

Accountancy Prospectus

UNIVERSITY OF NOTRE DAME

Newsletter of the Department of Accountancy

THE MENTORSHIP ADVANTAGE

Career guidance, real-world insight,
and authentic connection — shaping
tomorrow's accounting leaders.



2025



LETTER FROM THE CHAIR

I am pleased to introduce the latest edition of the Notre Dame Department of Accountancy Prospectus. Much has happened since our last edition, including the introduction of our mentoring program, which is featured on page 8. However, what has thankfully remained the same is the leadership in the department, including Professor *Colleen Creighton*, assistant department chair, and Professor *Jim Seida*, Master of Science in Accountancy (MSA) director. As a result of their leadership, the students and department are better off, and I am thankful for their contributions. The next time you see Professor Creighton or Professor Seida, please thank them for all they do.

Reflecting on the past year, the business environment and our students have navigated a period marked by increased uncertainty and anxiety. This dynamic landscape, characterized by developments in areas such as artificial intelligence and international trade policies, also presents novel opportunities. The evolving business world will continue to require the expertise of skilled accountants. We observe a sustained interest in pursuing an accounting education, evidenced by the growth in the MSA program, indicating a promising future for our Accountancy majors.

The feature story is about a brand-new and exciting opportunity for our students, namely the Notre Dame Accountancy Mentorship Program, the first of its kind at Mendoza to be offered to all students of a specific major. This is an opportunity for our students to be mentored by one of our Accountancy Advisory Board (AAB) members. The AAB consists of Notre Dame alumni who have been successful in a variety of career paths including partner, chief financial officer, chief accounting officer, seminarian, entrepreneur, investment banker, vice president,

managing director, controller, sustainability officer and accounting strategy officer, and employed at firms such as Deloitte, EY, KPMG, PwC, UPS, Google, William Blair, Andersen, Merit Energy, Goodwill, University of Notre Dame, Burke America, Carter's and P&G. Please visit our website (<https://mendoza.nd.edu/research-faculty/academic-departments/accountancy/accountancy-advisory-board-aab/>) to see the profiles of our esteemed board members. I want to personally thank the AAB, in particular *Elizabeth Jensen* and *Matt Janzaruk*, for their work on this important mentoring initiative.

I would also encourage any alumni reading this to consider getting involved as being either an AAB member or a mentor to our current students. If interested, please email acctdept@nd.edu.

The faculty are the cornerstone of the department's success and reputation. The collective contributions of our faculty members have shaped generations of students. We have been fortunate to have numerous outstanding individuals among our faculty ranks. Recently, the department celebrated the distinguished careers of two such individuals upon their retirement: Professor *Ed Hums* and Professor *Ken Milani*. Their combined service to Notre Dame exceeds 103 years, representing an extraordinary commitment to the University and its students.

Professor Ed Hums, the recipient of the 2025 Accountancy Alumnus of the Year award, has profoundly impacted countless lives throughout his distinguished career. Further information regarding Professor Hums' remarkable contributions can be found on page 24.

If there were a Mount Rushmore for Notre Dame Accountancy faculty, there would be no doubt that Professor Ken Milani would be on it.

Professor Milani's influence on students over the past 53 years is unparalleled. Having taught more than 17,000 students (amazing!), his dedication to teaching has left an indelible mark on the University. In addition to his classroom impact, Professor Milani established the Tax Assistance Program, now the second-longest-running program of its kind nationwide, further demonstrating his commitment to service. In recognition of Professor Milani's extraordinary legacy, the Ken and Joan Milani Scholarship Fund has been established (details on page 27). Former students and those whose lives were positively influenced by Professor Milani, I strongly encourage you to consider contributing to this fund to support Professor Milani's legacy. I will miss having Ken as a colleague and am grateful for his remarkable service to Notre Dame.

I also want to recognize the invaluable support of our alumni and friends. In particular, the Accountancy Advisory Board meets twice a year to provide feedback on our initiatives and updates on the latest developments in the profession. We are grateful to all of you for the many ways you represent and give back to Notre Dame. I would like to extend my gratitude to *Stacey Cloutier*, who served as the president of the AAB for the past year. Her leadership of the AAB and her dedication to our students is unparalleled. In terms of

board representation, I am excited for the new members, *Megan Bolinger* (TM Financial Forensics) and *Alexandra Eisele* (KPMG), and also grateful for the time and effort given by our most recent sustaining board members: *Christina Kaminski* and *Ken Haffey*. Ken was our longest-tenured board member and his contributions will be missed.

The department continues to thrive, and I strongly believe we have one of the best accounting programs in the country. Don't just take my word for it — according to U.S. News and World Report, the Notre Dame Accountancy Department was rated seventh best in the world and the No. 1 ranked Mendoza major for the **10th consecutive year!** I share that with exceptional regard to our department and with great pride in our alumni!

We are grateful for the exceptional support provided by our alumni and the companies that hire our students. I look forward to working with you in preparing the next generation of leaders in accounting and business.

Sincerely,

BRAD A. BADERTSCHER

*Deloitte Foundation Department Chair
of Accountancy*

Notre Dame Accountancy Prospectus is issued by the Department of Accountancy at the Mendoza College of Business.

*Department Chair
Brad Badertscher*

*Assistant Department
Chair and Director of
Undergraduate Studies in the
Accountancy Department
Colleen M. Creighton*

*Academic Director of
the Master of Science in
Accountancy Program
Jim Seida*

*Contributors
Teage Minier, Courtney Ryan,
Katharine Jamieson, Notre
Dame Photography*

*Designed by
Notre Dame Creative*

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Burke America

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Steven Crowe

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AACSB ACCREDITATION

Mendoza College of Business was re-accredited by AACSB International, a global nonprofit association that is the longest-serving global accrediting body for business schools offering undergraduate, master's and doctoral degrees in business and accounting. The college first received AACSB accreditation in 1962 and undergoes continuous improvement peer reviews every five years. The Accountancy program, which is reviewed separately, has been accredited since 1984.



ACCOUNTANCY RANKINGS

U.S. News & World Report ranked Notre Dame's undergraduate accounting program No. 7 in the country in 2025.

U.S. News also ranks accounting coursework within AACSB-accredited MBA programs, and Mendoza was ranked No. 29 based on a peer survey of business school deans and MBA program directors.

NEW

Accountancy Courses

The Accountancy Department continues to add innovative courses to better prepare our graduates for today's global workforce, especially in the areas of sustainability and analytics. New courses include:

Artificial Intelligence and Accounting

Offered this fall, Artificial Intelligence (AI) and Accounting (ACCT 40850) is a new 1.5-credit course open to undergraduate and MSA students. Taught by Professors Brad Badertscher and John Donovan, the course explores how AI is transforming accounting through real-world insights from industry leaders. Guest speakers from firms such as EY, Deloitte and PwC will cover topics such as AI in auditing, tax, fraud detection and investment banking. Students will attend five Friday sessions, complete a research paper, and reflect on an outside AI lecture. The course is graded S/U and emphasizes active participation and ethical engagement with emerging technologies.

Accounting Information Systems

In Accounting Information Systems (ACCT 30300), undergrads will explore how financial data flows through modern organizations. Led by Professor Tim Morrison, this hands-on course teaches students how to document processes, design internal controls and analyze risks in accounting systems. With simulations, group presentations and real-world tools like the Systems Understanding Aid (eSUA), students gain practical experience in business process mapping and system security. Key components include a live internal controls simulation, quizzes, a midterm and a final. The course also encourages professionalism, collaboration and ethical integrity as foundational to success in accounting and business roles.

Accountability in a Sustainable World

SAVE THE DATE

September 24-25 | Virtual Event

CONFERENCE

Presented by the Center for Accounting Research and Education (CARE)

Held during New York Climate Week, the Accountability in a Sustainable World Conference brings together academic researchers, corporate leaders, standard setters and policymakers for critical discourse on the evolving role of sustainability in financial markets and global decision-making.

This year's event will explore the shifting sustainability reporting landscape and the continued politicization of ESG, with a particular emphasis on carbon accounting, measurement and assurance. Sessions will examine the metrics used to evaluate corporate sustainability performance, the effects of carbon footprint disclosures on consumer behavior, and the growing influence of the next generation on sustainability practices and expectations.

A hallmark of the conference is its dynamic dialogue between academics and non-academics, featuring high-profile and well-informed speakers.

Early confirmed speakers include:

Eric Usher, United Nations Environment Programme Finance Initiative

James Hansen, Columbia Climate School

Judy Samuelson, Aspen Institute

Mark Vaessen, Accountancy Europe

Carol Adams, Durham University Business School

Chris Field, Stanford Woods Institute for the Environment

Registration is now open.
Use this QR code to register.



QUARTERLY NEWSLETTER

Published by the Center for Accounting Research and Education (CARE), the Accountability in a Sustainable World Quarterly (ASWQ) is a practitioner-focused academic journal offering timely and accessible insights at the intersection of ESG, sustainability

accounting and responsible investing.

The journal was recognized with second place in the 2023 ICAEW Finance for the Future Driving Change Award and continues to serve as a platform for scholars, regulators, investors and business leaders

to engage in thoughtful, data-driven dialogue on sustainability and accountability.

To receive the journal and updates about the annual conference, email asw@nd.edu.

MSA CLASS OF 2025 PROFILE



Undergraduate Schools Represented in the MSA Program



MSA CLASS OF 2024 EMPLOYMENT



TOP RECRUITERS

Deloitte, EY, PwC, KPMG, Crowe, John Hancock and RSM



With the highly accomplished members of the Accountancy Advisory Board returning to the University of Notre Dame campus twice a year to meet and discuss the Mendoza College of Business' Accountancy program, it only made sense to use the occasion to drive deeper engagement between these experts and current students.

Launching this past academic year, the AAB Mentorship Program has paired 30 board members with undergraduate students who are just beginning their accountancy journey. Though the program stems from how on-campus board meetings create natural proximity, student mentees benefit from year-round access to their mentors. There's a luncheon for all the involved pairs while the board is on campus, but beyond that it's up to the mentees and their mentors to decide how best to connect.

"This is a benefit to the students, but we don't want to make it a burden," said Elizabeth Jensen (BBA '94), chief financial officer at Goodwill of Orange County. "It's something that we want to grow organically and just make sure that students feel supported."

For Jensen and her mentee, Elizabeth Belden (BBA '28) this has meant grabbing a cup of coffee whenever she's back on campus for various events or to catch a football game. They talk about Belden's classes, and Jensen answers any questions she might have about the CPA exam, recruitment or whatever else crosses her mind as she's thinking about her future.

Dana A. D'Amelio Daly (MSA '99, BBA '98), a partner at Ernst & Young LLP, hopes students realize that the relationships forged by this program can extend well beyond graduation. "This is an opportunity to get somebody on your personal board of directors," she said. "For these students, any of us could be a lifelong mentor."

In Dominic Ford's (BBA '28) case, having such a personal resource was part of what pushed him off the fence when deciding between majoring in business or accounting.

"I was still kind of unsure if I wanted to stick with accounting," he said. "I really enjoyed my first accounting class, but knowing someone who's actually there right now is invaluable, so taking advantage of the opportunity to be paired with someone like that was definitely a positive."

On the other hand, Belden knew she wanted to major in accounting, but the thought of beginning the recruitment process so early in her sophomore year terrified her.

"I thought this program would be a good way to have someone who could look at my resume, connect me with people at the Big 4 and help guide me through the recruiting process," she said. "So when I saw the opportunity to join, I was like, 'Yes, please sign me up.' And it's been great."



Anyone *[I've talked to]* who has a career in accounting just seems so incredibly happy and joyful and proud of their career. It's really nice to see that they're confident in the path that they've chosen.

ELIZABETH BELDEN (BBA '28)

The mentorship is also a chance for students to tease out the benefits of some of the murkier opportunities that fall outside of formal channels like the classroom and internships. Anna Sadler (BBA '28) was unsure if it would be wise to study abroad the summer after her first year, but her mentor, D'Amelio Daly, was there to encourage her.

"I asked Dana for advice on how to spend my summer after my first year. Based on that conversation, I chose to participate in a Notre Dame summer accountancy study abroad

program in London,” said Sadler. Having studied abroad in Rome when she was a student at Notre Dame, D’Amelio Daly encouraged Sadler to go to London. She had also worked in London early in her career, which added a whole new dimension to her advice.

“It just gave us some common ground, and I was able to be really transparent with her about my journey and why I chose these things,” said D’Amelio Daly, who, like Sadler, also hails from Long Island, New York, adding to their shared understanding. “She grew up and went to school not far from where I grew up, actually. So we had a natural connection.”

As a double major in accounting and theology, Ford learned from his mentor that his second major wasn’t something to shy away from mentioning when meeting with recruiters.

“I reassured him that a double major in theology isn’t taking away from his career objectives,” said Matt Janzaruk (BBA ’95), senior vice president and chief accounting officer at The Procter & Gamble Company. “Something like that will make him special and stand out. Employers want to see that you’re a curious, continuous learner, so they’ll see an accounting student from an outstanding school who has intellectual curiosity and versatility.”

Janzaruk also noted that the mentorship means students have someone on their team during recruitment who isn’t trying to promote a particular pathway or company.

“It’s nice to have an experienced guide who’s not cheering for Deloitte, EY, PWC or Chicago versus Indy versus Dallas, who’s a little bit more independent,” he said. “My focus is on Team Dominic.”

The mentors stressed how grateful they are to use this relationship to demonstrate the diverse paths one can take with an accounting degree.

“You can go into accounting, you can go into finance, you can go into entrepreneurship, but if you’re going to be the CEO of a company, you have to understand how to read balance sheets and income statements,” said Jensen. “All business decisions stem from the health of the organization from a financial perspective, and helping students to understand that has been really rewarding for those of us who are in this program.”

For the students, having someone who is already successful in their chosen field affirm their decisions is hugely rewarding.

“Anyone [I’ve talked to] who has a career in accounting just seems so incredibly happy and joyful and proud of their career,” said Belden. “It’s really nice to see that they’re confident in the path that they’ve chosen.”

GET INVOLVED IN
SUPPORTING OUR
STUDENTS



**Here's how you can make a difference
in the life of a student!**

Your gift to the special Accountancy/Accounting General Department Gift Fund established by Giveto.nd.edu is a great way to get involved with the program and support continued academic excellence! The fund provides scholarships and an enhanced student experience through advancements in curriculum and hands-on learning opportunities.



MSA PROGRAM

Notre Dame's Master of Science in Accountancy is a top-ranked program that is well regarded for its rigor, outstanding career outcomes and emphasis on business ethics. The flexible curriculum, completed over two semesters, empowers students to tailor their academic journey to their professional aspirations. Just as remarkable is the meaningful community that emerges from the MSA program each year.

"It is amazing how quickly the community develops among the MSA students. I often attribute it to gold flakes from the Dome or to the Holy Spirit," said the program's academic director, Jim Seida. "While the latter does play a significant part in the community building, the students, staff, faculty and environment at Notre Dame all play a significant role."

The rich community is not an accidental outcome of the program, but an intentional feature of its design. Seida explained that the personal connections begin with the earliest interactions between prospective students and the enrollment team.

"During program orientation, the staff, faculty and alumni help foster community development and highlight the importance of community," he said. "The MSA staff and faculty also play a role in this through their interactions with students in and outside of class, but the community needs to form organically and must be led by the outstanding students that comprise the MSA class."

Some of this student-led connectedness develops through the shared experiences in the MSA courses, while less formal aspects, such as social events, intramural sports and other activities, play an equally vital role. Ultimately, Seida said all of

it helps to improve interpersonal communication skills, which then facilitates improved managerial and executive skills.

"In addition to accounting skills, the students must develop a broad understanding of business and strong communication skills," Seida said. "The relationships and friendships developed during the MSA program are critical to the prosperity of our students both academically and personally."

Even early-career accountants must translate their knowledge and professional insights into information that business leaders can understand and use. It can be daunting for some to communicate directly with the CFO or CEO so soon out of school, but Seida said that's exactly why the Notre Dame MSA emphasizes relationship building alongside analytical skills.

"Given the broad range of backgrounds, students also learn how to better understand different perspectives and to lead with a servant's heart," he added.

The range of backgrounds is another facet that makes the MSA program so exceptional. For example, the graduating class of 2025 hailed from 55 different undergraduate programs, meaning that most were strangers when they entered Mendoza. None were strangers when they left, though.

"These relationships thrive well beyond the time at ND as a student," said Seida. "I have heard many MSAs, across many years, state that their peer group comes largely from the relationships started in the MSA program."



Bryan Castillo Rodriguez



It showed me that if I can do this, I can do anything I want in the world.

BRYAN
CASTILLO
RODRIGUEZ
(MSA '25)

After earning a degree in finance and securing a job in the insurance industry, ***Bryan Castillo Rodriguez (MSA '25)*** found himself feeling envious of his peers who had majored in accounting.

“They had better stories of their work environments and how they were advancing in their careers,” he said. “I wanted to take a stab at that.”

Castillo hadn't seriously considered graduate school before, but decided a master of science in accountancy was just the challenge he needed to expand his professional horizon. The University of Notre Dame stood out as a top school — and legendary football program — but seemed like a pipe dream.

“I felt like I was applying to something that was out of reach, but decided I had nothing to lose if I tried,” he said.

It turned out he had much to gain. Castillo joined the Mendoza College of Business' MSA program as a Deloitte Foundation Fellow, which provided an up-close and personal view of the accounting profession. He found this support particularly invaluable as he transitioned into a new industry.

“Deloitte did an exceptional job of just looping me in,” he said. “I could ask questions that perhaps

I wouldn't want to ask my manager, for example. I could ask technical questions or personal questions like how to maintain a work-life balance or what time is normal to come into the office, and they could answer them to the fullest extent.”

Castillo also marveled at how his professors never hesitated to answer any of his “silly” questions or dive deep into the philosophy behind an accounting principle. The MSA curriculum's emphasis on collaboration proved to be another perk since it prepared him for the kind of corporate-level teamwork he had yet to experience professionally or academically. More than anything, though, he appreciated having an environment where he could iterate and master his skills.

“It felt like a safe space for trial and error,” he said. “If you're learning critical skills while in the corporate world it's different, because at that point your reputation is already growing from there.”

Not only is Castillo now prepared to establish his reputation as a CPA, but he no longer views something like earning a graduate degree from Notre Dame as beyond his reach.

“It showed me that if I can do this, I can do anything I want in the world.”

Faculty News

Celebrating New Faces, Milestones, and Fond Farewells in the Accountancy Department



VISITING FACULTY

John Aland is a visiting assistant professor of accountancy who teaches Strategic Cost Management to undergraduates. His research focuses on financial institutions, especially banks and equity crowdfunding. He previously taught at Fairfield University and holds a Ph.D. from the University of Michigan and a B.A. in Accounting from Notre Dame.



Lauren Vollon is a visiting assistant professor of accountancy who teaches Foundations of Accountancy to undergraduates. His research examines how disclosure regulations affect capital markets and stakeholder behavior. Before joining Notre Dame, he taught at Bocconi University in Milan and earned his Ph.D. and MBA from the University of Chicago Booth School of Business.



FACULTY PROMOTION

Jessica Watkins was promoted to an associate professor of accountancy. Her research explores how capital market participants use accounting information and disclosure. She teaches Foundations of Accountancy to undergraduates and previously worked as an auditor at PwC. Watkins earned her Ph.D. from Indiana University and her MSA and BBA from Notre Dame.



FACULTY RETIREMENTS

Ken Milani teaches federal income tax in Notre Dame's undergraduate, MSA and MNA programs. His research focuses on partnership taxation and cross-border tax issues. He coordinates a local tax assistance program and co-authors Tax Talk, a seasonal column in the South Bend Tribune offering practical insights during tax season.



Ed Hums teaches financial and managerial accounting and lecturing in the MNA and Executive Education programs. He's received multiple teaching awards, contributed to the Tax Assistance Program and previously worked in University administration. Ed and his wife, Shirley, serve as Notre Dame's first faculty-in-residence couple and will retire in 2025 after 50 years of service to the University.

IN MEMORIAM

We mourn the passing of ***Daniel F. Rahill***, a valued member of Mendoza's Accountancy Academic Advisory Board for more than 25 years and a trusted leader in the field of tax and wealth management. Rahill served as a managing director and senior vice president at Wintrust Wealth Services, where he guided clients through complex financial, estate and succession planning. He brought decades of expertise to his work, including 27 years at KPMG in leadership roles and experience at Ernst & Young.

A dedicated advocate for the profession, Rahill frequently shared his insights through lectures, publications and service. He was a former chairman of the Illinois CPA Society and gave generously of his time on academic and nonprofit boards. We are grateful for his commitment to the next generation of business leaders and his contributions to the Mendoza community.

Andrew Imdieke



ANDREW IMDIEKE AWARDED DELOITTE FOUNDATION WILDMAN MEDAL



For me, it is one of the greatest honors — if not the greatest honor — an accounting researcher can get.

ANDREW IMDIEKE

Andrew Imdieke, associate professor of accountancy and Ernst & Young Faculty Fellow at the University of Notre Dame's Mendoza College of Business, was awarded the 2023 Deloitte Foundation Wildman Medal by the American Accounting Association. The award recognizes his research examining the effect of consulting firm acquisitions on audit quality at the Big 4 accounting firms — Deloitte, EY, KPMG and PwC.

“For me, it is one of the greatest honors — if not the greatest honor — an accounting researcher can get,” said Imdieke. “Practitioners provided insights about the culture of commercialism tied to the growth in consulting, and that helped the article stand out.”

Published in *Accounting, Organizations & Society* in November 2020, Imdieke's paper, “The Revival of Large Consulting Practices at the Big 4 and Audit Quality,” undermines an argument sometimes made to justify non-audit-related acquisitions — that an increased focus on non-audit services could improve audit quality by providing knowledge spillover. The logic is that when auditors speak with consultants who work with the same clients, they gain a deeper understanding of their business. While this type of information sharing could sometimes occur, his research shows that the benefits can be outweighed by the costs, depending on the reason for the acquisition.

DECLARATION DAY: CELEBRATING A BOLD STEP INTO ACCOUNTANCY



Each year, the Accountancy Department at the University of Notre Dame hosts “Declaration Day” — a spirited and meaningful tradition that marks a major milestone for undergraduate students: the official declaration of Accountancy as their field of study. Far more than a formality, Declaration Day is a moment to pause, recognize and celebrate the decision to join a discipline rooted in ethical leadership, analytical rigor and impact.



Held in Mendoza, the event brings together newly declared Accountancy majors, department faculty and alumni for an afternoon of reflection, inspiration and community-building. Faculty members offer words of encouragement, emphasizing the opportunities that lie ahead and the department’s commitment to mentoring and supporting each student’s growth. Alumni return to share personal stories and career insights, helping students see the many directions their path in Accountancy can take — from public accounting and advisory to roles in finance, government, social impact — and beyond.

Declaration Day serves as an important touchpoint in the student experience — one that fosters a sense of belonging and pride in choosing a profession that plays a vital role in promoting transparency, accountability and the common good. Whether through heartfelt speeches, welcome gifts or the celebratory atmosphere, the day reinforces the department’s message: By declaring Accountancy, students aren’t just choosing a major — they’re stepping into a legacy of purpose-driven business leadership.

Monica Allgaier and YMC



Monica Allgaier (BBA '19) has been championing the University of Notre Dame since long before she enrolled as an undergraduate.

“Most Catholics who grow up in the Chicago suburbs are definitely looking at Notre Dame, but I felt this immense calling,” she said. “It’s hard for me to describe, but I felt it in the space between my spine and my heart that I was meant to go to the University of Notre Dame.”

Just as the school resonated deeply with her, Allgaier found the Accountancy program perfectly aligned with her natural inclination toward detail, logic, structure, predictability and risk aversion. She also appreciated how so many people — from classmates to professors to alumni to recruiters — supported her from the very beginning.

“One of the values of a smaller school like Mendoza is you have access to professors early on and alumni are incredibly giving,” she said, recalling that alumni recruiters from Deloitte were particularly engaged from her sophomore year onward. “I thought it was really beautiful how they were starting to invest in me so early on in my career.”

Since interning in the Deloitte Australia’s Audit & Assurance practice in Sydney in summer 2018 and joining the Deloitte US’s Audit & Assurance practice, Allgaier has embraced Deloitte’s global presence and pivoted to a CFO advisory role at the London office in 2024. Now, she continues to champion her alma mater as a member of the Young Members Council.

A recent addition to the Accountancy Advisory Board, the YMC comprises early-career

professionals who support the AAB’s mission to provide mentorship, professional resources and accounting curriculum guidance to the Mendoza College of Business.

“The AAB is comprised of alumni and supporters of Mendoza with incredibly robust career experiences whom I continually admire, however, I concurrently think that it’s incredibly important to embed younger alumni into the board, too, because we’re closer to the university experience and the transition period,” Allgaier said. “Some of the professors that I had are still at the University, so I think that we have more touch points to objectively influence the curriculum and tailor the curriculum toward navigating that pivot from Notre Dame to the professional world.”

Allgaier added that the YMC makes the board accessible to students who feel more comfortable reaching out to someone still early in their career rather than to an executive they hope to impress. “Sometimes students just want to understand what they should be doing tomorrow, next month or next year. I think we’re a little more approachable in that way.”

The YMC also gives Allgaier a chance to demonstrate to accounting students how diverse the profession is. Not only has it brought her to international destinations — she interned in Sydney, Australia, and through her role in London will attend Deloitte workshops in Rome and Paris — but the degree has opened a variety of career opportunities she didn’t know were possible.

“I’m developing a skill set that I can use to follow the partner track or even pivot into private equity or venture capital,” she said. “But for now I’m just being incredibly present and learning what I can, developing a network and taking opportunities as they come.”



Katherine Huang

“

We're
working
for a greater
purpose.

KATHERINE
HUANG
(BBA '25)

The Mendoza College of Business mission to Grow the Good in Business always spoke to *Katherine Huang (BBA '25)*, but she didn't know how to convert the idea into something practical until a few guest speakers visited her accounting class.

“They talked about how accounting isn't just sitting in a cubicle doing debits and credits, but how it is a way of holding businesses accountable for the impact that they have on society,” she said. “I also learned about ESG accounting, which is when accountants go beyond financial statements to help companies verify their environmental claims.”

A member of Mendoza's Business Honors Program, Huang was inspired to delve into sustainability accounting and ethical leadership, writing her honors thesis on how financial institutions account for the carbon emissions of their loans and investments. Not only did she get to present her research at the 2025 ACC Meeting of the Minds conference, but she will also use her thesis information in her post-grad job at Glenair.

“I participated in the Business of Life program through Notre Dame's Institute for Global Investing and met Glenair's CEO, Peter Kaufman. I thought Glenair was an example of what Grow the Good in Business

looks like at a real company,” she said of the manufacturer of connectors and cables for mission-critical land, sea, air and space applications. “The company is in California, which is one of the few states that is going to require greenhouse gas emissions disclosures in the next couple years, so I'll also be helping with that kind of reporting.”

Huang is especially excited to be on the ground floor as the accounting profession enters a new era where the development of data analytics technology is expected to dramatically improve efficiency, and the implementation of sustainability initiatives and disclosures will further globalize the field. Even if some of these changes come with challenges, she is optimistic about the opportunities, especially as it means she can incorporate the ethical approach to leadership she honed at Mendoza.

“One of my internship managers said accountants are like the guardians of the capital markets, where you're essentially working for the public interest,” Huang said. “When businesses want to communicate sustainability information, we're trying to make sure that information is believable and reliable and so I think that has a connotation of service. We're working for a greater purpose.”



Jillian Omberg

“

Audit gives you so much flexibility, so I'm going to see where it takes me.

**JILLIAN
OMBERG
(BBA '25)**

When *Jillian Omberg (BBA '25)* entered the University of Notre Dame as a first-year student, she was unsure what she wanted to pursue professionally, but she knew she wanted a degree that would guarantee a flexible future. That desire for flexibility is why she opted to major in accounting at Mendoza.

“If I got a finance degree, I couldn't do an accounting job, but I could do most finance jobs with an accounting degree,” explained Omberg, who will join the audit team at Deloitte after graduation. “Audit gives you so much flexibility, so I'm going to see where it takes me. Whether or not I stay, there are a lot of opportunities out there.”

When she entered the Accountancy program, Omberg embraced this open approach by attending different recruiting events where she could mingle with alumni on the Accountancy Advisory Board (AAB) and pick their brains. Eventually she met AAB president Stacey Cloutier (BBA '92), managing director at Deloitte, who encouraged Omberg and a fellow classmate to reboot the then-inactive University of Notre Dame Accounting Association (NDAA). Omberg was thrilled to relaunch the NDAA, which fosters community among undergraduates by providing academic support and hosting recruitment and social events.

“I worked with the AAB over the summer to get to know their vision for the accounting major, and then we incorporated that into our events,” she said. “We had a mix of social events and I focused mostly on the career-oriented events with recruiters from the Big 4 firms and career advisers from Mendoza. These have really helped prepare freshmen and sophomores for the recruiting process, which is especially valuable since it has become so accelerated recently. It took me by surprise when I was already interviewing for my internship sophomore year.”

Though the recruitment process does kick off early for accounting majors, Omberg encouraged undergraduates to lean into the degree's inherent flexibility.

“It can seem really daunting, but you don't have to have it all figured out,” she said. “Just network and learn from other people's experiences. If you don't love your internship, you're not locked into it for the rest of your life. It's a valuable experience that's helping you get to know what you like and don't like and what you want to do in the future. In the end, it's all a learning experience.”



ND ACCOUNTING ASSOCIATION

The University of Notre Dame Accounting Association (NDAA) aims to build a strong community for current and prospective accounting majors and minors. As a student-led organization, the NDAA acts as an avenue for club members and their peers to participate in social gatherings, interact with faculty and meet other students and young professionals with similar career objectives. The club also hosts trips, speakers and informal social events that provide students with opportunities to network with alumni and others pursuing careers in accounting and business. Claire Donovan, associate teaching professor of accountancy, is the club's adviser.

In the 2024-25 academic year, NDAA social events included a Welcome Back Student Intern Panel and BBQ, music bingo with Deloitte, an ice cream social and yard games with KPMG, an artificial intelligence presentation with PwC, pumpkin painting with EY, a formal event, the CPA and Chick-fil-A informational session, Jeopardy night, a football tailgate, Valentine's Day candy grams and hot chocolate, Accounting Recruiting 101, a Continuing Education event, and a pre-finals study break featuring Crumbl Cookies.



BETA ALPHA PSI

After several years as faculty adviser for the Notre Dame Chapter of Beta Alpha Psi, Jamie O'Brien turned over the role to Claire Donovan in 2025. Hundreds of Domer accountants have participated in and benefited from the Notre Dame Chapter of Beta Alpha Psi under Professor O'Brien's watch and continue to benefit from his outstanding guidance. The past academic year was quite successful. Our Beta Alpha Psi chapter proudly reports that we had 54 active students. Here is what was achieved this past academic year:

Meet the Firms (fall 2024) focused on internship hiring and the demand for Accountancy majors and minors. The event featured companies in a setting where students engaged with firm after firm to learn about public accounting and industry opportunities as well as potential finance roles with non-accounting employers.

The **CPA Requirement Presentation** with Tim Morrison was a creative event that provided undergraduate Accountancy majors with an opportunity to discuss the educational requirements for their specific states with the departmental CPA adviser. It also provided an opportunity for students to organize their schedules for the upcoming registration.

A **Résumé Workshop** assisted undergraduate students with their preparation for summer internship interviews, which typically lead to offers of employment.

A **Food Drive** allowed Notre Dame Beta Alpha Psi students to raise funds and collect non-perishable food items for a local food pantry.

Exam Proctoring for ACCT 20100 and ACCT 20200 included Beta Alpha Psi students assisting the Introduction to Accounting faculty with exam proctoring, continuing a tradition of BAP striving to provide an outstanding level of service for the college and the department.

Tax Assistance Program opportunities continued in the spring of 2025 with many Beta Alpha Psi students enrolled in the TAP to provide tax preparation services for low-income taxpayers in the St. Joseph County community.

Executive Board 2024–25 Academic Year

Mary Shah ('25), Co-President

Makenna Broyles ('25), Co-President

Mia McLoughlin ('25), Treasurer

LisaGrace Dillon ('26), Director of Service Activities



Alumnus of the Year

ED HUMS



This spring, *Ed Hums (BBA '75)* retired from the University of Notre Dame after 50 years of employment, including the past 36 as a beloved teaching professor in accountancy.

"Driving up Notre Dame Avenue never gets old," said Hums. "Seeing the Dome is always incredible."

Over the decades, Hums has seen the campus expand and grow, witnessed the early years of the admission of female students, worked under legendary administrators such as Fathers Theodore Hesburgh and Edmund Joyce, and quarantined through COVID on campus. He even spent the past 12 years living with his wife, Shirley, among the students in Lyons Hall as part of Notre Dame's faculty-in-residence program.

Hums has an undergraduate degree in accountancy from Notre Dame and master's degrees from Indiana University South Bend. As a Notre Dame undergraduate, he was a lead student trainer on the 1973 national champion football team.

Throughout the earlier years of his career at Notre Dame, Hums moved through several departments, including athletics, accounting and the controller's office. At various times, he worked on the University budget, taxes and telecommunications management. In 1989, he took a part-time teaching role in the College of Business, eventually transitioning to full-time teaching professorship in 2001.



Teaching at Notre Dame is really special. You're surrounded by wonderful, bright students. And you're surrounded by a Catholic character, which, for me, is very appreciated.

ED HUMS (BBA '75)



Driving up Notre Dame Avenue never gets old.

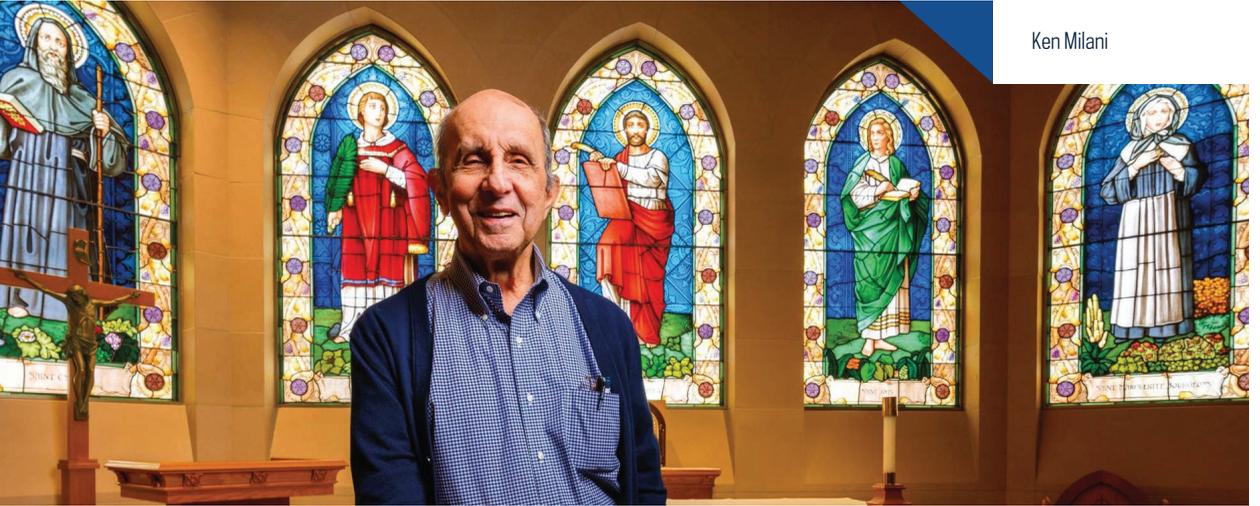
ED HUMS (BBA '75)

Most recently, Hums taught financial and managerial accounting to undergraduates and a course in the Master of Nonprofit Administration program. Throughout his career, Hums received multiple teaching awards, including the Frank O'Malley Teaching Award for Excellence in Undergraduate Education, the highest individual award at the University; the Paul Fenlon Undergraduate Teaching Award; and the Edmund P. Joyce, C.S.C., Awards for Excellence in Undergraduate Teaching.

And the students loved him. In 2006, when the online version of BusinessWeek magazine initially profiled America's favorite business professors, Hums was the first faculty member listed.

"Teaching at Notre Dame is really special," said Hums. "You're surrounded by wonderful, bright students. And you're surrounded by a Catholic character, which, for me, is very appreciated."

Hums also lectured in the Executive Education program, played a major role in the Vivian Harrington Gray Notre Dame - Saint Mary's Tax Assistance Program, served as a faculty adviser for the Notre Dame Accounting Association, and presented Hesburgh Lectures for the Notre Dame Alumni Association at multiple local Alumni Clubs across the United States. And, on top of all that, Hums was the player-coach of the Notre Dame faculty hockey team for 30 years.



Ken Milani

RETIRED ACCOUNTING PROFESSOR KEN MILANI LEAVES ONGOING LEGACY THROUGH TAX ASSISTANCE PROGRAM

For 53 years — from January 1972 to his retirement in December 2024 — *Ken Milani* taught Federal Taxation, Cost Accounting and related classes at the University of Notre Dame. But it was never really about the numbers for him; it was always about helping people.

During his tenure, Milani taught somewhere between 12,000 to 15,000 students. He trained about 5,000 of them to prepare federal and state income tax returns for free through the Vivian Harrington Gray Notre Dame - Saint Mary's Tax Assistance Program (TAP) co-founded with two MBA students during his first year at Notre Dame.

“

Ken Milani has always been the type of person who's willing to do the right thing and make things happen.

CHRIS STEVENS
(ND '72)



“Ken Milani has always been the type of person who’s willing to do the right thing and make things happen,” said Milani’s friend and Mendoza colleague Chris Stevens (ND ’72).

Some two dozen of those former volunteers have taken the TAP idea to other cities, magnifying its impact almost immeasurably. Since 2004, Milani has co-written and co-edited a weekly Sunday tax column published in the South Bend Tribune from December through April, which also is picked up by USA Today. Not to mention his research writing and teaching awards over the years.

Taxation was his signature class — a topic most singularly capable of instilling fear or boredom (or both simultaneously) in virtually everyone. Not Milani. “Womb to the tomb,” he said. “Your life changes when you have a baby, when you adopt, when your wife dies, when you have a home. It all has tax implications. That’s what keeps me interested.”

The human element is what kept his students interested, too, especially those who volunteered with TAP. Milani served as the faculty coordinator for 39 years and remains involved. The program began with a handful of student volunteers filling out about 120 returns for low-income South Bend residents at a school on South Bend’s west side. Now, similar organizations have sprung up in more than 20 other cities across the U.S.



Womb to the tomb.

Your life changes when you have a baby, when you adopt, when your wife dies, when you have a home. It all has tax implications. That’s what keeps me interested.

KEN MILANI

The biggest of those TAP offshoots is Ladder Up in Chicago, founded in 1994 by Bob Burke (BBA ’94). Over those 30 years, Ladder Up has helped some 750,000 clients receive more than \$1.4 billion in income tax refunds. The typical client is a single mother earning \$19,000 a year.

“Ken humanized what we did in terms of taxes,” Burke said. “And if anything, you’re the one that really gets the most out of it.”

Contribute to the Ken and Joan Milani Endowment Fund. Use this QR code to make a donation in support of future generations.



ANN MENNEL

“Not in a million years could I have ever envisioned this path for my career,” said **Ann Mennel (ND '98, MSA '99)**, chief financial officer at Merit Energy Company. “There have been lots of surprises and different opportunities — that’s probably the best part.”

Though Mennel has worked at Merit for more than two decades, she has taken on numerous roles thanks to a company philosophy that involves exposing employees to various positions throughout the organization in order to broaden their perspectives and improve overall business acumen. One position of note was as manager of investor relations, which saw her raising private funds.

“Who would have ever thought an accountant would be in a marketing job?” she said. “But that was probably one of my favorite jobs.”

Now in the role of CFO, Mennel credits the Mendoza College of Business with first making her aware that accountancy could open up many different pathways. After interning with Big 4 accounting firms, she opted to pivot to investment banking while completing her MSA. “I really didn’t know what to expect,” she reflected. “I just knew I wanted to do something different.”

Doing “something different” while remaining anchored to accountancy has been a theme throughout her career, whether raising billions from institutional capital or conducting treasury hedging. It’s this breadth of experience that Mennel shares with students as a member of the Accountancy Advisory Board. Along with serving as a mentor for the AAB/Young Members Council



“

You’ve got to be all in on whatever you’re doing at the moment and not be so worried about what you’re doing in six months or in a year. Focus on what you’re doing right now and then your path will take care of itself.

ANN MENNEL (ND '98, MSA '99)

Mentorship Program, she also enjoys attending informal events and having casual lunches with students when visiting campus.

“It is so valuable to us members,” she said. “We have a lot of life and career knowledge by this point, but we are more and more removed from the decision-making process of young



Ann Mennel

“

Not in a million years could I have ever envisioned this path for my career. There’s been lots of surprises and different opportunities — that’s probably the best part.

ANN MENNEL (ND '98, MSA '99)

students. So I think it’s really valuable for us to understand what students are thinking, and that’s helpful on the recruiting side as well.”

As she connects with students, Mennel hopes to demonstrate that embracing the unpredictable can lead to incredible opportunities, even in a profession as traditionally risk-averse as accounting. The catch is to remain in the present moment because doing so will inevitably build the necessary skills.

“The younger generation is so awesomely ambitious, and I love that, but their stress level is off the charts,” she said. “You’ve got to be all in on whatever you’re doing at that moment and not be so worried about what you’re doing in six months or in a year. Focus on what you’re doing right now and then your path will take care of itself.”

2024-25 ACADEMIC ACHIEVEMENT AWARDS

UNDERGRADUATE RECIPIENTS

The Hamilton Award for Accountancy

Senior with the highest cumulative GPA
Allison M. Meyers

The Accountancy Faculty Award

One of the highest cumulative GPAs
Jillian E. Omberg

The Peter Brady Award

Academic performance and one of the highest GPAs
Matthew E. Crow
Liam T. Heaney

The Brother Cyprian, C.S.C., Award

One of the highest GPAs
KellyAnne Klein
Jack M. Sadler

The Tara K. Deutsch Award

Exemplary social consciousness and devotion to assisting the less fortunate
Shannon Kelly

The Accountancy Chairman's Award

Outstanding service to the Accountancy Department
Mathew D. Oleksyk

The Wittenbach & Milani Award

Outstanding service to the Accountancy Department, programs and community
Luke G. Brandau
Jerome C. Korten
Emma J. Martin
Maire Brennan
Suzette Kannala
Daniel Zhu

MASTER OF SCIENCE IN ACCOUNTANCY RECIPIENTS

Ken & Joan Milani Service Awards

Makayla Perry
Chloe Stoler
Andrew Condra

The Accountancy Service Award

Outstanding performance and service in the MSA program
Isabell Simpson

The Albert A. Masters Award

Outstanding performance in the MSA program
Julia Kiehn
Mary Kuloba
Yiran Wang
Grace McFadden

The Brother Cyprian, C.S.C., Award

Outstanding performance in the MSA program
Johan Abbott
Faith Bruce

The Elmer Layden Award

Outstanding performance in the MSA program
Michela Giura
Andrew Gallagher

Dean's Award

Domenic Fabe

The Tom Frecka Academic Achievement Award, MSA

Highest cumulative GPA
Domenic Fabe

FACULTY AWARDS

The James Dincolo Outstanding Teaching Award

Ilona Bastiaansen
Michael Favorite

The James Dincolo Outstanding Research Award

John Donovan

The James Dincolo Outstanding Service Award

Colleen M. Creighton
Tim Morrison

The Dept of Accountancy James Dincolo Outstanding Undergraduate Professor Award

James O'Brien

Joe and Gina Prochaska Family Teaching Award

Tonia Murphy

James Dincolo MSA Teaching Award

TJ Brecht

EDITORIAL POSITIONS

Brad Badertscher

Editorial board member of
Accountability in a Sustainable
World Quarterly

Jeff Burks

Editor at Accounting Horizons
Editorial board member of
The Accounting Review
Editorial board member of
Contemporary Accounting
Research

Elizabeth Chorvat

Associate editor of the Journal
of Applied Accounting Research

Peter Easton

Guest editor of The
Accounting Review
Editorial board member of
Journal of Business Finance
and Accounting
Editor-in-chief of Accountability
in a Sustainable World Quarterly

Andy Imdieke

Editorial board member of
The Accounting Review
Editorial board member of
Contemporary Accounting
Research
Editorial board member of Auditing:
A Journal of Practice & Theory

Stephannie Larocque

Editor of Contemporary
Accounting Research
Associate editor of the Journal
of Accounting, Auditing & Finance
Editorial board member of The
Accounting Review

Ken Milani

Editorial board member
of Practical Tax Strategies

Tonia Murphy

Editor in Chief of the Journal
of Legal Studies Education

Sandra Vera-Muñoz

Editorial board member of
Accountability in a Sustainable
World Quarterly

Hal White

Associate editor of the Journal
of Accounting and Economics

*GROW
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DEPARTMENT MISSION

Our mission is to advance accountancy through programs and research that provide outstanding education for students, create and disseminate knowledge, promote the understanding and ethical practice of accountancy, and serve the community.

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UNIVERSITY OF
NOTRE DAME

Department of Accountancy

University of Notre Dame
304 Mendoza College of Business
Notre Dame, IN 46556
574-631-7324
acctdept@nd.edu



LinkedIn

University of Notre Dame
Department of Accountancy Group