

MENDOZA EXCHANGE

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

MARCH 15, 2021

FROM THE DEAN'S DESK

Guest column: Kara Palmer

Staff DE&I Council Update

As you have heard from Dean Cremers, there are many ongoing efforts across the College to advance diversity, equity and inclusion among our students, faculty and staff. Our Staff Diversity, Equity and Inclusion Council has been working hard since forming in December 2020 to identify opportunities for conversation, but more importantly with a goal of instituting action and change. I write today to acknowledge the hard work, dedication and commitment of this team and to share the work that has been done as well as efforts underway.

The Staff D&E Council's purpose is to create and sustain an inclusive culture for all Mendoza staff by fostering an environment of dignity, respect and fairness that is grounded in our Catholic mission. This is accomplished under the umbrella of three subcommittees with collective but varying charges:

RECRUITING AND TALENT SUBCOMMITTEE: Co-chaired by **María Stutsman y Márquez** and myself, the subcommittee is charged with developing a strategic recruiting and hiring plan to deploy to all staff hiring managers across the College to broaden the pool of applicants. In addition, this team is responsible for increasing awareness and building connections to leadership and hiring managers to diverse talent. The subcommittee also identifies training and development opportunities to better prepare diverse staff for professional advancement.

In the next couple of weeks, a **new staff hiring process** will be shared with hiring managers with clear expectations and requirements for job postings, candidate pool makeup, selection committees and evaluations. As part of the selection process, subcommittee members will serve as **Diversity Catalysts** who facilitate dialogue with hiring managers and selection committees to ensure staff searches are conducted in an equitable manner. They also are charged with creating a welcoming and inclusive environment for candidates throughout the interview process.

CULTURE AND INCLUSIVITY SUBCOMMITTEE: Chaired by **Amanda Jacobson**, the subcommittee is focused on how we can exemplify our commitment to diversity and inclusion in our everyday interactions with our colleagues, faculty, students and the greater Mendoza community.

One of the first priorities for the team is to draft a **D&I Statement of Commitment** on behalf of the Council. The primary purpose is to signal the College's commitment to staff diversity, equity and inclusion in all that we do. I'm pleased to share that progress is being made toward crafting a statement that will honor the voices and perspectives of our community. We look forward to including this message in future staff job postings and other communications from the DE&I Council.

Additional priorities for the Culture & Inclusivity subcommittee include reviewing and making recommendations for enhancements to our **Mendoza Exchange intranet's DE&I webpage**, engaging with and sharing the good work of its fellow subcommittees, and enhancing opportunities for **storytelling** that celebrates our differences and encourages understanding.

ENGAGEMENT & EDUCATION SUBCOMMITTEE: Chaired by **Joan McClendon**, the subcommittee is responsible for researching, creating and deploying diversity and inclusion learning opportunities through the sourcing and development of educational resources, courses, workshops and activities. The team recently introduced the College to its first **Compassionate Listening Series** to create the opportunity for meaningful dialogues and to deepen relationships among colleagues. Members of the first cohort met on Feb. 26 where they shared their voices and support for one another on key questions related to race and diversity at Mendoza in a safe space. In addition, the team is partnering with **Carol Elliott** and the Communications team to feature stories in Mendoza Exchange that celebrate our diverse faculty, staff, student and alumni achievements.

In addition to these efforts, the entire Council is establishing a **pulse survey** to identify gaps and opportunities, to measure progress and to ensure accountability for ongoing growth and development. The survey's intent is to collect both quantitative and qualitative data in a confidential/anonymous manner throughout the year. The Council will also be partnering with College leadership to establish **clear DE&I objectives and goals** that will be shared across the College and with University leadership as part of our commitment to elevate and improve.

A special thank you to all of our committee members and to College Leadership for the commitment, time and passion invested to help us grow towards the future.

Recruiting and Talent: **Kimberly Bakle, Phil Drendall, Nick Farmer, Martin Johnson, María Stutsman y Márquez, Lindsey McIntyre, Kara Palmer, Tahra Taylor** and **Janel Zakrzewski-Kuntz**.

Culture and Inclusivity: **Angela Byce, Christopher Hillak, Melissa Jackson, Amanda Jacobson, Kelli Kilpatrick, Santhosh Kumar Lakkaraju, Min Hee Myung, J.R. Nemelka, Ryan Retartha** and **Diego Wang**.

Engagement and Education: **Brian Connelly, Christine Gramhofer, Lisa Heming, Jen LaPrad, Joan McClendon, Jessica Noffsinger, Shelly Sterling, Teresa True** and **Wendy Walker**.

This is a journey with so much work still to be done. Culture change requires the ongoing commitment and leadership of everyone within the College. We invite and encourage all to share their stories, provide input and recommendations to any member of the Council.

In Notre Dame,

Kara

Kara J. Palmer
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MENDOZA HAPPENINGS

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

UPCOMING COLLEGE AND UNIVERSITY EVENTS

♦ **LAST CHANCE TO REGISTER! 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
- April 5: Andy Richmond, Senior Vice President, Comerstone Research
- April 12: Sean Berry, Prosecutor, US Department of Justice
- April 19: Weston Smith, Whistleblower, Former HealthSouth CFO
- April 26: L Christopher Knight, Federal Bureau of Investigation
- May 3: Bringing It All Together Panel Discussion, Q&A and Closing Remarks

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](#).

♦ **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 19: Matthew Turek, DARPA. Automated Approaches to Detecting, Attributing, and Characterizing Falsified Media.
- March 26: Jamie Fly, President & CEO of Radio Free Europe/Radio Liberty. Making America Competitive Again in the Information Space.
- April 9: Hany Farid, University of California, Berkeley. Trust and Truth in the Age of Deep Fakes.
- April 16: Sarah Cook, Research Director for China, Hong Kong, and Taiwan Freedom House. Disinformation, China, and Beijing's Broader Global Media Influence.
- April 30: Danielle Citron, Boston University Law School. The End of Privacy: How Intimacy Became Data, and How to Stop It.



OBJECTIVES AND KEY RESULTS (OKRS)

The term "Objectives and Key Results" (OKRs) refers to a collaborative goal-setting framework for defining and tracking objectives and their outcomes in a measurable way. The aim is to provide clear direction within a department or unit about what goals to focus on and how progress will be measured, as well as to align and connect a department's goals to the College's and University's. For those interested in learning more about OKRs, here are a few resources:

- **John Doerr's TED Talk: Why The Secret to Success is Setting the Right Goals.** Doerr, an OKR and venture capitalist, provides an overview of the OKR framework and explains how setting the right goals can mean the difference between success and failure.
- **OKR Goal Setting 101: Achieve more goals than ever! Faster!** This shop online program is available through Udemy website Udemy. To participate in this workshop, please:
 - Complete [this Google form](#) for access to the Learning Path.
 - Refer to this document for a [Udemy User Guide to Accessing the Training](#).

• **Measure What Matters by John Doerr:** The Dean's Office has extra copies of the book, which is the foundation of the OKR framework. The book teaches readers how to use the OKR management system to identify priorities, set ambitious goals, clearly measure and track them, and motivate and align everyone on your team. If you are interested in borrowing a copy, please contact **Beth Smith** at esmith19@nd.edu.



FAC/STAFF UPDATES & INFO

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

FINAL CALL FOR NOMINATIONS

Submit your nominations by TODAY, March 15 via this form!

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.

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



RANKINGS 101

Learn about the different types of Graduate Business rankings and dive into the process, characteristics and methodology of the most important rankings Mendoza participates in. The Dean's Office's Jean Meade will host the session **Tuesday, March 23; 1:30-2:15; online**. [Join the session with this link](#).

SUBMIT NEWS!



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