

MENDOZA EXCHANGE

News & info for faculty and staff at Mendoza College of Business

JUNE 21, 2021

FROM THE DEAN'S DESK

New Research

As **Ken Kelley** discussed in his [May 10 guest column](#), summer is a busy time for faculty research. The recent edition of Mendoza Business magazine includes a listing of [published research from 2018-2021](#).

Please find below a few of the most recent faculty publications in top academic journals (and congratulations to the authors!):

Erik Beardsley, Assistant Professor of Accountancy
"What's My Target? Individual Analyst Forecasts and Last-Chance Earnings Management" (Journal of Accounting & Economics)

Our study shows that companies manipulate their accounting earnings in order to meet or beat individual analyst forecasts. Companies are also more likely to beat an additional forecast by manipulating earnings up relative to missing an additional forecast when decreasing accounting earnings. By showing that managers consider individual forecasts to calibrate earnings management decisions, our findings highlight the strategic nature of earnings management.

Jason Colquitt, Franklin D. Schurz Professor
"Continue the Story or Turn the Page? Coworker Reactions to Inheriting a Legacy" (Academy of Management Review)

This theory piece describes the concept of employee legacy — enduring contributions to a work unit that continue to impact the unit after the employee is no longer a member. In particular, the article articulates the critical role played by the coworkers who remain, as they build on, maintain, neglect or erase the legacy. Which of those actions the coworkers take is theorized to depend on their psychological ownership of the legacy and their relationship with the employee who left it.

Zhi Da, Howard J. and Geraldine F. Korth Professor of Finance
"Hedging Demand and Market Intraday Momentum" (Journal of Financial Economics)
Gamma measures the acceleration of financial derivative price when the underlying price moves. Market makers in products with gamma exposure, such as options and leveraged ETFs, have to buy additional securities when prices rise and sell when prices fall, exacerbating price swing. Using intraday futures returns between 1974 and 2020, we find strong market intraday momentum on equities, bonds, commodities, and currencies, and provide novel evidence that links it to gamma hedging.

Kirsten Martin, William P. and Hazel B. White Center Professor of Technology Ethics
"Stakeholder Friction" (Journal of Business Ethics)
Many have focused on identifying the good in creating strong relationships with a company's stakeholders (suppliers, financiers, customers, communities, users, employees and so on) such as weathering uncertainty, greater sharing of information, increased legitimacy and better performance. However, here we identify a downside of strong stakeholder relationships: increased stakeholder friction where companies are more likely to re-invest in current stakeholders even when this investment is not in their interest. This can lead to company's missing out on new stakeholders (new customers, new suppliers, new products) by focusing too much on current stakeholder relationships

Thank you to all of our faculty for your continued efforts to advance the College's research reputation.

In Notre Dame,

Martijn

FAC/STAFF UPDATES & INFO

Submissions welcome! Click [here](#) or email mendozabusiness@nd.edu.

CAREER OPPORTUNITY

◆ [Logistics & Events Program Manager, Meyer Business on the Frontlines Program](#) (closing June 27)

◆ [MBA Student Services Assistant/Associate Director](#) (closing July 6)

THREE CHEERS



◆ **Katherine Spiess** writes: "I wanted to acknowledge the great work of the entire team involved with the MSF-R onboarding and orientation, with special recognition to **Hermalena Powell, Wendy Walker, and Elliot Miller** who were instrumental throughout orientation week. Thanks to Hermalena and Elliot for great presentations and to Wendy for all the arrangements, including a last-minute pivot when the rain changed our outdoor activity plans!"

◆ **Angela Logan** writes: "I would like to thank everyone on the **MGE, Admissions Operations, Student Services, and Student Services Operations** teams for the time, talent, and attention they have invested this year, as we have worked with these individuals on their journey from prospect to student. I especially want to thank **Cindy Proffitt, Kellie Rzepka, Colleen Cota, Kim Brumbaugh, Teresa True, Wendy Walker, Kalynda Hamilton, and Morgan McCoy**, who each played an integral part in these students' experiences. Special thanks also goes out to **JR Nemelka and Melissa Jackson**, who both stepped in to assist with our Orientation activities today, and to **Jessica Stookey and Ryan Retartha**, for their presentations to the students. All throughout today, students have stopped me, thanking me for everything you have done to make this place already feel like home, and affirming that they made the right choice in applying to this program. Thanks for all you do to support our students, the EMNA program, and Our Lady's University!"

KUDOS

◆ Marketing's **Frank Germann** was awarded the **2021 Varadarajan Award for Early Career Contributions to Marketing Strategy Research**. A three-member selection committee consisting of Sundar Bharadwaj, Neil Morgan, and P.K.Kannan found Frank's research accomplishments to be highly commendable and deserving of this year's award.

DIVERSITY, EQUITY & INCLUSION

Compassionate Listening Circles

Join your colleagues in a safe space, to respond to key questions about race, equity and diversity

When: Weekly, from July 8 to 29

GROW THE GOOD IN BUSINESS™

Register



◆ Save the date for Mendoza's next installment of **Compassionate Listening Circles**, brought to you by the Mendoza DE&I Council's Engagement and Education committee.

What is Compassionate Listening? The objective of Mendoza's Compassionate Listening Circles is to share your valuable voice, and support others as they find theirs, in a safe space. Cohorts will gather to share thoughts on key questions related to race, equity and diversity. This is an opportunity to create meaningful dialogues that can deepen relationships among colleagues.

Why Should I Participate? The first Compassionate Listening Circles cohort recently completed its time together. Here's what they're saying about the experience:

"I loved the Compassionate Listening Circles because it provided unexpected revelations and emotions for me. It was also a great place to learn how to listen about racial issues."

"During the Compassionate Listening Circles, I was challenged to open up my input flow and close my output flow. Dedicating the time and space to this prompted dialogue in a safe place free of judgment allowed me to give this conversation the platform it deserved. I would highly recommend participating in this (or any future DEI series that is built upon this listening model) if you are interested in promoting equality on Our Lady's campus."

When Will the Next Series Happen? The first session of the new cohort will take place **July 8**. Rejoin your group for weekly sessions through July 29.

How Do I Join? To register for the upcoming cohort, please [submit this Google Form](#). For more information about this and future Compassionate Listening Circles, please contact Joan McClendon at jmcclen1@nd.edu.

◆ **A Year After George Floyd: A discussion on policing and racism in America:** *Wednesday, June 23, 11:45 a.m. - 1:00 p.m.; online.* Guest speaker, Dr. Rashawn Ray, professor of sociology and executive director of the Lab for Applied Social Science Research (LASSR) at the University of Maryland, College Park, leads the discussion. Dr. Ray's research addresses the mechanisms that manufacture and maintain racial and social inequality with a particular focus on police-civilian relations and men's treatment of women. For more information and to register, visit: <https://hr.nd.edu/news/a-year-after-george-floyd-a-discussion-on-policing-and-racism-in-america/>.



◆ **Anti-Asian Violence in South Bend and Indiana: Understanding and Combating Discrimination in Our Communities:** *Tuesday, June 29; 11:00 a.m.-12:15 p.m.; online.* As recent the high-profile killings of four Sikh men in Indianapolis and food truck driver Shane Nguyen in Fort Wayne have shown, discrimination against people of Asian descent is occurring in our state, our region of Northern Indiana, and in South Bend. Bring your questions, stories, and ideas to join academic and community experts for this collaborative discussion about anti-Asian racism nationwide, in Indiana, and in local communities—and what can be done to stop it. For more information and to register, [go here](#).

PROFESSIONAL DEVELOPMENT

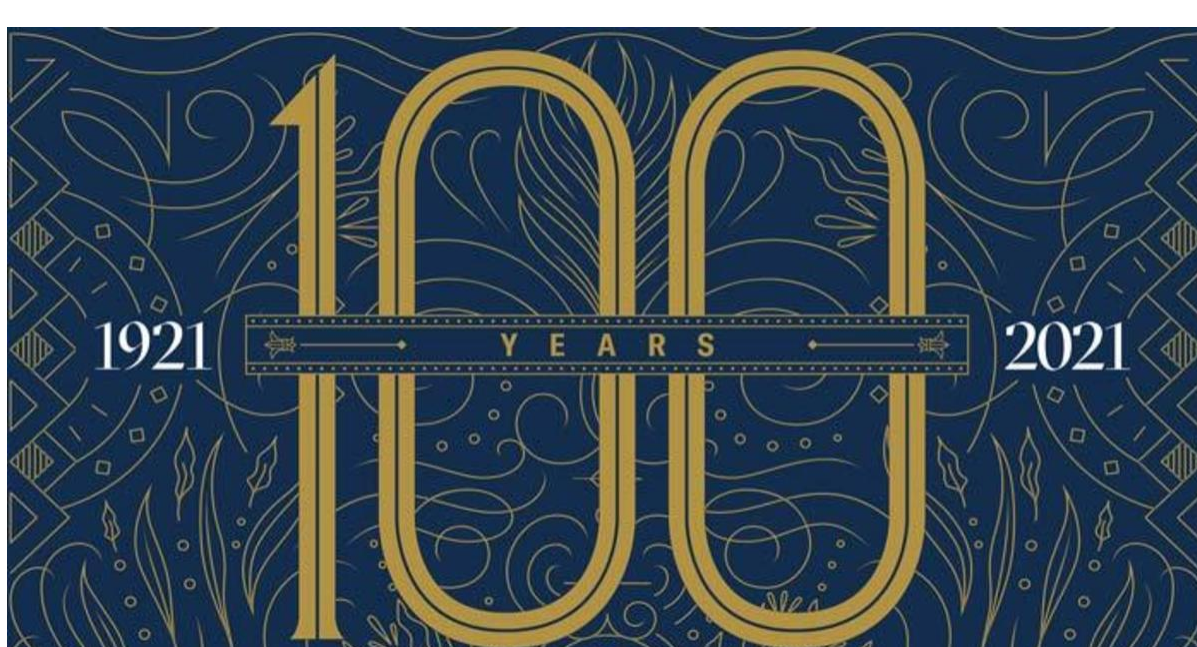


◆ **Taste of Technology 2021 Sessions:** *June-July; via Zoom.* This past year has been a circus and technology was in the center ring. But you can learn how to tame it at the Taste of Technology, OIT's annual mini-conference. There'll be twelve death-defying sessions offered via the Zoom grandstand over the month of June. Everyone is welcome: experienced tech users and beginners. There is no charge to attend. Registration will be by Google Group. Join the group and you will receive calendar invitations to all the sessions. [For more information and to register, go here.](#)

◆ **THRIVE! Amplifying Marginalized Voices in Organizations:** *Thursday, Jun 24; 12 p.m.-1 p.m.; online.* New research from the first to show that peers can help boost marginalized voices in the workplace and at the same time boost their own status, all while helping their organization realize the potential of its employees' diverse perspectives. [Register here for the Zoom link.](#)

◆ **Growth and Resiliency During Times of Change:** *Tuesday, June 29; 8 a.m.-noon; online.* This insightful workshop, brought to you by HR and the ND Wellness Center, uses practical application through activities and panel discussions to help you find the purpose and meaning of growth and resilience, and give way to the positive pathway that lies ahead. The workshop was previously titled The Paradox of Growth in Adversity: A Multi-Disciplinary Approach to Posttraumatic Growth. Register through Endeavor.

THE CENTURY MARK: MAKE YOUR MARK



This project features personal essays contributed by Mendoza College of Business faculty, staff, students and alumni. You'll find some familiar faculty names in these [Make Your Mark centennial essays](#).

To contribute your story, email mendozabusiness@nd.edu.



Career restart

Kathleen McCarthy Walsh (BBA '86)

"...Whenever I have the opportunity to speak to or in front of prospective Notre Dame students, I focus primarily on young women and their parents and work to assure them of the deep, long-lasting value the Notre Dame experience and degree can have on young women's lives — in every peak and valley, reboot and re-tooling."



Success has many

faces

Glenn Hanzlick (BBA '85)

"...In my case, I confess that even after studying accounting, I can't quantify the value of the wonderful, life-long experiences I had because of the many doors the Notre Dame diploma key opened."

SUBMIT NEWS!



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