Scientific Committee Member <i>Annual Congress of the European Accounting Association</i> | 2019 |
| Panelist, Accounting Doctoral Scholars (ADS) Conference Orientation, Chicago, IL | 2019 |
| Co-Chair of the 2019 Auditing Section Midyear Meeting in Nashville, TN | 2019 |
| Vice-Chair of the 2018 Auditing Section Midyear Meeting in Portland, OR | 2018 |
| Scientific Committee Member <i>Annual Congress of the European Accounting Association</i> | 2018 |
| Discussant, AAA Annual Meeting, Washington D.C. | 2018 |
| Reviewer, AAA Annual Meeting, Washington D.C. | 2018 |
| Reviewer, AAA Annual Meeting, San Diego, CA | 2017 |
| Discussant, AAA Midyear Meeting, Scottsdale, AZ | 2016 |
| Reviewer, AAA Midyear Meeting, Scottsdale, AZ | 2015 |
| Reviewer, AAA Annual Meeting, Chicago, IL | 2015 |
| Ad-Hoc Reviewer, <i>Mountain Plains Journal of Business and Economics</i> | 2014 |
| Reviewer, AAA Annual Meeting, Atlanta, GA | 2014 |

| | |
|---|------|
| Reviewer, AAA Auditing Midyear Meeting, San Antonio, TX | 2014 |
| Discussant, AAA Annual Meeting, Washington D.C. | 2012 |
| Reviewer, AAA Auditing Midyear Meeting, Savannah, GA | 2012 |
| Reviewer, AAA Auditing Midyear Meeting, Albuquerque, NM | 2011 |

LEADERSHIP AND PROFESSIONAL DEVELOPMENT

| | | |
|-----------|--|--------------------|
| 2019 | PwC Accounting and Tax Symposium 2019 – Audit Innovation | San Francisco, CA |
| | <i>PwC Accounting and Tax Symposium Attendee</i> | |
| 2014 | AAA/Deloitte Foundation TrueBlood Seminar | Westlake, TX |
| | <i>AAA/Deloitte Foundation Seminar Attendee</i> | |
| 2011 | AAA Doctoral Consortium | Tahoe City, CA |
| | <i>AAA Doctoral Consortium Fellow</i> | |
| 2007-2008 | Utah Association of CPAs | Salt Lake City, UT |
| | <i>UACPA ProNet Council Member</i> | |
| 2003-2004 | ASCEU Leadership | Price, UT |
| | <i>Student Fee Allocation Committee Member</i> | |
| 2003-2004 | College of Eastern Utah Soccer Club | Price, UT |
| | <i>Team Captain</i> | |
| 2000-2001 | DEX Marketing Club at the College of Eastern Utah | Price, UT |
| | <i>President</i> | |
| 2000-2001 | PBL Business Club at the College of Eastern Utah | Price, UT |
| | <i>Vice President</i> | |

SPECIAL SKILLS, ACHIEVEMENTS, AWARDS

| | |
|--|------|
| Auditing: A Journal of Practice & Theory Outstanding Service Award | 2019 |
| Outstanding Teaching Award, University of Oklahoma | 2011 |
| Outstanding Teaching Award, University of Oklahoma | 2010 |
| Outstanding MAcc Student – CPA Key Award, Southern Utah University | 2006 |
| Outstanding Student of Business, College of Eastern Utah | 2004 |
| Foreign Language – Portuguese | |
| Eagle Scout | |

PROFESSIONAL CERTIFICATIONS AND AFFILIATIONS

| | |
|---|------------|
| Certified Public Accountant (CPA) licensed in Utah (6546881-2601) | Since 2007 |
| American Accounting Association (AAA) | Since 2008 |
| Auditing Section, American Accounting Association | Since 2009 |
| American Association of Certified Fraud Examiners (ACFE) | 2012-2019 |

COMPETITIVE GRANTS AND AWARDS

| | |
|--|------|
| Ministry of Science and Technology Grant, Taiwan | 2018 |
| William J. Alley International Business Scholar Award, OU Foundation | 2012 |
| AAA Doctoral Consortium Grant | 2011 |