



From the Dean



Dear Friends of UMass Lowell Accounting Programs,

I hope this message finds you well and off to a great start for a productive 2018! We have been busy in the Manning School of Business and have enjoyed significant growth in the college along with the launch of many new initiatives aimed at elevating opportunities for our undergraduate and graduate student communities. Enrollment in the Manning School of Business is at an all-time high with approximately 3,000 total students comprised of about two-thirds in our undergraduate programs and the remaining one-third in our Master of Science or MBA programs. Our incoming first-year class this past fall was over 30% larger than originally predicted and our early indicators for incoming first-year students in Fall 2018 look very promising as well. As a university, UMass Lowell continues to be one of the fastest growing universities in the U.S. with a current enrollment of over 18,000 students.

In May 2017, we launched our Manning School of Business college strategic plan that focuses on four key areas:

- Delivering high quality business education that is accessible to our market
- Collaborating and growing interdisciplinary engagement across our STEM focused university
- Building the Manning School of Business brand
- Extending the reach of our faculty research

This past fall we enjoyed our first full semester in our state-of-the-art new Pulichino Tong Business Center. The building is named for UMass Lowell graduate John Pulichino '67 and his wife, Joy Tong, in recognition of their generous contribution. Ground for the building was broken on May 14th 2014,

and the dedication was April 20, 2017 at a gathering of hundreds of alumni, faculty and friends of the Manning School of Business. Mr. Pulichino is the chief executive officer of Group III International, Ltd., an industry leader in travel gear products. Group III International, Ltd. was founded by Ms. Tong, an award-winning designer, and the company's president and creative director.

During the past year, our college offered many impactful programs that brought together the regional accounting community and our alumni. Some examples of these events include the following:

In May 2017, the Manning School of Business co-hosted the Annual Meeting of the Boston Chapter of the Institute of Internal Auditors Annual Meeting at the UMass Club in Boston. This event offered 8 hours of CPE and we had over 100 attendees representing primarily mid-sized to large organizations. The event included panel discussions with chief audit executives and risk management leaders from GE, Raytheon, Mohegan Sun, Frontier Communications and John Hancock. The event also included a session on cybercrime from the U.S. Attorney's Office for the District of Massachusetts. In addition, as a current member of the Committee of Sponsoring Organizations of the Treadway Commission (COSO) board, I participated on a panel with our special guest, COSO Chair Robert Hirth.

On November 4, we hosted the IMA's Northeast Regional Council (NERC) for their fall CPE conference and board meeting. The event included a two hour ethics CPE workshop as well as a presentation from a leader on work-life balance and stress management. We enjoyed having the NERC on our campus for the first time and we look forward to hosting them again in the near future. This past fall we also launched the Richard and Nancy Donahue Center for Business Ethics and Social Responsibility. This is our college's first Center and it has a university wide mission to enhance ethics business education and related co-curricular opportunities for our students. We kicked off the Center with a community wide event on December 13 with the filmmakers of the documentary, *We the People: the Market Basket Effect* with filmmakers Ted Leonsis and Nick Buzzell.

In summary, 2017 was an exciting year where we saw a significant increase in engagement with our students, faculty, alumni and the business community. If you haven't been on campus recently, I invite you to come and visit us, tour the new building, and connect with our students and faculty. Thank you for your support and interest in our accounting initiatives and the Manning School of Business.

Best Regards,

Sandra B. Richtermeyer, PhD, CPA, CMA
Dean – Manning School of Business

From the Chair



Dear Alumni and Friends of the Department of Accounting,

I hope you enjoy reading this 4th edition of the Accounting newsletter. On April 20, 2017 hundreds of students, faculty, staff and distinguished guests gathered on North Campus to commemorate the official opening of the \$47 million Pulichino Tong Business Center, the new home for the Manning School of Business.

We are very proud of our faculty, student, and alumni accomplishments discussed throughout the newsletter. Accounting faculty continue to receive recognition for their classroom excellence and commitment to student development and placement.

Our first cohort group of Accounting PhDs graduated this past spring semester and got placements at AACSB schools in the Northeast. Our MSA program has grown while placement remains very high. Our undergraduate students achieved their highest placement success in years.

These successes were made possible because of our generous alumni and friends who continue to support our department with their time and financial contributions. Please reach out to me or any of our faculty if you would like to get involved or give back. Thanks to each of you for helping ensure our programs continue to flourish and grow.

Best Regards,

Khondkar Karim, *DBA, CPA*
Professor of Accounting and Chair

Faculty News

New Faculty Member



Assistant Professor Heeick Choi joined the Manning School of Business in Fall 2016. Heeick earned a BBA from the Sogang University, Seoul, Korea, and two Masters in Accountancy and Statistics from the University of Illinois at Urbana-Champaign. His PhD in Accounting is from State University of New York at Buffalo. Heeick conducts archival research and his scholarly activities include research in financial statement comparability, analyst forecasts, cost of equity capital, and CEO compensation. His PhD dissertation examined whether analysts are capable of filtering information from insider trading activities to enhance the profitability of their stock recommendations. Heeick teaches Financial Accounting to undergraduate students and Accounting Research Methodology to accounting PhD students. Prior to joining academia, Heeick worked as a senior associate for PricewaterhouseCoopers (PwC). He is a CPA in Korea.

Tenure and Promotion – Assoc. Professor Karen Jingrong Lin



The University of Massachusetts Board of Trustees voted to award tenure to Dr. Karen Jingrong Lin. With tenure comes promotion to Associate Professor. Karen, who is a member of the American Accounting Association, earned her accounting PhD at Chinese University of Hong Kong. Since she joined UMass Lowell, she has specialized in teaching Financial Accounting and Advanced Financial Accounting in the undergraduate program, and Empirical Financial Accounting Research - I in the PhD program. Her research expertise is in corporate governance and her research has appeared in top accounting and finance academic journals such as *Journal of Corporate Finance* and *Corporate Governance: An International Review*. Prior to joining academia, she worked as a tax consultant at PricewaterhouseCoopers (PwC) and as an Internal Audit consultant in a multi-national textile company. She is also a CPA in China.

Tenure and Promotion – Assoc. Professor SangHyun Suh



The University of Massachusetts Board of Trustees voted to award tenure to Dr. SangHyun Suh. With tenure comes promotion to Associate Professor. Hyun, who is a member of the American Accounting Association, earned his accounting PhD at Syracuse University. Since he joined UMass Lowell, he has specialized in teaching Intermediate Accounting and Managerial Accounting in the undergraduate program, and Accounting Research Methodology in the PhD program. His research is in Corporate governance, Internal control weakness, Accounting conservatism, CEO/CFO compensation, Earnings management Board structure (board classification and board overlap), family and institutional ownership, accounting conservatism, internal control weakness, and CEO compensation. His research on corporate governance has appeared in top accounting, finance, and management journals such as *Strategic Management Journal* and *Journal of Accounting and Finance*.



Awards and Recognitions

In 2017, our Accounting students made impressive achievements in their academic and career paths. Particularly, Jason Downey and Brandon Smith won the LitmanGerson Associates scholarship and CliftonLarsonAllen scholarship, respectively, both of which are Massachusetts Society of CPAs (MSCPA) scholarships. Dominic J. Laorenza was the recipient of outstanding senior award, and Zachary Doyle received the Financial Executives International



MSCPA Scholarships

scholarship. Pictures (shown above and to the left) were taken at the award night with Accounting Department Chair of UMass Lowell, Dr. Khondkar Karim. Congratulations to our high achieving Accounting students!



FEI Scholarships



2016-2017 Research and Publications

Huiqi Gan

Simerly, M., & **Gan, H.**, 2017. CEO characteristics and the choice of using non-financial performance measures. Forthcoming at *American Journal of Management*.

Tang, F., Yang, L., & **Gan, H.**, 2017. Internal auditors' reputation and managers' reliance decision. *Managerial Auditing Journal* 32 (8): 768-787

Gan, H., & Park, M.S., 2017. CEO managerial ability and the marginal value of cash. *Advances in Accounting* 38: 126-135

Gan, H., & Park, M.S., 2016. Are more able CEOs getting more compensated? Evidence from the pay-for-performance sensitivity of equity-based incentives. *Advances in Accounting* 34: 64-76.

George Joseph

Quayes, S., & **Joseph, G.**, 2017. Legal systems and performance of microfinance institutions. *International Review of Applied Economics*, Vol. 31, No. 3, 304-317.

Joseph, G., 2017. Institutional pillars and contextualizing public interest in the accounting profession. *Advances in Public Interest Accounting*, Vol. 20: 135-166.

Joseph, G., 2016. Theoretical perspectives on ethical dilemmas in globalization and international taxation. *Journal of Accounting, Ethics and Public Policy*, Vol. 17, No. 3, 1-36.

Joseph, G., 2016. Globalization, taxation and ethical dilemmas – the Vodafone case. *Global Perspectives on Accounting Education*, Vol. 13, pp. 81-93.

Khondkar Karim

Karim, K., Lin, K., Pinsker, R., & Zhu, H., 2017. Using linguistics to mine unstructured data from FASB exposure drafts. *Journal of Information Systems*.

Holder, A., **Karim, K.**, Lin, K. J., & Pinsker, R., 2016. Do material weaknesses in information technology-related internal controls affect firms' 8-K filing timeliness and compliance? *International Journal of Accounting Information Systems* (22): 26-43.

Karim, K., Robin, A., & Suh, S., 2016. Board structure and audit committee monitoring: Effects of audit committee monitoring incentives and board entrenchment on audit fees. *Journal of Accounting, Auditing, and Finance* 31 (2): 249-276.

Karim, K., Suh, S., & Tang, J., 2016. Do ethical firms create value? *Social Responsibility Journal* 12 (1): 54-68.

Karen Jingrong Lin

Karim, K., **Lin, K. J.**, Pinsker, R., & Zhu, H., 2017. Using linguistics to mine unstructured data from FASB exposure drafts. *Journal of Information Systems*.

Holder, A., Karim, K., **Lin, K. J.**, & Pinsker, R., 2016. Do material weaknesses in information technology-related internal controls affect firms' 8-K filing timeliness and compliance? *International Journal of Accounting Information Systems* (22): 26-43.

Cassandra Rohland

Kelly, P., & **Rohland, C.**, The United States federal budget project. *The Journal of Accounting Education*, December 2017, 41.

Sanghyun Suh

Moore, J., **Suh, S.**, & Werner, E., 2017. Dual entrenchment and tax management: Classified boards and family firms. *Journal of Business Research* (Forthcoming).

Karim, K., Robin, A., & **Suh, S.**, 2016. Board structure and audit committee monitoring: Effects of audit committee monitoring incentives and board entrenchment on audit fees. *Journal of Accounting, Auditing, and Finance* 31 (2): 249-276.

Brandes, P., Dharwadkar, R., & **Suh, S.**, 2016. I know something you don't know!: The role of linking pin directors in monitoring and incentive alignment. *Strategic Management Journal* 37 (5): 964-981.

Karim, K., **Suh, S.**, & Tang, J., 2016. Do ethical firms create value? *Social Responsibility Journal* 12 (1): 54-68.

Stefanie Tate

Tate, S., Reinstein, A., & Churyk, N.T., 2017. The impact of online education on accounting recruiting. *The CPA Journal*, September 2017, 13.

Reinstein, A., & **Tate, S.**, 2016. Auditors' and management's new approach regarding the going concern assessment. *The CPA Journal*, 86(2), 50.

Rui Hu (PhD Student)

Choi H., **Hu, R.**, & Karim, K., 2017. Consistency in Book-Tax Differences and the Quality of Analysts' Forecasts. Awarded 2017 Best PhD paper award at the Northeast American Accounting Association Meeting.

The Future of the Accounting Profession and Manning Accounting Department's Response

The AICPA, Big 4 and other accounting firms, American Accounting Association, and various other industry groups are expressing their views on significant changes coming to the accounting profession. Data analytics, blockchain, artificial intelligence, cybersecurity, cognitive technologies and robots are just some of the new technologies these groups believe will significantly impact the future accountant's work environment.

As CEO and President of the AICPA, Barry Melancon, stated, we must:

- 1) Think different,
- 2) Be bold, and
- 3) Move fast

The Accounting Department plans to follow his admonition. A committee was created in the fall 2017 semester. This committee will address short-term to long-term changes needed to ensure our students are properly prepared for entry-level accounting positions, whether in public accounting or industry, as well as continue to prepare students for the CPA exam.

Some of the preliminary considerations of the committee include:

- Discuss course options with the Operations Information Systems (OIS) department
- Discuss with the MSB Curriculum Committee changes to the business core curriculum
- Encourage/advise undergraduate students to use their MSB electives to enroll in relevant OIS courses
- Encourage/advise graduate students to use their MSA electives to enroll in Master of Science in Business Analytics (MSBA) courses, and
- Discuss changes that may need to be made to some accounting courses (e.g. AIS, Cost).

Master of Science in Accounting (MSA)

The MSA program had another successful year in 2016/2017! Another 21 students graduated, bringing our total to almost 80 students since the Summer of 2014. For this academic year (2017/2018), we see stable numbers and expect to graduate another 20 students or so.

Every year at the annual Hooding Ceremony, we honor an Outstanding MSA student, and we thought this would be a nice time for us to catch up with two of our recent award recipients – Bridget McSherry and Kerry Hanafin. Bridget McSherry is our most recent winner, and she certainly hasn't been letting any grass grow under her feet. She finished her MSA this summer and took all four parts of the CPA exam from July 2017 to November 2017. She passed the first two parts and is still awaiting the results for the last two...our fingers are crossed for her! Her plan is to return to Moody, Famiglietti, and Andronico (MFA) full-time starting in January 2018. She started at MFA in her junior year as a co-op student, and has continued to work with them either full or part-time ever since, taking time off for the last couple of months to focus on the CPA exam.

Reflecting on her time in the MSA program, Bridget found the focus on case study analyses to be very beneficial to her professional responsibilities. She

lauded the preparation and support she received from the faculty in getting her ready to work in the ever-changing world of accounting.

Kerry Hanafin is a December 2014 MSA graduate. She passed two parts of the CPA exam while in the MSA program, and has since passed the remaining two. Apparently missing the joys of studying, Kerry is now preparing for the CFP exam. She too works at MFA, and has been with them for five years already, having started as a co-op student just like Bridget. She works in tax and has great interest in focusing on individuals, trusts and estates in the future.

Kerry reflected on the opportunities she had in the MSA program to build her strong accounting knowledge and analytical skills, saying “interpreting accounting information accurately and effectively is critical when providing value to my clients.” She continues to feel that choosing UML was one of the best decisions she made and, as if quoting from our own advertising, says “the ROI simply cannot be beat.”

Accounting PhD Program

1st cohort

Two of the first cohort accounting PhD candidates successfully completed their dissertation defense, and started as assistant professors in September 2017:

Jenna Tang: University of Hartford
Dissertation: What can earnings rankings tell us?
Implications on competitive advantage (Dissertation Chair:
Dr. Khondkar Karim)

Yin Liu: SUNY-Brockport
Dissertation: CFO power and board advising and monitoring
performance (Dissertation Chair: Dr. Khondkar Karim)

2nd cohort

Rui Hu completed her first academic year, and successfully passed her first year summer research presentation in September 2017. In addition, she received the Best Paper by a PhD Student Award from 2017 American Accounting Association Northeast Region Meeting.

3rd cohort

Two new accounting doctoral students joined the Accounting PhD program in 2017 and started their first Fall semester:

Anqi Tao: University of Washington (Undergraduate), Boston College (Masters)

Yiye Zhang: SUNY-Buffalo (Undergraduate and Masters)

CPA Results

UMass Lowell students and alumni ranked 10th out of 30 colleges and universities in Massachusetts for the CPA exam pass rate for all sections of the CPA exam (including sections taken for the first time), according to the 2016 results released by the National Association of State Boards of Accountancy. For first-time sections alone, UMass Lowell students ranked 11th out of 29 institutions in Massachusetts.

Becker Initiatives

Becker Professional Education awarded 50% scholarships to qualifying Manning School accounting students. The students received 50% off the full four-part course tuition for live or online/self-study. Becker CPA Review also hosted a sample class workshop. Becker Instructor, Joseph D'Adamo, covered selected topics from the Becker review course including critical concepts on the CPA Exam, hands-on problem solving techniques, exam functionality, and practical test taking tips. The class was designed for graduate, senior, and junior-level students interested in getting their CPA licenses. The workshop gave students the opportunity to see what studying for the CPA exam is all about.

Bootcamps

In August, 2017 the Accounting Department at the Manning School offered the first ever Financial Accounting Boot Camp aimed at helping Accounting majors better prepare for success in the major. All students registered for Intermediate Accounting I in Fall 2017 were invited to participate, with special attention and invitations sent to those students we felt might benefit the most from the

course. The course ran for eight days, Monday through Thursday for two weeks, from 5 to 9 PM, and was free for all students.

Professor Cassandra Rohland developed the materials in consultation with Professor Stefanie Tate, and covered topics including journal entries, adjusting entries, financial statement preparation, accounts receivable, and inventory. At the completion of the course, students were asked to provide feedback, and overall the responses were very positive. Students were more confident in their ability to succeed in Intermediate I as a result of the boot camp, and 100% of respondents said they would strongly or very strongly recommend that the department offer the course again.

Accounting Networking and Job Fair

Students were focused this year on perfecting their resumes and interviewing skills. Career Services provided opportunities for accounting students to have their resumes reviewed and to attend an Accounting Career Fair Workshop. The workshop was attended by over 85 accounting majors who listened to a panel presentation from perspective employers. Presenters were from Baker Newman Noyes, Moody, Famiglietti, &



Andronico (MFA), and RSM US. The panelists included Craig Eaton '95, Lead Tax Partner at MFA.

The Accounting Career Fair that followed these events gave students a platform to use their resumes and interviewing skills. This event, which is held every year, provides a great opportunity to network and seek employment for full time and co-op positions. Approximately 28 firms participated in this year's fair. The large number of alumni that were at this event showed UMass Lowell's continuing commitment to provide students with a strong accounting skill set that is important to hiring firms.

Accounting Society

What skills will an accountant need in 10 years?

This question is critical to students as they plan for their careers. What skills are needed today and in the future for a successful accounting career? What options exist for accounting students? What will a typical work day require of our students? Preparing our students for their future careers is an essential goal for the Accounting Society, according to co-advisors Professor Lisa Andrusaitis and Professor Laura Christianson. Accounting is an ever-changing and challenging industry that requires our students to adapt and grow with the needs of business. Accountants are being required to know more than just debits and credits. Acting as a business advisor, understanding Big Data and data analytics along with the use of artificial intelligence are only a few areas that will be required in the future. One of the Accounting Society's goals is to connect students with professionals who work in the field to help them to stay current with accounting trends.

The Accounting Society, in conjunction with the Accounting Department, sponsored three well attended Accounting Forum presentations. Students were given the opportunity to participate in discussion topics such as public accounting, internal audit and accounting certifications options. After each event, students were able to network with the speakers. The students were enthusiastic in speaking with these business professionals who can provide potential employment opportunities. The most recent Forums were:

- “Certified Public Accountant (CPA) - is this the only option?”
- “Life in public accounting- is it the right path for you?”
- “Internal Audit night”

In its third year, the successful “Meet the Firm” initiative was again very popular with students and accounting firms. The program was started over two years ago by Professor Andrusaitis and Professor Christianson and allows students to interact with accounting professionals in a workplace environment. Presentations, tours of the offices, question and answer sessions with all levels of the firms' members and lunch/dinner provided an inviting atmosphere to learn about job opportunities in the field. Over the past year, students, along with their Society advisors and faculty, were invited to the offices of RSM US LLP, Boston and DiCicco, Gulman & Company, Woburn. We would like to give a special thanks to our two advisory board members, Michael Smith from RSM and Nick Tamvaklis from DiCicco, Gulman & Company for allowing our students and faculty to share in their respective firm's culture and staff's

experiences. Each firm gave students exposure to the different roles and responsibilities available in the field of accounting. These visits allow students to go beyond just the classroom learning experience.



Reaching out to the local community was an area for our students to give of their time and talents. The Volunteer Income Tax Assistance Program (VITA) allowed students to help prepare tax returns for qualifying families. This past year provided our students with a unique opportunity to partner with “Habitat for Humanity” and Moody, Famiglietti &

Andronico, LLP (MFA). Students, faculty and MFA staff worked together on a house that was only a few streets from the University. Volunteering and working alongside MFA staff was such a great experience for the students and faculty.

If you would like to participate in Accounting Society presentations or events, please contact Lisa_Andrusaitis@uml.edu or Laura_Christianson@uml.edu.



From the Accounting Advisory Board Chairperson



The Accounting Advisory Board supports the Accounting Department by providing recommendations for maintaining, building and strengthening program offerings at the University. Often areas such as curriculum, market demand, resources, and technology are discussed with the Board based on the ever-changing requirements of academic departments and the community. UML alumni with varying backgrounds in both public and private accounting volunteer for the advisory board and share their views as well as offer feedback on current and anticipated trends they see in their professions and areas of expertise to assist in developing and assessing new and ongoing programs at the University.

It's been an honor to work more closely with the Board and faculty, along with the Dean of the Manning School of Business, Dean Sandra Richtermeyer. Since our last newsletter update, the Board has continued to discuss and monitor progress with the faculty on a variety of diverse topics including:

- The evolution of the Pulichino Tong business building through to completion
- The status and vision for the Manning School of Business and vision for growth of the accounting department as shared by Dean Richtermeyer
- Numerous initiatives within the accounting department such as development of the accounting boot camp, curriculum changes, CPA preparation and results, ongoing recruiting for internship and graduate placement programs, various Accounting Society programs and events, including the annual Accounting Recruiting and Networking Fair
- Status of both the MSA and PhD programs focusing upon enrollment statistics and curriculum

Our most recent meeting was held at the newly completed Pulichino Tong Building. There was an unmistakable feeling of energy in the building, as classes were being held and students were working in the collaboration areas. In the lobby, there were tables set up for companies and guests to come in and speak with students during the day. The building also has a trading room, outfitted with Bloomberg terminals, a behavioral research lab and a business

analytics lab. As an alumna, I am very proud of this addition to the University and what it means for the students. It is a beautiful space for the students and faculty to learn, collaborate and flourish in together!

It's a very exciting time to be involved with the Accounting Advisory Board and the UML community and we are looking forward to the year ahead.

Best Regards,

Tammy Concannon
Chair, Accounting Advisory Board

Newsletter Editor: Prof. Laura Christianson