

# MARQUETTE UNIVERSITY ACCOUNTING



**Mike and  
Mary Akers**

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# Department Greetings



It is our pleasure to share with you the 2018 edition of *Accounting*, the magazine of the Department of Accounting of the College of Business at Marquette University. We hope that the magazine helps to keep you connected with all of the amazing things that are happening in our department.

I write this as I am about to complete my first year as chair, and I want you to know how much we appreciate the generous support of our alumni and friends. Your assistance with referrals of prospective students, mentoring, internships, and full-time employment opportunities is invaluable. I look forward to working with you going forward on behalf of our students.

I would especially like to thank our Master of Science students for conducting the interviews and writing the articles, Amanda Ames, our executive assistant, for her editorial work, and Dora Knuteson for designing the magazine. Everyone has done an excellent job and without their efforts, this magazine would not be possible.

Please send along any items of personal and professional interest that you would like to share by emailing me at [kevin.rich@marquette.edu](mailto:kevin.rich@marquette.edu). If you are ever on campus, please stop by, as we would welcome the opportunity to visit with you.

■ Kevin Rich,  
Department Chair and Donald & Beverly Flynn Chair Holder

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## ACKNOWLEDGEMENTS

The Marquette University College of Business Administration *Accounting* magazine is published by the Department of Accounting, Marquette University, College of Business Administration, Straz Hall, P.O. Box 1881, Milwaukee, WI 53201-1881. Phone: (414) 288-4173. Fax: (414) 288-5755. <http://business.marquette.edu/departments/accounting>

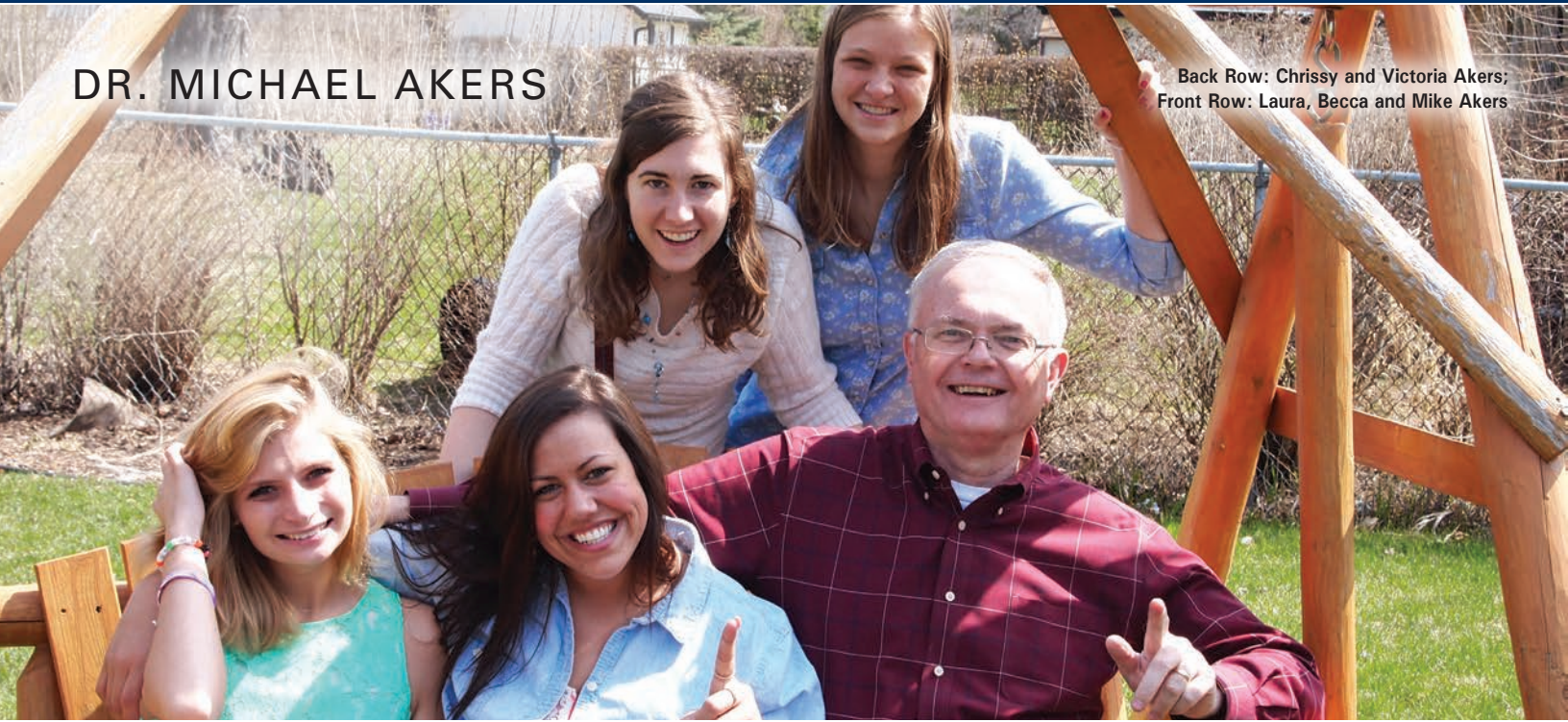
Ziwei Huang, Emily Joers, Henry Martelon, Daniel Szczepanek, Leah Yehle, interviewers; Amanda Ames, editor; Dora Knuteson, designer; Marcella Akers, copy editor.

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[www.marquette.edu/business/accounting/magazine.php](http://www.marquette.edu/business/accounting/magazine.php)

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## *Reflections on the ABCs of Success:*

### ACCOUNTING, BASKETBALL AND COLLEAGUES

**D**r. Michael Akers is currently Marquette University's esteemed Charles T. Horngren Professor of Accounting and has been teaching at Marquette for 31 years. Before the 1986 annual meeting of the American Accounting Association in New York City, however, Marquette was not even on his radar. Dr. Don Giacomino (Marquette Professor Emeritus, retired Summer of 2016) also happened to be at this meeting and had been scheduling interviews with candidates for an open faculty position in the Accounting Department. While Dr. Akers was not originally on Dr. Giacomino's interview list, when he happened on Dr. Akers' resume, he was impressed. Dr. Akers (who did not have his PhD yet) had an accounting degree and a CPA certificate, but he had also been a basketball player and assistant basketball coach at the collegiate level. Dr. Giacomino reached out to Dr. Akers with a note in his conference mailbox, writing a question that he thought would get Dr. Akers' attention: "How would you like to come to a **real** basketball school?" Dr. Akers confirmed he did! They met shortly after that for an interview at which they instantly hit it off. Dr. Giacomino invited Dr. Akers for a campus tour and the rest is Marquette history. Dr. Giacomino expressed that, "Recruiting Mike was the best contribution that I ever made to Marquette. He is one of the most caring and competent people I have ever known, and my best friend." Recalling that one of Dr. Akers' dreams was to be both a university accounting professor and basketball coach, Dr. Giacomino admitted that it would probably not be possible at Marquette... but that if anyone could combine those two activities and do both well, that would be Michael Akers.

*"Marquette has been a very special place for me."*

Dr. Akers' hometown is Jeffersontown, Kentucky, a suburb of Louisville and he has always had a special place in his heart for basketball, playing in middle school all the way through college. He began his higher education at Charleston South University, where he earned his B.S. in Business Administration and Accounting and served as an assistant basketball coach. He continued his education at the University of Louisville where he also taught accounting classes while completing his MBA. He then joined Arthur Andersen's Audit practice and worked at the firm for four years. He loved the work and had the pleasure of working with many great clients. After working in industry for a few years, he decided to move on to pursue his Ph.D. at the University of Mississippi. Affectionately known by the students as "Ole Miss," the University provided Dr. Akers additional teaching experience while he pursued his studies.

After completing his PhD in Accounting, Dr. Akers arrived at Marquette, which he says began his favorite part of his accounting career. When asked why, Dr. Akers indicated that it has been a very special experience to teach and that he loves the interactions with students and colleagues. He admitted that he works his students hard, but he is consistently impressed with the effort they put forth to complete what he asks of them. He also feels honored to have been a part of the beginnings of so many successful careers and credits this to the quality of students who continue to attend Marquette. In addition to the interactions with Marquette staff and students, Dr. Akers has also enjoyed taking on the role of Faculty Advisor for Beta Alpha Psi (the international honor organization for accounting, finance and information system students) from 1990-1999, and, currently, Co-Faculty Advisor as of



the 2017-18 academic year. Dr. Akers also served as Chair of the Accounting Department for 13 consecutive years from 2004 through the summer of 2017 and believes his biggest impact was in promoting the achievements of the accounting department faculty and students. No one person has been responsible for this success, he maintains, "This has been a collective effort." He noted that he enjoyed being a part of the AACSB Accounting Accreditation Committee and that this exposure helped him during both reaccreditation visits while he was chair. Dr. Akers said that one item he introduced, the "MU Accounting" baseball cap, turned out to be significantly more popular than he expected. Dr. Akers has been actively involved in the Department's *Accounting* magazine, initiated by Dr. Giacomino in 1998. Dr. Akers has continued to support the magazine each year by identifying interviewees to include, deciding whom to put on the cover, and including alumni from a range of graduation years so that readers will most likely know someone featured in any given issue.

While Dr. Akers is involved in work and leadership roles within co-curricular activities at Marquette, he also serves on two boards of public companies, various audit committees, and began his term as Chair of the WICPA Board of Directors in May 2018. His work on the WICPA Board includes active engagement in education at the high school and college levels, employing new initiatives to increase active participation by WICPA members, and being on the recruiting committee for the next WICPA CEO.

When Dr. Akers is not working or serving on the various boards, he enjoys traveling back to Kentucky with his wife, Mary (née Wells, College of Journalism, '78), where they own property. They also enjoy spending time with their four daughters: Chrissy, Rebecca, Victoria, and Laura. Dr. Akers loves Kentucky not only because it is his home state but also because of the beautiful scenery, temperate weather, and most importantly, because the whole state is "basketball crazy." Dr. and Mrs. Akers travel to Kentucky every spring to watch the State High School Boys' Basketball tournament that takes place at the University of Kentucky in Lexington. Dr. Akers enjoys this tournament very much because the different schools in the tournament do not compete against each other based on what division they are in, but rather all schools compete against all other schools. He also noted that meeting interesting people at the tournament is just as much fun as watching it – this year he met a man who competed in the 1957 Kentucky State tournament.

In addition to enjoying basketball and many other sports, Dr. Akers spends his free time boating, waterskiing, reading, and traveling with Mary. Over the past couple of years, the couple has cruised Alaska and toured Ireland, where they enjoyed meeting local folks, taking in the amazing scenery and cuisine, and spending an afternoon in a 300-year-old pub singing Irish folk songs. In the coming years, they hope to visit new places that include various spots in the United States and Scotland and to take a river cruise through Europe. Dr. Akers also hopes to make a return visit to Switzerland at some point, which he told Mary was his favorite country.

Many people know that Dr. Akers can be very serious, however, students and colleagues who work closely with him also know that he enjoys pulling a prank. He noted that while he may have pulled a lot of pranks in college, his friends **always** reciprocated. For example, his teammates had some fun with him during pre-game warmup drills at a University of North Carolina-Charlotte game (As sports aficionados well know, Marquette beat UNC-

Charlotte in the semi-final game of the 1977 NCAA tournament). His teammates all stopped at mid-court, which Dr. Akers had not noticed because of the noise of the crowd and the band, while he dribbled toward the backboard to start a ball-tip drill. Once the ball hit the board and he realized this his teammates were not behind him, the entire crowd, the opposing coach, and his teammates, were all laughing at his expense!



Sir Arthur with his longtime officemate, Dr. Akers

Dr. Akers insists he is not involved with pranks of that caliber these days, but he's been known to joke with his 7:30 a.m. audit classes, telling them that their class time is changing to the ridiculously early time of 7:00 a.m. instead of the usual class time (that 30 minutes makes a big difference!). He's great at keeping a straight face, but you can always tell he's joking when he points both fingers at you, grins, and says his trademark line, "Gotcha!"

At the end of the interview, I asked Dr. Akers if there was anything else he wanted me to make sure I got into this interview. He replied, "I've really enjoyed teaching here because of the quality of people that come through, the good experiences I've had, and the many great colleagues. It's not the buildings that make Marquette, it's the people; that's what's kept me here. Marquette has been a very special place for me." Dr. Akers went on to say that he wanted to express a great deal of gratitude to those who have been a part of his experience here at Marquette and to offer sincere thanks to those with whom he has worked. Among them is Dr. Don Giacomino, who became a close colleague and even closer friend. And Amanda Ames, the Office Associate for the Accounting and Finance Departments, who has done so many things over the years to make his life easier in his role as Accounting Chair.

In conclusion, as Dr. Akers' Graduate Assistant I would like to thank him for being so welcoming during this, my first and last year here at Marquette. I attended a different school for my undergraduate degree and was here for the one-year-long Master's in Accounting program. In this short period of time, it has become clear that Dr. Akers' guidance, advice, and support of his

students is a staple in Marquette's College of Business. Before writing this article, I went back and read previous issues of *Accounting* magazine, noting that a staggering number of alumni who were featured in the interviews mentioned Dr. Akers and his impact on their lives as a mentor. Dr. Akers has made it clear that Marquette holds a special place in his heart; I think it's safe to say that Dr. Akers is as special to Marquette as Marquette is to him. And as Dr. Akers has said at the conclusion of each class he has taught over the past 31 years, "With that we are adjourned."

■ Leah Yehle



Mary and Mike south of Dublin in Dunmore East, Ireland

# Accomplished Personally and Professionally



Jack, Rob, Shari, Connor

Shari Noonan graduated from Marquette University in 1996 with a bachelor's degree in accounting and followed up with an MBA in business from Columbia University in 2003. Shari was previously COO of Global Equity Trading, COO of Global Equity Derivatives, and COO of Global Electronic Trading in Equities at Deutsche Bank from 2010 to 2016. Currently, she sits on the Board of Directors of Minds Matter (Chairman from 2002-2004), a nonprofit student mentoring organization, and is a member of Marquette's College of Business Administration Leadership Council.

Shari has fond memories of her time at Marquette and those memories have encouraged her to maintain a strong relationship with the university. One of her favorite is of the Sunday evening Mass at the Alumni Memorial Union. She cherishes the overwhelming sense of community these gatherings always left her with. The community at Marquette provided a local feel with a global reach.

Shari's favorite class at Marquette was International Accounting taught by Dr. David Mielke. This class required students to take financial statements from all over the world and compare them to each other, allowing students to gain a fresh, global perspective. Dr. Mielke was instrumental in helping Shari obtain global experiences. Through his contacts, she traveled to Warsaw, Poland, for an internship, which further broadened her perspective. Shari was also a member of AIESEC, an international student organization that allows local companies to create internships for international students, and vice versa. Having this early exposure in helping a variety of individuals to succeed kick-started Shari's passion for serving in this way.

The mission of Minds Matter is to allow everyone access to education regardless of their socio-economic status. Shari has been involved with the organization for over 20 years, beginning as a mentor, and finds the opportunity extremely fulfilling and rewarding. Minds Matter has developed from a grass-roots mentoring program to a national organization with 14 chapters serving 675 students a year. Throughout that period of growth, the driving forces for success have been the communication and dedication to the program's vision of all those involved.

can compound the problem. Shari found that taking time off mentally during maternity leave is as important as taking time off physically. While everyone handles motherhood differently, the experience is so life-altering that it is important to focus on yourself and the newborn and not worry about when you can get back to the office.

If Shari could go back in time and tell her undergraduate self only one thing, it would be not to take on too much at any one time. She would have liked to enjoy more extra-curricular activities or take another trip overseas. She offers that students should have as many experiences as they can during their college years, because once the career years start, it is hard to take time off.

Shari's final thoughts and advice to students include that any time you are offered an experience, take it. Applied experience is crucial, especially in this industry, because of the unique nuances each client brings with them. If there are any certifications that would be beneficial to your future role, earn them as soon as possible. Certifications send a strong, positive signal to your future employers, and it is much easier to complete them while study habits are fresh from recent collegiate experience. Additionally, Shari encourages students to learn as much as they

## Her first key to success is to always have a strong support network.

Being a strong and capable woman in business, Shari is able to offer a unique perspective on successful women in the workforce. Her first key to success is to always have a strong support network. For Shari, that means her husband, Robert, and sons, Jack and Connor. The second key is knowing that your career is a marathon and that certain achievements might take longer than others. Once it is time to start a family, new parents should make sure they do not take on too much at work, if possible. Being a new parent adds stress and too many outside projects

can by talking to as many people as possible. For example, when you get into a new role or join a new firm, try to acquaint yourself with as many people as you can, even if they are not strictly involved with your activities. If you understand what is going on in more areas around you, you become more valuable. Finally, Shari reiterates, *always* say yes to any opportunity. You can work out the details later, if need be. If you go for it now, you set yourself up for success in the future.

■ Emily Joers



# ENDEAVORS and SUCCESSSES in Broad Spectrum Accounting

**R**icardo León graduated from Marquette University with an accounting degree in 1994. Twenty-four years later, Mr. León has established a reputable career for himself and has held various titles over this time, to include: Financial Associate, Cost Analyst, Finance Director, Contoller, CFO, Chief Strategy Officer, CEO, and President. While having a successful business career, he acknowledges that accounting was not his first choice when he entered Marquette. Initially, he thought about becoming a priest, which is not a surprise given his upbringing. He was born in Mexico City and raised on the Mexican side of the border town between Mexico and Arizona - Nogales. Every day he crossed into Arizona to attend a Catholic middle school in Nogales. Mr. León was awarded a scholarship to attend Salpointe Catholic High School in Tucson, Arizona, which was run by Carmelite priests. In his senior year, one of the priests at Salpointe, who happened to be a Marquette graduate, recommended Mr. León attend Marquette. Mr. León did and began his studies in the School of Engineering and also took some classes in journalism through the College of Communication. It was in the second semester of his sophomore year that Mr. León concentrated his focus on earning an accounting degree because he saw the extensive job opportunities in the field.

In his professional career, Mr. León has worked at many companies in various cities stretching from Arizona, North Carolina, Georgia, Wisconsin, Illinois, Texas, and Kentucky to Mexico and Honduras. His journey began with the Kimberly Clark Corporation in Tucson, Arizona. This job

*Some advice for young professionals: Be bold, but respectful. Silent disagreement rarely gets results but there is nothing wrong with healthy tension when things really matter.*

set the tone for the rest of his career in that his involvement was not limited to the financial aspects of the business but also included exposure to the business as a whole. This experience gave him a strong understanding of business strategy, particularly in manufacturing. Working in a plant alongside engineers, plant managers, and the supply chain team allowed him to understand the business on many different levels. As a financial associate, he handled the numbers' side of the business as well as learning various pricing strategies, what marketing expenses were directly used for, specifics about Research & Development, and the reasons why business decisions were made.



Ricardo at Keeneland in Lexington, Kentucky

Mr. León took a job with General Electric, where he further enhanced his business knowledge by being exposed to the sales side of business. His manufacturing experience allowed him to understand cost drivers and pricing strategies that significantly helped him establish sales targets. He then worked for Brady Corporation where he joined the SAP (business applications and technology software) implementation team. Then came a position as controller at Elk Corporation, a public company that manufactured, marketed, and sold architectural roofing shingles. There, Mr. León focused on more technical accounting work, preparing financial statements, and business

analysis to derive management discussion and analysis reports, which was challenging as this had not been his focus in the previous nine years in business. Nonetheless, Mr. León leveraged his previous operations knowledge to gain an understanding of the specific roofing shingle manufacturing nuances to develop his analysis-based recommendations to the CFO.

The León family moved to Milwaukee in 2007 where Mr. León went to work for Rexnord Industries, a private equity-backed industrial company. Because he found himself working with many investment bankers and private equity professionals, Mr. León was encouraged by Rexnord and ultimately sponsored by the company to earn his MBA at Northwestern University. He was soon recruited to work for The Riverside Company, a New York-based private equity firm, as the CFO of Monessen Hearth System (later Vermont Castings Group) in Lexington, Kentucky. The housing market and capital market collapse of 2006 and 2008, respectively, impacted Vermont Castings significantly and the company was not in the best financial position. Mr. León saw that there was still value in the brand, products and most importantly people (both employees and customers) and purchased Vermont Castings Group with a plan to implement an aggressive restructuring plan to turn the company around. Taking ownership of the company helped Mr. León understand the legal complications of buying a company and negotiating every aspect of the business deal. His negotiations allowed Vermont Castings to shed over \$100 million in debt, become profitable in less than 15 months, and once again become a stable company inside the hearth industry. Mr. León ultimately sold Vermont Castings and is, currently, an entrepreneur.

Mr. León credits a lot of his success to the incredible people he has worked with and indicated he surrounded himself with people that were smarter than he was. Today, Mr. León is interested in many types of businesses and business models. He and his daughter, Cedes, are co-founders of a cast-iron enameled cookware manufacturing start-up to be based in Vermont. He also invested in a few start-ups and worked with people half his age who were full of energy

(Continued on page 21)

# Trending Toward the IT Side of Accounting



Joey, Nina, Susan, and Ken Kortas at Cave Point County Park in Door County, Wisconsin.

Ken Kortas graduated from Marquette University in 1987 with a bachelor's degree in accounting and has worked at Wipfli, LLP for the last 16 years. As a Marquette student, Ken was active in student government, the Associated Students of Marquette University (ASMU) at the time, which left him with great memories. Many peer relationships helped deepen his commitment to and love for Marquette. Some of his favorite memories of his student government days relate to the times he and his fellow ASMU members set up for the Friday afternoon concerts in the former Brooks Memorial Union (currently, the AMU). Although many of the bands were not well known, they did arrange for an early staging of the BoDeans.

Ken offers that while he was not the strongest academic student in the College of Business Administration, he remained on the lookout for opportunities that would allow him to excel after graduation. One of the pivotal moments in his career came when he passed the CPA exam, which enabled him to obtain his CPA license. Ken believes that through perseverance and determination and believing in one's self, a person can achieve great success and personal growth.

While academic success is crucial in starting one's career, a person's character and work ethic are critical in career advancement. Ken recalls a time when this came to light when about a year out of school and into his career, he made a mistake that upper management failed to detect. When Ken discovered his mistake, he brought it to the attention of the firm's leadership. Ken believes this was a pivotal moment in his career

because it established trust in the eyes of upper management and allowed leadership to see that Ken was not the type of person to hide a mistake. Ken offers that students will make mistakes, but when they do, it's far better to own up to them so that upper management can get a sense of their character.

One differentiator between Ken and many others in the accounting field is that he has moved more to the information technology side of the business. While he began his career in traditional public accounting, Ken noticed that software and technology were becoming more accessible and more important to the business world, with accounting systems leading the way. This realization led to a career shift toward helping businesses implement and optimize accounting

“...we are always in a time of technological changes.”

and operational software systems. While these systems are not new today, Ken states that “we are always in a time of technological changes” as companies look to adapt to new and disruptive capabilities such as the Internet of Things (IoT), blockchain, machine learning and artificial intelligence. Ken embraced the technology endeavor, learning all he could, and believes that going forward, technology will be even more supplemental to the work accountants perform daily.

In view of this, Ken advises students to take action while in school to distinguish themselves from their peers. With the CPA certification criteria amendment that states students need 150 credit hours, Ken observed that more students are double majoring in accounting and IT. Working with IT clients at Wipfli allows for a less predictable but more exciting schedule. Wipfli helps businesses enhance or integrate IT to ease their operations or to create strategic advantages. This type of business is not repeating, such as an annual audit or tax return. There is a lot of variety on a yearly, even daily, basis.

Ken offered some final thoughts for students both still in school as well as those about to enter the workforce. Networking is imperative to one's career and especially networking with your peers, as students tend to grow in their careers together. Over time these relationships will be critical to your future success.

Students should not be afraid to say what is on their mind because it not only advances their own perspective but advances the organization's perspective as well. Fresh eyes can be valuable to companies, so be respectful but be direct. Students will need soft skills such as being comfortable interacting with, relating to, and speaking with a variety of people to advance in their career. As technology supplements and replaces some of the work accountants do today, there will be greater emphasis on interactions with people – activities that cannot be fully replaced by machines.

■ Emily Joers



# LEARNING NEVER STOPS

**M**rs. Minxiao Guo graduated from Marquette's Master of Science in Accounting program in 2009. For several years following graduation, she worked as a corporate bank manager at the Bank of Communications Co., Ltd. (601328.SH, 3328.HK) at the Shanghai Hongkou branch. She was promoted to senior manager and served in that position for one year. She then moved to the Shanghai Quyang sub-branch of the Bank of Communications as a vice president. She is now a senior trust business manager at Bank of Communications International Trust Co., Ltd.

Minxiao exudes a great passion for business. She got her CPA license right after graduation because she believed it would better help prepare her for a professional career. Although she graduated as an accounting major, this did not limit her success working as a finance professional. She observed, "Accounting is basic to business," and having a grasp of it allows one to gain insight more easily into other areas of business. Rather than learning about finance in school, she has learned about it on the job. She said, "Learning never stops. Life is our school and there are things to learn everywhere we go."

When asked why she chose to come to the United States to study instead of furthering her education in China, Minxiao responded that Marquette offered a unique opportunity to work in a multicultural environment and specialize in her area of interest in business administration, which opened doors to the international research community. Minxiao appreciates how Marquette's excellent coursework developed her problem-solving skills, teamwork and communication abilities, and leadership capabilities. Like most other students from China, Minxiao initially found it difficult to adjust to a different approach to education. For example, she quickly discovered that classes at Marquette required a good deal of in-class interaction between professors and students, which is designed to help facilitate absorption of material and learning. However, during her college years in China, her learning style was limited to note-taking and memorizing to score high on exams. At Marquette, her first challenge was to overcome the language barrier. She found the best way to handle such new situations was to practice the approach as often as possible by networking with classmates and professors. During her two years at Marquette, she felt that several excellent professors helped her refine her skills through homework, quizzes, essays, case discussions, communication and comments. Dr. Robert Yahr's accounting classes, Dr. Jim Trebby's tax classes, and Dr. Mike Akers' audit class enabled her to develop professional skills she could use in the business world. She particularly appreciated that Marquette offered courses with real life projects and incorporated different

cultures and points of view that led to having fun and learning beyond what was in the textbooks.

After graduating, Minxiao realized she might need to sample a few career paths to find her best fit. Her first experience was in corporate banking. While she realized that banking could be a very lucrative career field, it was also high intensity. At the beginning, Minxiao found it difficult to manage her time effectively in a way that kept a good balance between work and life. To address this problem, she set manageable goals every day so that

she could have a little more control over the work load. She emphasized one point: Never stop learning. Serving coffee to others in the office may feel like entry-level work, but Minxiao feels you can still learn something from these simple interactions.

Minxiao's promotion to senior trust business manager brought greater responsibilities and leadership roles. She enjoys the challenge of being sent to a new branch and leading a new team, which requires balancing the needs of the organization with the needs of customers. For example, Minxiao would sometimes ask the team members to sacrifice some of their personal time to achieve organizational goals. She understands, of course, that to continually achieve results at the expense of her team may lead to resentment and a high turnover of personnel. She indicated that her strategy for such situations was to keep motivation high by embracing a strong sense of purpose in the group. She would emphasize both the business value at hand as well as the personnel potential of the group in terms of the value. Minxiao is quick to applaud her team members' achievements and give them responsibilities that allow

them to grow and gain new skills. She often holds panel discussions and communicates focused goals to her team members. This allows her to provide the team with regular feedback while enabling her to hear a variety of opinions on a given subject. Good team relationships are definitively an essential factor in her successful leadership. To stay in touch with colleagues, she will try to spend time with them after working hours. She also understands the importance of creating a healthy workplace, so she offers flexible working hours when possible to recharge her team.

Outside of the office, Minxiao enjoys having dinner with her parents, and she also travels a lot with her husband, Jianfeng Wu, who graduated from Marquette as well. "Travel makes me fall in love with my life." She likes to taste new cuisines and says that every time she travels, she deepens her insights about people and life. All of Minxiao's experiences at Marquette, in her career and with her family contribute to her success today.

■ Ziwei Huang

"Life is our school and there are things to learn everywhere we go."



Minxiao traveling in West Lake, Hangzhou, China

DAN KRAMER

# AMBASSADOR FOR *Personal Relationships* AND *Connections*

**D**an Kramer joined BDO in February 2017 as their Assurance Office Managing Partner for Wisconsin and believes he truly has found his dream role. His journey began in public accounting 16 years ago when he interned at Arthur Andersen in their Tax Department for five months, being in the office the last day they were open for business. After graduation from Marquette University in 2003, Dan went to the Audit practice at Deloitte for the next 14 years. Dan made the jump to BDO because he admired the entrepreneurial spirit and culture the firm presented, which was a match to Dan's personality and drive.

Marquette was the only school that Dan applied to. For him, Marquette meant a prestigious university with endless opportunities – not to mention the personal pride he gained when he paid his own way through college with the assistance gained by being a Henke Scholar. Dan feels that Marquette provided an excellent foundation and strong building blocks not only for accounting but also for life after college. During his time at Marquette, Dan was on the Cheerleading team and recalls that his favorite memory was when Marquette advanced to the Final 4 in the NCAA March Madness basketball tournament in 2003 and he and his team were able to cheer at the game. Through his cheerleading experience and the exposure to a variety of people, places, and events, Dan learned how to communicate with professors, juggle multiple activities, and interact with a diverse set of individuals. Dan will be forever grateful for these opportunities.

One of Dan's favorite classes during his time at Marquette was Accounting Communications with Dr. Robert Yahr. This class offered applicable guidance to life after school by reinforcing the importance of interpersonal relationships. For Dan, Dr. Yahr epitomized Marquette University's mission of *cura personalis* (that is, treating people with respect for their unique qualities, gifts and challenges as individuals) because he constantly showed empathy, understanding, and support for students.

Because Dan has worked for three highly prestigious firms in multiple service lines, he

offers a unique perspective to both his teams and to current students. According to Dan, the biggest differentiator BDO has to offer, both to its professionals and clients, is a culture that lives its core purpose of "Helping People Thrive Every Day." Beginning even with the interns, BDO's client base offers their teams the opportunity to be exposed to diverse clients, ranging from "start-ups" to middle market and multinational companies, which allows for greater exposure to a variety of industries and accounting-related

Dan encourages students to "have something outside of that 4.0..."

mentor for the past 12 years and has stayed in contact with many of his mentees. Each year, he has not only helped students grow as young professionals, but he, himself, has also learned from the experience. Establishing connections



Dan, Theodore, Clark, and Marie at the Indianapolis Children's Museum over winter break. Always curious, the Kramer family loves visiting museums across the country.

undertakings. Interns and staff ultimately become more well-rounded, which is exactly what their clients value.

One of the ways Dan continues to foster relationships is through the College of Business Administration mentorship program at Marquette. Dan is a firm believer in mentorship as a way to educate students who are looking for good counsel and opinions they value. He believes it is important to "pay it forward" in the hopes that students are able to find where they will be the happiest. Dan has been a College of Business

and retaining those relationships are the building blocks of success. He encourages students once they get into the workforce to not lose track of themselves, so to speak, and their purpose.

If Dan could go back in time and tell his undergraduate self one thing, it would be to go to more Marquette accounting events and develop more personal relationships and connections. Creating Marquette relationships is mutually beneficial. Dan insists, as well, on having interests and passions outside of work. For Dan, these interests and passions include spending

(Continued on page 21)



# Welcome Back!



Barbara, Dave, Sarah, Pamela and son-in-law Corey in Dublin.

**D**r. Dave Schlichting is a new and also a returning faculty member at Marquette University. He received his MBA from Marquette in 1976 and his Ph.D. from the University of Wisconsin – Madison in 1988. The deep relationship Dr. Schlichting has with Marquette goes back 42 years to when he began work on his MBA and, at the same time, began his teaching career as a teaching assistant at the university. During the first year of the program, Dr. Schlichting worked with a professor to take attendance and proctor exams for a large section of a finance course. In the second year of the program, he was given the opportunity to teach. Upon graduation, the Chair of the Accounting and Finance Department, Dr. Frank Probst, hired him

Chair of the Business of Accounting and Finance Department for a portion of that time. However, Dr. Schlichting stayed connected to Marquette over those 20 years by teaching accounting classes during the summer sessions. In the Fall of 2018, Dr. Schlichting was hired to teach four different tax courses.

The individual who most significantly influenced Dr. Schlichting in his professional life was Dr. Probst, his department chair at Marquette. Dr. Probst encouraged Dr. Schlichting to follow a step-by-step progression leading to a successful teaching career. First, Dr. Schlichting was given the opportunity by Dr. Probst to be an instructor, during which he grew to understand that the nature of teaching is to give, inspire and explore.

problems of practice, he benefits from hearing a variety of student perspectives. He enjoys being part of the process by which students grow personally as well as professionally. The only downside of his career is having to say goodbye to the students when they graduate.

Among the highlights in Dr. Schlichting's life that he is most proud of are the successes of his two daughters, Pamela and Sarah. Sarah graduated from Marquette with her MBA degree, which further strengthened the Marquette connection. "I also just feel very fortunate because I look forward to work every day." During his leisure time, Dr. Schlichting enjoys playing golf very much and hopes to take golf tours in Ireland and Scotland after he retires.

**"The best part of being a teacher is the interaction with students."**

to continue teaching at Marquette for another four years. Given this opportunity, Dr. Schlichting received an amazing insight into education – that teaching is about inspiring others to discover their purpose and potential rather than just transmitting knowledge. He gave careful thought to his time as a teaching assistant, a job that had supported his college career, and how much he had enjoyed working with his students. And so with his career goal in view, Dr. Schlichting continued his education at UW-Madison for his doctorate and then came back to Marquette as an assistant professor, a position at which he served until 1997. He spent the next 20 years at Carthage College in Kenosha where he served as

Second, he was encouraged to obtain both his CPA license and Ph.D. to improve his chances of success in academia. Despite some struggles with his career choice while in graduate school, Dr. Schlichting did not give up and says today that, "I have been able to have a career I really enjoy."

When I asked Dr. Schlichting what the most exciting part of being a professor was he replied, "The best part of being a teacher is the interaction with students." He enjoys helping students direct their talent toward blossoming into professionals. He added that he easily learns as much from his students as they learn from him. When working with students on real-world

I am currently taking Dr. Schlichting's advanced tax courses in the MSA program and have enjoyed his unique teaching style. In particular, the high level of both inside and outside the classroom interactions is helping me very much to find a way into the practical aspects of the business world. He makes tax accessible and learning about it manageable by explaining why we have the rules rather than just walking us through the details of the tax law itself. I believe his passion for teaching tax makes him extremely successful at it, even for the least tax-minded students.

■ Ziwei Huang

# — FINDING TEACHING —



Theresa, Merielle, Rich and Maeve at the Bradley Center in Milwaukee where the Warriors won over Georgetown.

...the epitome of what it looks like to find one's work-life balance.

A new opportunity, this time in industry, presented itself by way of the Adolph Coors Company in Golden, Colorado, which was a short drive from his old firm. He arrived at his new job at an interesting time, as the domestic brewer was undergoing a massive global merger to become Molson Coors Brewing Company. With the same enthusiasm for his previous accounting work, Rich put in long hours that helped develop his expertise and round out his experience in the industry. At the same time, he was starting a new life with his wife, Theresa Weynand, who had been studying at the University of Colorado, Boulder. As a PhD student in philosophy Theresa would practice her lectures in front of Rich. In a sense, Rich was getting a crash course in philosophy while working at Molson Coors. Many of the lectures resonated with Rich and he soon found himself seriously considering his life's purpose and what he hoped to accomplish through his work. He always believed that two things are necessary to be successful in a career: talent and enthusiasm. By then it was clear that he had some talent for accounting. Rich began searching for a job that he could lose himself in enthusiastically. He stressed the distinction between getting lost in the sheer volume of your work and losing track of time because of pure enjoyment of the work. Through the roles he had had in accounting, Rich was aware of what they had in common that had always energized him: it was the thrill he found in working with others and helping them to grow and learn.

After 15 years of corporate life, Rich began his new role as teacher spending four years at Alverno College before ultimately arriving at Marquette University in the Fall of 2017, where he had earned his MBA nine years earlier. Theresa also teaches at Marquette in the Philosophy Department where she serves as Associate Dean for Academic Affairs and Student Development. Equipped with a wealth of real life examples to relate to classroom content, Rich finds himself constantly relating his real-world experiences to classroom discussions, so much so that he keeps a pen and paper with him to write down ideas no matter the time or place. Rich now spends his days in the classroom and more nights and weekends with his twin girls, Merielle and Maeve (who are in "the 99th percentile of cuteness") and Theresa, allowing him to effectively manage his time as a father, a husband, and a professor. Rich has become the epitome of what it looks like to find one's work-life balance.

■ Henry Martelon

**W**hen Rich Tobin graduated from Miami University (OH) in 1997 with a major in Accounting, he felt as many college students do, unsure of what to do with his future. His initial move was to Colorado with his brother and friends. He found a job with Deloitte & Touche, a Big Four accounting firm, in Denver, where he worked extremely hard to lay the ground work for his future. Rich traveled tirelessly to and from clients' locations and worked on any engagement necessary. In his first years as an auditor and armed with his accounting knowledge and a strong work ethic, Rich found that public accounting presented more than enough of a challenge to keep him busy and content with his job. A "people person" by nature, Rich found client engagement and working on a variety of teams well suited to his personality. Once he earned his CPA certification, Rich became curious about what other opportunities might be available to him. Despite enjoying his role as senior auditor and as a coach leading his team members through the audit process and technical work, Rich wanted to broaden his horizons. He was hesitant about leaving a position that allowed him the opportunity to coach and lead others, but he believed that your life will work out the way it should. No matter what path you take, you will find your fit eventually.



# *Graduate Assistant Interviewers*

*Thank you for conducting the interviews  
and preparing the articles!*



*Their names and where they will be in the Fall of 2018:*

*Front row: Ziwei Huang (Milwaukeee); Emily Joers (Marquette University); Leah Yehle (Deloitte, Milwaukeee)*

*Back row: Daniel Szczepanek (PwC, Milwaukeee); Henry Martelon (PwC, Milwaukeee)*

## **MASTER OF SCIENCE IN ACCOUNTING**

For information on the MSA program at Marquette, contact Dr. Qianhua Ling, Director of the MSA Program at [Qianhua.Ling@marquette.edu](mailto:Qianhua.Ling@marquette.edu) or Dr. Jeanne Simmons, Associate Dean, Graduate School of Management at [Jeanne.Simmons@marquette.edu](mailto:Jeanne.Simmons@marquette.edu).

**You can also check us out on the Web at**

<http://business.marquette.edu/academics/msa>

BETA ALPHA PSI 2018  
ALUMNI OF THE YEAR

*Kyle and Jennifer  
Hanson*



Kyle and Jennifer Hanson and Dr. Mike Akers

**Kyle and Jennifer Hanson were selected as the Beta Alpha Psi Alumni for the Year 2018. The Hansons are pictured above with Mike Akers at the Beta Alpha Psi Spring 2018 Initiation dinner.**

**WOULD YOU LIKE TO SUPPORT BAP?**

Beta Alpha Psi runs a yearly auction to raise money to support our top achieving students in their service work. We are always looking for alumni to attend, as well as for donations of physical items, services, or time for the auction. For more details, please reach out to Rich Tobin at [richard.tobin@marquette.edu](mailto:richard.tobin@marquette.edu).



**30 YEARS**

Marquette's Beta Alpha Psi chapter had another sensational year, achieving Superior Status for the 30th year in a row. This could not have happened without the help of Dr. Jodi Gissel McDowell and Dr. Mike Akers, two outstanding individuals who put in countless hours to help us along this path. Our executive board of officers for 2017-2018 played a pivotal part in our success as well.

We definitely had an exciting year! With the new executive board coming in, as well as a change in advisors, we thought it would be a good time to try some new things. One of the most notable changes was allowing sophomore students to pledge. We implemented this change at the beginning of the second semester. This decision was based on the fact that the entire board felt that we had some outstanding sophomore students who had a lot of potential for success in the profession, and this potential could be maximized even further through Beta Alpha Psi and all that the chapter has to offer. Allowing the sophomore students and the firms to interact through the Beta activities is going to set these students up for success even earlier in their college careers.

Additionally, we decided to purchase an iPad in order to make our sign-in process fully electronic. We also began every single meeting with a Question of the Day. An example of one of these questions would be something like "If you had 6 months with no obligations or financial constraints, what would you do with this time?" We would then have the firm that was joining us that week pick the student who had the best answer, and that student would receive a \$10 gift card to either Starbucks or Amazon.

Marquette's Beta Alpha Psi chapter was

represented at both the national annual meeting in Anaheim, California, as well as the regional annual meeting in Ann Arbor, Michigan. Ruomeng Liu and I had the opportunity to go to Anaheim and make a presentation on how we run our annual auction. For the regional meeting, we had a total of six students, four of whom were sophomores, load up in a van with Dr. Akers at around 4:00 am headed for Ann Arbor. It was fantastic to be able to give this many students the opportunity to network with other BAP chapters and present some of our chapter operations.

The annual Beta Alpha Psi auction had another outstanding year thanks to our auction chair, Julie Clayton. Due to Julie's outstanding work, we were able to take a good portion of the proceeds from the auction and make donations to the Hunger Task Force, Milwaukee Rescue Mission, Penfield Children's Center, St. Jude Children's Research Hospital, and St. Augustine Preparatory Academy. Thank you so much to all those who donated!

This year was another fantastic year for professional and service activities for our chapter. At these events, our members were able to connect with professionals while at the same time helping the community. Our members gave back to the community through the Briggs & Al's Run and Walk for Children's Hospital of Wisconsin, PB&J Day with KPMG in providing meals for local homeless and low-income families, Bowl-A-Thon with EY for Penfield Children's Center, and a Snack Pack Extravaganza with PwC to put together snacks for the less fortunate. We were also able to partner with the UW-Milwaukee Beta Alpha Psi chapter in an event at Feeding America, the leading hunger relief organization in the state, with Deloitte. Additionally, our members



# SUPERIOR STATUS

tutored freshman and sophomore Marquette students in financial and managerial accounting and helped proctor their exams.

Another great aspect of Beta Alpha Psi is the direct access to a multitude of local firms that our members receive. Our weekly meetings included networking with firms whose representatives came in to present, as well as listening to presentations on a variety of professional topics. We would like to thank our presenters this year from these firms for donating their time to our students: KPMG, BDO, Deloitte, Cohen & Company, Grant Thornton, EY, PwC, Johnsonville, Rockwell, Charter, Ritz Holman, US Bancorp, St. Augustine Prep Academy, Baker Tilly, WICPA Discussion Panel, Uline, Briggs & Stratton, WIPFLi, Johnson Controls, CliftonLarsonAllen, Northwestern Mutual, Orba, and Scribner Cohen.

One of the best parts of Beta Alpha Psi is bringing Marquette alumni back to campus to interact with our members, and this year we had a number of notable individuals join us. Amy Kren, who is the daughter of our very own accounting professor Ms. Barb Kren, joined us from Northwestern Mutual. Amy was actually my mentor through the Mentor Program at Marquette. She was always there to give me advice when I needed it most, and I cannot thank her enough. We also had the opportunity to have my sister, Betsy Hufford from Baker Tilly, join us for a weekly meeting. Betsy played a big role in helping me choose accounting as a profession, and she has been an outstanding role model for me to look up to. Kyle and Jenny Hanson, who were both on the executive board of Beta Alpha Psi during their time at Marquette, came back to campus for our Spring

initiation dinner and were recognized as the Beta Alpha Psi Alumni of the Year. This was actually the first time we recognized two individuals during the same year. Kyle and Jenny have done such an amazing job of representing Marquette University and Beta Alpha Psi, and we felt they were the perfect choice for this award. We cannot thank them enough for all that they have done. Also, thank you to all of the other Marquette alumni who donated their time to come back to campus and interact with the students. It is because of such alumni that students can understand what it truly means to “Be the Difference.”

We welcomed new members in two initiation ceremonies this past academic year. At our fall initiation, our speaker, Ms. Kris Franceschi, Human Resources Manager at Ritz Holman CPAs, offered lessons about what has helped her be successful throughout her career. Mr. Rick Dillon, CFO at Actuant, talked about his career path and was has helped him along his journey. Mr. Dillon tied his whole talk together with the line “What’s the big deal?” which is a message that I don’t think I’ll ever forget. Thank you both for sharing your words with our members and faculty.

It is safe to say that Marquette’s Beta Alpha Psi chapter had another outstanding year thanks to the time and effort put in by our advisors, executive board, the accounting faculty, our members, and our corporate presenters. Thank you so much for helping us achieve our 30th consecutive year of Superior Status. As I turn the leadership over to the new president, Jeff Lehman, I am confident that the chapter is in good hands and will continue to succeed in the next academic year.



Back row: Maggie Hill, Liz Keelty, Ruomeng Liu, Michael Baudhuin, Jeff Lehman, Kyle Swansburg, Megan Pokrandt, Sarah Knoerr

Front row: Christopher Smith, Nick Dalton

## BETA ALPHA PSI 2018

### OUTGOING OFFICERS

**Michael Baudhuin**  
*President*

**Christopher Smith**  
*Vice President*

**Ruomeng Liu**  
*Treasurer*

**Liz Keelty**  
*Reporting Secretary*

**Maggie Hill**  
*Corresponding Secretary*

### INCOMING OFFICERS

**Jeff Lehman**  
*President*

**Megan Pokrandt**  
*Vice President*

**Kyle Swansburg**  
*Treasurer*

**Nick Dalton**  
*Reporter*

**Sarah Knoerr**  
*Corresponding Secretary*

# ACCOUNTING DEPARTMENT NEWS



## **Sophie Luo Joins Faculty as Assistant Professor**

Xin (Sophie) Luo joined our faculty as an Assistant Professor in August 2018. She received her PhD from Florida Atlantic University this past May and is a 2014 graduate of our MSA program. Sophie will be teaching advanced and international accounting courses for us, and she does research in financial accounting.

## **Mike Akers Begins Term as Chair of WICPA Board of Directors**

Mike Akers began his term as the Chair of the Wisconsin Institute of Certified Public Accountants (WICPA) Board of Directors in May 2018. Mike will be responsible for representing the WICPA at a series of sponsored/supported events, as well as leading the succession planning committee directing the selection for a new CEO.



## **Faculty Invest in Data Analytics**

Faculty members Qianhua Ling, Sophie Luo, Kevin Rich, and Joe Wall attended the American Accounting Association's "Intensive Data and Analytics Summer Workshop" in June 2018. They will be using the skills learned to infuse analytics throughout both the undergraduate and graduate accounting curriculum.

## **Jodi Gissel Presents at Symposium**

Jodi Gissel led a workshop titled "Accounting fraud: Identification, prevention and detection" at the Association of Government Accountants Southern Wisconsin 41st Accounting and Financial Management Conference in May 2018.

## **Charles T. Horngren Research Seminar**

The seminar, named in memory of Charles T. Horngren, Marquette University alum and professor at Stanford University, is a joint effort of the Accounting, Economics, and Finance departments. Funding for this seminar was provided through the generosity of Dr. Horngren and his family. During the 2017-18 academic year, the seminar included two external accounting presenters. Dr. Pamela Murphy, Queens University, presented "Say You're Sorry: Does Mother's Advice Apply to Fraud?" and Dr. Linda Parsons, University of Alabama, presented "Deferred Compensation in Nonprofit Organizations: Aligning Executive and Stakeholder Interests." Both Dr. Murphy and Dr. Parsons visited with accounting faculty individually to further discuss research initiatives.

## **Kevin Rich Named Flynn Chair**

Kevin Rich was named the Donald F. Flynn and Beverly L. Flynn Chair Holder in April 2018. The chair was

## **Cindy Melis is a "Faculty All-Star"**

Cindy Melis was the Faculty All-Star at the January 31, 2018, Marquette Men's basketball game against Butler.



Michael Lovell (President), Daniel Myers (Provost), Cindy Gruber Melis, Tim Melis, Alyssa Gruber, Rob Gruber, and Bill Scholl (Director of Athletics)

previously held by Dr. Don Giacomino for 20 years and provides funding to serve the needs of the Accounting Department.



## **Qianhua Ling Receives Teaching Development Grant**

Qianhua "Q" Ling received funding to attend the Georgia State University / Harvey Brightman Master Teacher Program. Q also received a "flipped classroom" (an approach highlighting student and faculty interaction) grant from the Dean's office related to her Intermediate Accounting Course.

## **Joe Wall Featured on WTMJ-4**

Joe Wall was featured twice on-air on WTMJ-4 as an expert investigating potential fraud in the non-profit and government sectors. In the past year, Joe researched, investigated, and was interviewed regarding potential issues in the City of Milwaukee School Budget as well as in a local non-profit organization servicing education for the underprivileged.

## **Doug Smith Takes Over as International Programs Director**

Doug Smith took over as International Programs Director for the College of Business Administration in August 2017. Doug is responsible for overseeing academic issues related to the International Business major, study abroad programs, and international faculty collaboration opportunities.

## **Kevin Rich Serves as Editor-in-Chief of JPBAFM**

Kevin Rich served as the interim editor-in-chief of the Journal of Public Budgeting, Accounting, and Financial Management during the first 3 months of 2018 upon purchase of the journal by Emerald Publishing. He continues to serve as an Associate Editor as part of a 3-year term.

## **Joe Wall Featured as Faculty Expert**

Joe Wall was part of a panel discussion at a January 2018 "Blockchain Risk Management" event on distributed ledger technologies (DLT) and sponsored by the Marquette Blockchain Lab. Joe was the keynote speaker on cybercrime at the July 2018 Conference on Fraud and Forensic Accounting at Louisiana State University.

## **Mike Akers Named to Editorial Review Board**

Mike Akers was named to the Editorial Review Board of New Accountant.

## **Dave Schlichting Appointed to Accounting Examining Board**

Dave Schlichting was appointed by Governor Walker to the Accounting Examining Board for a 4-year term. The board is responsible for promulgating rules that further the profession and facilitate compliance with statements set by other regulatory bodies.

## **Graduate Accounting Ranked in U.S. News and World Report**

Graduate accounting was rated 19th nationally as part of U.S. News and World Report's 2019 Best Graduate School Rankings.



## SCHOLARLY ACTIVITIES BY THE FACULTY 2018

### Beta Alpha Psi Continues Success

As noted in the BAP feature, the chapter achieved Superior Status for the 30th consecutive year. Congratulations to Mike Akers and Jodi Gissel, co-faculty advisors, for their outstanding leadership and the student officers for their excellent work.

### Joe Wall Receives PwC INQUIRES Award

Joe Wall, along with Terence Ow from the Management Department, received a PwC INQUIRES Award designed to fund development of a series of stackable online modules focused on artificial intelligence, machine learning, and blockchain.

### Anna Brown Wins ACFE Scholarship

Anna Brown, a senior Accounting major with a minor in Criminology, was selected as the recipient of a \$5,000 Ritchie-Jennings Memorial Scholarship from the Association of Certified Fraud Examiners in May 2018.



### Courtney Dugan Wins Roger Buchholz Memorial CPA Candidate Scholarship

Courtney Dugan, a senior Accounting major, was selected as the recipient of a \$4,000 scholarship awarded by

Financial Executives International, Milwaukee Chapter (FEI Milwaukee).

### Sabrina Norton Wins PCAOB Scholarship

Sabrina Norton, a junior Accounting and Information Systems major, was selected as the recipient of a \$10,000 scholarship from the Public Company Accounting Oversight Board.



## WANT TO HELP US WITH RESEARCH?

We have several faculty members who conduct their research by interviewing professionals. As a result, any assistance in securing research subjects would be much appreciated. This can include employees at various stages of their careers ranging from entry-level to executive management. Feel free to contact Joe Wall at [joseph.wall@marquette.edu](mailto:joseph.wall@marquette.edu).

### Akers, Michael

Editorial Review Board Member and manuscript reviewer for the *Journal of Accounting Education*, *the Review of Business Information Systems* and *New Accountant*.

Manuscript reviewer for the *Journal of Managerial Issues*.

### Browne, Michael

"Using the Balanced Scorecard for Bottom Line Results," *On Balance, A Publication of the Wisconsin Institute of CPAs* 13(4): 28-32.

### Gissel, Jodi

"Board of directors' sanction judgements: The effect of situational factors," *Journal of Managerial Issues* (forthcoming) (with Joe Wall).

"Practitioner summary of information sharing during auditors' fraud brainstorming: Effects of psychological safety and auditor knowledge," *Current Issues in Auditing* (forthcoming) (with Karla Johnstone).

Manuscript reviewer for the American Accounting Association Auditing and Forensic Accounting Sections midyear meetings and the *Journal of Public Budgeting, Accounting, and Financial Management*.

### Ling, Qianhua

Editorial Review Board Member and manuscript reviewer for the *Journal of Public Budgeting, Accounting, and Financial Management*.

Manuscript reviewer for the *Journal of Environmental Planning and Management*.

Session chair for the Government and Nonprofit Section portion of the American Accounting Association Midwest Region Meeting.

### Rich, Kevin

Paper presentation "Toward an Understanding of Year-over-Year Changes in Municipal Management Discussion and Analysis Disclosures" at the 2018 American Accounting Association (AAA) Government and Nonprofit Section Midyear

Meeting and the 2018 AAA Annual Meeting (with Brent Roberts, Joe Wall, and Jean Zhang).

Editorial Review Board Member and manuscript reviewer: *Journal of Governmental and Nonprofit Accounting*.

Associate Editor for the *Journal of Public Budgeting, Accounting, and Financial Management*.

Manuscript reviewer for the *Journal of Accounting and Public Policy*, *Journal of Accounting, Auditing, and Finance*, *Auditing: A Journal of Practice and Theory*, and *Public Budgeting and Finance*.

### Smith, Doug

"Statutory Interpretation: An Uncertain Future," *Wisconsin Lawyer, An Official Publication of the State Bar of Wisconsin* 90(11): 42-46.

### Wall, Joe

"Boiling the Frog Slowly: The Immersion of C-Suite Financial Executives into Fraud," *Journal of Business Ethics* (forthcoming) (with Ikseon Suh, John Sweeney, and Kristina Linke).

"Board of directors' sanction judgements: The effect of situational factors," *Journal of Managerial Issues* (forthcoming) (with Jodi Gissel).

"Cryptocurrencies Are Taxable and Not Free from Fraud," *Tax Notes* 158: 161-168 (with D. Larry Crumbley, Lewis Kilbourne, and Caleb Blair).

Paper presentation "The Effect of Organization Type and Size on Fraud Reporting: Non-Profit Fraud Type Opens Opportunities" and "COSO Matters: Internal Control Perception Mediates Whistleblowing" (both with Andrea Scheetz, Tonya Smalls, and Aaron Wilson) at the Ohio Midyear Research Conference.

Paper presentation "Board of Directors' Sanction Judgements: The Effect of Situational Factors" (with Jodi Gissel) at American Accounting Association Auditing Section Midyear Meeting.

Manuscript reviewer for the *Journal of Managerial Issues*, the *Managerial Auditing Journal*, *Forensic and Investigative Accounting*, and *Advances in Accounting Behavioral Research*.

## Alumni National Awards Luncheon: Friday, April 27, 2018

Each spring, Marquette University sets aside one special weekend to honor distinguished alumni from every college and school who represents the heart, soul and spirit of Marquette.

### College of Business Administration Award Recipient

#### Young Alumnus of the Year Award: Shawn M. Howard, Bus Ad '02



An accomplished tax partner at a leading national accounting firm, Shawn was recently recognized by Washingtonian magazine as a top tax accountant in the Washington, D.C., area. In addition to his career success, he has made service to others a priority. In alignment with the values of his firm and clients, he and his colleagues honored U.S. troops and veterans by raising funds for the Code of Support Foundation, an organization that helps veterans in their transition back to civilian life.

Shawn says he is humbled and honored to be recognized for "trying to live the Marquette mission in my personal and professional life."

# ACCOUNTING STUDENTS AND ALUMNUS RECEIVE AWARDS

The College of Business Administration held the 94th Honors Convocation on April 8, 2018. Approximately 151 Marquette University administrators, students, families, and friends celebrated this special occasion in the Alumni Memorial Union. The following received awards for 2018 either at the ceremony or during the spring 2018 semester:

## WOULD YOU LIKE TO HIRE ONE OF OUR STUDENTS?

How about helping students with their job search by performing mock interviews? If so, please reach out to our Business Career Center at [businesscareers@marquette.edu](mailto:businesscareers@marquette.edu).

Deloitte & Touche Scholarship	Nick Dalton, Courtney Dugan, Rebecca Robb
Dr. Frank R. Probst Scholarship	Courtney P. Boler, Allyson E. Otten
Federation of Schools of Accountancy Student Award	Daniel Szczepanek
Grant Thornton Scholarship	Sabrina Norton, Kelsey Warford
Outstanding Senior Award in Accounting	Maggie Q. Hill
Service and Leadership Award in Accounting	Michael J. Baudhuin
Louis L. Meldman Award	Cynthia Lopez
Outstanding Senior Award in International Business	Colleen E. O'Neill
GE Healthcare Outstanding Senior Award in Information Systems	Sarah E. Abramson
Scribner, Cohen and Company Scholarship	Rachel Gorski, Kaitlin Gramins
Beta Alpha Psi Outstanding Alumni Award	Jennifer Hanson ('94) and Kyle Hanson ('94)
T.R. Martin Award for Excellence in Graduate Education (Accounting)	Hayden R. Hanson
Wisconsin Institute of CPAs LeRoy Schmidt 150-hour Scholarship: Master of Science	Caitlin De Bruin, Kaitlin Gramins, Colleen O'Neill
Beta Gamma Sigma Outstanding Senior Award	Sarah E. Abramson

## ACCOUNTING INTERNSHIPS

Each year, students are placed in full-time internships with public accounting firms, corporations, and not-for-profit organizations. Interns work daily with professional accountants on audits, individual and corporate taxes, financial reporting, and cost accounting jobs. The following students interned or worked for the following organizations in the accounting internship program during the indicated semesters.

	Spring 2018	Summer 2018
BakerTilly	Nolan Durdan, Bridget Ryan	Kevin Lipuma, Emily Sexton
BDO	Ryan Bender, Jake Neuville	
Deloitte	Henry Dabrowski, Timothy Pitz	Courtney Dugan, Joseph Diedrich, Rafiq Jaroor, Zhenxin Li, Xinrui Xiao, Michael Zahorik, Chengen Zheng
EY	Corie Cochran, Brendan Smith	Chelsea Mingo
Grant Thornton		Michael Anders
Hefei Meiling Co., Ltd		Zhiyuan Liu
KPMG	Anna Brown	Courtney Boler
MU Comptroller		Wenfei Lu
PricewaterhouseCoopers	Cal Miller, Matthew O'Hea, Colleen O'Neill	Melissa Chanpaibool, Nicholas Dalton, Caitlin De Bruin, Kaitlin Gramins, Nikki Hammortree, Elizabeth Kreilkamp, Megan Meyer, Elizabeth Muckerheide



# ACCOUNTING MAJORS RECEIVE SCHOLARSHIPS

The College of Business Administration awards scholarships based on criteria that includes academic achievement, major area of interest, leadership, and financial need. The following Accounting majors received scholarships for 2017-2018.

## Père Marquette Award

Sarah Elisabeth Abramson  
Laia C. Aguilar  
Khawaja H. Ahmed  
Daniela S. Alvarez  
Michael Anders  
Julia Emily Anderson  
Nathan Meyer Anderson  
Charlene Mae Angeles  
Kimberly Baeza  
Thomas George Baker  
Tabatha R. Barratt  
Patrick James Bathon  
Emily Ann Bauerschmidt  
Mitchell Steven Beine  
Ryan Matthew Bender  
Brett Benning  
Kristina Chelsea Beronilla  
Mitchell Lee Bishop  
Jackeline Blankenberg –  
Athanas  
Madison Elizabeth Blazing  
Brandon Russell Boehm  
Aaron Jason Bogner  
Jonathan Henry Bohmann  
Chase Buckley Bolan  
Courtney Paige Boler  
Tyler Joseph Bomba  
Jay Shelle Booker  
Matthew J. Bovard  
Anna Elyse Briscoe  
Anna Kathryn Brown  
Brett William Bureau  
Daniela Caceres  
Matthew G. Callaci  
Carolyn Mary Campbell  
Liping Cao  
Nicholas Michael Carney  
Jack D. Carpenter  
Destiny Carter  
Mark Alberto Casagrande  
Yadira Castillo  
John Patrick Cawley  
Daiana Celac  
Melissa Chanpaibool  
Mengzhen Chen  
Yi Chen  
Maria Malina Chereji  
Allison Brooke Chmelik

Paul Younggil Cho  
Courtney Marion  
Christenson  
Kathryn Lianne Christian  
John Patrick Ciesinski  
Thomas Brud Clarke  
Julia Anderson Clayton  
Daniel A. Coakley  
Corie Rose Cochran  
William Sean Condon  
Kathleen Shay Conforti  
Mario Vicente Conforti  
Nicholas Wayne Conrad  
Mitchell Everett Creer  
Devin Gerald Cribben  
Benjamin Francis Cripe  
Andrew Scott Crossman  
Nathan Thomas Cvetan  
Henry Alexander Czachor  
Nathaniel James D'Amato  
Henry Duffy Dabrowski  
John Paul Darling  
Caitlin Marie De Bruin  
Caitlyn Colleen Degnan  
Charles Arthur Demars  
Raymond Deneweth  
Robert J. Dickey  
Claire Nicole Dieckgraef  
Andrew Richard Diedrich  
Joseph Daniel Diedrich  
Patrick John Dolgos  
Brendan Christopher  
Downing  
Jessica Rose Duerm  
Courtney K. Dugan  
Nolan Andrew Durdan  
Solomon William Dworsky  
Paulina Dynak  
Daniel John Louis Elder  
Olivia Marie Enright  
Qiuwan Fang  
Riley J. Flanagan  
Maria Elizabeth Flynn  
William David Ford  
Shaun Michael Hedge  
Frankow  
Selena J. Fregoso  
Diwen Fu  
Robert James Fuesel

Keenan Michael Gaffney  
Michael Austin Galeana  
Stephanie Paige Galfano  
Kalina Marie Gardiner  
Gregory Tanoue Geanon  
Justin Taylor Geisler  
Natalie J. Geisler  
Danielle Rae Gilyan  
Daniel Marcel Gironda  
Nicholas Aric Goehring  
Jessica Marie Gomez  
Rachel Julia Gorski  
Kaitlin Emilie Gramins  
Jeffrey David Grant  
Jacob Laurence Grinnell  
Paul John Grum  
Destiny Marie Guerrero  
Roshiece Hall  
Jacob Christopher Hallam  
Michael Dominic Halleran  
Nicole Marie Hammortree  
James Aaron Hannack  
Yaqi Hao  
Christopher Jordan Harris  
Noah Rubin Harris  
Qiyuan He  
Thomas Gerald Helstern  
Isabella Hayes Hennessy  
Maggie Quinn Hill  
Thomas Matthew Hillmer  
Christopher Michael  
Holdway  
Brian Patrick Holland  
Matthew Peter Holland  
Marlie J. Houston  
Zhen Huang  
Linda Marie Hucko  
Zachary Edward Hughes  
Carlson  
Nathan Hughes  
William John Hughes  
Nathan Patrick Ilada  
Griffin A. Jende  
Catherine Grace Jenkins  
Zhihui Jiang  
Lifeng Jin  
Benjamin David Johnson  
Connor James Jones  
Soutong-Noma Yves Gildas

Kabore  
Elizabeth Louise Keelty  
Jack Anthony Kelly  
Charlotte R. Kenny  
Brandon Kim  
Kevin Kim  
Young I. Kim  
Mehan Therese King  
Abigail Carolyn Klockow  
Gabrielle Christianna Klug  
Sarah A. Knoerr  
Connor Wilson Konicke  
Erik Daniel Kosberg  
Elizabeth Kay Kreilkamp  
Kevin Robert Kuchler  
John Ralph Kuehn  
Emily Annette Kuether  
Dennis Lan  
Owen J. Lang  
Matthew Wencel Langer  
Aidan Gill Larson  
Morgan Laughlin  
Victoria Lynne Leaf  
Ryan H. Lee  
Jeffrey Robert Lehman  
Guadalupe Leon Perez  
Cara Michelle Levasseur  
Jinyun Li  
Xiaru Li  
Zhenxin Li  
Estrella Melina Limon  
Jiacheng Lin  
Michael T. Lindsay  
Li Ling  
Kevin Henry Lipuma  
Qi Liu  
Ruoshui Liu  
Zhiyuan Liu  
Cynthia Lopez  
Kun Lu  
Tyler Scott Makurat  
Charles Edwin Maleki  
Adam J. Malicki  
Taylor Marie Mangan  
Deanna Claire Marciniak  
Jeremy T. Mason  
Sanitha Mathews  
Alexander Milan Matovich  
Andrea Reiko Matsudaira  
Kyle Marshall McBrady  
Megan M. McGrath  
Luis Henry McGuire  
John Daniel McHatton  
Maggie Mary McLoone  
James Matthew McMahan

Niall Francis McNally  
Brian Michael McTague  
Eric William Melster  
Chelsea M. Merkle  
Megan Gayle Meyer  
Cal Edward Miller  
Nickolaus Anthony Miller  
Chelsea Marie Mingo  
Mark A. Molinaro  
Edward James Mordini  
Colin James Moroney  
Emily Elizabeth Morris  
Maxwell Morris  
Elizabeth Beverly  
Muckerheide  
Dhruva Murali  
David Richard Murphy  
Molly E. Murphy  
Christian A. Musbach  
Sarah Katherine Nawara  
Jake Thomas Neuville  
Ann Patricia Nick  
Parker Robert Nickelson  
Man Nie  
Sabrina A. Norton  
Eleanor Claire O'Donoghue  
Amedee Tanner O'Gorman  
Brian P. O'Gorman  
Matthew Gallagher O'Hea  
Andrew Joseph O'Neil  
Colleen Elizabeth O'Neill  
Paige Elise Obradovich  
Perez Moyo Ogunkunle  
Anora Tamara-Tekena  
Oromoni  
Allyson Elizabeth Otten  
Alyssa Catherine Palumbo  
John Vincent Pantaleo  
Kevin Mathew  
Panthaplackel  
Petros E. Papadakos  
Jae Hee Park  
Sara Kate Ann Pasbrig  
Akshar N. Patel  
Bindi D. Patel  
Alexander William  
Penkwitz  
Christopher Richard Pettus  
John Edward Phillip  
Lin Ping  
Gino Frank Piscopo  
Timothy J. Pitz  
Stephen Thomas Pleasant  
Megan June Pokrandt

(Continued on next page)

## ARE YOU INTERESTED IN MENTORING STUDENTS?

Our college mentor program is an excellent way to provide direct guidance to emerging business professionals. More information is available at [marquette.edu/business/career-center/alumni/mentor-program.php](http://marquette.edu/business/career-center/alumni/mentor-program.php)

# ACCOUNTING MAJORS RECEIVE SCHOLARSHIPS

(Continued from previous page)

Riley Jane Pollard  
Brooke Marie Porath  
Huanming Qiu  
Jesse Alexander Racine  
Gurman Singh Randhawa  
Anthony James Reno  
John Michael Richardson  
Tyler Patrick Roback  
Rebecca J. Robb  
Michael Joel Robinson  
Caroline T. Roe  
Kevin Roemer  
Viviana Romo  
Kelly Jordan Rushman  
Benjamin Denis Ryan  
Bridget Maureen Ryan  
Genevieve R. Saia  
David Richard Sando  
Benjamin N. Schmidt  
Jenna E. Schmitt  
Raymond A. Sepulveda  
Neal Shah  
Jenna Elizabeth Shanner  
Armond Brian Sharfaei  
Kevin James Sherwood  
Brian D. Siggeman  
Brent William Silverman  
Jacob D. Sinn  
Daniel Mark Smerz  
Brendan Nicholas Smith  
Emily Catherine Smith  
Brendon Michael Sobien  
John Watt Stang  
James Gorman Steinhafel  
Michael D. Stelletello  
Kevin Joseph Sullivan  
Michael S. Sullivan  
Tongyue Sun  
Kyle Swansburg  
Zhihao Tan  
Nicholas Cesare Tenuta  
Christopher Thomas  
Evan James Thoms  
William Hammill Thoms  
James G. Toaddy  
William John Toetz  
Henry Joseph Trevor  
John Peter Tryfonopoulos  
Derek Donald Tushaus  
Riddhi Vakil  
Charles Anthony Van Dyke  
Justin Antony Varkey  
Elizabeth Anne Versnik  
Michael Christopher Vidovic  
Joseph Anthony Vitrano  
Carolyn Kathleen Von Arx  
Mairead M. Walsh

Patrick Brian Walsh  
Muzi Wang  
Xiaodan Wang  
Yujie Wang  
Zhongchun Wang  
Kelsey Elizabeth Warford  
Matthew Quin Waters  
Maura M. Weaver  
Samuel L. Webb, IV  
Samantha Weber  
Phillip G. Weinstein  
Haley Nicole Wellner  
Patrick Michael West  
David Gregory Westrich  
Sebastian Augustine Wick  
Nigel Jamal Williams  
Sarah Margaret Woerner  
Julie Wolfla  
Cal Michael Wrobel  
Samuel G. Wulfkuhle  
Yi Xia  
Chongchu Xie  
Jiamin Xie  
Elliott Zuhair Yacu  
Salim A. Yakubu  
Jessica Ann Yohannan  
Kyran Jeffrey Young  
Qiaoyi Yuan  
Joseph Yun  
Michael R. Zahorik  
Meiqi Zhao  
Chengen Zheng  
Shiwen Zheng  
Nathan Michael Zirpolo

## **Adreani Family Foundation Endowed Scholarship**

John Ralph Kuehn

## **Andrew and Janell Soucheray Immediate Impact Scholarship**

Emily Elizabeth Morris

## **Arthur Snapper Scholarship**

Maxwell Morris

## **Baird Scholarship for Diversity in Business**

Kristina Chelsea Beronilla

## **Bob and Kim Eck Endowed Scholarship**

Nathan Michael Zirpolo

## **Bridge to the Future Fund**

Ernesto Aleman Ruiz

## **Business Administration Scholarship**

Gabrielle Christianna Klug

## **Carl J. Abraham Scholarship**

Nathaniel James D'Amato

## **Carolyn M. and Glen H. Shrock Endowed Scholarship**

Victoria Lynne Leaf

## **Charles and Joan Horngren Accounting Fund**

Maggie Quinn Hill

## **Charles M. Noll Endowed Scholarship**

Robert J. Dickey  
Gabrielle Christianna Klug  
Kevin Robert Kuchler  
Andrea Reiko Matsudaira  
John Vincent Pantaleo  
John Michael Richardson  
Salim A. Yakubu  
Shiwen Zheng

## **Christopher J. and Mary A. Swift Endowed Scholarship**

Chelsea M. Merkle  
Jiamin Xie

## **Church Mutual College of Business Administration Immediate Impact Scholarship**

Caitlyn Colleen Degnan

## **Class of 1941 Scholarship**

Charlene Mae Angeles

## **College of Business Administration Scholarship Fund**

Sarah Elisabeth Abramson  
Michael Anders  
Nathan Meyer Anderson  
Paul Younggil Cho  
Thomas Brud Clarke

## **Dean Garstecki and Kathleen Morrissey Garstecki Current Use Scholarship**

John Edward Phillipp

## **Deloitte and Touche Fund**

Emily Annette Kuether

## **Donald A. and Irene S. McGovern Scholarship**

Emily Annette Kuether

## **Dorothy Gorski Moloney and Nancy Jean Moloney Scholarship**

Brooke Marie Porath

## **Dr. Don E. Giacomino Scholarship**

Kevin Joseph Sullivan

## **Dr. Francis J. Calkins Scholarship**

Courtney K. Dugan

## **Edward A. Kovic Family Scholarship**

Yadira Castillo  
Matthew Peter Holland

## **Finance in New York**

William Joseph McMahon

## **Gael Toohey Hanson Business School Scholarship**

Charles Anthony Van Dyke

## **George and Sondra Juetten Immediate Impact Scholarship**

Jake Thomas Neuville

## **Grant Thornton Accounting Scholarship**

Maggie Quinn Hill  
Colleen Elizabeth O'Neill

## **Hispanic Professionals of Greater Milwaukee Marquette University Match Fund**

Antonio Fidel Martinez

## **International Business Endowment Fund**

Colleen Elizabeth O'Neill

## **Jack and Lorraine Hannon Endowed Scholarship**

Meiqi Zhao

## **James and Barbara Barrett Scholarship**

Kevin Henry Lipuma

## **James J. Grady Scholarship**

Griffin A. Jende

## **James W. Kieckhafer Endowed Scholarship**

Brian Patrick Holland

## **John C. Seramur Scholarship**

Paul John Grum

## **John Delmore Endowed Scholarship**

Carolyn Mary Campbell

## **John F. and Barbara Schade Ferraro Endowed Scholarship**

Natalie J. Geisler  
Kyle Swansburg

## **Joseph and Catherine Bennett Family Foundation Scholarship**

Brian Patrick Holland  
Matthew Peter Holland

## **Kathryn M. Gannon Scholarship**

Charlene Mae Angeles  
Sabrina A. Norton

## **Kohler Company Scholarship**

Madison Elizabeth Blazing  
Brendan Nicholas Smith

## **Ladish Company Foundation Accounting Scholarship**

Elizabeth Kay Kreilkamp

## **Leadership Scholars Program in the College of Business Administration**

Bridget Maureen Ryan

## **Louis L. Meldman Memorial Scholarship**

Cynthia Lopez

## **Management IT Programs Fund**

Sarah Elisabeth Abramson  
Marcus Corporation  
Endowed Scholarship  
Mitchell Steven Beine

## **Marquette Transfer Competitive Scholarship**

Allyson Elizabeth Otten

## **Marquette University Business Administration Alumni Association Endowed Scholarship**

Cynthia Lopez  
Amedee Tanner O'Gorman  
Perez Moyo Ogunkunle

## **Marquette University Dean's Transfer Scholarship**

Nickolaus Anthony Miller

## **Marquette University Business Administration Alumni Association Endowed Scholarship**

Cynthia Lopez  
Amedee Tanner O'Gorman  
Perez Moyo Ogunkunle

## **Marquette University Dean's Transfer Scholarship**



Nickolaus Anthony Miller

#### **Marquette University Jesuit High School Scholarship**

Ernesto Aleman Ruiz  
Edward J. Apap  
Ronald Alan Burgers  
Eduardo Jose Cruz  
William Joseph McMahan  
Spencer Anthony Mullen  
Matthew Taylor Scheibel  
Emily Kathleen Sexton

#### **Marquette University Phi Theta Kappa Scholarship**

Maria Malina Chereji  
Soutong-Noma Yves Gildas Kabore  
Nickolalus Anthony Miller

#### **Marquette University ROTC Enhancement**

Sean Colby Halverson  
Christopher John Smith

#### **Marquette University Wisconsin Academic**

#### **Excellence Scholarship**

Sarah Elisabeth Abramson  
Guadalupe Leon Perez  
Maggie Mary McLoone  
Colleen Elizabeth O'Neill

#### **Marvin R. & Carol J. Toepfer Scholarship**

Megan June Pokrandt

#### **Mary Liz Zwicky Norman Endowed Scholarship**

Maggie Mary McLoone

#### **Michael and Mary P. Wuka Scholarship**

Nicholas Cesare Tenuta

#### **Michael J. and Corinne T. Roffler Scholarship**

Nigel Jamal Williams

#### **Mr. and Mrs. James T. Friar Endowed Scholarship Fund**

Petros E. Papadakos

#### **Mr. and Mrs. Paul Hultkrans**

#### **Endowed Scholarship**

Viviana Romo

#### **Père Marquette Summer Award**

Anna Kathryn Brown  
Griffin A. Jende  
Tyler Scott Makurat

#### **Phyllis J. (Peters) Smith, Bus Ad '51 Memorial Scholarship**

Tongyue Sun

#### **Rhona E. Vogel Endowed Scholarship**

Sabrina A. Norton

#### **Richard A. Jolosky Scholarship**

Christopher Jordan Harris

#### **Robert A. Uihlein, Jr. Endowed Scholarship**

James Aaron Hannack

#### **Robert E. and Ellen Ann Newman Scholarship**

Rachel Julia Gorski

#### **Robert L. and Mary M. Kemp Scholarship**

Courtney Paige Boler  
Anna Kathryn Brown  
Daniel Mark Smerz  
Michael S. Sullivan

#### **Rossbach Foundation Fund**

Brandon Russell Boehm  
Destiny Marie Guerrero

#### **Rupa and Sahil Tak Endowed Scholarship Fund**

Grant William Runnoe

#### **Ruth L. Michels Endowed Scholarship**

Jae Hee Park

#### **Schneider Family Scholarship**

Taylor Marie Mangan

#### **Scholars Fund**

Madison Elizabeth Blazing

#### **Schwendler Family Endowed Scholarship**

David Richard Sando

#### **Thomas J. Gannon Scholarship**

Tyler Joseph Bomba  
Nathan Michael Zirpolo

#### **Uline, Inc. Scholarship**

Courtney K. Dugan  
Linda Marie Hucko

#### **USX Scholarship**

Matthew Quin Waters

#### **Verch Family Scholarship in Memory of Dr. Lester Verch, Med '38**

Zhiyuan Liu

#### **Walter Schroeder Scholarship**

Melissa Chanpaibool  
Christopher Michael Holdway  
Patrick Michael West

#### **William Heller Scholarship**

David Richard Sando

### **Ricardo León** continued from page 7:

and knew about things that he didn't even know existed, which basically meant adapting to the speed at which technology is changing business. Comfortable acknowledging that he doesn't know everything, Mr. León tries to bring an open mind to new ideas.

Mr. León also credits his success to Tafi, his wife of almost 21 years. She supported his decisions and frequently moved across the country with him so that he could master his craft in cost accounting, manufacturing, and operations finance. His son, Miles, is currently a sophomore at Marquette University in the School of Arts and Sciences. Mr. León's message for his kids is to, "Balance what you want to do to provide the life that you want to have. Be honest with yourself and be responsible for moving yourself in the direction that gives you that balance. There is no correct path to take, just make sure you have a plan; and, make it meaningful and enjoyable."

Mr. León has generously provided the following advice for young professionals:

- Don't be afraid to ask for things as your boss does not always know what you want.
- Be bold, but respectful. Silent disagreement rarely gets results but there is nothing wrong

with healthy tension when things really matter.

- Take advantage of every opportunity you can – sometimes that sidetrack opens your mind to new things.
- Take on the projects no one else really wants to take on as this is where you demonstrate complex problem-solving skills, leadership, and personal conviction.
- Don't just do what you're good at but step out of your comfort zone to learn the things that better round and expand your personal and professional growth; if you can just do one thing, you are replaceable.
- Improve your human interaction skills as they will always be relevant in business.
  - o Pause and make an effort to understand people in the room.
  - o Speaking your mind isn't always the way to get things done.
  - o Learn to engage others by making them understand their role in the solution.
  - o Spend time analyzing what you're trying to get out of a discussion and understand other people's incentives.

■ Daniel Szczepanek

### **Dan Kramer** continued from page 10:

time with his wife Marie (née McCauley), who graduated from Marquette in 2003 with a degree in engineering, and sons Clark (8) and Theodore (6) and coaching his son's little league baseball team. Dan encourages students to "have something outside of that 4.0" and to have a story. Students should be able to communicate at least three things they do or participate in outside of school.

Dan's positive attitude and love for Marquette permeated our conversation and I found him to be a great ambassador for Marquette. Next time BDO is on campus, stop over and say hello to Dan and start creating that connection because, "People who know, know BDO."

■ Emily Joers

## **ARE YOU INTERESTED IN SUPPORTING THE ACCOUNTING DEPARTMENT FINANCIALLY?**

Please consider naming the Accounting Department as an "Other Fund Designation" at [give.marquette.edu/give-online](http://give.marquette.edu/give-online)

# MARQUETTE TEAMS PARTICIPATE IN

## *Deloitte FanTAXtic Regional Competition*

Deloitte & Touche held its 15th Annual Tax Case Study Competition during the Fall 2017 semester. Students from universities across the nation participated in the competition. Teams of up to four students were given five hours to analyze and develop a written response to a complex, hypothetical tax case. Marquette teams participated in both the undergraduate and graduate competitions.



FanTAXtics Team #1 – Lizzy Versnik, Sarah Nawara, David Sando, Jake Neuville, Colin Moroney



FanTAXtic Team #2 – Nick Conrad, Emily Morris, Becky Robb, Tanner O’Gorman, Brendan Downing

## *Deloitte Audit Innovation Campus Challenge*

Marquette University participated in Deloitte’s 11th Annual Deloitte Audit Innovation Campus Challenge in Chicago. The competition included students from the following schools:

- |                           |  |
|---------------------------|--|
| John Carroll University   | University of Illinois at Urbana-Champaign |
| Loyola University-Chicago | University of Notre Dame                   |
| Miami University          | University of Wisconsin-Madison            |
| Michigan State University |  |

Each school was given four to six weeks to analyze a case. The process culminated with a presentation to a mock audit committee that consisted of Deloitte partners, who recognized the top two teams. The Marquette team finished in the final four.

### **WANT TO HELP OUR ANALYTICS CURRICULUM?**

Several of our applied projects require “real world” data. We would be very interested in securing comprehensive datasets that are “scrubbed” and ready for analysis by students. Please send an email to Kevin Rich at [kevin.rich@marquette.edu](mailto:kevin.rich@marquette.edu) if you are able to help.



Sarah Knoerr, PJ Cox, Taylor Mangan, Megan Pokrandt, Kyle Swansburg and Brett Benning



# ACCOUNTING FIRM COMPETITIONS

## *PwC Challenge Case Competition*

PricewaterhouseCoopers held its 15th Annual Challenge Case campus competition during the Fall 2017 semester. Teams of five accounting students (including at least one junior, two sophomores and two other students, senior or graduate level) were given two weeks to research and prepare a response to a high-level accounting and auditing issue. Each team presented its solution to a panel of judges, consisting of PwC managers and partners. Based on the presentation and demonstration of critical thinking and teamwork, the judges chose one team from each campus to compete in the national competition. "Automate to Innovate" was the winning team and received \$1,000 for their victory.



Nathan Lang, Daniela Alvarez, Catherine Jenkins, and Kevin Brosam.

## *National Association of Black Accountants*

The National Association of Black Accountants (NABA) held their 2017 Central Region Student Conference, which attracts over 300 minority students, 40 corporate sponsors, and over 100 NABA professional volunteers, in Milwaukee. Every year Marquette sponsors 6-10 students to attend the Central conference where they acquire internships, network with NABA professionals and students, attend career preparation sessions, meet NABA national executives, and network with NABA's corporate sponsors.

"The theme for this year's conference, Dare to Lead, resonated with me," said Marquette student ambassador for the Central Region as well as the student liaison between the NABA - Milwaukee Professional Chapter and Marquette students. "NABA Professionals challenged us to get out of our comfort zones, be open to new and inspiring opportunities and lead ourselves."



Artis Galloway-Landon, Marquette University; Imani Flowers, DePaul University; Jeannine Brown, CPA, NABA Southern Region President; Jeremy Rodriguez, Marquette University, Jamaya Survis, Illinois State University

As of August 2017, NABA - Milwaukee Professional Chapter partnered with the University of Wisconsin-Milwaukee, Cardinal Stritch University and other local colleges to establish the NABA - Metropolitan Student Chapter.

## *Beta Alpha Psi Midwest Regional Meeting*

The Beta Alpha Psi Midwest Regional meeting was held in Ann Arbor, Michigan in Spring of 2018. Each student made a presentation and they were accompanied on their trip by one of the group's advisors, Dr. Mike Akers.

Front Row (l to r): Taylor Mangan, Ruomeng Liu, Sarah Knoerr; Back Row (l to r): Kyle Swansburg, Nick Goehring, David Sando



### **WANT TO HELP A LOCAL NON-PROFIT?**

We continue to look for local nonprofit organizations that could use assistance with the way they share their financial results. If you are, please reach out to Joe Wall at [joseph.wall@marquette.edu](mailto:joseph.wall@marquette.edu).

Marquette University, P.O. Box 1881, Milwaukee, Wisconsin 53201-1881 USA

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