

Dr. Ruby Mary Notts

PhD, M.Com, NET

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DESIGNATION:

- i. Assistant Professor, Department of Commerce (Evening) – Accounting & Finance
- ii. Programme Officer, Career Oriented Programmes.

EDUCATIONAL QUALIFICATIONS:

PhD (2022), NET (2017), M. Com (First Class First, 2017)

Ph.D in Commerce, entitled, “Corporate Governance Mechanisms and Firm Performance in India - With an Emphasis on Gender Diversity in Corporate Boards”, from St. Xavier’s College (Autonomous), Kolkata, affiliated to the University of Calcutta, during the tenure **2019-2022**.

WORK EXPERIENCE:

- I) 15th November 2021 – Present**
Programme Officer in the department of Career Oriented Programmes (COP), with St. Xavier’s College (Autonomous), Kolkata.
- II) July 2018 – April 2019**
Guest Lecturer in the Department of Accounting and Finance, Commerce, St Xavier’s University, Rajarhat, Kolkata.
- III) 1st February 2018 – Present**
Full-Time Assistant Professor in the Department of Commerce (Evening) [Accounting and Finance], St. Xavier’s College (Autonomous), Kolkata.
- IV) 24th July 2017 - 30th January 2018**
Part-Time Lecturer in the Department of Accounting and Finance and Department of Law, Commerce (Evening), St. Xavier’s College (Autonomous), Kolkata.

PUBLICATIONS

- Paper titled, “The Influence of Corporate Governance on Firm Profitability: A Study of the Firms Listed on India’s NSE 500” *Journal of Contemporary Issues in Business and Government (ABDC Journal - Group C)*, 2022, Volume 28, Issue 3, Pages 633-651, **ISSN: 1323-6903**, Curtin University
- Paper titled, “Corporate Governance: The Challenges Posed in the Light of the Covid-19, With an Emphasis on the Indian Corporate Sector” Volume- IX, Issue-II (VIII), February 2022 in *Shodhsamhita, UGC Care Group 1 Journal*.

- Paper titled, “Corporate Governance and its Implication on Corporate Financial Performance: A Study Using a Stock-Based Metric” for the edited volume in *Emerging Issues in Commerce, Environment, Economics and Management*, Volume I (2022) ISBN: 978-1-68576-269-8
- Article titled, “An Analytical Study of Investments: With an Emphasis on IPOS” for YouThink 2021-22, Vol XVI, The Annual Journal of the Department of Commerce, St. Xavier’s College (Autonomous), Kolkata.
- Article titled “Dollar Trumped Bolivar” for YouThink 2020-21, Vol XV, The Annual Journal of the Department of Commerce, St. Xavier’s College (Autonomous), Kolkata
- Article titled “Tourism – Cruising Beyond the Realm of Visible” for YouThink 2020-21, Vol XV, The Annual Journal of the Department of Commerce, St. Xavier’s College (Autonomous), Kolkata.
- Article titled “The Diverging Fortunes of the Ambani Brothers” for YouThink 2019-20, Vol XIV, The Annual Journal of the Department of Commerce, St. Xavier’s College (Autonomous), Kolkata.

CONFERENCE PAPERS PRESENTED

- ❖ Paper titled, “Assessing the Quality of Firm-Level Corporate Governance: A Comprehensive Measure”, for the Hybrid 6th National Conference on Sustainable Development Goals: A Multidisciplinary Ingress, organized by Amity School of Economics, Amity University, Noida, Uttar Pradesh, held on the 4th & 5th April 2023.
- ❖ Paper titled, “Corporate Governance, Sustainability and Firm Performance” at the Two Day Hybrid International Conference on Emerging Perspectives in Commerce, Economics, Environment and Management (ICCEEM 2022-23), Organised by the Department of Commerce, St. Xavier’s College (Autonomous), Kolkata, held on the 10th and 11th of February, 2023.
- ❖ Paper titled, “Corporate Governance and its Implication on Corporate Financial Performance: A Study Using a Stock-Based Metric” at the Two Day Virtual International Conference on Emerging Perspectives in Commerce, Economics, Environment and Management - Road Towards Sustainable Economy (ICCEEM 2021-22), Organised by the Department of Commerce, St. Xavier’s College (Autonomous), Kolkata, in collaboration with Institute of Cost Accountants of India, held on the 27th - 28th of January 2022.
- ❖ Paper titled, “Good Corporate Governance and Improved Firm Performance: A Study on Indian Listed Firms” at the XIIIth International Conference on Industry 4.0 & Key Drivers of Sustainable Global Business Practice, organised by Prestige Institute of Management & Research, Gwalior, co-hosted by the Association of International Business & professional Management, Indonesia, held on the 8th-10th January, 2022.
- ❖ Paper titled, “The Influence of Corporate Governance on Firm Profitability: A Study of the Firms Listed on India’s NSE 500” at the one-day National E-Conference on

Emerging Trends in Accounting, organised by GITAM - Hyderabad Business School held on the 29th October 2021.

- ❖ Paper titled, “Corporate Governance: With an Emphasis on the Indian Corporate Sector and the Challenges thus Posed in the light of the Covid-19” at the two-day International Conference on The Dimensions of a Pandemic: COVID 19 Crisis, organised by St. Xavier’s College, Jaipur, held on the 11th-12th February 2021.

FACULTY AND SKILL DEVELOPMENT PROGRAMME/ ORIENTATION AND COURSES ATTENDED

- ❖ Seven-Day Faculty Development Programme on Recent Developments in Accounting and Finance, organised by the Department of Commerce (Accounting and Finance), in collaboration with St. Xavier’s College Internal Quality Assurance Cell (IQAC), 15th -21st December 2022 - **Member of the Reception Committee.**
- ❖ Organising Committee Member (Emcee for the event, hosted on the Zoom platform) of a Faculty Orientation Program, for the junior faculty members of St. Xavier’s College (Autonomous), Kolkata, on Ignatian Pedagogy and Jesuit Charism, held on 19th September, 2021.
- ❖ Completed a two-week online **Refresher Course on Research Methodology for Faculty of Social Sciences**, organized by the Human Resource Development Centre, University of Hyderabad from 19th July to 31st July, 2021; and obtained grade ‘A’.
- ❖ Two Day online Faculty Development Program (FDP) on Emerging Pedagogical & Research Trends in Business Management organized by GNA Business School, GNA University, Phagwara, Punjab, India in collaboration with Human Resource Development Centre, held on the 19th and 20th of June, 2021.
- ❖ Completed a one-month online **Faculty Induction Programme II** (Orientation Programme) organized by the Human Resource Development Centre, University of Hyderabad from 22nd February to 23rd March, 2021 and obtained grade ‘A’.
- ❖ Completed a course on online teaching skills, between 15th June and 20th June 2020, organised by Loyola Institute of Business Administration (LIBA) and was awarded the title ProAct Digital Teacher.
- ❖ One Day Faculty Development Programme on Applications of Finance Lab in Research, organized by the Department of Commerce, St. Xavier’s College (Autonomous), Kolkata, held on 18th December, 2019.
- ❖ Seven-Day Faculty Development Programme on Business Studies organised by Departments of Commerce and Management Studies, in collaboration with the Department of Commerce, University of Calcutta, held from 20th May 2019 to the 26th May 2019 – Member of the Registration Committee.
- ❖ Two-Day Faculty Development Workshop on “Case Pedagogy as a Learning Tool” (Content Support by HBP) held on 18th-19th January, 2019 at Xavier Institute of Management, Bhubaneswar.

- ❖ One Day Faculty Development Programme – Faculty Orientation for the B. Com department, St. Xavier’s College (Autonomous), Kolkata, held on 30th June, 2018.
- ❖ One day Faculty Development Programme on Banking and Insurance organised by Departments of Commerce and Business Administration (Accounting and Finance Group), on the 14th of September, 2018 – Member of the Registration Committee.
- ❖ One Day Faculty Development Programme on Goods and Service Tax, held on 20th December 2017, organized by the Department of Commerce and Management Studies, Accounting & Finance Group, St. Xavier’s College (Autonomous), Kolkata.

WORKSHOPS/CONFERENCES/SEMINARS/WEBINAR ATTENDED

- ❖ **Programme Committee Member and Emcee** at the Two Day Virtual International Conference on Emerging Perspectives in Commerce, Economics, Environment and Management (ICCEEM 2022-23), Organised by the Department of Commerce, St. Xavier’s College (Autonomous), Kolkata, in collaboration with Institute of Cost Accountants of India, held on the 10th and 11th of February 2023.
- ❖ Two Days Workshop on Knowledge Creation Dissemination (Series I), organised by the Department of Management Studies, St. Xavier’s College (Autonomous), Kolkata, held on the 25th and 26th November, 2022.
- ❖ One Day Webinar on, “National Intellectual Property Awareness Mission”, organized by the Department of Commerce, St. Xavier’s College (Autonomous), Kolkata, in association with Intellectual Property Office, India, held on the 5th of March 2022.
- ❖ **Technical Committee Member and Emcee** at the Two Day Virtual International Conference on Emerging Perspectives in Commerce, Economics, Environment and Management - ROAD TOWARDS SUSTAINABLE ECONOMY (ICCEEM 2021-22), Organised by the Department of Commerce, St. Xavier’s College (Autonomous), Kolkata, in collaboration with Institute of Cost Accountants of India, held on the 27th-28th of January 2022.
- ❖ Two Day National Level Faculty Development Programme on the topic Research Writing and Publication, organised by the Research Centre of St. Joseph’s College of Commerce (Autonomous), Bengaluru, held on the 10th and 11th of August 2021.
- ❖ **Organising Committee Member (Emcee** for the event, hosted on the Zoom platform) for the Faculty Development Program, organized by the Department of Commerce, St. Xavier’s College (Autonomous), Kolkata, hosted jointly by the Internal Quality Assurance Cell and Academic Council, held on 21st November 2020.
- ❖ **Organising Committee Member (Emcee** for the event, hosted on the Zoom platform and live-streamed on YouTube) of the One Day International Webinar on “Moratorium on Loan Repayment: Effects on Financial Institutions”, organized by the Department of Commerce and Management Studies, St. Xavier’s College, Kolkata, in collaboration with The Institute of Cost Accountants of India, held on 29th August 2020.

- ❖ One Day Webinar on “Impact of Covid 19 on Financial Markets, Residential Status and Incidence of tax”, organized by the Department of Commerce, St. Xavier’s College (Autonomous), Kolkata, in association with The Institute of Chartered Accountants of India, held on 22nd August, 2020.
- ❖ Two Day Webinar on “NAAC Assessment and Accreditation Process, under the UGC Paramarsh Scheme”, organized by the Internal Quality Assurance Cell (IQAC) and Academic Council, St. Xavier’s College (Autonomous), Kolkata, held on the 30th and 31st of July, 2020.
- ❖ One day Webinar on, “Online Case Based Teaching Pedagogy: Challenges and Opportunities”, organized by the Indian Institute of Contemporary Management Research (IICMR), on 19th July, 2020.
- ❖ Two Day International Webinar on “Managing Business in a Post COVID-19 World: Changes, Challenges and Strategies” organised by the Post Graduate and Research Department of Commerce in collaboration with Internal Quality Assurance Cell (IQAC), St. Xavier’s College (Autonomous), Kolkata, held on 18th-19th July, 2020.
- ❖ One Day National Webinar on, “Management of Stressed Assets in Banks and NBFCs”, by Professor Rajesh Mahajan, Adjunct Professor in IMT Ghaziabad, Ex-GM in BoB, on 17th July, 2020.
- ❖ Attended an Address by Hon'ble Minister of Parliamentary Affairs, Coal and Mines, Shri Pralhad Joshi with Higher Education Institutions of India, on the topic, “Higher Education with Special Emphasis during COVID-19” and Book Release of “Pursuit of Quality in Higher Education: An Indian Perspective”, “Best Practice Series: Management Practices: Case Presentations” & “NAAC Newsletter”, on 16th July, 2020.
- ❖ Two Day National Webinar on “Pandemics and Natural Disasters: Understanding and Coping”, organised by the Internal Quality Assurance Cell (IQAC) and Academic Council, St. Xavier’s College (Autonomous), Kolkata, held on 11th-12th of July, 2020.
- ❖ Two Day National Webinar on, “Post Lockdown Economy: Challenges before Business and Accountants”, organized by the Indian Accounting Association (Kolkata branch) in association with The Institute of Cost Accountants of India, held on the 4th and 5th of July, 2020.
- ❖ One Day Webinar on the Economic Challenges and Opportunities in the Post Covid Scenario, hosted by The Heritage College as on 4th June, 2020.
- ❖ Vice-Chancellors Round table – Higher Education beyond Covid – 19, presented by ABP Education, powered by The Telegraph and Anandabazaar Patrika, 30/05/2020.
- ❖ Participated in an Interactive session of Hon'ble Minister of HRD Shri Ramesh Pokhriyal Nishank ji with Higher Education Institutions of India, on the topic, “Turn the Challenges to Opportunities: COVID-19 Pandemics and measures to combat by Higher Education of India”, on 28th May, 2020.
- ❖ One Day Workshop on the use of the plagiarism software, Ithenticate, organized by the Department of Information Technology, St. Xavier’s College (Autonomous), Kolkata, held on 5th March 2020.

- ❖ Two-Day International Conference on “Innovative Business Practices in a VUCA World” on January 3rd and 4th, 2020, organised by St. Xavier’s College (Autonomous), Kolkata - **Member of the Reception Committee.**
- ❖ One Day Workshop on Plagiarism and Integrity, organized by the Department of Information Technology, St. Xavier’s College, Kolkata, held on 31st August, 2019.
- ❖ One-Day Workshop entitled “Crafting and Conducting Research and How to Publish” organized by the Post-Graduate Department of Commerce, St. Xavier’s College (Autonomous), Kolkata, held on February 9th, 2019.
- ❖ Two Day International Conference on Emerging Perspective in Commerce, Economics and Management – Policies for a Better World (ICCEM2017), organized by the Department of Commerce and Business Administration, St. Xavier’s College (Autonomous), Kolkata, on the 2nd-3rd November,2017 in collaboration with St. Xavier’s University, Kolkata.
- ❖ U.G.C. sponsored one-day National Conference organized by the Dept. of Commerce and Business Administration, St. Xavier’s College (Autonomous) Kolkata, on the 19th March 2016, in collaboration with Dept. of Commerce, University of Calcutta – The conference dealt with present day financial issues and regulations.

EXTRA CURRICULAR ACTIVITIES

- ❖ **Reviewer** for VILAKSHAN - XIMB Journal of Management, 2023.
- ❖ Organising Committee Member (**Joint Convener for Accommodation at SAI**) of the Inter College State Sports & Games Championship, 2019-2020, under the auspices of Education Directorate, Department of Higher Education, 23.02.2020 to 29.02.2020 at the venue of Sports Authority of India (SAI), Netaji Subhas Eastern Centre, Kolkata.
- ❖ Part of the Magazine Committee of the ‘Xaverian’, The Annual Magazine of St. Xavier’s College (Autonomous), Kolkata.
- ❖ Sub-Committee Member at the College Annual Fest, Xavotsav.

KNOWLEDGE IN ECONOMETRIC PACKAGES: SPSS, EXCEL, PROWESS