**WILL ANDING**

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**EMPLOYMENT**

The University of Texas at San Antonio, Assistant Professor 2025-present

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

**WORKING PAPERS**

1. “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)
   * Preparing for second round submission 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*)
2. “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 first 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. “Not All Critical Audit Matters (CAM) Are the Same: Anti-Herding Behavior in CAM Disclosures” with Allen Blay and Zahn Bozanic (all Florida State University)
   * Developed from my first-year paper
   * Preparing for fourth-round submission to the *Journal of Business Finance and Accounting*
   * Presented at the 2022 Auditing Section Midyear Meeting (*Anding*), Iowa State University (*Bozanic*), the University of Memphis (*Bozanic*), the University of Pittsburgh (*Bozanic*), the University of Florida (*Bozanic*)
4. “Employee Health and Financial Reporting Quality” with Truc (Peter) Do (University of Queensland) and Alyssa Moore (Indiana University)
   * Preparing for submission to *Management Science*
   * 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*)

**WORK IN PROCESS**

1. “Unintentional Signals: Uncovering Growth Expectations through Audit Pricing” with Connor Dawkins, Sami Keskek, and Nate Newton (all at Florida State University)
2. “SEC investigations and audit offices” with Zahn Bozanic (Florida State University)
3. “Audit policies in online-auction markets” with Cooper Woodham and Tony Kwansica (both at Florida State University)

**TEACHING**

The University of Texas at San Antonio

ACC 4013: Principles of Auditing 2025-present

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](https://www.linkedin.com/posts/the-auditing-section-aud-of-the-american-accounting-association_congratulations-to-will-anding-for-best-phd-activity-7288986112843235328-thlZ?utm_source=social_share_sheet&utm_medium=member_desktop_web&rcm=ACoAAB4Wr3EBHQfx3Lb8G4UyFmn-ZTfbVv_7KFE))

2024 FASB Emerging Scholar ([Link](https://www.fasb.org/news-and-meetings/in-the-news/fasb-announces-winner-of-2024-emerging-scholar-award-418667))

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*, two reviews

*Contemporary Accounting Research,* one review

*International Journal of Auditing,* one review

*Issues in Accounting Education,* two reviews

*Journal of Accounting Literature,* two reviews

*Managerial Auditing Journal*, one review