

CURRICULUM VITAE OF D. Kip Holderness, Jr., Ph.D., CPA, CMA, CFE, CVA

August 2025

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Department of Accounting
West Virginia University
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Education

- Ph.D., Accountancy, Bentley University, 2013
- Master of Science, Accountancy, Brigham Young University, 2009
- Bachelor of Science, Accountancy, Brigham Young University, 2009

Licensures and Professional Credentials

- Certified Public Accountant (licensed in WV)
- Certified Management Accountant, Institute of Management Accountants
- Certified Fraud Examiner, Association of Certified Fraud Examiners
- Certified Valuation Analyst, National Association of Certified Valuators and Analysts

Professional Memberships

- National Association of Certified Valuators and Analysts
- American Institute of Certified Public Accountants
- Institute of Management Accountants
- Association of Certified Fraud Examiners
- American Accounting Association

Position and Experience

- Professor of Accounting, West Virginia University (2013-present)
- Masters of Fraud and Forensic Examination Program Coordinator West Virginia University (2022-present)

- Director of Research, Association of Certified Fraud Examiner Research Institute. (January 2020 - Present).

Expert Witness Experience

- Expert Witness supporting defendant in White Rock Mountain Retreat Property Owners Association, Inc. v. White Rock Land Ventures, LLC (WRLV), Members of WRLV, Michael Patten, The Patten Companies, Patten Specialty Assets, LLC, Jon Riley, Mike Greenway and Freight Train, LLC (Civil Action No. 20-C-96). 2023-2024. (WV). 2024 settlement. Topics included forensic accounting and corporate veil/ alter ego doctrine.

Teaching Experience

- Managerial Accounting
- Cost Management
- Intermediate Accounting
- Artificial Intelligence Applications in Accounting
- Fraud Investigation
- Fraud: Criminology / Legal Issues
- Private Company Valuation
- Global Planning / Strategy: EMBA Capstone
- Forensic Accounting Doctoral Seminar
- Behavioral Accounting Research Doctoral Seminar

Publications by Topic

Management and Cost Accounting

Published Textbook and Book Chapters

- Christ, M. H., Holderness, Jr., D. K. and Richardson, V. (2024). Cost Accounting: A Data Analytics Approach. 1st Edition. McGraw Hill.

Published Refereed Journal Articles

- Erickson, D., Holderness Jr., D. K., Olsen, K. J., & Thornock, T. A. (2025). Relative Performance Information and Employee Performance: The Role of Need for Cognition. Journal of Management Accounting Research, 37(2), 69-93.
- Holderness Jr., D. K., Olsen, K. J., Thornock, T. A. (2024). I'm working hard, but it's hardly working: The consequences of motivating employee effort that fails to achieve performance targets. Behavioral Research in Accounting, 36(2), 71-90.

- Angus, R., Houghton, J., Holderness Jr., D. K., Neck, C. B. (2024). Who Responds to Critical Feedback? The Effects of Self-leadership on Entrepreneurial Product Pivoting Behavior. *Journal of Business Research*, 172, 114415.
- Holderness, Jr., D. K., Olsen, K. J., Thornock, T. A., Tomlinson, E. (2022). Will Someone Be Checking My Work? The Effect of Psychological Entitlement and the Expectation of Being Monitored on Task Performance and Misreporting. *Accounting Horizons*, 36(4), 47-65.
- Erickson, D., Holderness, Jr., D. K., Olsen, K. J., Thornock, T. A. (2022). Feedback with feeling? How emotional language in feedback affects individual performance. *Accounting, Organizations and Society*, 99, 101329.
- Holderness, Jr., D. K., Olsen, K. J., Tomlinson, E. (2021). Adding Fuel to the Fire: How Non-Contingent Bonuses Relate to Entitlement and Affect Pursuit of Worker Self-Interest. *Journal of Forensic Accounting Research*, 6(1), 335-359.
- Garrett, J., Holderness, Jr., D. K., Olsen, K. J. (2021). An Experimental Investigation of How Self-Interested Organizational Norms Undermine Prosocial Motivation and Influence Employee Effort. *Journal of Information Systems*, 35(2), 17-36.
- Holderness, Jr., D. K., Olsen, K. J., Thornock, T. A. (2020). Assigned Versus Chosen Relative Performance Information: The Effect of Feedback Frequency on Performance. *Journal of Management Accounting Research*, 32(1), 137-158.
- Holderness, Jr., D. K., Huffman, A., Lewis-Western, M. (2019). Rank and file equity compensation and earnings management: Evidence from stock options. *Journal of Business Finance and Accounting*, 46(9-10), 1201-1236.
- Holderness, Jr., D. K., Olsen, K. J., Thornock, T. A. (2017). Who are you to tell me that?! The moderating effect of performance feedback source and psychological entitlement on individual performance. *Journal of Management Accounting Research*, 29(2), 33-46.

Other Published Works (Author or Contributing Expert)

- Holderness Jr., D. K., Olsen, K. J., Thornock, T. (2024). How to be a boss at giving performance reviews. *The Conversation*. <https://theconversation.com/how-to-be-a-boss-at-giving-performance-reviews-233428>
- Erickson, D., Holderness, Jr., D. K., Olsen, K. J., Thornock, T. A. (2021). Feedback with Feeling. *Strategic Finance*, 102(8), 38-45. <https://www.sfmagazine.com/articles/2021/february/feedback-with-feeling/>
- Holderness, Jr., D. K., Olsen, K. J., Thornock, T. A. (2019). Making Performance Feedback Work. *Strategic Finance*, 100(8), 46-51. <https://sfmagazine.com/post-entry/february-2019-making-performance-feedback-work/>
- Holderness Jr., D. K., Huffman, A. A., & Lewis-Western, M. F. (2019, August 23). How rank-and-file equity compensation affects earnings management. *CLS Blue Sky Blog*. <https://clsbluesky.law.columbia.edu/2019/08/23/how-rank-and-file-equity-compensation-affects-earnings-management/>
- Holderness, Jr., D. K., Olsen, K. J., Thornock, T. A. (2016). Managing Entitled Employees: Improving Performance through Feedback and Monitoring. *Strategic Finance*, 98(4), 40-46. <http://sfmagazine.com/post-entry/october-2016-managing-entitled-employees/>

Forensic Accounting, Fraud, and Whistleblowing

Published Refereed Journal Articles

- Cooper, L. A., Holderness Jr, D. K., Lu, J. (2024). Whistleblowing at Social Mission Organizations. *Journal of Forensic and Investigative Accounting*, 16(3), 294-316.
- Holderness, Jr., D. K., Scheetz, A. M., Wall, J. (2023). Outsiders looking in: Do contingent workers whistleblow? *Journal of Forensic Accounting Research*, 8(1), 405-430.
- Holderness, Jr., D. K., Negangard, E. M., Sultan, J. (2018). Are individuals more likely to misappropriate during economic recessions or expansions? An examination of the relative impact of pressure and opportunity. *Journal of Forensic and Investigative Accounting*, 10(1), 15-37.
- Holderness, Jr., D. K. (2014). Detecting deception in client inquiries: A review and implications for future research. *Journal of Forensic and Investigative Accounting*, 6(2), 81-125.

Other Published Works (Author or Contributing Expert)

- Thomson Reuters. (2020). Uncovering fraud in the age of COVID-19: 5 insights to help audit firms meet their responsibility to detect fraud.
https://www.us.confirmation.com/hubfs/White%20Paper_Fraud_RGB.pdf

Auditing

Published Textbook and Book Chapters

- Holderness, Jr., D. K. (2014). Continuous Auditing. In D. Hay, W. R. Knechel, & M. Willekens (Eds.), *The Routledge Companion to Auditing* (pp. 338-347). New York, NY: The Routledge Companion to Auditing.

Published Refereed Journal Articles

- Eutsler, J, Holderness Jr., D. K., Robertson, J. C., Curtis, M. B. (Forthcoming). You Catch More Flies with Honey: An Examination of Techniques to Mitigate Client Reactions to Increased Professional Skepticism. *AUDITING: A Journal of Practice & Theory*.
- Festa, M. M., Holderness Jr., D. K., Jones, M. A., Riley, R. (2024). The Unintended Consequences of Audit Materiality Disclosures on Reporting Intentions. *Accounting Horizons*, 38(4), 97-105.
- Eutsler, J., Holderness Jr., D. K., Jones, M. A., Fleming, S. (2024). Increasing Client Fraud Risk Disclosure with Minimization Techniques. *Accounting Horizons*, 38(4), 85-96.
- Holderness, Jr., D. K., Ong, A., Zimbelman, M. F. (2022). Mitigating the Effects of Auditors' First Impressions of Client Personnel: The Importance of Supervisors' Preference for Effectiveness. *Journal of Forensic Accounting Research*, 7(1), 64-94.
- Eutsler, J., Holderness, Jr., D. K., Jones, M. (2020). Hiring Auditors with a Part II Quality Control Report: An Opportunity for Increased Earnings Management or Lower Audit Fees? *Journal of Forensic Accounting Research*, 5(1), 73-93.
- Holderness, Jr., D. K. (2018). The effect of multiple auditors on deception detection in a client inquiry setting. *Behavioral Research in Accounting*, 30(1), 39-58.

Emerging Technologies

Published Refereed Journal Articles

- Wood, D. A., Achhpilia, M., Adams, M. T., [et al. including Holderness, Jr. D. K.]. (2023). The ChatGPT artificial intelligence chatbot: How well does it answer accounting assessment questions? *Issues in Accounting Education*, 38(4): 1 - 28.
- Cooper, L., Holderness, Jr., D. K., Sorensen, T., Wood, D. A. (2022). Perceptions of Robotic Process Automation in Big 4 Public Accounting Firms: Do Firm Leaders and Lower-Level Employees Agree? *Journal of Emerging Technologies in Accounting*, 19(1), 33-51.
- Cooper, L., Holderness, Jr., D. K., Sorensen, T., Wood, D. A. (2019). The use of robotic process automation in the public accounting industry. *Accounting Horizons*, 33(4), 15-35.
- Baxter, R. J., Holderness, Jr., D. K., Wood, D. A. (2017). The Effects of Gamification on Corporate Compliance Training: A Partial Replication and Field Experiment of True Office Anti-Corruption Training Programs. *Journal of Forensic Accounting Research*, 2(1), A20-A30.
- Baxter, R. J., Holderness, Jr., D. K., Wood, D. A. (2016). Applying Basic Gamification Techniques to IT Compliance Training: Evidence from the Lab and Field. *Journal of Information Systems*, 30(3), 119-133.

Ethics, Education, and Other Topics

Published Refereed Journal Articles

- Festa, M. M., Holderness, Jr., D. K., Neidermeyer, A. A., Neidermeyer, P. (2019). The impact of financial-aid format on students' collegiate financing decisions. *The Journal of Financial Counseling and Planning*, 30(1), 27-43.
- MacLean, T., Litzky, B. E., Holderness, Jr., D. K. (2015). When organizations don't walk their talk: A cross-level examination of how decoupling formal ethics programs affects organization members. *Journal of Business Ethics*, 128(2), 351-368.
- Holderness, Jr., D. K., Myers, N. M., Summers, S. L., Wood, D. A. (2014). Accounting education research: Ranking institutions and individual scholars. *Issues in Accounting Education*, 29(1), 87-115.

Other Published Works (Author or Contributing Expert)

- Gustafson, K., & Drummond, R. (2024, October 3). Forensic accountant salary & career outlook. *ForensicsColleges.com*. <https://www.forensicscolleges.com/careers/forensic-accountant>
- Holderness, Jr., D. K., McNeal, A., Riley, R., Wells, J. T. (2018). How the evolution of language affects fraud risk. *Journal of Accountancy*, 226(2), 18-23. <https://www.journalofaccountancy.com/issues/2018/aug/how-language-affects-fraud-risk/>

Research Awards and Honors

- 2025 AICPA-CIMA Impact on Management Accounting Practice Award, The AICPA, CIMA, and the Society of Management Accountants of Canada (CMA).
- 2024 Accounting Information Systems Section Notable Contribution to the Literature Award, American Accounting Association

- 2023 Notable Contributions to Accounting Literature Award, American Accounting Association
- 2023 Accounting Information Systems Section Notable Contribution to the Literature Award, American Accounting Association
- 2022 SMS Annual Conference Best Paper Honorable Mention, Strategic Management Society
- 2022 Best Public Interest Paper for the Forensic Accounting Section, American Accounting Association
- 2022 Forensic Accounting Service Award, American Accounting Association
- 2020 Accounting Horizons Best Paper Award, American Accounting Association
- 2020 Forensic Accounting Research Best Paper Award, American Accounting Association
- 2020 Forensic Accounting Midyear Meeting Best Paper Award, American Accounting Association
- 2019 Forensic Accounting Section Research Conference Outstanding Service Award, American Accounting Association
- 2019 Outstanding Research Journal Article of the Year Award, Association for Financial Counseling & Planning Education
- 2017 Lybrand Award Certificate of Merit, Institute of Management Accountants
- 2015 Issues in Accounting Education Best Paper Award, American Accounting Association
- 2014 Forensic & Investigative Accounting Section Dissertation Award, American Accounting Association
- 2014 Best Paper Award at Mid-Atlantic Region Meeting, American Accounting Association
- 2012 AAA Deloitte J. Michael Cook Doctoral Consortium Fellow, American Accounting Association

Academic and Professional Presentations

- Papakroni, E., Lin, T., Holderness Jr., D. K., 2025 AAA Forensic Accounting Section Midyear Meeting, "Leveraging Customized GPT Models for Enhanced Collection of Accounting and Auditing Enforcement Release (AAER) Datasets," American Accounting Association, St. Petersburg, FL. (February 22, 2025).
- Holderness Jr., D. K., 2024 Missouri Association of Accounting Educators Conference, "Teaching with Data Analytics," Missouri Society of Certified Public Accountants, Lake of the Ozarks, MO. (November 1, 2024).
- Erickson, D. (Author & Presenter), Holderness Jr., D. K. (Author & Presenter), Olsen, K. (Author & Presenter), Swain, M. (Author & Presenter), Thornock, T. (Author & Presenter), 2024 BYU Accounting Research Symposium, "Personality Research in Accounting: A Review," Brigham Young University, Provo, UT. (September 20, 2024).
- Christ, M. (Author & Presenter), Holderness, Jr., D. K., Richardson, V. (Author & Presenter), 2023 AAA Annual Meeting, "Teaching Management and Cost Accounting with Data Analytics," American Accounting Association, Denver, CO. (August 8, 2023).

- Holderness, Jr., D. K. (Author & Presenter), Olsen, K. (Author), Thornock, T. (Author), Erickson, D. (Author), 2023 AAA Annual Meeting, "Relative Performance Information and Employee Performance: The Role of Need for Cognition," American Accounting Association, Denver, CO. (August 7, 2023).
- Cheng, C. (Author & Presenter), Holderness, Jr., D. K., Richardson, V. (Author & Presenter), Intensive Data and Analytics Workshop IV, "Bringing a Hands-On Analytics Approach to Traditional Accounting Courses: Financial Statement Analysis, Cost, Tax," American Accounting Association, Orlando, FL. (June 6, 2023).
- Christ, M. (Author & Presenter), Holderness, Jr., D. K., Richardson, V. (Author & Presenter), Intensive Data and Analytics Workshop IV, "Data Analytics Cases Applied to Managerial and Cost Accounting," American Accounting Association, Orlando, FL. (June 6, 2023).
- Holderness, Jr., D. K. (Author & Presenter), Olsen, K. (Author), Thornock, T. (Author), Erickson, D. (Author), 2023 AAA MAS Midyear Meeting, "Relative Performance Information and Employee Performance: The Role of Need for Cognition," AAA, Atlanta, GA. (January 7, 2023).
- Angus, R. (Author), Houghton, J. (Author), Holderness, Jr., D. K. (Author), Neck, C. B. (Author), 2022 Meeting of the Southern Management Association, "Who Pivots? The Effects of Self-Leadership On Entrepreneurial Pivoting Behavior," Southern Management Association, Little Rock, AR. (October 21, 2022).
- Holderness, Jr., D. K. (Author & Presenter), Olsen, K. (Author), Thornock, T. (Author), Erickson, D. (Author), 2022 BYU Accounting Research Symposium, "Relative Performance Information and Employee Performance: The Role of Need for Cognition," Brigham Young University, Provo, UT. (September 23, 2022).
- Angus, R. (Author), Houghton, J. (Author), Holderness, Jr., D. K. (Author), 2022 Meeting of the Southern Management Association, "Who Pivots? The Big Five Personality Dimensions and Entrepreneurial Pivoting Behavior," Southern Management Association, Little Rock, AR. (September 19, 2022).
- Festa, M. M. (Author), Holderness, Jr., D. K. (Author & Presenter), Jones, M. M. (Author), Riley, R., 2022 AAA Annual Meeting, "The Unintended Consequences of Auditors' Materiality Disclosures on Whistleblowing Intentions," American Accounting Association, San Diego, CA. (August 2, 2022).
- Festa, M. M. (Author), Holderness, Jr., D. K. (Author & Presenter), Jones, M. M. (Author), Riley, R., 2022 AAA Annual Meeting, "The Unintended Consequences of Auditors' Materiality Disclosures on Whistleblowing Intentions," American Accounting Association, San Diego, CA. (August 1, 2022).
- Holderness, Jr., D. K. (Author & Presenter), 2022 Intensive Data and Analytics Summer Workshop, "Data Analytics for Managerial and Cost Accounting: Changes to the CMA and CPA Exams," AAA, Orlando, FL. (May 23, 2022).
- Festa, M. M. (Author), Holderness, Jr., D. K. (Author & Presenter), Jones, M. M. (Author), Riley, R., 2022 AAA Forensic Accounting Section Midyear Meeting, "The Unintended Consequences of Auditors' Materiality Disclosures on Whistleblowing Intentions," American Accounting Association, Virtual. (March 5, 2022).
- Holderness, Jr., D. K. (Author & Presenter), Olsen, K. (Author), Thornock, T. (Author), 2022 AAA Management Accounting Section Midyear Meeting, "I'm Working Hard, But It's Hardly Working: Negative Effects of Effort Intensity on Employee Behavior," American Accounting Association, Virtual. (January 8, 2022).

- Holderness, Jr., D. K. (Author & Presenter), Olsen, K. (Author), Thornock, T. (Author), 2021 BYU Accounting Research Symposium, "I'm Working Hard, But It's Hardly Working: Negative Effects of Effort Intensity on Employee Behavior," Brigham Young University, Provo, UT. (September 18, 2021).
- Festa, M. (Author), Holderness, Jr., D. K. (Author & Presenter), Jones, M. (Author), Riley, R. (Author), 2021 BYU Accounting Research Symposium, "The Influence of Materiality Disclosure on the Recognition and Reporting of Earnings Manipulation," Brigham Young University, Provo, UT. (September 17, 2021).
- Holderness, Jr., D. K. (Author & Presenter), Rice, M. (Author & Presenter), Majerczyk, M. (Author & Presenter), 2021 AAA Forensic Accounting Section Midyear Meeting, "Spillover Effects of Management's Response to Fraud," American Accounting Association, Virtual. (March 5, 2021).
- Erickson, D. (Presenter), Holderness, Jr., D. K. (Author & Presenter), Olsen, K. J. (Presenter), Thornock, T. (Presenter), 2020 University of Waterloo Accounting Research Workshop, "Feedback with Feeling? The Moderating Effect of Manager Emotion and Psychological Entitlement on Individual Performance," University of Waterloo, Virtual. (December 4, 2020).
- Holderness, Jr., D. K. (Author), Scheetz, A. (Author & Presenter), Wall, J. (Author & Presenter), 2020 AAA Annual Meeting, "Outsiders Looking in: Do Non-Permanent Workers Whistleblow?," American Accounting Association, Virtual. (August 10, 2020).
- Ong, A. S., Holderness, Jr., D. K. (Author), Fleming, S. (Author & Presenter), 2020 AAA Forensic Accounting Section Midyear Meeting, "Changing the Nature of Audit Procedures to Deter Fraud," American Accounting Association, Washington, D.C. (March 5, 2020).
- Holderness, Jr., D. K. (Author), Scheetz, A. (Author & Presenter), Wall, J. (Author & Presenter), 2020 AAA Forensic Accounting Section Midyear Meeting, "Outsiders Looking in: Do Non-Permanent Workers Whistleblow?," American Accounting Association, Washington, D.C. (March 5, 2020).
- Cooper, L. (Author), Holderness, Jr., D. K. (Author), Sorensen, T. (Author), Wood, D. A. (Author & Presenter), 2020 Joint Midyear Meeting of the AIS, SET and International Sections, "Perceptions of Robotic Process Automation in Public Accounting," American Accounting Association, Orlando, FL. (January 24, 2020).
- Eutsler, J. (Author & Presenter), Holderness, Jr., D. K. (Author), Robertson, J. (Author & Presenter), Curtis, M. (Author), 2020 Hawaii Accounting Research Conference, "Auditor Skepticism and Client Ill Will," University of Hawaii, Manoa, HI. (January 4, 2020).
- Holderness, Jr., D. K. (Author & Presenter), 2019 Duquesne CPE Conference, "Managing Entitled Employees," WVU Accounting, Pittsburgh, PA. (November 21, 2019).
- Eutsler, J. (Author & Presenter), Holderness, Jr., D. K. (Author & Presenter), Robertson, J. (Author & Presenter), Curtis, M. (Author), 2019 Accounting Behavior and Organizations Research Conference, "Auditor Skepticism and Client Ill Will," American Accounting Association, Providence, RI. (October 4, 2019).
- Eutsler, J. (Author), Holderness, Jr., D. K. (Author & Presenter), Robertson, J. (Author), Curtis, M. (Author), 2019 BYU Accounting Research Symposium, "Auditor Skepticism and Client Ill Will," Brigham Young University, Provo, UT. (September 19, 2019).
- Erickson, D. (Author & Presenter), Holderness, Jr., D. K. (Author & Presenter), Olsen, K. J. (Author & Presenter), Thornock, T. (Author & Presenter), 2019 AAA Annual Meeting, "Feedback with Feeling?

The Moderating Effect of Manager Emotion and Psychological Entitlement on Individual Performance," American Accounting Association, San Francisco, CA. (August 15, 2019).

- Holderness, Jr., D. K. (Author & Presenter), Ong, A. (Author), Zimbelman, M. F. (Author & Presenter), 2019 AAA Annual Meeting, "The Effects of First Impressions and Supervisor Preference on Auditors' Risk Assessments," American Accounting Association, San Francisco, CA. (August 12, 2019).
- Eutsler, J. (Author & Presenter), Holderness, Jr., D. K., 2019 Institute for Fraud Prevention Annual Meeting, "The Effect of Auditor Skepticism on Client Ill Will," Association of Certified Fraud Examiners, Austin, TX. (June 27, 2019).
- Fleming, S. (Author & Presenter), Holderness, Jr., D. K. (Author & Presenter), Jones, M. M. (Author & Presenter), 2019 Forensic Accounting Research Conference, "Auditor Substitution and the Transfer of Skepticism," American Accounting Association, St. Louis, MO. (March 2, 2019).
- Holderness, Jr., D. K. (Author & Presenter), Ong, A. (Author), Zimbelman, M. F. (Author), 2019 Forensic Accounting Research Conference, "The Effects of First Impressions and Supervisor Preference on Auditors' Risk Assessments," American Accounting Association, St. Louis, MO. (March 2, 2019).
- Holderness, Jr., D. K. (Author & Presenter), Ong, A. (Author), Zimbelman, M. F. (Author), 2019 Auditing Midyear Meeting, "The Effects of First Impressions and Supervisor Preference on Auditors' Risk Assessments," American Accounting Association, Nashville, TN. (January 18, 2019).
- Cooper, L. (Author & Presenter), Holderness, Jr., D. K. (Author), Sorensen, T. (Author & Presenter), Wood, D. A. (Author & Presenter), 2019 Joint Midyear Meeting of the AIS and JET Sections, "Robotic Process Automation in Public Accounting," American Accounting Association, San Antonio, TX. (January 12, 2019).
- Erickson, D. (Author & Presenter), Holderness, Jr., D. K. (Author), Olsen, K. J. (Author & Presenter), Thornock, T. (Author & Presenter), 2019 Management Accounting Midyear Section Meeting, "Feedback with Feeling? The Moderating Effect of Manager Emotion and Psychological Entitlement on Individual Performance," American Accounting Association, Ft. Lauderdale, FL. (January 5, 2019).
- Holderness, Jr., D. K., 2018 WVU Charleston Alumni Luncheon, "Managing Entitled Employees," WVU Accounting, Charleston, WV. (November 28, 2018).
- Garrett, J. (Author & Presenter), Holderness, Jr., D. K. (Author & Presenter), Olsen, K. J. (Author), AAA ABO Midyear Meeting, "Why Me? The Effect of Controls on Prosocial Employees," American Accounting Association, Phoenix, AZ. (October 13, 2018).
- Erickson, D. (Author & Presenter), Holderness, Jr., D. K., Olsen, K. J. (Author & Presenter), Thornock, T. (Author & Presenter), 2018 BYU Accounting Research Symposium, "Feedback with Feeling? The Moderating Effect of Manager Emotion and Psychological Entitlement on Individual Performance," Brigham Young University, Provo, UT. (September 29, 2018).
- Holderness, Jr., D. K., Ong, A. (Author), Zimbelman, M. F. (Author & Presenter), 2018 BYU Accounting Research Symposium, "The Effects of First Impressions and Supervisor Preference on Auditors' Risk Assessments," Brigham Young University, Provo, UT. (September 29, 2018).
- Garrett, J. (Author & Presenter), Holderness, Jr., D. K., Olsen, K. J. (Author & Presenter), 2018 BYU Accounting Research Symposium, "The moderating effect of prosocial motivation on employee response to behavioral controls," Brigham Young University, Provo, UT. (September 29, 2018).

- Eutsler, J. (Author), Holderness, Jr., D. K., Jones, M. (Author), 2018 AAA Annual Meeting, "Investigating the Demand for Low Audit Quality: An Investigation of Companies that Hire Triennial Auditors with a Part II Report," National Harbor, MD. (August 18, 2018).
- Cooper, L. (Author & Presenter), Holderness, Jr., D. K. (Author & Presenter), Sorensen, T. (Author & Presenter), Wood, D. A. (Author & Presenter), 2018 AAA Annual Meeting, "Robotic Process Automation in Public Accounting," National Harbor, MD. (August 18, 2018).
- Holderness, Jr., D. K. (Author), Olsen, K. J. (Author), Tomlinson, E. (Author & Presenter), 2018 Academy of Management Annual Conference, "How Non-Contingent Bonuses Relate to Entitlement and Affect Worker Performance," Academy of Management, Chicago, IL. (August 13, 2018).
- Holderness, Jr., D. K. (Author & Presenter), Olsen, K. J. (Author), Thornock, T. A. (Author), University of North Texas Workshop Series, "Assigned Versus Chosen Relative Performance Information: The Effect of Feedback Frequency on Performance," University of North Texas, Denton, TX. (March 23, 2018).
- Holderness, Jr., D. K., 2017 WVU Pittsburgh Alumni Luncheon, "Managing Entitled Employees," WVU Accounting, Pittsburgh, PA. (December 9, 2017).
- Holderness, Jr., D. K., WVU Law School Continuing Education, "Managing Entitled Employees," WVU Law School, Morgantown, WV. (November 3, 2017).
- Eutsler, J. (Author), Holderness, Jr., D. K. (Author & Presenter), Jones, M. M. (Author & Presenter), 2017 BYU Accounting Research Symposium, "Investigating the Demand for Low Audit Quality: An Investigation of Companies that Hire Triennial Auditors with a Part II Report," Brigham Young University, Provo, UT. (October 6, 2017).
- Holderness, Jr., D. K. (Author & Presenter), Olsen, K. J. (Author), Thornock, T. A. (Author & Presenter), 2017 AAA Annual Meeting, "Choosing and Responding to Relative Performance Information: The Effect of Choice and RPI Feedback Frequency on Performance," American Accounting Association, San Diego, CA. (August 8, 2017).
- Fleming, S. (Author & Presenter), Holderness, Jr., D. K. (Author & Presenter), Riley, R. (Author & Presenter), 2017 AAA Annual Meeting, "Whistle While You Work: Theory and Experimentation of Factors Regarding Fraud Tipsters," American Accounting Association, San Diego, CA. (August 7, 2017).
- Fleming, S., Holderness, Jr., D. K., Riley, R., 2017 Annual ACFE Conference, "The IFP: Current Research in Fraud," Association of Certified Fraud Examiners, Nashville, TN. (June 18, 2017).
- Holderness, Jr., D. K., 2017 Institute for Fraud Prevention Spring Meeting, "Dangers of Fostering Entitlement in the Workplace," Institute for Fraud Prevention, Washington, D.C. (June 8, 2017).
- Eutsler, J. (Author), Holderness, Jr., D. K. (Author & Presenter), 2017 Institute for Fraud Prevention Spring Meeting, "The Effect of Auditor Skepticism on Client Ill Will," Institute for Fraud Prevention, Washington, D.C. (June 8, 2017).
- Ong, A. S. J., Holderness, Jr., D. K. (Author & Presenter), Fleming, S. (Author & Presenter), 2017 AAA Mid-Atlantic Meeting, "Changing the Nature of Audit Procedures to Deter Fraud," American Accounting Association, Arlington, VA. (May 6, 2017).
- Eutsler, J. (Author), Holderness, Jr., D. K. (Author & Presenter), Jones, M. M. (Author & Presenter), 2017 AAA Mid-Atlantic Meeting, "Investigating the Demand for Low Audit Quality: An Investigation of Companies that Hire Triennial Auditors with a Part II Report," American Accounting Association, Arlington, VA. (May 5, 2017).

- Holderness, Jr., D. K. (Author), Negangard, E. (Author), Sultan, J. (Author & Presenter), 5th Annual Conference on "Entrepreneurship, Responsible Leadership, and Economic Development, "Are Individuals More Likely to Misappropriate During Economic Recessions or Expansions? An Examination of the Relative Impact of Pressure and Opportunity," Cyrus Knowledge Management, Cambridge, Massachusetts. (April 15, 2017).
- Fleming, S. (Author & Presenter), Holderness, Jr., D. K. (Author & Presenter), Riley, R. (Author & Presenter), 2017 AAA Forensic Accounting Section Midyear Meeting, "Whistle While You Work: Theory and Experimentation of Factors Regarding Fraud Tipsters," American Accounting Association, Orlando, FL. (February 25, 2017).
- Holderness, Jr., D. K. (Author), Huffman, A. (Author & Presenter), Lewis-Western, M. (Author & Presenter), 2017 AAA Financial Accounting and Reporting Section Midyear Meeting, "Broadly-Distributed Equity-Based Compensation and Earnings Management: The Robin Hood Effect of Economic Incentives," American Accounting Association, Charlotte, NC. (January 28, 2017).
- Holderness, Jr., D. K. (Discussant), 2017 AAA Management Accounting Section Midyear Meeting, "Weakened reporting: The effects of bonus compensation, clawback regime, and narcissism on whistleblowing," American Accounting Association, San Juan, Puerto Rico. (January 7, 2017).
- Holderness, Jr., D. K. (Author & Presenter), Huffman, A. (Author & Presenter), Lewis-Western, M. (Author), 2017 AAA Management Accounting Section Midyear Meeting, "Broadly-Distributed Equity-Based Compensation and Earnings Management: The Robin Hood Effect of Economic Incentives," American Accounting Association, San Juan, Puerto Rico. (January 6, 2017).
- Holderness, Jr., D. K. (Author & Presenter), Olsen, K. J. (Author), Thornock, T. A. (Author & Presenter), 2017 AAA Management Accounting Section Midyear Meeting, "Choosing and Responding to Relative Performance Information: The Effect of Choice and RPI Feedback Frequency on Performance," American Accounting Association, San Juan, Puerto Rico. (January 6, 2017).
- Holderness, Jr., D. K. (Author), Olsen, K. J. (Author & Presenter), Thornock, T. A. (Author), Miami University Workshop Series, "Choosing and Responding to Relative Performance Information: The Effect of Choice and RPI Feedback Frequency on Performance," Miami University, Oxford, OH. (November 14, 2016).
- Holderness, Jr., D. K. (Author & Presenter), Olsen, K. J. (Author), Thornock, T. A. (Author), University of Cincinnati Workshop Series, "Choosing and Responding to Relative Performance Information: The Effect of Choice and RPI Feedback Frequency on Performance," University of Cincinnati, Cincinnati, OH. (November 4, 2016).
- Holderness, Jr., D. K. (Author & Presenter), Olsen, K. J. (Author & Presenter), Thornock, T. A. (Author & Presenter), 2016 BYU Accounting Research Symposium, "Choosing and Responding to Relative Performance Information: The Effect of Choice and RPI Feedback Frequency on Performance," Brigham Young University, Provo, UT. (October 29, 2016).
- Holderness, Jr., D. K. (Author), Olsen, K. J. (Author & Presenter), Thornock, T. A. (Author), Michigan State University Workshop Series, "Choosing and Responding to Relative Performance Information: The Effect of Choice and RPI Feedback Frequency on Performance," Michigan State University, East Lansing, MI. (October 20, 2016).
- Holderness, Jr., D. K. (Author), Olsen, K. J. (Author), Thornock, T. A. (Author & Presenter), University of Nebraska Workshop Series, "Choosing and Responding to Relative Performance Information: The

Effect of Choice and RPI Feedback Frequency on Performance," University of Nebraska, Lincoln, NE. (September 23, 2016).

- Holderness, Jr., D. K. (Author), Olsen, K. J. (Author & Presenter), Thornock, T. A. (Author), Utah State University Workshop Series, "Choosing and Responding to Relative Performance Information: The Effect of Choice and RPI Feedback Frequency on Performance," Utah State University, Logan, UT. (September 9, 2016).
- Holderness, Jr., D. K. (Author & Presenter), Huffman, A. (Author & Presenter), Lewis-Western, M. (Author), 2016 AAA Annual Meeting, "Broadly-Distributed Equity-Based Compensation and Earnings Management: The Robin Hood Effect of Economic Incentives," American Accounting Association, New York City, NY. (August 9, 2016).
- Holderness, Jr., D. K. (Discussant), 2016 AAA Annual Meeting, "Examining the impact of industry norms on management perceptions of audit quality under imprecise accounting guidance," American Accounting Association, New York City, NY. (August 8, 2016).
- Holderness, Jr., D. K., 2016 Institute for Fraud Prevention Spring Meeting, "The Dangers of Fostering Entitlement in the Workplace," Institute for Fraud Prevention, Alexandria, VA. (June 2, 2016).
- Holderness, Jr., D. K. (Author & Presenter), Huffman, A. (Author), Lewis-Western, M. (Author), 2016 AAA Mid-Atlantic Region Midyear Meeting, "Broadly-Distributed Equity-Based Compensation and Earnings Management: The Robin Hood Effect of Economic Incentives," American Accounting Association, Morgantown, WV. (May 20, 2016).
- Holderness, Jr., D. K. (Author & Presenter), Olsen, K. J. (Author), Thornock, T. A. (Author), Target Corporation, "Is Anyone Watching? The Effect of Psychological Entitlement and Monitoring Environment on Performance and Misreporting," Target Corporation, Brooklyn Park, MN (via skype). (December 10, 2015).
- Holderness, Jr., D. K. (Author & Presenter), Lewis-Western, M. (Author & Presenter), Utah State University Workshop Series, "Broad-Based Employee Stock Option Plans and Earnings Management: The Robin-Hood Effect or Economic Incentives?," Utah State University, Logan, UT. (November 9, 2015).
- Holderness, Jr., D. K. (Author & Presenter), Lewis-Western, M. (Author & Presenter), 2015 BYU Accounting Symposium, "Broad-Based Employee Stock Option Plans and Earnings Management: The Robin-Hood Effect or Economic Incentives?," Brigham Young University, Provo, UT. (November 7, 2015).
- Holderness, Jr., D. K., Lewis-Western, M. (Author), 2015 Institute for Fraud Prevention Fall Meeting, "Broad-Based Employee Stock Option Plans and Earnings Management: The Robin-Hood Effect or Economic Incentives?," Institute for Fraud Prevention, New York City, NY. (November 5, 2015).
- Holderness, Jr., D. K., Olsen, K. J. (Author), Thornock, T. A. (Author), 2015 Institute for Fraud Prevention Fall Meeting, "Might Someone See? The Effect of Psychological Entitlement and Performance Monitoring on Performance and Misreporting," Institute for Fraud Prevention, New York City, NY. (November 5, 2015).
- Holderness, Jr., D. K., University of Wyoming Workshop Series, "Current Research in Fraud," University of Wyoming, Laramie, WY. (October 23, 2015).
- Holderness, Jr., D. K. (Author & Presenter), Olsen, K. J. (Author), Thornock, T. A. (Author), 2015 AAA Annual Meeting, "Is Anyone Watching? The Effect of Psychological Entitlement and Monitoring

Environment on Performance and Misreporting," American Accounting Association, Chicago, IL. (August 12, 2015).

- Holderness, Jr., D. K. (Author & Presenter), Sultan, J. (Author), 2015 AAA Annual Meeting, "Asset Misappropriation Fraud and the Economy: An Experiment," American Accounting Association, Chicago, IL. (August 10, 2015).
- Holderness, Jr., D. K. (Author), Sultan, J. (Author & Presenter), 2015 Annual Multinational Finance Society Conference, "Asset Misappropriation Fraud and the Economy: An Experiment," Multinational Finance Society, Halkidiki, Greece. (June 29, 2015).
- Holderness, Jr., D. K. (Author & Presenter), Olsen, K. J. (Author), Thornock, T. A. (Author), 2015 AAA Mid-Atlantic Midyear Meeting, "When Subtle Performance Monitoring Helps, Really Helps, and Hurts: The Impact of Psychological Entitlement and Monitoring Environment on Performance and Misreporting," American Accounting Association, Cherry Hill, NJ. (April 23, 2015).
- Holderness, Jr., D. K. (Author & Presenter), Olsen, K. J. (Author), Thornock, T. A. (Author), 2015 AAA Forensic Accounting Section Midyear Meeting, "When Subtle Performance Monitoring Helps, Really Helps, and Hurts: The Impact of Psychological Entitlement and Monitoring Environment on Performance and Misreporting," American Accounting Association, Denver, CO. (March 14, 2015).
- Baxter, R. J. (Author), Holderness, Jr., D. K. (Author), Wood, D. A. (Author & Presenter), 2015 AAA AIS Midyear Meeting, "The Effects of Gamification on IT Compliance Training: Evidence from the Field and Lab," American Accounting Association, Charleston, SC. (January 23, 2015).
- Holderness, Jr., D. K. (Author & Presenter), Olsen, K. J. (Author & Presenter), Thornock, T. A. (Author & Presenter), 2015 AAA MAS Midyear Meeting, "When Subtle Performance Monitoring Helps, Really Helps, and Hurts: The Impact of Psychological Entitlement and Monitoring Environment on Performance and Misreporting," American Accounting Association, Newport Beach, CA. (January 10, 2015).
- Holderness, Jr., D. K. (Author & Presenter), Olsen, K. J. (Author & Presenter), Thornock, T. A. (Author & Presenter), 2014 BYU Accounting Symposium, "When subtle performance monitoring helps, really helps, and hurts: the impact of psychological entitlement and monitoring environment on performance and misreporting," Brigham Young University, Provo, UT. (October 10, 2014).
- Holderness, Jr., D. K. (Author & Presenter), Olsen, K. J. (Author & Presenter), Thornock, T. A. (Author & Presenter), 2014 AAA Annual Meeting, "Designing feedback systems for an entitled generation: How psychological entitlement moderates the relation between performance feedback and individual effort," American Accounting Association, Atlanta, GA. (August 5, 2014).
- Holderness, Jr., D. K. (Author & Presenter), 2014 AAA Annual Meeting, "The effect of multiple auditors on deception detection in a client inquiry setting," American Accounting Association, Atlanta, GA. (August 4, 2014).
- Holderness, Jr., D. K. (Author & Presenter), Sultan, J. (Author), 2014 Institute for Fraud Prevention Spring Meeting, "Asset Misappropriation Fraud and the Economy: An Experiment," Institute for Fraud Prevention, Washington D.C. (June 5, 2014).
- Holderness, Jr., D. K. (Author & Presenter), 2014 AAA Mid-Atlantic Region Meeting, "Designing feedback systems for an entitled generation: How psychological entitlement moderates the relation between performance feedback and individual effort," American Accounting Association, King of Prussia, PA. (April 26, 2014).

- Holderness, Jr., D. K. (Author & Presenter), 2014 AAA Mid-Atlantic Region Meeting, "The effect of multiple auditors on deception detection in a client inquiry setting," American Accounting Association, King of Prussia, PA. (April 25, 2014).
- Holderness, Jr., D. K. (Author & Presenter), 2014 AAA Forensic Accounting Section Midyear, "The effect of multiple auditors on deception detection in a client inquiry setting," American Accounting Association, San Antonio, TX. (March 28, 2014).
- Holderness, Jr., D. K., Olsen, K. J. (Author & Presenter), Thornock, T. A. (Author & Presenter), 2013 BYU Accounting Research Symposium, "Designing feedback systems for an entitled generation: How psychological entitlement moderates the relation between performance feedback and individual effort," Brigham Young University, Provo, UT. (October 11, 2013).
- Holderness, Jr., D. K., 2013 BYU Accounting Research Symposium, "The effect of multiple auditors on deception detection in a client inquiry setting," Brigham Young University, Provo, UT. (October 11, 2013).
- Holderness, Jr., D. K., Olsen, K. J., Thornock, T. A., WVU Accounting Research Workshop, "Designing feedback systems for an entitled generation: How psychological entitlement moderates the relation between performance feedback and individual effort," WVU Accounting Department, Morgantown, WV. (September 13, 2013).
- Holderness, Jr., D. K., 2013 AAA Annual Meeting, "The effect of multiple auditors on deception detection in a client inquiry setting," American Accounting Association, Anaheim, CA. (August 5, 2013).
- Holderness, Jr., D. K., Sultan, J. (Author), 2013 Institute for Fraud Prevention Summer Meeting, "Asset Misappropriation Fraud and the Economy: An Experiment," Institute for Fraud Prevention, Washington, D.C. (June 13, 2013).