



Mickus Faculty Fellow of Business Impact Annual Report – 2023-2024

Sonia M. Goltz, Professor of Management

Funds from the Mickus Endowment were budgeted in 2023-2024 in part for student development purposes. Note that the plan to fund student extra-curricular opportunities focused on the themes of encouraging community service, practicing business skills, and broadening awareness of diversity and cultural differences, as was done in 2022-2023. (In 2022-2023, scholarships were awarded for student service trip travel and compensation was provided for marketing club activities that publicized the campus clothing closet.)

Surprisingly, for various reasons, the student groups these funds were allocated to this year did not access the funds. For example, one student group had planned to use the funds to travel to a conference, but the conference ended up being at a time during the semester when it was challenging for students to attend. Therefore, the budget plan for next year will also include some funding for an entrepreneurship activity that is known to regularly occur. Coordination with the faculty member who organizes that activity has already begun.

In 2023-2024, as in the previous year, the Mickus fellowship provided summer funding for Dr. Goltz to continue her scholarly activities on the topics of leadership, power and equity. Following is a list of recent invited presentations and scholarly publications.

Goltz, S. (2023). *What about coercive interference with positive freedom?* Webinar, Association for Behavior Analysis International, September 19.

Goltz, S. (2024). *Toxic leadership in behavioral terms: The reliance on coercion and countercontrol.* Behavior Analysis Association of Michigan, Ypsilanti, MI, February 2.

Goltz, S. (2024). Viewpoint: On the required level of consciousness for authentic allyship. *Journal of Organizational Change Management.*

Goltz, S. & Sotirin, P. (Accepted). Reflections on experience: A community of practice mentoring initiative for mid-career professionals. *ADVANCE journal.*