

MENDOZA EXCHANGE

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

MARCH 1, 2021

FROM THE DEAN'S DESK

Women's History Month

On Friday, the University will celebrate [International Women's Day](#) and Women's History Month by recognizing outstanding Notre Dame faculty members whose research, teaching and expertise have significantly contributed to their disciplines and our larger understanding of the world. For 2021, the theme is "[Women in Leadership: Achieving an Equal Future in a COVID-19 World](#)."

I'm pleased to announce that [Cindy Muir](#) (Zapata), associate professor of Management & Organization, will represent Mendoza this year. Cindy, who joined Mendoza in 2019, has developed a body of research on organizational justice and trust, with a focus on the ways in which perceptions of individual behaviors and of race and gender differences may affect the relationships between managers and employees.

Cindy's research provides important insights into the complexities of race and gender in the workplace and reminds us of the critical importance of advancing diversity, equity and inclusion in our own work culture. [As discussed in a previous message](#), DE&I is a top priority of the University, directly related to all three core pillars of Catholic social teaching (human dignity, solidarity and subsidiarity) and thus to Mendoza's imperative to Grow the Good in Business.

One area of focus is the hiring and promotion of more female faculty. We currently have three female full professors: [Ann Tenbrunsel](#), David E. Gallo Professor of Business Ethics (M&O); ITAO professor [Hong Guo](#), who was promoted to full professor in May 2020; and [Kirsten Martin](#), who joined Mendoza in 2020 as the William P. and Hazel B. White Center Professor of Technology Ethics.

In addition, we have a number of tenured associate faculty members including: [Viva Bartkus](#), associate professor of Management & Organization; [Stephannie Larocque](#), Notre Dame Associate Professor of Accountancy; [Cindy Muir](#) (Zapata), associate professor of Management & Organization; [Sophie Shive](#), Viola D. Hank Associate Professor of Finance; [Katherine Spiess](#), associate professor of Finance; [Sandra Vera-Munoz](#), associate professor of Accountancy; and [Xuying Zhao](#), associate professor of IT, Analytics, and Operations.

These developments signal improvements in gender diversity in our faculty over the past decade. We hope to continue making strides in the coming years. Our efforts to recruit female faculty include:

- **Adding the position of faculty diversity advocate:** In collaboration with the Notre Dame Office of the Provost and Mendoza's department chairs and search committees, the faculty diversity advocate seeks to increase the number of highly qualified faculty candidates from underrepresented groups. [Ken Kelley](#), senior associate dean for faculty and research, currently serves in this role. The responsibilities include working to recruit, hire, retain and promote diverse faculty, from casting a wide net to increase diversity in the applicant pool to working to ensure any concerns and impediments to success are removed.
- **Participating in the PhD Project:** Since 2003, Mendoza has participated in this effort to advance workplace diversity by increasing the diversity of business school faculty. Every regular faculty job is advertised at the PhD project as well as other outlets to "cast a wide net" when searching for faculty recruits.

I encourage you to read Cindy's story when the 2021 ND Women Lead feature is posted on Friday, as well as the Mendoza Business magazine story about her research, "[The Humility Paradox](#)." I also encourage you to read about our past International Women's Day honorees: [Ann Tenbrunsel](#), [Hong Guo](#), [Katherine Spiess](#), [Kristen Collett-Schmitt](#) and [Viva Bartkus](#).

I'm thankful to all of our faculty and staff members who continue to advance the cause of DE&I through their research, teaching, leadership and personal commitment.

In Notre Dame,
Martijn



MENDOZA HAPPENINGS

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

UPCOMING COLLEGE AND UNIVERSITY EVENTS

♦ **WIS: Notre Dame's Professional Investing Summit:** *March 8-12, on Zoom.* Events begin at 5:30 p.m. EXCEPT for the March 12 session which is 10:00 a.m.-1:00 p.m. For more information and to register [go here](#).

The 3rd annual WIS sessions include:

- March 8: Small Group Executive Fellows Networking Session for students.
- March 9: Small Group Executive Fellows Networking Session for students.
- March 10: Market Update with Katie Koch.
- March 11: Fireside Chat featuring Jean Hynes & student Stock Pitch Competition.
- March 12: Speakers & Panels.



♦ **Ten Years Hence: News, Fake News, and Deep Fakes. How Do We Know What's True?:** *10:40 a.m.-12:10 p.m.; on Zoom.* The Ten Years Hence speaker series explores issues, ideas and trends likely to affect business and society over the next decade. For more information and to register [go here](#).

Upcoming sessions include:

- March 12: Suzanne Spaulding Senior Adviser, Homeland Security, International Security Program, CSIS.
- March 19: Matthew Turek, DARPA. Automated Approaches to Detecting, Attributing, and Characterizing Falsified Media.
- March 26: Jamie Fly, German Marshall Fund of the United States. Making America Competitive Again in the Information Space.

♦ **Financial Statement Fraud Seminar:** *Online.* Experts in corporate fraud share their unique perspectives and experience as part of the virtual Financial Statement Fraud Seminar Series, hosted by the [Center for Accounting Research and Education](#) (CARE). Register [here by March 15](#) to attend the virtual seminars.

Upcoming sessions include:

- March 17: Chris Norris, Dir. Loss Prevention & Investigation, Wicklander-Zulawski & Associates
- March 29: Matt Jacques, Chief Accountant in the Enforcement Division, SEC



For a full list of upcoming sessions and speakers and to find out more information about the seminar series visit [CARE's news and events page here](#).

♦ **Human Trafficking & Forced Labor: Current Responses to Human Trafficking:** *March 18; 6 p.m.; Online.* Imago Dei is partnering with the [Higgins Labor Program of the Center for Social Concerns](#) and the [Deloitte Center for Ethical Leadership](#) to increase awareness of human trafficking. Events begin at 6 p.m. on the third Thursdays of February, March and April and feature a diversity of leaders and experts in the fight against human trafficking and forced labor.

For more information and to register for sessions, [go here](#)

ETHICS WEEK SESSIONS

This year's [Notre Dame Ethics Week](#) centered around a theme of empathy and touched on topics such as diversity and inclusion, finding common ground, the medical field and the practice of empathy. These enlightening panels and talks are now available on the [Ethics Week web pages here](#), or click on the links below for each event.



- [Getting Better at Empathy: The Science and Practice of Standing Under Another's Experience](#)
- [ND Student Voices on Empathy & Racial Justice](#)
- [Working Toward the Common Ground](#)
- [Medical Professionals Discuss Empathy in Healthcare: Its Possibilities and Pitfalls](#)

LENTEN FOOD DRIVE

40 Boxes in 40 Days!

Faculty Support is hosting the Annual Lenten Food Drive. Even, though many of us are still working remotely, the need in our community is greater than ever. According to the St. Vincent de Paul Society of St. Joseph County, the need for food has increased by 45% since the pandemic began. Many people are out of work or have reduced hours and need assistance.

Bring nonperishable food items to the Faculty Support Center in Room 340 or place in the large donation box, which will be located in the atrium by the elevators after Thursday. You can also buy online from a retail outlet and have food delivered directly to the Faculty Support Center!

FAC/STAFF UPDATES & INFO

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

MINI BREAK REMINDER

The University has declared March 2 as a "mini break" during the spring semester in order to give students a bit of a break. On this day, no classes can be scheduled and no meetings involving students can be held.

On behalf of the Mendoza leadership, staff will also have the day off (with pay, i.e., an additional paid day off) so that you can spend it in whatever way benefits your personal well-being. The University will remain open on March 2, which will require some staff presence. Staff who are needed during the mini break will be given an alternative extra paid day off to be chosen in consultation with your supervisor.

If you log hours in UltraTime, you can record your regularly scheduled hours for March 2 with the "OOP" (Out of Office Paid) Absence Code. If you log vacation using the MyTimeOff system, there is no need to submit vacation time for that day.

DIVERSITY, EQUITY & INCLUSION

THRIVE!: A Conversation on Allyship Presented by Maria McKenna

The conversation will center around all things related to allyship to marginalized communities, but especially to people of color. Allyship is both a noun and a verb - it takes consistent conversation, action, and reflection. Join us for considering how we all might be better allies in the world and how to make "good trouble" as the late John Lewis asked of us.



For more information and to register [go here](#).

Professor McKenna is an Associate Professor of the Practice holding a joint appointment in the Department of Africana Studies and the Education, Schooling, & Society program. She is also the Faculty Co-Director of the AnBryce Scholars Program.

BENEFITS

Unique benefit program for expectant parents

Expectant parents can find personal support and financial incentives through Future Moms, a free program to benefit-enrolled expectant mothers through our insurance plan (Anthem). Future Moms can receive up to \$500 in financial incentives. These funds can be used towards your medical expenses or towards other costs associated with welcoming a new child. [Find out how to participate here](#).

CALL FOR NOMINATIONS

REMINDER! Recognize Your Excellent Colleagues!

The new Mendoza Dean's Awards for Excellence are a great opportunity to recognize both individuals and teams for their contributions and service to the College. The awards include:

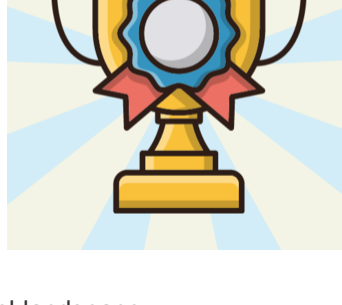
Cooperate (Individual) Award is presented to an individual staff member who has accomplished a significant achievement in servanthood that is reflective of our mission of being a force for good.

Integrate (Team) Award is presented to a cross-functional team that worked together to accomplish a goal or complete a project that is in line with the vision, mission and priorities of the College

Elevate (Team) Award is presented to a team that identifies new opportunities for Mendoza to collectively compete in the business school landscape.

Submit your nomination to [Kara Palmer](#) prior to **March 15** with the following information:

- Name(s) of nominees
- Name of the award
- Background/Rationale for nomination
- How the nomination specifically meets the definition and criteria of the award



Awards will be announced at the Spring Town Hall on **April 14**. [More information is available here](#).

SUBMIT NEWS!



Contact: Carol Elliott
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