



Mickus Faculty Fellow of Business Impact Annual Report – 2024-2025

Sonia M. Goltz, Professor of Management

Funds from the Mickus Endowment were used in 2024-2025 in part for student development purposes. Note that the funding of student extra-curricular opportunities focused on the themes of encouraging community service, practicing business skills, and broadening awareness of diversity and cultural differences. Accordingly, the following activities were funded:

- 1) Five students who were majoring or minoring in business were provided partial scholarships from the COB for the leadership opportunity sponsored by Tech (Student Leadership and Involvement Office) involving Spring Break service trips. These students either went on the U.S. service trip (2 students) or on an international trip (3 students), where they worked on community development activities. For example, the domestic trip was to Denver, where students worked with Habitat for Humanity of Metro Denver. Although these trips are already subsidized in part by Tech, the COB scholarships further reduced the cost of the trips for these students, making it possible for some students to take a trip they might normally not be able to afford. The scholarships also increased the proportion of COB students on these trips. Links to descriptions of these activities can be found on the Student Leadership and Involvement page:
<https://www.mtu.edu/student-leadership/service/asb/> (see ASB 2025).
- 2) A COB marketing student was compensated throughout the year for working with Alexandra Putwen (Director of Residence Education) on marketing activities to publicize the Clothing Closet on campus. The Clothing Closet is a joint effort of the Sustainability office (<https://www.mtu.edu/sustainability/campus/recycling/>) and Residence Education and Housing Services (<https://www.mtu.edu/housing/education/inclusivecommunities/>) focusing on both sustainability and inclusiveness. For example, this student regularly created flyers for the Instagram account for the closet (husky.closet.collective) that serves to notify interested students of the resource. The account currently has 337 followers (as of June

23, 2025), up from 202 followers in July 2023. One of the recent initiatives of the clothing closet is the Gowns for Grads drive. The closet also makes available regular clothing for the school year and career clothing for the Career Fair weeks.

- 3) There were also a couple of occasions when some Mickus funds were used for partial summer tuition scholarships for College of Business students.

Additionally, the Mickus fellowship provided summer funding for Dr. Goltz to continue her scholarly activities on the topics of power and equity. Following is a list of recent invited presentation and scholarly publications.

Goltz, S.M. (May 25, 2025). "Understanding the Downward Spiral of Power and Coercion." Invited Presentation, Association for Behavior Analysis International Annual Convention, Washington, DC.

Goltz, S.M. (April 26, 2025). "Understanding the Abuse of Power: A Behavior Analysis Perspective." Invited presentation, Texas Association for Behavior Analysis Annual Convention, Dallas, Texas.

Colbert, K., Lehman, B., Goltz, S.M., & Minerick, A. (2025). "Assessment of Advocates and Allies Workshops at a Predominantly White, STEM-Focused Institution." *ADVANCE Journal*, 6(1).

Goltz, S. & Sotirin, P. (2024). "Reflections on Experience: A Community of Practice Mentoring Initiative for Mid-career Professionals." *The ADVANCE Journal*, 5(2). <https://www.advancejournal.org/article/123551-reflections-on-experience-a-community-of-practice-mentoring-initiative-for-mid-career-professionals>