

BRET SHEELEY, PHD, CPA, CMA

University of Pittsburgh
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CV updated: July 2026

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>

- Recipient of Best Dissertation Award from AAA Management Accounting Section

Harris, L., K. Kelly, and B. Sheeley. 2026. "Investor Judgments of Human Capital Initiatives: The Role of Initiative Type, Investor Orientation, and Financial Performance." *Accounting, Organizations and Society* 117: 101659. <https://doi.org/10.1016/j.aos.2026.101659>

Practitioner Publications:

Marsula, S., B. Sheeley, T. A. Thornock, and S. Winkelmann. "Making Upward Feedback Work Through Anonymity." *Strategic Finance*. July 17, 2025. <https://www.imatoday.org/learn/article/making-upward-feedback-work-through-anonymity>

Working Papers: (*Presented by co-author)

“How Anonymity Affects Manager Response to Negative Upward Feedback: The Moderating Role of Voluntariness” with Svenja Marsula, Todd Thornock, and Sandra Winkelmann.

- Revising for 2nd round submission at *Accounting, Organizations and Society*
- 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*

“Pushed Out or Pulled Away? Signaling Effects of Pay-To-Quit Incentives on Employee Turnover” with Eric Chan and Todd Thornock

- Preparing for journal submission
- Presented at Clemson University*, Erasmus University*

Works in Progress:

“Pay-to-Quit Incentives in Teams” with Patrick Martin and Spencer Vogrinec (preparing for data collection)

“Hurdle Rates, Budget Charge Rates, and Managers’ Capital Allocation Decisions” with Steve Bachmann (designing instrument)

“Principal Information Set Ambiguity and Agent Decision Quality” with Jeremiah Bentley and Reed Dickson (designing instrument)

CONFERENCE & WORKSHOP PARTICIPATION

(Presenter ^P, Discussant ^D, Invited ^I)

AAA Management Accounting Section Midyear Meeting ^D	2026
UIUC Emerging Management Accounting Scholars Symposium ^I	

AAA Management Accounting Section Midyear Meeting ^{P,D}	2025
AAA New Faculty Consortium ^I	
Management Accounting Experimental Research Brown Bag	
AAA Accounting Behavior and Organizations Research Conference ^D	

AAA Management Accounting Section Doctoral Colloquium	2024
AAA Management Accounting Section Midyear Meeting ^{P,D}	
University of Pittsburgh ^{I,P}	
University of Nebraska-Lincoln (internal) ^P	
Management Accounting Workshop Series	
Management Accounting Experimental Research Brown Bag	
AAA Accounting Behavior and Organizations Research Conference ^{P,D}	

AAA Management Accounting Section Doctoral Colloquium	2023
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}	
AAA Management Accounting Section Doctoral Colloquium	2022
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 (internal) ^P	
Creighton University ^{L,P}	
AAA Accounting Behavior and Organizations Research Conference ^P	
University of South Dakota ^{L,P}	
AAA Management Accounting Section Doctoral Colloquium	2021
AAA Management Accounting Section Midyear Meeting	
University of Waterloo Performance Management Research Symposium	
University of South Carolina Palmetto Symposium ^I	
AAA/Deloitte Foundation/J. Michael Cook Doctoral Consortium ^{L,P}	
AAA Annual Meeting	
University of Nebraska-Lincoln (internal) ^P	
AAA Accounting Behavior and Organizations Doctoral Consortium	
AAA Accounting Behavior and Organizations Research Conference	
University of Nebraska-Lincoln (internal) ^P	2020
AAA Accounting Behavior and Organizations Doctoral Consortium	
AAA Accounting Behavior and Organizations Research Conference	

TEACHING

Interests:

Accounting Information Systems, Managerial Accounting, Financial Accounting

Experience:

University of Pittsburgh, Pittsburgh, PA

- Accounting Information Systems Spring 2025-present
 - 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

SERVICE

Internal:

Committees

- Accounting Area Workshop Coordinator, University of Pittsburgh 2026-present
- 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

- PhD Committee Member, Steve Bachmann (first placement at North Central College)

External:

Ad Hoc Reviewer

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

Panelist

- “From Graduation to Tenure: Making the Transition from Student to Productive Faculty Member,” 2025 ABO Doctoral Consortium

AWARDS, GRANTS, & FELLOWSHIPS

School of Business Excellence in Teaching Award, University of Pittsburgh	2025
Best Dissertation Award, AAA Management Accounting Section	2025
Outstanding Reviewer, AAA Management Accounting Section Midyear Meeting	2024-2026
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

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

CERTIFICATIONS & AFFILIATIONS

Certified Public Accountant, North Dakota State Board of Accountancy
Certified Management Accountant, Institute of Management Accountants
Member, American Accounting Association
Member, AAA Management Accounting Section
Member, AAA Accounting Behavior and Organizations Section
Member, Institute of Management Accountants