

Cameron School of Business

To:
PRME Steering Committee
c/o PRME Secretariat
United Nations Global Compact Office
685 3rd Avenue, 12th Floor
New York, New York 10017

November 27, 2016

Adoption of the Principles for Responsible Management Education

As an institution of higher education involved in the development of current and future managers, the Cameron School of Business is committed to implementing the Principles for Responsible Management Education—starting with those that are more relevant to our capacities and mission, report on progress to all our stakeholders, and exchange effective practices related to these Principles with other academic institutions.

We understand that our own organizational practices should serve as example of the values and attitudes we convey to our students.

We encourage other academic institutions and associations to adopt and support these Principles.



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PRME

This is our **Sharing Information on Progress (SIP)**
Report on the Implementation of the **Principles for**
Responsible Management Education

University of St. Thomas**Cameron School of Business****Report on the Implementation of the Principles for Responsible Management Education****INTRODUCTION**

The Cameron School of Business (CSB) is distinguished by its student-centered faculty and curricula designed in the rich tradition of the Basilian fathers to contribute to the personal, ethical, and spiritual development of its students. Founded in 1978, the Cameron School has made business ethics central to its mission and curricula. In the course of its development, it has achieved recognition as a business school with the highest of standards and worthy of a place among the select few qualified for AACSB accreditation. True to its heritage, the Cameron School now works closely with the Center for Ethical Leadership, and the Center's director is on the CSB faculty. The Center engages students and the community in the study and contemplation of the meaning and importance of ethical behavior in all facets of personal conduct, especially in professional life.

The Cameron School offers programs at both the graduate and undergraduate levels. All are imbued with a blend of core technical competencies; the potential for specialization in the student's chosen field; a strong international component, including study abroad opportunities; and a broader appreciation of the intellectual and moral imperatives essential to the richness of a spiritually rewarding life as well as success in one's chosen career. CSB students will experience UST's distinctive ethical and humanistic approach to education

The Cameron faculty has earned a reputation for excellence in teaching and service to students. In addition to frequent personal interaction with students, the faculty engages in a wide range of programs designed to develop students' abilities in communication, teamwork, community service, and research. At the same time, the faculty pursues a range of scholarly activities, including publishing in peer-reviewed journals, presenting papers at academic conferences, providing professional evaluations of the research of their peers,

and contributing to academic conference proceedings. A substantial proportion of the full-time faculty holds endowed chairs funded by prestigious foundations.

With the advantage of its Museum District location, near two of Houston's key business centers, the Cameron School benefits from participation in a highly cosmopolitan and international community. Both its faculty and students reflect the ethnic and linguistic diversity of the broader Houston community, and both take full advantage of the opportunities for interaction with a dynamic internationally-oriented community. These attributes render the Cameron School a rich blend of traditional academics with the dynamics of cutting-edge curricula and research agenda, which contribute to the intellectual, spiritual, and the professional development of its students.

OVERVIEW

As our mission states, "We are the University of St. Thomas, the Catholic University in the heart of Houston. We are committed to the Catholic intellectual tradition and the dialogue between faith and reason. By pursuing excellence in teaching, scholarship, and service, we embody and instill in our students the core values of our founders, the Basilian Fathers: goodness, discipline, and knowledge." In addition, The CSB mission permeates every aspect of our community: "Inspired by the Basilian Fathers' motto of goodness, discipline and knowledge, the Cameron School of Business provides a comprehensive, high-quality, ethically oriented business education to a diverse student body enabling graduates to serve as leaders of faith and character in a global economy."

The learning goals for the Bachelor of Business Administration (BBA), Bachelor of International Business (BIB), Master of Business Administration (MBA), Master of Science in Finance (MSF), Master in International Business (MIB), and Master of Clinical Translation Management (MCMT) include communicating effectively, working effectively in teams, and being ethical decision makers. These are goals common to all programs in CSB and are stressed in every aspect of our curricula.

Specifically, BBA students will learn to

- communicate effectively (deliver compelling oral presentations, master communication technology, and write professional-quality documents).
- think critically (analyze problems in depth, evaluate data thoroughly, and present feasible solutions for problems).
- work effectively in teams (work collectively towards team objectives and demonstrate professional interpersonal relations with team members).
- make ethical decisions (recognize ethical issues implicit in business situations)

- and describe and use ethical frameworks applicable to business situations), and
- be knowledgeable about fundamental business issues and processes.

BIB students will learn to

- communicate effectively (deliver a compelling oral presentation, write professional quality documents).
- adept at critical thinking (analyze problems in-depth, evaluate data thoroughly, present feasible solutions for problems).
- able to work effectively in teams (work collectively towards team objectives, demonstrate professional interpersonal relations with other team members).
- make ethical decisions (recognize the ethical issues implicit in a business situation, describe and use ethical frameworks applicable to business situations).
- be knowledgeable about the functional areas of organizations and how they relate to one another (demonstrate understanding of functional areas of a complex organization, prepare an analysis of the functional areas within a complex organization and determine how it adds value).
- Be knowledgeable about global business (demonstrate understanding of why firms engage in international business and why international business growth has accelerated, understand comparative environmental frameworks, global strategy, structure, and implementation).

Similarly, MBA students will learn to

- communicate effectively (deliver compelling oral presentations and write professional quality documents).
- act as effective team members (demonstrate appropriate group techniques to participate in team task that results in effective performance and demonstrate effective leadership skills in group projects).
- make ethical decision (recognize ethical issues implicit in business situations, describe and use ethical frameworks applicable to business situations, and develop various ethical alternatives for resolving or at least addressing problems in business),
- practice global awareness (perform global business situation analysis, formulate global business strategy, and evaluate global business strategy).
- integrate knowledge across multiple business disciplines (identify business problems and opportunities that result from factors internal and external to the organization and apply quantitative and qualitative techniques from different business disciplines to address problems and opportunities), and apply knowledge in multiple business disciplines.

Applicable specifically to the accounting profession, MSA students will learn to

- think critically (synthesize and analyze information resulting in improved business practices and demonstrate understanding of economic and financial consequences of accounting policy decisions).
- act as ethical leaders (identify accounting dilemmas, citing relevant ethical and moral authority, and apply accounting ethical standards to business situations).
- work effectively in teams towards achievement of goals (work collectively towards team objectives and effectively lead a team in a group project).
- communicate effectively (deliver professional business presentations, prepare coherent and professional business writings, and conduct professional research on accounting issues).
- succeed in an accounting profession using the tools they acquired in the program.

MSF students will learn to

- be knowledgeable in the critical areas in the field of Finance (demonstrate competency in the key field by linking core financial knowledge with financial and business environments to draw valid conclusions).
- exercise analytical and critical thinking skills (demonstrate skills in analyzing financial reports, evaluate data thoroughly).
- anchor financial regulatory environment and financial aspects of business activities in ethics and human values (identify principles of ethical leadership and accountability as applicable to the financial regulations and financial aspects of business decisions).
- cultivate awareness of global influences on financial decision-making (Graduates will demonstrate a knowledge of global financial markets).
- communicate as a professional (develop and deliver a compelling oral presentation grounded in relevant information and facts, write professional quality documents).

In addition, MIB students will learn to

- work effectively in a globally diverse world (demonstrate an understanding of various types of diversity, demonstrate an understanding of cultural differences that affect organizations and business).
- exercise analytical and critical thinking skills (able to identify, analyze, and apply international data, apply business theories and framework in order to address global business challenges).

- act as effective team members (demonstrate appropriate group techniques to participate in a team task that results in effective performance, demonstrate effective leadership skills in a group project).
- make ethical decisions (recognize the ethical issues implicit in a global business situation, describe and use the ethical framework applicable to business situations, develop a variety of ethical alternatives for addressing, the problem).
- communicate in a professional manner (develop and deliver a compelling oral presentation grounded in relevant information and facts on International Business issues, write professional quality documents related to International Business issues).

MCMT will learn to

- exercise entrepreneurial thinking and doing (identify unmet clinical needs that are impactful, cost effective and feasible, combine and apply understanding of biotechnology with insights from business to assess competing opportunities, use various business analysis and planning tools for the implementation of the response to the clinical need).
- be ethically aware and concerned about sustainable value (recognize the ethical issues implicit in a business situation, describe and use ethical frameworks applicable to business situations, identify various stakeholders impacted by the 'problem', analyze and debate multiple solutions to the 'problem', determine the best alternative available, and describe how the decision maximizes the benefit and minimizes the risk for all stakeholders).
- be knowledgeable about different functional areas (formulate strategies that integrate concepts and frameworks from the biosciences and business, create financial and funding strategies for success under various economic situations, navigate the various steps in the development of a biotechnology derived product: from its inception in the research setting to the final product, create marketing strategies that achieve organizational goals and objectives, formulate product launch strategies that reflect changes in the regulation of the product approval and marketing process, identify, evaluate and assess risks and payoffs in monetary and non-monetary terms).
- effectively communicate (deliver a compelling oral presentation, write professional quality documents, use appropriate technology effectively to support communication goals).
- serve as effective team members (demonstrate effective interpersonal skills and the ability to work effectively in teams of diverse composition, use high-performance management behaviors to lead a team task that results in effective team performance).

With this backdrop in mind, we turn our focus to how CSB embodies the Six Principles for

Responsible Management Education.

PRINCIPLE 1 | PURPOSE “We will develop the capabilities of students to be future generators of sustainable value for business and society at large and to work for an inclusive and sustainable global economy.”

Through many curricular activities, CSB students have the opportunity to learn about business and how to create sustainable value. For example, Cameron School of Business (CSB) students participated for the first year in the 2016 ACG competition held in Houston, Texas. The team of finance students was lead and coached by Dr. Debby Su, Assistant Professor of Finance. The CSB students won second place in 2016 ACG case competition. Texas ACG Cup is a state-wide graduate mergers and acquisitions case competition, sponsored by Grant Thornton. Grant Thornton was founded in 1924 and provides audit, tax, and advisory services. This ACG Cup case study competition was designed to give finance graduate students experience and insight into mergers and acquisitions, investment banking, financial advisory and private equity.

The CSB offers all students enrolled in business courses access to online training in modern professional skills, including functionalities in Microsoft Excel and social media management. The CSB subscribe to the Grovo platform and provide free access for students to the thousands of video workshops on Grovo.

Each semester, CSB students have many opportunities to develop their capabilities to grow as future leaders who understand social, global and corporate responsibility:

- **Celts Striving for Excellence:** The Celts Striving for Excellence workshops supplement the CSB’s classroom training with valuable on-the-job skills. The “CSE @ CSB” workshops were created to offer beneficial topics to students such as Presentation Tips and Tools, Google Power Searching, and Constructive Group Competition. On-campus workshops are available to all students through Career Services, Doherty Library, Tutorial Center, and Counseling and Disability Services. Guest speakers also are invited to present workshops. For example, a speaker from D. Hilton Associates explained how to negotiate salary and benefits and a speaker from Baker Botts, LLC, discussed how to determine eligibility for a specific job.
- **Celt Breakfast Club:** The Celt Breakfast Club (CBC@CSB) series was established in Fall 2014, with the goal of providing CSB students with a forum to engage in conversation with industry professionals on business topics. The program is designed for a small group of select students to interact with successful professionals and to learn from their experience. We believe that this interaction will stimulate reflection and inspire our

students to maximize their learning while in the program, to ensure future success. Students are selected for the CBC meeting based on review of applications. Students will submit information on their background and a statement of interest in visiting with the invited guest, when applying for inclusion in the CBC program.

- **Celt Coffee Hour:** The Celt Coffee Hour (CCH@CSB) is an hour long round-table discussion and debate about a current business issue. The CCH series was established in Fall 2015. The primary goal of CCH is to foster and build a vibrant, engaged, and informed business community at the Cameron School of Business. We will provide a comfortable and respectful environment in which a small group of select students not only have the opportunity to discuss and learn about current business issues, but also feel encouraged to debate on the different aspects influencing business decisions and outcomes. We hope that student participants in the CCH will enhance their communication skills and develop a higher level of comfort when discussing business issues in the classroom and elsewhere.
- **Celts Exploring Businesses:** The Celts Exploring Businesses (CEB@CSB) series was established in Fall 2014 to provide Cameron School of Business students an opportunity to observe first-hand the operations of a business. The visit will help a small group of select students see in action the concepts and frameworks they have learned in their courses. The interaction with company representatives will inform students about the challenges faced by businesses and different ways of addressing such challenges. We hope that these insights will help our students make stronger connections between their coursework and business practice. Previous tours include: Baker Hughes Center for Technology Innovation, Shell Trading Floor, Houston Methodist Research Institute, Saint Arnold's Brewing Company
- **Grovo Online Workshops:** To add opportunities to participate in workshops, the CSB purchased 927 licenses to allow CSB students to access Grovo's online workshops. These video-based workshops teach Internet and modern professional skills for today's workforce. The "CSE @ CSB" workshops are strongly encouraged by faculty members; some professors even require students to attend workshops or complete them online as part of the course curriculum. Last year, all CSB students participated in CSE in-person or online workshops.
- **Tutoring:** In addition to UST-provided tutoring, the CSB offers tutoring in select business courses. In Spring 2015, UST Tutoring Services Center provided 429 unique business tutoring sessions, and CSB tutors provided 435 sessions.
- **Celt Consulting Projects @CSB** In addition, several courses include consulting projects that

focus on engagement with the community.

- In Accounting 5331, the students worked with the San Jose Clinic as a part of a capstone project. The San Jose Clinic needed a new accounting system to replace their current one. Students consulted with the clinic and researched various vendors to suggest a list of possible options for the Clinic.

CSB hosts case competitions for undergraduate business majors and graduate business students which serve as the capstone experience for UST business students. Students work in groups to demonstrate teamwork, analysis, and critical thinking skills as they are applied to the business world. Selected courses incorporate service learning opportunities that provide students with experiences in which they can apply their theoretical and classroom learning to the real world of educational practice.

Each semester, CSB also chooses an outstanding student to attend the Fall and Winter Beta Gamma Sigma Student Leadership Forums. This biannual forum brings together student members from across the country to improve their leadership skills through participation in team-building exercises, social activities, and networking.

UST offers several study abroad opportunities each year. These programs combine international travel with rigorous classroom work and provide the students with direct contact with companies and managers operating in those locations. The professor covers basic business principles of global businesses and cross-cultural interaction. Students are required to do thorough research and make presentations on the specific companies being analyzed, the history and current events of the region, and the economies of each city visited. The University of St. Thomas has an extraordinary study abroad program. UST sends approximately 7% of its student body abroad compared to the national average of 1%. All UST students are eligible for study abroad opportunities.

PRINCIPLE 2 | VALUES “We will incorporate into our academic activities and curricula the values of global social responsibility as portrayed in international initiatives such as the United Nations Global Compact.”

During the inaugural Business Ethics Conference for deans of business schools of Catholic universities, hosted by the CSB, participants gathered to discuss the importance of and approaches to teaching business ethics. The conference was developed and hosted in partnership with UST’s Center for Faith and Culture in 2014.

In 2016, CSB was involved with the University of St. Thomas Social Entrepreneurship Program. At the SEP celebratory event on Sept. 8, microfinance partner the Hashoo Foundation, a progressive and dynamic non-profit organization leading the way in human development and poverty alleviation, received a check from SEP for \$12,000 to reinvest in a buckwheat project in an area near the Afghanistan, China and Pakistan borders. Guests also received a bottle of honey from the Nepal and Bhutan refugee project as a celebratory gift. SEP financed 100 women in the region with \$15,970 USD in micro-credit loans for the production of honey. With Hashoo's support, the project grew and was able to train and engage with 1,100 women in honey bee production. The project organized the women beekeepers into small peer groups and provided them with training in beekeeping, ensuring quality honey through improved practices and processing facilities. It also facilitated marketing connections for the sale of honey at higher competitive prices locally and internationally. There was a 32 percent increase in their average household income as a result of the sale of the honey.

Due to the success of this project, the social enterprise model is now planned to be replicated across Pakistan. Though the Gilgit area was devastated by floods and unpredictable weather, the Hashoo Foundation was able to receive back a majority of the funds - \$13,000 – from the lenders.

"The work with the Hashoo Foundation is an excellent example of the work completed by the students and the benefits it can provide," Chair of the SEP committee Dr. Beena George (Dean of CSB) said. "The Hashoo Foundation introduced the 'credit enterprise development' project in Gilgit-Baltistan in Pakistan, in collaboration with UST's social entrepreneurship program."

The CSB offers a minor in Leadership Studies in Business in partnership with the Center for Ethical Leadership. The minor in Leadership Studies in Business is vocation centered. Students in this minor reflect on their particular calling and their response to it as leaders in their professions, community, and families. They are encouraged to think reflectively, critically, analytically, and creatively toward living a life of service in their chosen vocations. The Business minor consists of 18 credit hours divided between a leadership core of 9 credit hours and 9 credit hours drawn from courses required for the General Business major.

Students in our business program are encouraged to identify and address needs of the underserved segments of the global economy through entrepreneurial ventures. Several CSB courses require students to engage in projects that are focused on global social responsibility.

- In Accounting 5331, students do the following:

- Students write a paper researching three companies each to see how they reported on Corporate Social Responsibility and the detail to which they did.
- Students research companies to see if they were actually using Triple Bottom Line Accounting and to what extent companies used their Annual Reports to convey accounts of their CSR activities.
 - In both cases, students use a list of keywords (taken from the Global Sustainability Initiative) to search the various reports companies provided.
- In MBA 5325, students research a business ethical failure. The failure must have occurred within the last 20 years. Students present a stakeholder analysis by identifying the principal stakeholders in the failure and how they were impacted. Finally, they present an action plan for remediation of the failure and avoiding its reoccurrence.

PRINCIPLE 3 | METHOD “We will create educational frameworks, materials, processes, and environments that enable effective learning experiences for responsible leadership.”

The CSB will oversee the newly formed McNair Center for Free Enterprise and Entrepreneurship, which will advance research and education regarding private enterprise, individual initiative and entrepreneurship. Activities of this endowed center will include hosting an annual symposium about entrepreneurship, creating an undergraduate minor in free enterprise and principled entrepreneurship, and assembling policy fellows, scholars, research associates and graduate students to study these topics.

CSB students’ awareness of current financial information and their ability to leverage technology have been greatly enhanced by the addition of a Bloomberg terminal. The Bloomberg terminal enables students to monitor and analyze real-time financial market data and advance their careers by earning the Bloomberg certification.

CSB has created avenues for students to learn responsible leadership. The case competition for graduate students requires MBA students to delve deeply into a company’s strategy and current implementation to make recommendations for future business decisions. This recommendation can only be made after careful consideration is given to all pertinent company materials and data, including a review of the industry and competition.

Likewise, our study abroad programs provide an effective learning experience for both undergraduate and graduate students. Each semester, especially during the summer

months, students can choose from a myriad of different destinations and learning experiences – all of which give students the opportunity to explore international business practices firsthand. Each year, UST sends more than 150 students abroad.

Our Career Services department provides on-campus recruiting with on-campus interviews, employer presentations, and employer information tables. They also host several career fairs, including co-hosting the Texas Job Fair, which is one of the largest college job fairs in Texas. In addition, Career Services hosts networking events for employers and students, which include employer panels and speed networking events. Every semester, Career Services provides workshops on resumes, interviewing, networking, Linked In, business etiquette, and job fair preparation. The Career Services department also posts job opportunities as well as internships. CSB graduates hold executive and managerial positions in a variety of organizations, nonprofits, healthcare organizations, and government agencies.

CSB's Mentorship Program is designed by business alumni specifically for CSB students. The goal is to create foundational and professional mentorship relationships that will help bridge the gap from student to professional. Students can ask questions, gain constructive feedback, and gain valuable insight into prospective careers.

As mentioned before, students have the opportunity to participate in service learning programs. "Acting to fulfill the University's vision of responding creatively to challenges posed by poverty, globalization, limited economic resources and changing demographics, as well as to the mission of Catholic universities delineated in Ex Corde Ecclesiae, students are able to connect classroom theory with practical experience in the community. (http://www.stthom.edu/Academics/Service-Learning_Programs/Index.aqf)

PRINCIPLE 4 | RESEARCH "We will engage in conceptual and empirical research that advances our understanding about the role, dynamics, and impact of corporations in the creation of sustainable social, environmental, and economic value."

The CSB faculty is highly accomplished in a wide variety of research topics, including sustainability and ethics. In addition, in keeping with CSB's mission, faculty research also examines and reports on pedagogical techniques that engage and inspire the student. The following research works are examples of our faculty's work in business ethics and better management practices:

Conference Proceeding

Ramaswamy, V. (2015). Financial Metrics for Best Workplaces. Ruston, Louisiana: IABPAD Conference.

Schein, D. (2014). New Whistleblower Protections for Federal Contract Employees. (pp. 30 pp). Miami, OH: Academy of Legal Studies in Business Annual Meeting.
<http://www.alsb.org/annual-conference-2014>

Simms, J. (2014). A Report on the Deans' Conference on Business Ethics..

Zhang, S., Banerji, I. The echo effect: Sharing one's opinion about a product can influence one's own attitudes. San Antonio, TX: 2015 Society of Marketing Advances Proceedings.

Encyclopedia Entry

Horwitz, S. (2016). Diversity, Tasks, and Structure in Teams. In Stone, Rutledge, Smith, Rizova, & Hou (Ed.), (1st ed., vol. 5). Hoboken, NJ: Wiley-Blackwell.
<http://www.wiley.com/WileyCDA/WileyTitle/productCd-1405189789.html>

Simms, M. Self-Consciousness in Ethics and Society. In Robert Kolb (Ed.), (vol. 2). Sage.

Simms, M. Self-Realization in Ethics and Society. In Robert Kolb (Ed.), (vol. 2). Sage.

Journal Article, Academic Journal

Canac, P., Davis, C., Horwitz, S. (2014). Teaching Globalization Globally and Virtually. *Journal of International Business Education*, 9(Winter), 30.
www.neilsonjournals.com/JIBE/jibev9.html

Davis, C. (2014). Beyond Data and Analysis: Why Business Analytics and Big Data really matter for modern business organizations *Communications of the ACM*, 57(6), 3 pages. www.acm.org

Taj, S., George, B. Sustainability and Business Model Innovation at the Bottom of the

Pyramid: A Graduate Business Project. *To appear in Business Education Innovation Journal.*

George, B., Hirschheim, R., von Stetten, A. (2014). Through the Lens of Social Capital: A Research Agenda for Studying IT Outsourcing. *To appear in Strategic Outsourcing.* dx.doi.org/10.1108/SO-12-2013-0025

Love, J., Hirschheim, R., George, B. (2014). Is the IS Crisis Real?: Business School Deans and IS Academics Respond. *DATABASE for Advances in Information Systems*, 45(4). <http://dl.acm.org/citation.cfm?id=2691519>

Feng, C., Schein, D., Song, W., Collins, R. (2016). Teaching Business Ethics to Chinese Undergraduate Students: Using the Hunt-Vitell Experiential Learning Model. *International Journal of Management in Education*, 10(1), 77-95. www.inderscience.com/jhome.php?jcode=ijmie

Schein, D., Song, W. Teaching marketing ethics: a preliminary study. <http://www.inderscience.com/info/ingeneral/forthcoming.php?jcode=ijtcs>

Phillips, J. D., Schein, D. (2015). Utilizing Credit Reports for Employment Purposes: A Legal Bait and Switch Tactic?. *Richmond Journal of Law and the Public Interest (RJOLPI)*, 18(2), 133-157. rjolpi.richmond.edu/current.php

Simms, J. (2014). Cultural Evolution and Accounting Diversity. *To appear in Journal of International Business and Economics*, 14(4), 8. www.iabe.org/domains/iabeX/journalinfo.aspx?JournalID=JIBE

Ueng, J. (2015). The Analysis of Corporate Governance Policy And Corporate Financial Performance. *To appear in Journal of Economics and Finance.*

Ueng, J. (2014). Reducing risk through governance: impact of policies for compensation. Takeover defense, and accounting practices. *To appear in International Journal of Risk Assessment and Management.* <http://www.igi-global.com/journal/international-journal-risk-contingency-management/53135>

Case study

George, B. (2015). Innovations in Outsourcing - the case of Boston Scientific. *International*

Association of Outsourcing Professionals. www.iaop.org/Content/19/165/4141

Detailed instructor's notes to accompany the book -*Teaching Globalization Globally and Virtually*

Canac, P., Davis, C. K., Horwitz, S. K. (2014). *Teaching Globalization Globally and Virtually: Teaching Note*. In Peter Neilson (Ed.), (ed., vol. 9, pp. 20). Journal of International Business Education. www.neilsonjournals.com/JIBE/jibev9.html

Book

Cerami, J. R., Yossef, A. (2015). *The Arab Spring and the Geopolitics of the Middle east: Emerging Security Threats and Revolutionary Change*. (vol. I). Basingstoke, Hampshire: Palgrave Macmillan Palgrave Pivot. www.palgrave.com/pivot

Schein, D. (2014). *Teaching Undergraduate Business Ethics*. (pp. 121). Saarbrücken: Scholars' Press. www.scholars-press.com

Book, Chapter in Scholarly Book-New

George, B., Hirschheim, R., Jayatilaka, B., Das, M. (2014). *Social Capital: A Framework for Studying IT Outsourcing*. (pp. 451-476). Springer Link. link.springer.com/chapter/10.1007%2F978-3-662-43820-6_18

Santillan, C., Horwitz, S. (2016). *Application of Collaboration Technology to Manage Diversity in Global Virtual Teams: The ThinkLet-Based CE Approach*. In Dr. Julie Prescott (Ed.), (pp. 240-266). Hershey, PA: IGI Global. <http://www.igi-global.com/book/handbook-research-race-gender-fight/141951>

Horwitz, S. (2015). *Functional diversity in project teams: Working across boundaries*. In Drs. Chiocchio, Kelloway, and Hobb (Ed.), (vol. 1). Oxford: Oxford University Press.

Simms, M. (2015). *Trends and Best Practice Ethics in Corporate Social Responsibility*. In Jonathan Westover (Ed.), (pp. Chapter 10, pp. 171-189). Common Ground Publishing.

PRINCIPLE 5 | PARTNERSHIP “We will interact with managers of business corporations to extend our knowledge of their challenges in meeting social and environmental responsibilities and to explore jointly effective approaches to meeting these challenges.”

Undergraduate and graduate students have the opportunity to interact with managers of business corporations through internships. Companies of various sizes work with student organizations and present job opportunities to undergraduate and graduate students. Also, students are given the opportunity to work with various companies on a semester basis to gain professional work experience and interact with managers in order to further company goals.

CSB offers students many opportunities to partner with various communities and organizations in the community. The following is a list of some of those interactions.

- The CSB now offers two unique programs in collaboration with the local community: (a) Masters in Clinical Translation Management with the Houston Methodist Research Institute; (b) Master of Business Administration in Education with the Houston Independent School District.
- UST has signed joint agreements to offer two joint programs: a joint Doctor of Jurisprudence/MBA with South Texas College of Law and the Master of Health Administration/MBA with Texas Woman’s University.
- The CSB blog features short articles on current business issues from both faculty and students.
- New initiatives such as the CELT Breakfast Club and the CELTs Exploring Business program engage alumni, local businesses and business leaders in enriching the University experiences of students.
- The recent addition of an internship management module in *UST Connect* has made linking students with internships much more efficient and effective. Students garner internships with a wide variety of companies and firms, from prestigious accounting and financial firms to oil and gas companies, hospitals, marketing agencies and more. Surveys of employers consistently show that CSB student interns positively impact the workplaces where they are engaged. The internships are also helping students successfully launch their careers.
- Starting in Spring 2014, the CSB started naming a distinguished alumnus of the year to recognize prominent business alumni and to provide a role model for current students.

PRINCIPLE 6 | DIALOGUE “We will facilitate and support dialogue and debate among educators, students, business, government, consumers, media, civil society organizations,

and other interested groups and stakeholders on critical issues related to global social responsibility and sustainability.”

Cameron School of Business is dedicated to creating many opportunities for dialogue in the community. CSB is home to a number of student organizations, catering to student interest in different business disciplines and different practice areas. The student organizations, the advisory board, and the alumni board organize panels and speaker sessions to encourage dialogue between students and members of the business and the policymaking communities to inform and engage students on topics related to principled business practice. The following are just a few of the ways CSB facilitates and supports dialogue and debate on critical issues such as global social responsibility and sustainability:

CSB held its first Annual Business Symposium in 2015 to attract speakers from alumni and the business community. This one-day event begins with the Mass for Commerce, has plenary and concurrent sessions with invited speakers, and culminates with an informal picnic/dinner. This symposium brings together current students, alumni, business executives and other interested stakeholders.

Gaining important insights and contacts from business leaders provides students with a valuable step toward their future careers. CSB undergraduate and graduate students apply for a limited number of seats to attend the Celt Breakfast Club, where they have the opportunity to speak and network with business leaders.

In an effort to encourage in engage in dialogue and train students with the skills they need, UST hosts a Toast Masters Chapter. Dr. Roger Morefield, Associate Professor of Economics, is the chair of the club and facilitates the club’s activities. The mission of a Toastmasters club is to provide a mutually supportive and positive learning environment in which every member has the opportunity to develop communication and leadership skills, which in turn foster self-confidence and personal growth.

Alumni week, supported by the CSB Alumni Board, highlights the accomplishments and contributions of CSB alumni by inviting them back to the School to share their knowledge and experience with current students. Each alumnus makes a class presentation on a topic related to a particular class. One of the highlights of the CSB alumni week celebration is a keynote speech by a prominent alumnus.

CSB’s Accounting Society is an educational and non-profit student organization established by faculty and students that will serve as an advisory information source and is committed to bridging the gap between the academic and professional world. This group

provides numerous networking opportunities with local, national, and international accounting firms.

CSB Accounting students work with an Accounting instructor to provide free tax help to people who need assistance preparing their own taxes. The free income tax assistance service makes a difference to those who cannot afford a tax preparer and may not be able to do the return on their own. The volunteers file about 1,000 returns each year. http://www.stthom.edu/Public/Index.asp?Page_ID=5534&Content_ID=102643

To further more dialogue, Dr. Joe Cerami, Director of the UST Center for Ethical Leadership, will moderate two panel discussions on ethical leadership at the 2016 CSB Annual Business Symposium. The two panels will include experts from various fields:

- Cindy Wigglesworth is a researcher and pioneer in the field of spiritual intelligence and the best-selling author of *SQ21: The Twenty-One Skills of Spiritual Intelligence*— a book that won the Eric Hoffer Award for best spiritual book of 2013.
- Dr. Howard Prince is a clinical professor and endowed chair holder in the LB Johnson School of Public Affairs at UT Austin.
- Kaz Karwowski is the executive director of the Rice Center for Engineering Leadership (RCEL).
- Kim Moore is an ICF certified, Professional Certified Coach and founder of KRMoores and Associates, Inc., a leadership development and coaching practice.
- Rod Magee is an independent leadership consultant with RMC, specializing in executive development, leading change, and talent management (succession planning, leadership development, aligning human resource strategy to corporate strategy, learning and development).
- Sherron Watkins is internationally known as the Enron whistleblower, Sherron speaks around the globe to a broad range of audiences about ethics and leadership, and the lessons to be learned from the collapse of Enron, where she served in a variety of executive positions for over eight years.
- Sean Fitzpatrick, PhD, LPC, is the executive director of the Jung Center in Houston, Texas. He has master's degrees in religious studies (Rice University) and clinical psychology (UH-Clear Lake), and he completed his doctorate in psychology, with a concentration in Jungian studies (Saybrook University).

CSB's Women's Energy Network chapter provides all students with the opportunity to interact with women in the energy industry. The students have the opportunity to participate in programs that provide networking opportunities and foster career and leadership development.

CSB's Women in Business organization provides opportunities for graduate business students to socialize with fellow classmates, network with professionals, share resources, and meet outstanding female alumnae from UST graduate business programs. WIB hosts several lectures and events throughout the academic year on timely issues important to CSB stakeholders.

As you can see, the University of St. Thomas's Cameron School of Business works diligently to integrate corporate responsibility and sustainability and uses the Principles for Responsible Management Education as a framework for curricular and teaching strategies.