

2025 Sharing Information on Progress **(SIP) Report**

Mendoza College of Business

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About the Principles for Responsible Management Education (PRME)

The Principles for Responsible Management Education (PRME) is a United Nations-supported initiative founded in 2007 that aims to raise the profile of sustainability in their classrooms through Seven Principles focused on serving society and safeguarding our planet.

PRME engages business and management schools to ensure they provide future leaders with the skills needed to balance economic and sustainability goals, while drawing attention to the Sustainable Development Goals (SDGs) and aligning academic institutions with the work of the UN Global Compact. Driven by its mission to transform management education, PRME equips today's business students with the understanding and ability to deliver change tomorrow. As a voluntary initiative with over 800 signatories worldwide, PRME has become the largest organized relationship between the United Nations and management-related higher education institutions.



“*The PRME initiative was launched to nurture responsible leaders of the future. Never has this task been more important. Bold leadership and innovative thinking are needed to achieve the Sustainable Development Goals (SDGs).*

Antonio Guterres

Secretary-General (2017 - Present)

United Nations

”

Principles of PRME



Purpose

We advance responsible management education to foster inclusive prosperity in a world of thriving ecosystems.



Values

We place organizational responsibility and accountability to society and the planet at the core of what we do.



Teach

We transform our learning environments by integrating responsible management concepts and practices into our curriculum and pedagogy.



Research

We study people, organizations, institutions, and the state of the world to inspire responsible management and education practice.



Partner

We engage people from business, government, civil society, and academia to advance responsible and accountable management education and practice.



Practice

We adopt responsible and accountable management principles in our own governance and operations.



Share

We share our successes and failures with each other to enable our collective learning and best live our common values and purpose.

The Sustainable Development Goals (SDGs)

In September 2015, all 193 Member States of the United Nations adopted a plan for achieving a better future for all – laying out a path over the next 15 years to end extreme poverty, fight inequality and injustice, and protect our planet. At the heart of Agenda 2030 are 17 Sustainable Development Goals (SDGs) and 169 related targets that address the most important economic, social, environmental and governance challenges of our time. The SDGs clearly define the world we want – applying to all nations and leaving no one behind. Successful implementation of the SDGs will require all players to champion this agenda; the role of higher education is critical to this.





Getting Started

This section provides foundational information about your organization, including key details and basic institutional data. These elements serve as a starting point for your SIP report, can be copied annually, and typically require minimal updates from year to year.

1. Graduates

3,099

2. Degrees Offered

- Executive MBA (EMBA)
- Executive Master of Nonprofit Administration (EMNA)
- Bachelor of Business Administration (B.B.A.)
- Master of Business Administration (M.B.A.)
- Bachelor of Science (B.Sc. or B.S.)
- Bachelor of Arts (B.A.)
- Master of Science (M.Sc. or M.S.)
- Master of Arts (M.A.)
- Master of Fine Arts (M.F.A.)
- Master of Education (M.Ed.)

3. Faculty & Staff at the University

8,229

4. Faculty & Staff at the Institution

600

5. Student Enrollment at the University

13,174

6. Total Student Enrollment at the Institution

2,615

7. Undergraduate Student Enrollment at the Institution

1,791

8. Graduate Student Enrollment at the Institution

824

9. Doctoral Student Enrollment at the Institution

22

10. Certificate, Professional Development, Continuing Education Student Enrollment at the Institution

0



Purpose

We advance responsible management education to foster inclusive prosperity in a world of thriving ecosystems.

11. Define Purpose

At The Mendoza College of Business at the University of Notre Dame, purpose means aligning business education with values that create inclusive prosperity and support thriving ecosystems. Guided by the Purpose Principle, we integrate ethical leadership, sustainability, and innovation to ensure students, faculty, and partners grow the good in business for people, communities, and the planet.

12. Institutional Engagement

26% - 50%



Values

We place organizational responsibility and accountability to society and the planet at the core of what we do.

13. RME Lead

- Individual leader
- Student contributor

14. Define Values

At Mendoza College of Business at the University of Notre Dame, values place responsibility to society and the planet at the core of business education. Guided by the mission to Grow the Good in Business, we cultivate leaders who act with integrity, respect human dignity, and advance sustainability, living commitments embedded in curricula, research, partnerships, and organizational culture.

15. Student Awareness

0% - 25%

16. Student Engagement

51% - 75%



Teach

We transform our learning environments by integrating responsible management concepts and practices into our curriculum and pedagogy.



17. Define Teach

At The Mendoza College of Business at the University of Notre Dame, to teach means transforming learning by embedding responsible management into curriculum and pedagogy. Faculty integrate ethics, sustainability, and social responsibility through applied and experiential methods. Students engage in dialogue, reflect on values, and connect purpose with practice, preparing as values-based leaders committed to serving the global good.

18. Teaching Awards

18.1 M&O Distinguished Researcher Award

Award Granter

Notre Dame Mendoza College of Business

Award Grantee

John Busenbark

18.2 M&O Faculty Service Award

Award Granter

Notre Dame Mendoza College of Business

Award Grantee

Jessica McManus Warnell

18.3 Marketing Faculty Service Award

Award Granter

Notre Dame Mendoza College of Business

Award Grantee

Kevin Hartman

18.4 DeleteMendoza Mission Research Award

Award Granter

Notre Dame Mendoza College of Business

Award Grantee

Gregory Robson

Description of Award

Mendoza Mission Research Award is an annual recognition of Mendoza research papers published in high-quality academic journals that exemplify the College's imperative to "Grow the Good in Business."

18.5 Mendoza Mission Research Award

Award Granter

Notre Dame Mendoza College of Business

Award Grantee

James Otteson & Gregory Robson

Description of Award

Mendoza Mission Research Award is an annual recognition of Mendoza research papers published in high-quality academic journals that exemplify the College's imperative to "Grow the Good in Business." Freedom in Business: Elizabeth Anderson, Adam Smith, and the Effects of Dominance in Business (Philosophy of Management) This paper strengthens Anderson's critique of workplace dictatorships by incorporating Smith's insights on labor division's harmful effects. The authors argue that workplace unfreedom is more severe than Anderson acknowledges, requiring stronger institutional remedies than she proposes to address worker domination.

[Award link](#)

18.6 DeleteMendoza Mission Research Award

Award Granter

Notre Dame Mendoza College of Business

Award Grantee

Ben Matthies

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18.7 Mendoza Mission Research Award

Award Granter

Notre Dame Mendoza College of Business

Award Grantee

Benjamin Golez & Ben Matthies

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[Award link](#)

18.8 DeleteMendoza Mission Research Award

Award Granter

Notre Dame Mendoza College of Business

Award Grantee

John Lalor

Description of Award

Mendoza Mission Research Award is an annual recognition of Mendoza research papers published in high-quality academic journals that exemplify the College's imperative to "Grow the Good in Business." Should Fairness be a Metric or a Model? A Model-based Framework for Assessing Bias in Machine Learning Pipelines (ACM Transactions on Information Systems) This paper introduces FAIR-Frame, a framework for modeling fairness across multiple protected attributes in ML models. Extensive testing showed that FAIR- Frame's representational fairness measures better align with and predict allocational harm observed in downstream applications. FAIR-Frame has important implications for various ML contexts, including information retrieval, user modeling, digital platforms, and text classification, where responsible and trustworthy AI are becoming an imperative.

18.9 DleteMendoza Mission Research Award

Award Granter

Notre Dame Mendoza College of Business

Award Grantee

Ahmed Abbasi

Description of Award

Mendoza Mission Research Award is an annual recognition of Mendoza research papers published in high-quality academic journals that exemplify the College's imperative to "Grow the Good in Business." Should Fairness be a Metric or a Model? A Model-based Framework for Assessing Bias in Machine Learning Pipelines (ACM Transactions on Information Systems)

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18.10 Mendoza Mission Research Award

Award Granter

Notre Dame Mendoza College of Business

Award Grantee

Kezia Oketch, John Lalor, & Ahmed Abbasi

Description of Award

Mendoza Mission Research Award is an annual recognition of Mendoza research papers published in high-quality academic journals that exemplify the College's imperative to "Grow the Good in Business." This paper introduces FAIR-Frame, a framework for modeling fairness across multiple protected attributes in ML models. Extensive testing showed that FAIR- Frame's representational fairness measures better align with and predict allocational harm observed in downstream applications. FAIR-Frame has important implications for various ML contexts, including information retrieval, user modeling, digital platforms, and text classification, where responsible and trustworthy AI are becoming an imperative. Should Fairness be a Metric or a Model? A Model-based Framework for Assessing Bias in Machine Learning Pipelines (ACM Transactions on Information Systems)

[Award link](#)

18.11 Mendoza Mission Research Award

Award Granter

Notre Dame Mendoza College of Business

Award Grantee

Cindy Muir

Description of Award

Mendoza Mission Research Award is an annual recognition of Mendoza research papers published in high-quality academic journals that exemplify the College's imperative to "Grow the Good in Business." Supervisor integrity empowers employees to advocate for diversity in problematic climates (Journal of Applied Psychology) This research explores why supervisors often struggle to inspire employees to engage in diversity advocacy – moral, value-centric behaviors that actively support equity in the workplace for all employees. The authors propose that a key reason may be that employees don't feel empowered to take such action. However, they argue that when supervisors demonstrate strong integrity by consistently adhering to valued, acceptable principles, it can inspire employees to step up as advocates, especially in environments where the diversity climate is perceived as poor because that's when employees may feel their actions are most needed. The theory is tested through three studies: a field survey, an experimental vignette, and a behavioral experiment. This research explores why supervisors often struggle to inspire employees to engage in diversity advocacy – moral, value-centric behaviors that actively support equity in the workplace for all employees. The authors propose that a key reason may be that employees don't feel empowered to take such action. However, they argue that when supervisors demonstrate strong integrity by consistently adhering to valued, acceptable principles, it can inspire employees to step up as advocates, especially in environments where the diversity climate is perceived as poor because that's when employees may feel their actions are most needed. The theory is tested through three studies: a field survey, an experimental vignette, and a behavioral experiment.

[Award link](#)

18.12 Mendoza Mission Research Award

Award Granter

Notre Dame Mendoza College of Business

Award Grantee

Shijie Lu

Description of Award

Mendoza Mission Research Award is an annual recognition of Mendoza research papers published in high-quality academic journals that exemplify the College's imperative to "Grow the Good in Business." Within-Category Satiation and Cross-Category Spillover in Multiproduct Advertising (Journal of Marketing) This study examines how privacy-preserving policies, such as reduced consumer data retention, affect consumer behavior, advertiser profits, and platform

revenues in the context of multiproduct ads (MPAs). While enhancing privacy, these measures lower ad variety, reducing consumer engagement and ad effectiveness due to intensified within-category satiation and weakened cross-category complementarity. The findings underscore the challenge for ad platforms in balancing privacy with consumer interest and advertiser profitability.

[Award link](#)

18.13 Mendoza Mission Research Award

Award Granter

Notre Dame Mendoza College of Business

Award Grantee

Corey Angst

Description of Award

Mendoza Mission Research Award is an annual recognition of Mendoza research papers published in high-quality academic journals that exemplify the College's imperative to "Grow the Good in Business."

18.14 ACADEMIC DEPARTMENT AWARDS - Prochaska Outstanding Teaching Award for a Tenured or Tenure-track Faculty Member

Award Granter

Notre Dame Mendoza College of Business

Award Grantee

Yoonseock Son

Description of Award

The faculty at the Mendoza College of Business are passionate about the subjects they teach, driven to see you succeed, and united in the belief that business can be a force for good in this world. The award-winning research they conduct is world-renowned.

[Award link](#)

18.15 Mendoza Mission Research Award

Award Granter

Notre Dame Mendoza College of Business

Award Grantee

Kaitlin Wowak

Description of Award

Mendoza Mission Research Award is an annual recognition of Mendoza research papers published in high-quality academic journals that exemplify the College's imperative to "Grow the Good in Business."

18.16 Mendoza Mission Research Award

Award Granter

Notre Dame Mendoza College of Business

Award Grantee

Brad Badertscher

Description of Award

Mendoza Mission Research Award is an annual recognition of Mendoza research papers published in high-quality academic journals that exemplify the College's imperative to "Grow the Good in Business." Assurance Level Choice, CPA fees, and Financial Reporting Benefits: Inferences from U.S. Private Firms (Journal of Accounting and Economics) Many U.S. private firms choose either a financial statement compilation or review rather than the higher assurance provided by an audit, yet little is known about these choices. The researchers find that CPA fees more than double for each increment in assurance. Commonly used financial reporting quality proxies are higher for both reviews and audits relative to compilations but are statistically indistinguishable between reviews and audits. The study also finds that assurance-level choices are associated with bank debt, trade credit and control concerns.

[Award link](#)

18.17 Mendoza Mission Research Award

Award Granter

Notre Dame Mendoza College of Business

Award Grantee

Frank Germann

Description of Award

Mendoza Mission Research Award is an annual recognition of Mendoza research papers published in high-quality academic journals that exemplify the College's imperative to "Grow the Good in Business." *Frontiers: Breaking the Glass Ceiling: Empowering Female Entrepreneurs Through Female Mentors (Marketing Science)* Governmental and nongovernmental organizations invest billions of dollars every year providing training programs to emerging market entrepreneurs. Many of these programs involve providing entrepreneurs with mentors. Unfortunately, the effects of these programs are often muted, or even null, for woman-owned firms. Against this backdrop, the researchers tested whether gender matching, where female entrepreneurs are randomly paired with a female mentor, could help address the gender gap. Findings from a randomized controlled field experiment with 930 Ugandan entrepreneurs showed that firm sales and profits of female entrepreneurs guided by a female mentor increased by, on average, 32% and 31% compared with the control group. In contrast, female entrepreneurs guided by a male mentor did not significantly improve their performance.

[Award link](#)

18.18 Mendoza Mission Research Award

Award Granter

Notre Dame Mendoza College of Business

Award Grantee

Dean Shepherd

Description of Award

Mendoza Mission Research Award is an annual recognition of Mendoza research papers published in high-quality academic journals that exemplify the College's imperative to "Grow the Good in Business." *Intersectionality in Intractable Dirty Work: How Mumbai Ragpickers Make Meaning of Their Work and Lives (Academy of Management Journal)* The challenge of dirty work is intensified when it is intractable – when it is difficult, if not impossible, for a person to avoid doing this work. This study of meaning making in the face of intractable dirty work examines ragpickers in Mumbai, India, who handle and dispose of garbage, and are further tainted by belonging to the lowest caste in Indian society and by living in slums. These ragpickers constructed both an overarching sense of helplessness rooted in the intractability of their situation, and a set of positive meanings – survival, destiny, and hope – rooted in specific facets of their lives.

[Award link](#)

Provide supporting materials...

D. Shepard Journal

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18.19 Mendoza Mission Research Award

Award Granter

Notre Dame Mendoza College of Business

Award Grantee

Jun Yang

Description of Award

Mendoza Mission Research Award is an annual recognition of Mendoza research papers published in high-quality academic journals that exemplify the College's imperative to "Grow the Good in Business." The researchers test whether the influence on regulators affects banks' stress-test outcomes. They find that the Too-Big-to-Fail banks face the toughest tests. Despite their more conservative capital plans, the large banks still fail their tests more frequently than other banks. In contrast, while the study finds little evidence that political or regulatory connections affect the quantitative element of the stress tests, these connected banks face less scrutiny under the qualitative dimension.

[Award link](#)

18.20 Joe and Gina Prochaska Family Teaching Award

Award Granter

Notre Dame Mendoza College of Business

Award Grantee

Tonia Murphy

18.21 James Dincolo Outstanding Service Award

Award Granter

Notre Dame Mendoza College of Business

Award Grantee

Colleen M. Creighton

18.22 James Dincolo Outstanding Service Award

Award Granter

Notre Dame Mendoza College of Business

Award Grantee

Tim Morrison

18.23 ITAO Department Faculty Service Award

Award Granter

Notre Dame Mendoza College of Business

Award Grantee

Ahmed Abbasi

19. Educator Recognition

- Annual teaching excellence awards
- Course evaluation scores
- Faculty promotion and tenure consideration
- Institutional recognition events
- Publication or research support
- Student-nominated teaching awards

20. Barriers to Innovative Curriculum

- Change fatigue
- Collaboration barriers
- Budgetary limitations
- Faculty resistance
- Limited interdisciplinary collaboration

- Overloaded faculty
- Risk aversion
- Time constraints

21. Barriers to Innovative Pedagogy

- Change resistance
- Classroom infrastructure limitations
- Collaboration barriers
- Faculty resistance
- Risk aversion
- Time constraints

22. Fostering Innovation

Somewhat

23. Experiential Learning

To a great extent

24. Learning Mindset

A lot

25. Method of Teaching and Learning

In person



Research

We study people, organizations, institutions, and the state of the world to inspire responsible management and education practice.

26. Define Research

At Mendoza, to research is to study people, organizations, institutions, and the world with rigor and purpose. Our research advances knowledge while inspiring responsible management and education practice. By integrating ethics, sustainability, and human flourishing, we generate insights that guide leaders, strengthen institutions, and create transformative societal impact.

27. 2024 Publications

161

28. Research Barriers

- Collaboration challenges
- Funding challenges
- Time constraints

29. 2024 Publications on Sustainable Development and/or RME

20

30. Research Funding

- International
- National
- Regional

31. Socializing Research

- Social media and digital outreach
- Research collaborations
- Public events and lectures
- Open-access platforms
- National media
- Local media
- International media
- Industry and business networks

- Government and policy makers
- Community organizations

32. Research Awards

32.1 M&O Distinguished Researcher Award

Award Granter

Notre Dame Mendoza College of Business

Award Grantee

John Busenbark

32.2 Mendoza Mission Research Award

Award Granter

Notre Dame Mendoza College of Business

Award Grantee

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[Award link](#)

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Notre Dame Mendoza College of Business

Award Grantee

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[Award link](#)

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Award Grantee

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[Award link](#)

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[Award link](#)

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Corey Angst

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[Award link](#)

Provide supporting materials...

D. Shepard Journal

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Partner

We engage people from business, government, civil society, and academia to advance responsible and accountable management education and practice.

33. Partners, Accreditation Bodies, Associations, etc.

- AACSB (Association to Advance Collegiate Schools of Business)

34. Define Partner

At Mendoza College of Business at The University of Notre Dame, a partner is a co-creator from business, government, civil society, or academia who advances responsible management education. Partnerships foster shared purpose, mutual learning, and practical impact, aligning teaching and research with ethical leadership, sustainability, and Notre Dame's mission to be a force for good.

35. Student Partners

- Net Impact



Practice

We adopt responsible and accountable management principles in our own governance and operations.

36. Define Practice

At The Mendoza College of Business at the University of Notre Dame, to practice means embedding responsibility and accountability into governance, culture, and operations. We model what we teach through sustainable facilities, ethical governance, inclusive workplace policies, and mission alignment. Continuous improvement guided by AACSB and PRME ensures we “Grow the Good in Business™” in how we operate daily.

37. RME Practices

- Accreditation body recommendation documents
- Buildings/real estate
- Campus operations guides
- Carbon reduction or offset commitments
- Climate action plan
- Curriculum guidelines
- Employee equity, diversity, inclusion
- Environmental stewardship policies
- Ethical leadership or good governance policies
- Faculty hiring, tenure, and promotion guidelines
- Greenhouse gas emissions
- Local staff/student/faculty transportation
- Professional training opportunities
- Responsible procurement policies
- Student equity, diversity, inclusion
- Sustainability strategy or strategic plan (school or university level)
- USGBC building guides
- Travel guides
- Water
- Zero-waste guides



Share

We share our successes and failures with each other to enable our collective learning and best live our common values and purpose.



38. Define Share

At The Mendoza College of Business at The University of Notre Dame, to understand is to share both successes and failures openly, fostering collective learning and accountability. This culture of reflection ensures our values—ethical leadership, integrity, and service—guide innovation and growth. By learning together, we model responsible management and live our mission to “Grow the Good in Business™.”

39. Transparent Engagement

- Boards and advisory committees
- Community events and consultation forums
- Partnerships with local organizations
- Publicly accessible sustainability data and dashboards
- Sustainability-focused research and collaboration Opportunities
- Annual reports
- Feedback mechanisms (e.g., surveys, suggestion boxes)
- Open faculty and student meetings and town halls
- Public events and panel discussions
- Student and staff volunteer programs

40. Transparency Barriers

- Accessibility issues
- Bureaucratic delays
- Data privacy regulations
- Donor sensitivities
- Engagement gaps
- Feedback loops
- Inconsistent updates

41. Audiences

- Accreditation bodies
- Alumni and donors
- Boards and advisory committees
- Business and industry partners
- Chamber of commerce and local communities

- Faculty and staff
- Government and policy makers
- Media and public relations channels
- Non-governmental organizations (NGOs)
- Prospective and current students
- Research and academic networks

SIGNATORY

Mendoza College of Business



Address

Holy Cross Drive Notre Dame Indiana

United States of America



Website

<http://mendoza.nd.edu/>