

WILL ANDING

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EMPLOYMENT

Arizona State University, Assistant Professor	2026-present
University of Texas at San Antonio, Assistant Professor	2025-2026
Florida State University, Research Assistant	2020-2025
Mississippi State University, Instructor	2019-2020
KPMG LLP, Senior Associate	2017-2019

EDUCATION

Ph.D., Florida State University (Accounting)	2025
Master of Professional Accountancy., Mississippi State University	2017
Bachelor of Accountancy, Mississippi State University	2016

PEER-REVIEWED PUBLICATIONS

1. Anding, W., A. D. Blay, and Z. Bozanic. 2025. Not all critical audit matters (CAM) are the same: Anti-herding behavior in CAM disclosures. *Journal of Business, Finance & Accounting*, 53 (2): 733-755.

WORKING PAPERS

- “Navigating New Accounting Standards: Implications for Companies and Their Auditors” (Dissertation)
 - Committee: Nate Newton (Chair), Aleksandra “Ally” B. Zimmerman, Zahn Bozanic, Sergey Mityakov (External Member)
 - Under third-round review at *Journal of Accounting and Economics*
 - Selected for the 2024 FASB Emerging Scholar Award
 - Selected for the 2025 AAA Auditing Section Best Ph.D. Student Paper
 - Presented at the 2024 AAA/Deloitte Foundation/J. Michael Cook Doctoral Consortium (*Anding*), SEC accounting and auditing academic monthly research update in February 2024 (*Zimmerman*), University of Texas at San Antonio (*Anding*), 2025 American Accounting Association Auditing Midyear Section Meeting (*Anding*), Arizona State University
- “Audit partners in leadership roles: Implications for audit quality” with Michael J. Mowchan (Baylor), Timothy A. Seidel (Brigham Young University), and Aleksandra “Ally” B. Zimmerman (Florida State University)
 - Under second-round review at *Journal of Accounting Research*

- Presented at the 2021 Florida Accounting Conference (*Zimmerman*), 2021 AAA Annual Meeting (*Zimmerman*), 8th International Conference of the Journal of International Accounting Research (*Zimmerman*), AAA Spark Meeting of the Regions (*Zimmerman*), 31st Annual BAFA Audit & Assurance Conference (*Zimmerman*), Florida State University (*Zimmerman*), 2021 Summer Audit Research Zoom workshop (*Zimmerman*), 2024 Kansas Audit Symposium (*Anding*), 2024 International Symposium on Audit Research (*Anding*)
- 3. “Employee Health and Financial Reporting Quality” with Truc (Peter) Do (University of Queensland) and Alyssa Moore (Indiana University)
 - Preparing for submission to *Accounting Organizations & Society*
 - Presented at Florida State University (*Moore*), University of Queensland (*Do*), Frankfurt School of Finance & Management (*Do*), Swansea University (*Do*), 2024 EAA Annual Congress (*Do*), 2024 AAA Annual Meeting (*Do*), 2025 AAA FARS Meeting (*Moore*)
- 4. “Auditors as Information Intermediaries” with Connor Dawkins, Sami Keskek, and Nate Newton (all at Florida State University).
 - Presented at the University of Texas at San Antonio (*Anding*), Florida State University (*Dawkins*), 2026 AAA Auditing Section Midyear Meeting (*Dawkins*), 2026 AAA FARS Meeting (*Anding*)
 - Under first-round review at *Management Science*

WORK IN PROCESS

1. “Do firms anticipate SEC reviews?” with Matthew Baugh (Arizona State University), Roy Schmardebeck (University of Tennessee) and Aleksandra Zimmerman (Florida State University)
2. “SEC investigations and audit offices” with Zahn Bozanic and Nate Newton (both at Florida State University)
3. “Audit policies in online-auction markets” with Cooper Woodham and Tony Kwansica (both at Florida State University)
4. “Effects of the 2015 JAR Code-Sharing Policy” with Zahn Bozanic and Mohammad Nakib (both at Florida State University)

TEACHING

The University of Texas at San Antonio

ACC 4013: Principles of Auditing

2025-2026

Florida State University

ACG 3111: Financial Accounting and Reporting II

2024

Mississippi State University

ACC 3023: Intermediate Accounting 1	2019-2020
ACC 2013: Principles of Managerial Accounting	2019-2020
ACC 2023: Principles of Financial Accounting	2019-2020

AWARDS AND OTHER

2025 AAA Auditing Midyear Section Best Ph.D. Student Paper ([Link](#))
2024 FASB Emerging Scholar ([Link](#))
Certified Public Accountant, Tennessee (Inactive)
Florida State University Legacy Fellow
Mississippi State University Stephen D. Lee Scholar

SERVICE

Ad hoc reviewer

Auditing: A Journal of Practice & Theory, six reviews
Contemporary Accounting Research, one review
International Journal of Auditing, one review
Issues in Accounting Education, two reviews
Journal of Accounting Literature, two reviews
Journal of International Accounting Research, one review
Managerial Auditing Journal, three reviews
Advances in Accounting, one review