

# 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) 15<sup>th</sup> 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) 1<sup>st</sup> February 2018 – Present

Full-Time Assistant Professor in the Department of Commerce (Evening) [Accounting and Finance], St. Xavier’s College (Autonomous), Kolkata.

### IV) 24<sup>th</sup> July 2017 - 30<sup>th</sup> 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

- Article titled, “Comprehensive Study of the Trend, Trade, and Consumer Behaviour in India’s Jewellery Industry” for YouThink 2023-24, Vol XVIII, The Annual Journal of the Department of Commerce, St. Xavier’s College (Autonomous), Kolkata, *ISSN: 2347-622*.
- Paper titled, “Gender Diversity in the Boardroom: Theory vs Actualisation”, for the edited volume (2023) of the book titled *Business Innovation Practices & Sustainability in the VUCA World*, ISBN: 978-81-19757-83-1, Bharti 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*, ISSN: 2277-7067.
- 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, ISSN: 2347-622.
- 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, ISSN: 2347-6222.
- 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, ISSN: 2347-6222.
- 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, ISSN: 2347-6222.

## CONFERENCE PAPERS PRESENTED

- ❖ Paper titled, “Is Normativity Retarding The Representation Of Women On Indian Corporate Boards Despite Positive Firm Performance” at the Two Day International Conference on Emerging Perspectives in Commerce, Economics, Environment and Management (ICCEEM 2023-24), Organised by the Department of Commerce, St. Xavier’s College (Autonomous), Kolkata, held on the 9<sup>th</sup> and 10<sup>th</sup> of February, 2024.
- ❖ Paper titled, “Integrated Reporting Of Financial And Non-Financial Data Across Private And Public Sector Companies In India: A Comparative Analysis” at the Two Day Hybrid International Conference on Emerging Perspectives in Commerce, Economics, Environment and Management (ICCEEM 2023-24), Organised by the Department of Commerce, St. Xavier’s College (Autonomous), Kolkata, held on the 9<sup>th</sup> and 10<sup>th</sup> of February, 2024.
- ❖ Paper titled, “Integrated Reporting and its Impact on Firm Performance: A Comprehensive Measure”, for the 14th Annual International Research Conference, SIMSARC'23, organised by Symbiosis Institute of Management Studies (SIMS) a constituent of Symbiosis International (Deemed University), Pune, India, from 13th to 15th December, 2023.
- ❖ Paper titled, “Gender Diversity in the Boardroom: Theory vs Actualisation”, for the International Conference on Business Innovation Practices & Sustainability in the VUCA World, organized by the Post Graduate & Research Department of Commerce, St. Xavier’s College, Kolkata, in collaboration with University of Calcutta, India, Post Graduate Department of Commerce and Islamic University, Bangladesh, Institute of Islamic Education and Research, held on the 25<sup>th</sup> and 26<sup>th</sup> of November, 2023.  
**[Won the Best Paper Award]**
- ❖ Paper titled, “Assessing the Quality of Firm-Level Corporate Governance: A Comprehensive Measure”, for the Hybrid 6<sup>th</sup> National Conference on Sustainable Development Goals: A Multidisciplinary Ingress,

organized by Amity School of Economics, Amity University, Noida, Uttar Pradesh, held on the 4<sup>th</sup> & 5<sup>th</sup> 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 10<sup>th</sup> and 11<sup>th</sup> 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 27<sup>th</sup>-28<sup>th</sup> of January 2022.
- ❖ Paper titled, “Good Corporate Governance and Improved Firm Performance: A Study on Indian Listed Firms” at the XIII<sup>th</sup> 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 8<sup>th</sup>-10<sup>th</sup> 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 29<sup>th</sup> 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 11<sup>th</sup>-12<sup>th</sup> 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), 15<sup>th</sup> -21<sup>st</sup> 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 19<sup>th</sup> September, 2021.
- ❖ 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 10<sup>th</sup> and 11<sup>th</sup> of August 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 19<sup>th</sup> July to 31<sup>st</sup> 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 19<sup>th</sup> and 20<sup>th</sup> 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 22<sup>nd</sup> February to 23<sup>rd</sup> March, 2021 and obtained grade 'A'.
- ❖ **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 21<sup>st</sup> November 2020.
- ❖ Completed a Course on Online Teaching Skills, between 15<sup>th</sup> June - 20<sup>th</sup> 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 18<sup>th</sup> 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 20<sup>th</sup> May 2019 - 26<sup>th</sup> 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 18<sup>th</sup>-19<sup>th</sup> January, 2019 at Xavier Institute of Management, Bhubaneswar.
- ❖ One day Faculty Development Programme on Banking and Insurance organised by Departments of Commerce and Business Administration (Accounting and Finance Group), on the 14<sup>th</sup> of September, 2018 – Member of the Registration Committee.
- ❖ One Day Faculty Development Programme – Faculty Orientation for the B. Com department, St. Xavier's College (Autonomous), Kolkata, held on 30<sup>th</sup> June, 2018.
- ❖ One Day Faculty Development Programme on Goods and Service Tax, held on 20<sup>th</sup> 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** Two Day International Conference on Emerging Perspectives in Commerce, Economics, Environment and Management (ICCEEM 2024-25), Organised by the Post Graduate & Research Department of Commerce, St. Xavier's College (Autonomous), Kolkata, held on the 6<sup>th</sup> and 7<sup>th</sup> of February, 2025.
- ❖ **Programme Committee Member and Emcee** Two Day International Conference on Emerging Perspectives in Commerce, Economics, Environment and Management (ICCEEM 2023-24), Organised by the Post Graduate & Research Department of Commerce, St. Xavier's College (Autonomous), Kolkata, held on the 9<sup>th</sup> and 10<sup>th</sup> of February, 2024.
- ❖ **Technical Committee Head** at the Two-day International Conference on Business Innovation Practices & Sustainability in the VUCA World, organized by the Post Graduate & Research Department of Commerce, St. Xavier's College, Kolkata, in collaboration with University of Calcutta, India, Post Graduate Department of Commerce and Islamic University, Bangladesh, Institute of Islamic Education and Research, held on the 25<sup>th</sup> and 26<sup>th</sup> of November, 2023.
- ❖ **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 the Institute of Cost Accountants of India, held on the 10<sup>th</sup> and 11<sup>th</sup> 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 25<sup>th</sup> & 26<sup>th</sup> 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 5<sup>th</sup> 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 the Institute of Cost Accountants of India, held on the 27<sup>th</sup>-28<sup>th</sup> of January 2022.
- ❖ **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 29<sup>th</sup> 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 22<sup>nd</sup> 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 30<sup>th</sup> and 31<sup>st</sup> 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 19<sup>th</sup> 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 18<sup>th</sup>-19<sup>th</sup> 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 17<sup>th</sup> 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 16<sup>th</sup> 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 11<sup>th</sup>-12<sup>th</sup> 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 4<sup>th</sup> and 5<sup>th</sup> of July, 2020.

- ❖ One Day Webinar on the Economic Challenges and Opportunities in the Post Covid Scenario, hosted by The Heritage College as on 4<sup>th</sup> June, 2020.
- ❖ Vice-Chancellors Round table – Higher Education beyond Covid – 19, presented by ABP Education, powered by The Telegraph and AnandabazaarPatrika, 30/05/2020.
- ❖ Participated in an Interactive session of Hon'ble Minister of HRD Shri Ramesh Pokhriyal Nishankji 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 28<sup>th</sup> 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 5<sup>th</sup> March 2020.
- ❖ Two-Day International Conference on “Innovative Business Practices in a VUCA World”, organised by St. Xavier's College (Autonomous), Kolkata, held on 3rd January 2020 and 4th January 2020 - **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 31<sup>st</sup> 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 9<sup>th</sup> February, 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 2<sup>nd</sup>-3<sup>rd</sup> November, 2017 in collaboration with St. Xavier's University, Kolkata.
- ❖ U.G.C. sponsored One-day National Conference on present day financial issues and regulations, organized by the Dept. of Commerce and Business Administration, St. Xavier's College (Autonomous) Kolkata, on the 19<sup>th</sup> March 2016, in collaboration with Dept. of Commerce, University of Calcutta.

## EXTRA CURRICULAR ACTIVITIES

- ❖ Organising Committee Member for the Academic Audit held 07/04/2025 – 09/04/2025.
- ❖ Organising Committee Member (Joint Convenor for Accommodation) of the Inter College State Sports & Games Championship, 2024-25, under the auspices of Education Directorate, Dept of Higher Education, 17<sup>th</sup>-23<sup>rd</sup> March 2025 at the Sports Authority of India Netaji Subhas Eastern Centre, Kolkata.
- ❖ Organising Committee Member for the JHEASA Conference held 29/11/2024 - 01/12/2024
- ❖ Organising Committee Member for the NAAC (2024) visit, St. Xavier's College (Autonomous), Kolkata
- ❖ Reviewer for VILAKSHAN - XIMB Journal of Management, 2023.
- ❖ Reviewer for YouThink, the Annual Journal of the Department of Commerce, St. Xavier's College (Autonomous), Kolkata
- ❖ Organising Committee Member (Joint Convenor for Accommodation) of the Inter College State Sports & Games Championship, 2019-20, under the auspices of Education Directorate, Dept of Higher Education, 23<sup>rd</sup>-29<sup>th</sup> February 2020 at, Sports Authority of India, Netaji Subhas Eastern Centre, Kolkata.
- ❖ Magazine Committee Member 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