

BRET SHEELEY, PHD, CPA, CMA

University of Pittsburgh
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CV updated: May 2025

ACADEMIC EXPERIENCE

University of Pittsburgh , Pittsburgh, PA Assistant Professor of Business Administration (Accounting)	2024-present
University of Nebraska-Lincoln , Lincoln, NE Graduate Research and Teaching Assistant	2019-2024
Minnesota State University Moorhead , Moorhead, MN Adjunct Instructor	2018-2019

EDUCATION

University of Nebraska-Lincoln , Lincoln, NE Doctor of Philosophy (Ph.D.) in Business with a specialization in Accounting	2024
Minnesota State University Moorhead , Moorhead, MN Master of Science (M.S.) in Accounting & Finance	2015
Bachelor of Science (B.S.) in Accounting	2014

RESEARCH

Interests:

Using an experimental methodology to examine management control system design and its effects on the judgment and decision-making of employees, managers, and investors.

Peer-Reviewed Publications:

Sheeley, B. 2025. "Paying to Reduce Disparity: Financially Incentivizing Workforce Diversity and Its Effects on Managers' Promotion Decisions and Employees' Effort." *The Accounting Review* 100 (2): 329-349. <https://doi.org/10.2308/TAR-2023-0601>

Working Papers: (*Presented by co-author)

"The Effect of Pre-Audit Financial Reporting Quality and Audit Quality on Investor Decision-Making" with Todd Thornock (revise and resubmit at *Behavioral Research in Accounting*)

- Based on second-year summer research paper
- Presented at AAA/Deloitte Foundation/J. Michael Cook Doctoral Consortium, University of Nebraska-Lincoln, BYU Accounting Research Conference*, Baylor University*, AAA Annual Meeting, ABO Research Conference, Junior Accounting Scholars Organization

“The Effect of Anonymity in Upward Feedback: How Feedback Valence and Participation Basis Affect Manager Response” with Svenja Marsula, Todd Thornock, and Sandra Winkelmann (under review at *Contemporary Accounting Research*)

- Recipient of IMA Research Grant
- Presented at European Network for Experimental Accounting Research*, Management Accounting Workshop Series*, AAA Annual Meeting*, BYU Accounting Research Conference*, ABO Research Conference, New Horizons in Management Accounting Conference*, MAS Midyear Meeting, Annual Conference for Management Accounting Research*

“Investor Judgments of Human Capital Initiatives: The Role of Initiative Type and Financial Performance” with Ling Harris and Khim Kelly (preparing for journal submission)

- Recipient of UNL College of Business Research Grant
- Presented at Indiana University*, University of Nevada-Las Vegas*, ABO Research Conference*, Wilfrid Laurier University*, MAS Midyear Meeting

Works in Progress:

“Pay-to-Quit Incentives” with Todd Thornock and Eric Chan

“Information Acquisition” with Steve Bachmann

Practitioner Publications:

Marsula, S., B. Sheeley, T. A. Thornock, and S. Winkelmann. 2025. “Making Upward Feedback Work Through Anonymity.” *Strategic Finance*, forthcoming.

TEACHING

Interests:

Managerial Accounting, Financial Accounting, Accounting Information Systems

Experience:

University of Pittsburgh, Pittsburgh, PA

- Accounting Information Systems Spring 2025
 - o 4.6/5 overall instructor rating

University of Nebraska-Lincoln, Lincoln, NE

- Intermediate Accounting II Spring 2024
 - o 4.8/5 overall instructor rating
- Intermediate Accounting I (online) Summer 2022-2023
 - o 4.9/5 overall instructor rating
- Managerial Accounting Spring 2022
 - o 4.9/5 overall instructor rating

Minnesota State University Moorhead, Moorhead, MN

- Financial Management (online) Spring 2019
 - o 4.6/5 overall instructor rating
- Principles of Accounting I Fall 2018-Spring 2019
 - o 4.7/5 overall instructor rating

CONFERENCE & WORKSHOP PARTICIPATION

(Presenter^P or Discussant^D)

AAA Management Accounting Section Midyear Meeting ^{P,D} AAA New Faculty Consortium Management Accounting Experimental Research Brown Bag	2025
AAA Management Accounting Section Doctoral Colloquium AAA Management Accounting Section Midyear Meeting ^{P,D} University of Pittsburgh ^P University of Nebraska-Lincoln ^P Management Accounting Workshop Series Management Accounting Experimental Research Brown Bag AAA Accounting Behavior and Organizations Research Conference ^{P,D}	2024
AAA Management Accounting Section Doctoral Colloquium AAA Management Accounting Section Midyear Meeting ^{P,D} East Coast Behavioral Accounting Workshop Series Management Accounting Workshop Series AAA Spark Meeting ^{P,D} AAA Accounting Behavior and Organizations Doctoral Consortium AAA Accounting Behavior and Organizations Research Conference ^{P,D}	2023
AAA Management Accounting Section Doctoral Colloquium AAA Management Accounting Section Midyear Meeting East Coast Behavioral Accounting Workshop Series Management Accounting Workshop Series Junior Accounting Scholars Organization Workshop Series ^P AAA Public Interest/Gender Issues and Work-life Balance Research Conference Global Management Accounting Research Symposium AAA Annual Meeting ^{P,D} University of Nebraska-Lincoln ^P Creighton University ^P AAA Accounting Behavior and Organizations Research Conference ^P University of South Dakota ^P	2022
AAA Management Accounting Section Doctoral Colloquium AAA Management Accounting Section Midyear Meeting University of Waterloo Performance Management Research Symposium University of South Carolina Palmetto Symposium AAA/Deloitte Foundation/J. Michael Cook Doctoral Consortium ^P AAA Annual Meeting University of Nebraska-Lincoln ^P AAA Accounting Behavior and Organizations Doctoral Consortium AAA Accounting Behavior and Organizations Research Conference	2021

University of Nebraska-Lincoln^P

2020

AAA Accounting Behavior and Organizations Doctoral Consortium

AAA Accounting Behavior and Organizations Research Conference

SERVICE

Internal:

Committees

- Graduate Student Association, University of Nebraska-Lincoln
 - Graduate Student Representative for the School of Accountancy 2020-2022
 - Diversity and Inclusion Committee Member 2021-2022

Student Supervision

- Steve Bachmann, PhD Dissertation Committee Member (expected graduation 2026)

External:

Ad Hoc Reviewer

- *Accounting, Organizations & Society*
- AAA Annual Meeting
- AAA Management Accounting Section Midyear Meeting
- AAA Accounting Behavior and Organizations Research Conference
- AAA Spark Meeting

AWARDS, GRANTS, & FELLOWSHIPS

Outstanding Reviewer, AAA Management Accounting Section Midyear Meeting	2024, 2025
Outstanding Reviewer, AAA Annual Meeting	2024
IMA Research Grant, IMA Research Foundation	2024
CMA Gold Medal Award, ICMA Board of Regents	2023
IMA Doctoral Scholars Stage III Grant, IMA Research Foundation	2023
College of Business Ph.D. Student Research Award, University of Nebraska	2023
College of Business Ph.D. Student Teaching Award, University of Nebraska	2023
College of Business Research Grant, University of Nebraska	2022, 2023
CMA Doctoral Scholarship Recipient, Institute of Management Accountants	2022
AAA/Deloitte Foundation/J. Michael Cook Doctoral Consortium Participant	2021
Ogle Fellowship, University of Nebraska	2019-2024
Othmer Fellowship, University of Nebraska	2019-2022
Highest composite CPA exam score, North Dakota State Board of Accountancy	2017
Outstanding Accounting Graduate, Minnesota State University Moorhead	2014

CERTIFICATIONS & AFFILIATIONS

Certified Public Accountant, North Dakota State Board of Accountancy
Certified Management Accountant, Institute of Management Accountants (IMA)
Certificate for Foundations of Diversity, Equity, Inclusion, and Belonging, AAA
Member, American Accounting Association (AAA)
Member, AAA Management Accounting Section
Member, AAA Accounting Behavior and Organizations Section
Member, American Institute of Certified Public Accountants (AICPA)
Member, IMA

PROFESSIONAL EXPERIENCE

Kilbourne Group , Fargo, ND Accountant	2014-2018
Microsoft Corp. , Fargo, ND Financial Operations Intern	2012-2014
Eide Bailly LLP , Fargo, ND Audit Intern	2013