



COLLEGE OF BUSINESS

Illinois State University

United Nations Global Compact

Communication on Engagement



January 27, 2017



ILLINOIS STATE UNIVERSITY

Illinois' first public university

College of Business
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January 26, 2017

To Our Stakeholders:

I am pleased to confirm that Illinois State University's College of Business reaffirms its support to the United Nations Global Compact and its Ten Principles in the areas of Human Rights, Labour, the Environment, and Anti-Corruption. This is our Communication on Engagement with the United Nations Global Compact. We welcome feedback on its contents.

In this Communication on Engagement, we describe the actions that our organization has taken to support the UN Global Compact and its Principles as suggested for an organization like ours. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely Yours,

A handwritten signature in black ink, appearing to read "Ajay Samant".

Dr. Ajay Samant, Dean
Illinois State University
College of Business



ILLINOIS STATE UNIVERSITY

Illinois' first public university

**Vice President
Provost of the University**

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January 27, 2017

To Our Stakeholders:

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Sincerely Yours,

A handwritten signature in blue ink, appearing to read "Jan Murphy", with a long, sweeping flourish extending to the right.

Dr. Jan M. Murphy,
Interim Vice President for Academic Affairs and Provost
Illinois State University

Communication on Engagement – Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

Illinois State University (ISU) and the College of Business (COB) support, respect, and protect human rights throughout all of its activities and operations. The University's Code of Ethics establishes standards of professional conduct for executive officers, faculty, staff, and other individuals employed by ISU, and volunteers and representatives acting as agents of the University. Our values are based on those inherent in the ISU Constitution and in the University strategic plan "Educating Illinois." As such, the faculty, staff, and administration of the University believe in the values of: 1) academic freedom, 2) respect for our students and colleagues, 3) excellence in teaching, scholarship, and service, 4) intellectual honesty and personal integrity, 5) fairness, non-discrimination, and diversity, 6) respect for our institutions and traditions, and 7) high standards of integrity as role models for our students and our community. More information about ISU's Code of Ethics can be found here: <http://policy.illinoisstate.edu/conduct/1-17.shtml>.

In addition, the administration, faculty, staff, and students of the ISU COB are committed to the principles of professional behavior and integrity. This commitment is described in the COB Standards of Professional Behavior and Ethical Conduct. As a community of scholars and business professionals, COB faculty, staff, and students strive to embody the characteristics of responsibility, honesty, respect, and fairness in our professional and personal lives. These characteristics are defined as follows:

- Responsibility – the foundation of integrity. We hold ourselves and others responsible for acting with honesty, respect, and fairness.
- Honesty – is fundamental to learning, teaching, and research. We act honestly and do not tolerate or justify dishonest conduct in any circumstance.
- Respect – is the foundation of our academic community. We use appropriate speech and behaviors to demonstrate respect for one another and for the educational process.
- Fairness – is essential for the evaluations that are part of the educational process. We strive to achieve fairness in our standards and procedures as well as in our evaluation of the work of others.
- Trust – is achieved when all who are involved in the educational process adhere to the principles of integrity.

The COB Standards of Professional Behavior and Ethical Conduct contain expectations that guide the behavior of administrators, faculty members, staff, students, and community members. These expectations are designed to ensure that individuals are treated with respect and in a professional manner and that the characteristics above are followed not just in personal interactions but also when making decisions about College operations. More information about the COB Standards of Professional Behavior and Ethical Conduct is

available here: <http://business.illinoisstate.edu/downloads/about/10-0839COBEthicsPolicyBooklet3.pdf>.

In addition to the steps taken above to ensure human rights are supported, respected and protected, the Code of Student Conduct ensures students are free to assemble and express their free speech in a peaceful and orderly manner. Furthermore, the University Anti-Harassment and Non-Discrimination Policy (<http://policy.illinoisstate.edu/conduct/1-2-1.shtml>) strives to foster an academic, work, and living environment that is free from all forms of harassment and discrimination in accordance with the law.

Other resources provided by the University to support these two Principles include the Office of Student Access and Accommodation Services. This office has as its mission providing a welcoming atmosphere for individuals with disabilities by assisting each in functioning independently within the University community and providing equal access and opportunity in accomplishing educational, professional and personal goals. More information on the policies and procedures of the Office is available here: (<http://studentaccess.illinoisstate.edu/>).

The University's Diversity Advocacy office works to foster civility while raising cultural awareness in students, faculty and staff. Diversity Advocacy helps multicultural and lesbian, gay, bisexual, transgender and queer (LGBTQ+) students find their way at Illinois State University through a variety of resources, programs, activities and advising. Diversity Advocacy also works to facilitate a supportive campus environment in which multicultural and LGBTQ+ students can flourish academically and socially. Specific activities undertaken by the Diversity Advocacy Office can be found here: (<http://deanofstudents.illinoisstate.edu/involvement/diversity/>).

Finally, in accordance with Principles 1 and 2 on Human Rights, the University follows United States federal regulations with respect to conducting research using living humans as subjects of that research. An Institutional Review Board (IRB) is in place with the purpose of ensuring the protection of these human subjects. Investigators who plan to use human subjects in research are responsible for obtaining written approval from the IRB prior to conducting research involving human subjects, taking whatever steps are deemed necessary to protect subjects, and abiding by reporting requirements of the IRB. Guidelines regarding implementation of IRB policies are available here: <http://research.illinoisstate.edu/ethics/human/irb/>

Communication on Engagement – Labour

- Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- Principle 4:** the elimination of all forms of forced and compulsory labour;
- Principle 5:** the effective abolition of child labour; and
- Principle 6:** the elimination of discrimination in respect of employment and occupation.

Illinois State University (ISU) recognizes the right of educational employees to organize and bargain collectively. This is accomplished by supporting and following the requirements of The Illinois Educational Labor Relations Act (the Act), which took effect in 1984. The Act promotes orderly and constructive relationships between educational employees and their employers. Furthermore, the Act recognizes that harmonious relationships are required between educational employees and their employers and that these relationships are best accomplished by 1) granting educational employees the right to organize and freely choose their representative; 2) requiring educational employers to negotiate and bargain with employees' representatives and to enter into a written agreement with these representatives; and 3) establishing procedures which protect the rights of educational employees, their employers and the public. The state of Illinois agency that is responsible for administering the Act is the Illinois Educational Labor Relations Board. Its website is available here: <https://www.illinois.gov/elrb/Pages/default.aspx>.

ISU is an equal opportunity employer. As such, it is committed to a policy of equal opportunity for all persons and does not discriminate on the basis of race, color, religion, sex, national origin, sexual orientation, order of protection, gender identity and expression, ancestry, age, marital status, disability, genetic information, unfavorable military discharge, or status as a veteran in employment, educational programs and activities, or admissions. The University's equal opportunity/affirmative action policy is available here: <http://policy.illinoisstate.edu/conduct/1-1-1.shtml>.

In addition, it is understood that members of the University community have a responsibility to respect others and show tolerance for opinions that differ from their own. ISU's anti-harassment and non-discrimination policy recognizes the inherent value of free expression and indicates that acts of harassment and discrimination will not be tolerated (<http://policy.illinoisstate.edu/conduct/1-1-2.shtml#age>).

Finally, the College of Business offers a concentration in Human Resource Management (HRM). The HRM curriculum emphasizes the teaching of effective, dynamic, and leading-edge human resource management practices in private, public, and nonprofit organizational settings. The sequence of courses provides students with advanced skills and knowledge in human resource management consistent with meeting organizations' current needs in confronting a dynamic and increasingly globalized world. Students in the HR program take specialized courses in Compensation and Benefits Administration, Recruitment and Selection, Employee and Labor Relations, Career Management, Performance Evaluation,

Strategic Human Resource Planning, and Human Resource Development. The ISU HRM curriculum aligns with the recommended requirements of the Society for Human Resource Management and over 150 students are enrolled in the HRM program each year. Through this program the College is educating future human resource managers and disseminating best practices with respect to effective employee relations.

More information about the ISU Human Resource Management program is available here: <http://business.illinoisstate.edu/management/sequences/hr.shtml> and more information about the Society for Human Resource Management is available here: <https://www.shrm.org/>.

Communication on Engagement – Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Promoting a healthy, safe, and environmentally sustainable campus has been a central goal of Illinois State University for a number of years. This goal was included in the University's Strategic Plan "Educating Illinois" in 2008 and it has remained a central goal since then. The University's sustainability policy, which can be found here:

(<http://policy.illinoisstate.edu/conduct/1-1-14.shtml>) promotes the use of environmentally sound business and operating practices and fostering a culture of sustainability among all members of the campus community. Results of this effort include:

- Dedicating a Center for Renewable Energy on campus. The Center is a research and public service unit formally recognized by the State of Illinois with three major responsibilities: 1) enhance the renewable energy major at Illinois State University, 2) serve the Illinois renewable energy community by providing information to the public, and 3) encourage applied research concerning renewable energy at ISU and through collaborations with other universities (<http://renewableenergy.illinoisstate.edu/about/>).
- Establishing the Office of Sustainability on campus. This office facilitates oversight of the University's sustainability policy and partners with other units on campus to enhance and implement sustainability efforts (<http://sustainability.illinoisstate.edu/>).
- Receiving the Governor's Green Award for Energy Efficiency and Conservation.
- The University advancing from a bronze to a silver rating from the Association for the Advancement of Sustainability in Higher Education's STARS program. This program is a widely recognized framework for comprehensively reporting information on sustainably performance to the public.
- Establishing a Business Environment and Sustainability minor in the College of Business. This cross-disciplinary minor requires 25 credit hours and allows students to take classes in agriculture, biological sciences, business, communications, economics, geography, health sciences, philosophy, political science, psychology, sociology, and technology.
- Being included in the Princeton Review's *Guide to Green Colleges*.
- Recycling nearly 1.5 million pounds of material each year.
- A number of actions taken to enhance water conservation and quality including: 1) using sink aerators in University bathrooms to reduce water usage, 2) using natural berms or mounds of earth to help filter water as it returns to the ground, 3) using permeable concrete where possible to catch the flow of water and help wash it before it heads to storm drains.
- Installing water bottle hydration stations across campus to reduce waste and encourage use of re-fillable water bottles; thus cutting down on the number of plastic bottles

discarded. (http://educatingillinois.illinoisstate.edu/images/16-1039%20Educa%20IL%20Progress_final%206-22.pdf)

- Installing sustainable picnic tables on campus. These picnic tables are able to capture and store electricity through solar panels and provide outlets that can be used as a power source.

Finally, Dr. Den Patten, Professor in the College of Business's Accounting Department, has several peer-reviewed publications investigating the impact of corporate social responsibility (CSR) reporting by corporations. Dr. Patten's CSR research indicates that although corporate disclosure related to CSR activities has increased extensively from the levels disclosed nearly four decades ago, the disclosure is mainly concerned with making the company appear legitimate in its CSR efforts. Due to the voluntary regime in which the reporting occurs, what is missing from these CSR disclosure statements is information relevant for assessing differences in the underlying social and environmental performance of the firms. Absent such information it is difficult for stakeholders to assess and in turn either reward or punish companies (from either market or political perspectives).

Communication on Engagement – Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Illinois State University (ISU) and the College of Business (COB) operate under the guidance and direction of the State of Illinois. As a result, all university employees are subject to State of Illinois regulations, which includes the State Officials and Employees Ethics Act. This Act requires Illinois Public universities to demonstrate that they have enacted personnel policies that include: 1) documentation of work time requirements, 2) documentation of time worked by all employees, and 3) documentation for reimbursement for travel on official State business, compensation, and the earning or accrual of State benefits for all State employees who may be eligible to receive those benefits. In addition, the State Officials and Employees Ethics Act requires all university employees to complete annual ethics training. Such training includes information to help employees identify, prevent, and report instances of misconduct including those related to 1) conflicts of interest, 2) prohibited political activities on university property or using university equipment, 3) bribery and solicitations, 4) bans on gifts from prohibited sources, and 5) employment or the awarding of contracts to family members in specific circumstances. By following these policies and engaging in the annual training, ISU employees are working against corruption in all its forms. More information on ISU's implementation of the State Officials and Employees Ethics Act is available here:

<http://policy.illinoisstate.edu/conduct/1-1-12.shtml>.

In addition, University procurement policy states that employees who have material knowledge concerning a procurement matter are ethically charged to report procurement communications with a vendor or prospective vendor that a reasonable person would believe was made for the purpose of influencing a procurement decision under consideration or to be considered in the near future. By reporting all communications related to procurement matters, the University and the State of Illinois are reassured that the procurement policy is being followed and that potential conflicts of interest, attempts at bribery, or other instances of misconduct are prevented or discovered. More information about the University's procurement policy and its reporting requirement is available here: <http://ethics.illinoisstate.edu/procurement/>.

Finally, the COB offers a number of classes designed to instruct students in the prevention of corruption in all of its forms. All COB students are required to take a class titled the "Legal, Ethical and Social Environment of Business." This class places an emphasis on the study of business ethics and corporate social responsibility. Another class offered in the College that disseminates information against the spread of corruption is "Law for Accountants." This class emphasizes accountants' legal responsibilities with regard to anti-trust, securities regulation, insurance, and regulation of employer and employee relationships among others. The college also offers a class titled "Business Ethics, Social Responsibility, and Sustainability." This class focuses on business ethics and ethical decision making, corporate social responsibility, corporate governance, sustainability, and risk management issues related to sustainability. Over 1400 students take these classes on an annual basis; thus indicating that not only are faculty and staff working against

corruption in all its forms but the College is striving to educate the next generation against corrupt practices as well.

In Summary

The College of Business at Illinois State University is proud to have been a signatory to the UN Global Compact for the past nine years. In addition, as this document illustrates we are happy to follow and adhere to the Ten Principles in our business interactions while also passing along the essence of these Principles to our students. We look forward to continuing our relationship with the UN Global Compact and to disseminating these Principles to the next generation of business and community leaders for years to come.

