

MENDOZA EXCHANGE

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

APRIL 4, 2022

FROM THE DEAN'S DESK

Guest column: Kara Palmer and Rob Kelly

We want to start this column about creating a diverse and welcoming environment at Mendoza by thanking the many of you who have devoted a lot of time and hard work to the effort. In the past year, we've been able to offer many workshops, listening sessions and surveys, partnerships with outside organizations and across campus, and even a new case competition devoted solely to DE&I. Together, these combined efforts speak to the importance we all place on recognizing the strength of a diverse College community.

In this column, we want to highlight a particular DE&I initiative at the University that Mendoza has been an integral part of – the **Employee Resource Groups (ERGs)**. [ERGs are formal groups sponsored by Human Resources](#) created to support networking and social outlets for specific groups of employees, their family members and allies. They also assist the University with recruitment, retention and educational activities. Their intention is to serve as a kind of gathering point for people who share common interests or concerns, and to strengthen a sense of belonging and community.

There are currently eight ERGs on campus: Adelante Hispanos, Black Faculty and Staff Association, Association of Faculty and Staff of Chinese Heritage (FSCH), Notre Dame Staff of International Descent (NDSID), Notre Dame Veterans Association, Spectrum LGBTQ+ & Ally, THRIVE! Inspiring ND Women, and Young Leaders. This month, the University will launch a ninth ERG for individuals with disabilities.

Of these nine ERGs, Mendoza staff members are leading the efforts across three ERGs and several other staff members are actively involved:

- **Christopher Hillak** is a member of the steering committee for Spectrum LGBTQ+ & Ally, which aims to create an open and safe space for LGBTQ+ staff to meet, share fellowship and join in the work to create an inclusive culture of acceptance, dignity and respect for all LGBTQ+ persons at Notre Dame.
- **Kara Palmer** is the president of Thrive! Inspiring ND Women, which is the largest ERG on campus and focuses on increasing opportunities for women to be recruited, retained and advanced as leaders at the University of Notre Dame. **Lindsey McIntyre** serves as the chair on the Mentoring committee for Thrive! and the following staff also serve as committee members working to advance the mission of the ERG to include **Jessica Noffsinger, Lisa Michaels, Cathi Kennedy** and **Janel Zakrzewski-Kuntz**.
- **Rob Kelly** is the executive sponsor of a new ERG devoted to supporting individuals with disabilities. (Read more about Rob's involvement in this [NDWorks story](#).) Rob welcomes anyone who wants to know more or get involved in the IWD ERG to reach out to him directly.
- **Phil Drendall** is on the membership committee for Young Leaders of Notre Dame.

We encourage all Mendoza faculty and staff to learn more and get involved with the ERGs, either to support you in your specific needs or to provide support to others who may be facing challenges that you have already experienced and have some insights to offer. The groups also can be important sources for networking, professional development and career advancement, and overall enrich your personal and professional journey as part of this great University.

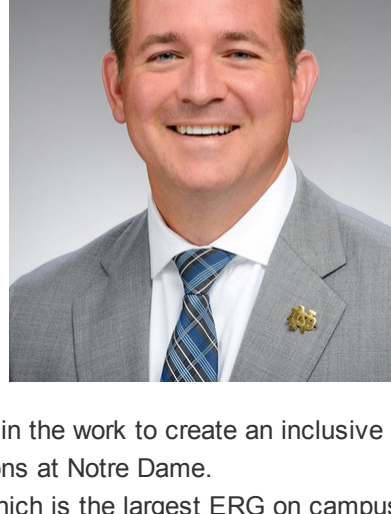
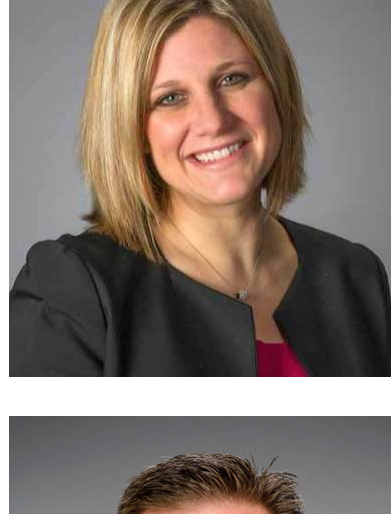
As **Dean Cremers** has said, "As a community that recognizes every person's intrinsic human dignity, it is incumbent on us to contribute to the flourishing of each individual and to contribute to our community, recognizing our reciprocal responsibilities and supporting one another. A spirit of diversity, equity and inclusion reflects this fundamental belief and underlies all that we do."

We are a stronger community when we recognize and celebrate diversity, and draw together to support each other in our differing aspirations and needs.

Gratefully,

Kara Palmer
Senior Director of Administration and Program Management

Rob Kelly
Senior Director of Operations



CALENDAR

[Check the calendar for upcoming event details.](#) Contact mendozabusiness@nd.edu for event posting access.

UPCOMING

APRIL 8

Ten Years Hence: Humans vs. Asteroids: Mitigating Risk and Expanding Opportunities
10:40 a.m.; Jordan Auditorium, Mendoza College of Business ([more info](#))
Marina Brozović is a radar scientist and an orbital dynamicist from NASA's Jet Propulsion Laboratory (JPL) in Pasadena, California. Dr. Brozović observed hundreds of near-Earth asteroids with the Goldstone and Arecibo planetary radars, and she was involved in discoveries of a dozen binary and three triple asteroid systems, fourteen moons of Jupiter, and several Trans-Neptunian Objects.

APRIL 22

Ten Years Hence: Paving a Way for the Space Revolution
10:40 a.m.; Jordan Auditorium, Mendoza College of Business ([more info](#))
Eric Thomas, mission manager for New Shepard, Blue Origin, is a former submarine officer and Notre Dame MBA. He studied nuclear physics and was commissioned in the US Navy at Miami University. The majority of his naval career was spent leading sailors onboard ballistic missile submarines in the Pacific where he served as reactor officer and then operations manager for a nuclear submarine.

DIVERSITY, EQUITY & INCLUSION

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

THRIVE!

Thrive! Leadership Opportunities: Self-Nominations

Interested in professional development, networking, career growth and access to University senior leadership? [Consider nominating yourself](#) for one of the many leadership opportunities within Thrive! by the **Thursday, April 14** deadline. All members are welcome to apply for board positions, the Communications Committee, Engagement Committee, Mentoring Committee, and the Professional Development Committee.



Visit the [Mendoza diversity, equity & inclusion resource portal](#) on the Mendoza Exchange site to find events, articles, workshops, videos and more to help you live out the principles of diversity, equity and inclusion both in the workplace and the classroom.

FAC/STAFF UPDATES & INFO

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

TOP 25!

The **Notre Dame MBA** program was ranked No. 25 – jumping 11 spots from its previous ranking! – in U.S. News & World Report's just-released listing of the ["2023 Best Business Schools."](#) Congratulations to the MBA team!

From the total of 363 recipients responding to the survey, U.S. News ranked 134 business schools that provided enough data on their full-time MBA programs and had large enough 2021 graduating classes seeking employment for valid comparisons. Visit the USN&WR [methodology website](#) for a full explanation of the ranking.

CAREER

- [Business Process & IT Solutions Engineer](#) (closes April 15)
- [BOTFL Managing Program Director](#) (closes April 28)

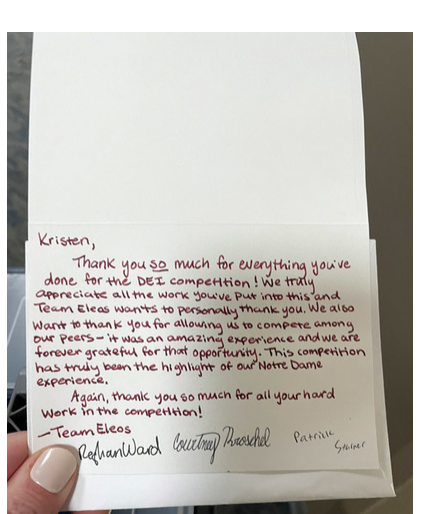
THREE CHEERS



Dean Cremers writes:

*Kudos to **Kristen Collett-Schmitt, Jessica McManus Warnell** and **Joan McClendon** on the very successful inaugural **Diversity, Equity and Inclusion Grow the Good in Business™ Case Competition**, which held its final event on Friday. The incredible amount of work on the part of the leadership team as well as many Mendoza faculty and staff meaningfully advanced the College's efforts to build a culture of inclusivity and one that welcomes diversity.*

Thank you to all involved. Kristen also has heard from several of the student participants, including those who sent her this note (see image): "This competition has truly been the highlight of our Notre Dame experience."



PUBLISHED & PRESENTED

Jessica Watkins, Accountancy, "Consequences of Prescribed Disclosure Timeliness: Evidence from Acceleration of the Form 8-K Filing Deadline," The Accounting Review (accepted for publication).

Tonia Murphy, Accountancy, "A Post-COVID Review of Classroom Practices," Journal of Legal Studies Education.

Jeffrey Burks, Accountancy, presented "Opaque Auditor Dismissal Disclosures: What Does Timing Reveal that Disclosures Do Not?" to the Public Company Accounting Oversight Board (PCAOB).

KUDOS

Congratulations to **Zara Osterman**, communications project specialist, for earning a certificate in copyediting from Emerson College's Office of Professional Studies and Special Programs. This is a rigorous nine-module program. Her increased copyediting skills already are much in use and appreciated!

IN THE NEWS

For more stories and news, visit mendoza.nd.edu/new-events.

MNA student **Brian Meagher** has a passion for making the world a better place, and he's doing it through storytelling. [Read more here.](#)

ON CAMPUS

Spring is officially here! Send photos of you and your family, pets or just signs of spring outdoors on campus to mendozabusiness.nd.edu.

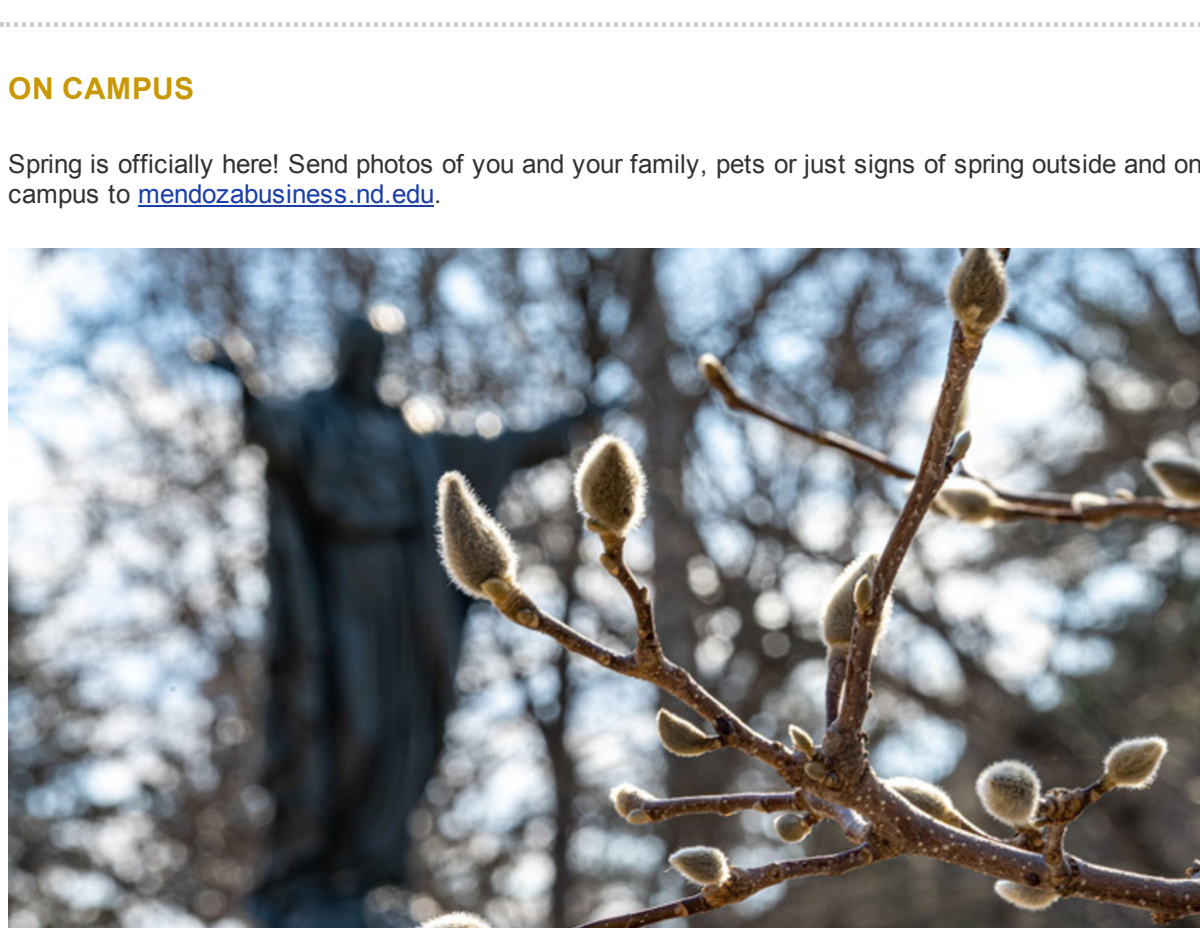


Photo by Matt Cashore

SUBMIT NEWS!



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