



2021



UNIVERSITY OF
ST. THOMAS

UNGC SHARING INFORMATION PROGRESS REPORT

Cameron School of Business



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LETTER FROM THE DEAN



UNIVERSITY OF
ST. THOMAS
HOUSTON

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

March 31, 2021

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 an example of the values and attitudes we convey to our students.

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

Mario Enzler
Dean
Cameron School of Business
University of St. Thomas, Houston TX

UNIVERSITY MISSION AND VISION

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:



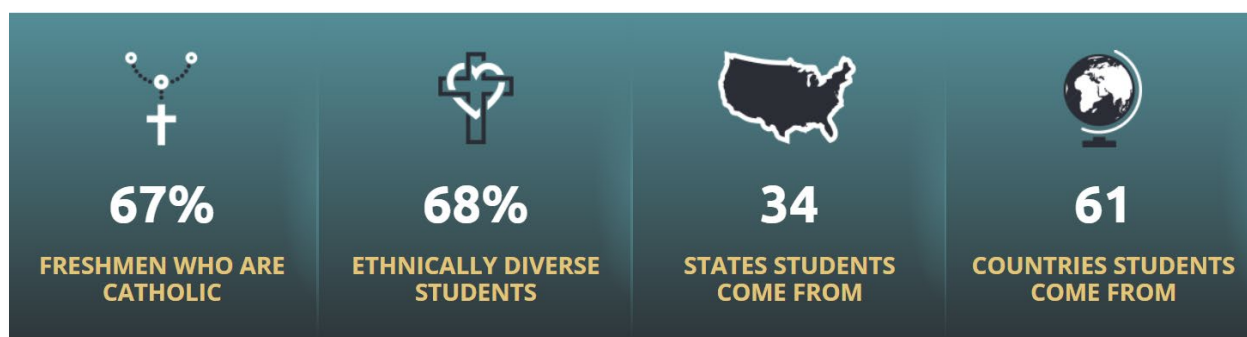
We foster engagement in a diverse, collaborative community. The University of St. Thomas is a comprehensive university, grounded in the liberal arts. Committed to the unity of all knowledge, we offer programs in the traditional liberal arts, professional, and skill-based disciplines. Graduates of the University of St. Thomas think critically, communicate effectively, succeed professionally, and lead ethically.

THE UNIVERSITY OF ST. THOMAS ~ A BRIEF HISTORY



The University of St. Thomas was founded in 1947 by the Basilian Fathers, a congregation of priests devoted to teaching, and is the only Catholic university in Houston. Opened on September 22, 1947, with a freshman class of forty students and a faculty of eight, it now has an undergraduate enrollment of about 1,864 and a graduate enrollment of more than 1,373, with a full-time faculty of 154. The university is accredited by the Southern Association of Colleges and Schools and 93 percent of full-time professors hold the highest degree in their field.

UST offers an undergraduate liberal arts curriculum of thirty-six programs with an emphasis on Judeo-Christian values and a course of study in which theology and philosophy are of prime importance. There are seventeen graduate degree programs at the masters level, and three doctoral degrees: one Ph.D. program in philosophy, an Ed.D. in ethical leadership, and DNP in nursing. More than half of the student body is Catholic, but the university is open to all religious faiths. We foster engagement in a diverse, collaborative community.



The university sponsors several programs of study abroad, including summer programs in Israel, Honduras, Italy, Czech Republic, Poland, Taiwan, and more. The Doherty Library on the main

campus maintains a collection of 265,000 volumes, including the special collections of the Hugh Roy Marshall Graduate Philosophy Library, which are devoted to the study of the writings of St. Thomas Aquinas. The Cardinal Beran Library on the St. Mary's Seminary campus provides a 64,000-volume collection for graduate students in theology. The music, drama, and fine arts departments offer public concerts, plays, and exhibits throughout the year. The university is governed by a forty-member board of directors. In 2017, Dr. Richard Ludwick became UST's ninth president.

Our campus is located minutes away from downtown Houston, the world-renowned Texas Medical Center, and both the Greenway Plaza and Galleria business hubs. This convenient location makes it easier to commute from work or home.



CAMERON SCHOOL OF BUSINESS VISION

The Cameron School of Business (CSB) at the University of St. Thomas (UST) provides learner-centered engagement in innovative, high quality educational experiences, delivered within the framework of the ethical and intellectual traditions of Catholic higher education and grounded in the liberal arts. By focusing on exceptional teaching, experiential learning and ethical business values that connect to the mission of UST, the CSB equips graduates to serve as leaders of faith and character in a global economy.

The CSB's strategic focus for the future builds on its vision and mission of educating ethical business leaders that have represented the business school for many years. Based on its mission and goals, the business school has five mission themes that serve as the foundation of all programs and activities:

1. Advancement of knowledge
2. Excellence in business education
3. Preparation of responsible business leaders
4. Interaction with community
5. Embracing diversity and globalization

These important themes are linked to UST's integrated planning initiatives, and focused on engagement, innovation, and impact. The CSB mission is central to all programs and activities: "Inspired by the Basilian Fathers' motto of goodness, discipline and knowledge, and supported by scholarship, 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."

With this background providing a rich context for learning, we turn our focus to how the CSB embodies the Six Principles for Responsible Management Education. These principles are embodied within the UN Sustainable Development Goals (SDGs). The CSB was among the 100 original signatories to the UN Global Compact in 2007.

CSB Mission Statement

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.



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.”



The 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 of Business 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 elite programs qualified for the Association to Advance Collegiate Schools of Business (AACSB) accreditation, the premier US-based association for collegiate schools of business. 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.

With the advantage of its Museum District location, the CSB is located between two of Houston's key business centers - downtown and the world-class Texas Medical Center. The CSB benefits from participation in a highly cosmopolitan and international community. Both faculty and students reflect the ethnic and linguistic diversity of the broader Houston community and take full advantage of the opportunities for interaction with a dynamic internationally-oriented community. These attributes render the CSB 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.

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 as many as 10% of its student body abroad compared to the national average of 1%. All UST students are eligible for study abroad opportunities. An alumna of the university says, “By providing me the opportunity to travel and studying Ireland and Northern Ireland, the Irish Studies program brought to life what we were readying about day in and day out in the classroom.”

The program learning objectives for all CSB programs appear in Appendix A. A brief description of all programs offered by the CSB follows in Appendix B.

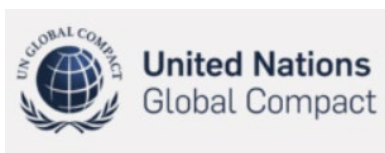
 BUSINESS MAJORS	 BUSINESS MINORS	 GRADUATE DEGREES
Bachelor of Business Administration in: <ul style="list-style-type: none"> • Accounting • Economics • Finance • General Business • International Business • Marketing Five-year BBA/MBA program in: <ul style="list-style-type: none"> • Accounting • Finance • General Business • Marketing 	Minor in: <ul style="list-style-type: none"> • Accounting • Finance • Free Enterprise and Entrepreneurship • General Business • Human Services Management • Leadership Studies • Market Analysis • Marketing • Sales 	Master in Business Administration Master of Science in Business Master of Science in Accounting Master of Public Accounting Master of Science in Finance Master of International Business Master of Ecclesial Administration and Management (MEAM) Master in Clinical Translation Management (MCTM)

UST has signed a joint agreement to offer a joint Doctor of Jurisprudence/MBA with South Texas College of Law.



The Cameron School of Business is fully accredited by the Association to Advance Collegiate Schools of Business (AACSB), the most respected accrediting body in business education worldwide. Many of the professors who will teach you have the highest degree in their field.

They have industry association relationships and connections with organizations including the *American Marketing Association*, *Greater Houston Business Ethics Roundtable*, *Business Ethics Forum*, *Women in Bio*, *Society of Physician Entrepreneurs*, and many others.



As one of the first 100 signatories of the United Nations Global Compact, the Cameron School of Business is committed to the UNGC's Principles for Responsible Management Education.

That means our students can expect issues like sustainability, environmental protection, gender equality, diversity, and inclusiveness to be emphasized. UST's CSB is one of the only schools in Texas and the only one in Houston who is a member of this compact.

The CSB and UST have also garnered the following prestigious state and national rankings:

- Intelligent.com's #2 Ranking in Clinical Research Degree programs
- Intelligent.com's #42 out of 129 Best Colleges in Texas
- College Consensus' #1 Best Online University in Houston
- Niche's #16 Ranking in 2020 Best Colleges in Texas
- Niche's #23 Ranking in 2020 Best College Locations in America
- College Factual's #10 out of 80 Best Colleges Ranking
- Great Value Colleges' Top Thirty Colleges Best Prepared for Natural Disasters

For further information, Appendix C provides links to each of these ranking announcements.



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.”



Embracing Catholic intellectual tradition and UST’s core Basilian values of learning, ethics, diversity, and community, the CSB offers a wide range of programs, at both the graduate and undergraduate levels, to meet the varied needs of the community. 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 experience UST’s distinctive ethical and humanistic approach to education.

1. Human Services Management programs

The University of St. Thomas currently has an undergraduate minor in Human Services Management. Recognizing a need in the field for academically-trained professionals, the university established a Guiding Coalition of faculty from across the university to develop graduate-level education to address the need. The Guiding Coalition, along with experts working in the field daily, have developed four academic options for individuals seeking high quality education in Human Services Management from an accredited university.

The six courses are available as a graduate-level certificate. This option will be ideal for the working professional interested in advanced education focused on Human Services Management yet not a full master’s degree. The six courses will also be used for individuals interested in working towards a Master of Liberal Arts degree or a Master in

Business Administration with a concentration in Human Services Management. These options will be ideal for individuals interested in pursuing a master's degree with a focus in the area of study while also obtaining other skills and knowledge to be successful in his/her career. The cost of each of these options will be the regular rate of each degree.

2. Pitch Competition, in collaboration with the university's McNair Center for Free Enterprise and Entrepreneurship

In 2019, the university and CSB hosted the first Bold IDEAS Pitch Competition. The competition was generously supported by The McNair Center for Free Enterprise and Entrepreneurship and the Social Entrepreneurship Program. The university partnered with Houston Community College, Station Houston, and the Global Energy Mentors to provide trainings and support for the competition. The Bold IDEAS Pitch Competition was guided by a team of interdisciplinary faculty from across the university. The Bold IDEAS Pitch Competition was open to high school, college, and university students in the greater Houston area. Non-traditional students were included as well. The competition had two tracks: Entrepreneurship and Social Entrepreneurship. For both categories, entrepreneurs are encouraged to apply. Proposed, startup, and existing businesses were welcome. The Social Entrepreneurship track required a clearly articulated statement describing how the business will provide a solution to one or more social, cultural, or environmental issues. The McNair Center, now housed within the university's Office of Innovation, continues to collaborate with the business school and offer students the opportunity to pursue their startup dreams.

3. Leadership Studies Minor



The CSB offers a minor in Leadership Studies in Business in partnership. 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 the leadership minor 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.

Here is an example of one of the assignments in the minor:

- Leadership Practicum
 - During the practicum, students are given the following questions:
 - Does having a religion change or affect leadership skills?

- Is there a set of qualities specifically followed by people who claim to be religious?
- Do leadership qualities change depending on the environment?
- Students then do the following activities
 - Conduct at least 50 interviews of people in leadership positions
 - Conduct interviews with people who have leadership positions in the church, in the school, in the business world, and other leaders.
 - Write a short essay describing each interview. The aim of the essay is to and try to derive similar leadership skills between the individuals.

4. Income Tax Assistance Services

CSB 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.



5. Mission-Inspired Curricula

Every course offered at the CSB incorporates these conceptual goals: Knowledge, Critical Thinking, Global Understanding, Ethical Reasoning, and Communication. All learning experiences at the CSB are targeted toward the achievement of these mission-inspired goals. CSB faculty members use a full range of teaching methods to actively involve students in the learning process, and UST's small class sizes provide excellent opportunities for student engagement.

A few selected examples from courses in the CSB programs:

- A. Graduate course in Financial Accounting Theory

- a. Students write a paper researching three companies each to see how they reported on Corporate Social Responsibility and the detail to which they did.
- b. 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.
 - i. In both cases, students use a list of keywords (taken from the Global Sustainability Initiative) to search the various reports companies provided.

B. Graduate course in International Economics

The class hosted professional guest lecturers to provide important insight into class learning objectives for international trade and monetary policy. A Dutch scientist who specializes in sustainable energy practices visited the class and led the students in a "frame breaking" exercise to question their assumptions around environmental policy. Applying a paradigm of "What If" to addressing big questions, the students discussed among small groups and shared with the class their analysis to actualize "frame breaking" policies that would make a positive impact on global sustainability. Another guest lecturer was a specialist in energy policy in North America and presented on regional integration through international trade. The students reflected on the knowledge imparted and paradigm shifts from these guest lectures in their writing assignments and in their essay examinations.

C. Graduate course in Ethical and Moral Business Management

The class partnered with Houston's Business Ethics Forum (BEF) to develop and then analyze actual-word business ethics case studies. The BEF is an organization of executives working in Houston to develop and implement philosophically sound and actionable frameworks for ethical and effective business management. The timeless principle of the dignity of the human person and the values of truth, freedom, justice and charity provide the foundation for the BEF's discussion outlines, case studies, management tools

and consulting services.

Members of the BEF commit themselves to the legitimate pursuit of profit in harmony with respect for the dignity of the people involved in or affected by their businesses, including employees, owners, customers, suppliers and society. BEF and St. Thomas' MBA students



teamed up to identify key ethical issues in the pharmaceutical industry and in hiring practices. This collaboration culminated in two lunches, each one attended by over 100 students and business executives, during which practicing business and students raised questions and provided insights into the questions raised in these case studies.

D. Undergraduate capstone course

The student is required to complete a Personal Strategy Brief that includes a statement of personal vision for the student's career goals and current strategy for reaching those goals. Requirements include a SWOT table to capture the student's evaluation of personal strengths, weaknesses, opportunities, and threats.



PRINCIPLE 3 | METHOD

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



Frameworks

The CSB has created avenues for students to learn responsible leadership. For example, in the Accounting capstone course, students discuss the Global Reporting Initiative. Students in the financial investment courses consider the implications of faith-based investing and impact investing. Students in the undergraduate capstone course complete a business simulation based on the “Conscious Capitalism” framework. Students also discuss the “Shared Value” (Porter and Kramer, 2011) and 'Balanced Scorecard' (Kaplan and Norton, 1992) frameworks.

Materials

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.

The CSB encourages students to utilize the online workshop platform Lynda.com, which with a Houston Public Library card, provides free access for students to the thousands of video workshops and trainings.

- “Small Scores for Small Tasks”

To add opportunities to participate in workshops, the CSB has partnered with the Houston Public Library to encourage CSB students to access Lynda.com online workshops. These video-based workshops teach Internet and modern professional skills

for today's workforce. The "Small Scores for Small Tasks" workshops are strongly encouraged by faculty members; some professors even require students to either attend on-campus workshops or complete them online as part of the course curriculum. The on-campus workshops are available to all students through Career Services, Doherty Library, Tutorial Center, and Counseling and Disability Services.

- Career Services

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, LinkedIn, business etiquette, and job fair preparation. The Career Services department also posts job opportunities as well as internships. CSB Alumni hold executive and managerial positions in a variety of organizations, nonprofits, healthcare organizations, and government agencies.



Processes

The 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. 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.

- Celt Consulting Projects @CSB: In addition, several courses include consulting projects that focus on engagement with the community.
 - 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.
 - Students studied the Jesse Tree Project to create comprehensive business plans that analyzed the intricacies of the programs, researched potential resources, strategies and processes that can be implemented making these programs more efficient, effective, and sustainable. By working directly with the medical team and the patient and their families, The Jesse Tree coordinates an effective plan that reduces the hospital stay, equips the patient with durable medical equipment, medical supplies, reduced-cost prescriptions, while enrolling them in other supportive services and educational classes. This reduces the possibility of re-hospitalization and promotes healing and well-being.
 - Students helped CSAT Solutions decide where the company should setup the next repair facility in Europe. CSAT Solutions repairs laptops, tablets and smart phones for companies like Apple and Dell.
 - Students completed a competitive analysis for APP of the metal fabrication in the Texas Gulf Coast Region (Corpus Christi to Beaumont). Using the ROI Model to assess the revenue expectations from taking this expansion, a list of inherent risks and errors to the project showed up. APP had outsourced all their metal part manufacturing. This caused several problems and reduced the size of projects they could bid and ultimately win.
- 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.
- The recent addition of an internship management module in UST Handshake, our career resources platform, 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.

- The university hosts an annual Career Day in the Spring semester. Throughout the event, students are able to learn from alumni and other Houston professionals through various panel discussions. Students learn more about options for various degrees and how to leverage their degree to make a positive impact in a career they are passionate to pursue.
- The university's mentorship program provides 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.
- In an effort to encourage 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.

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.

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 as many as 10% of its student body abroad compared to the national average of 1%. All UST students are eligible for study abroad opportunities. An alumna of the university says, "By providing me the opportunity to travel and studying Ireland and Northern Ireland, the Irish Studies program brought to life what we were reading about day in and day out in the classroom."





The university also offers faculty-led study abroad programs allowing students to learn with university faculty in countries across the globe including:

- Chile
- China
- Cuba
- England
- France
- Ireland
- Israel
- Italy
- Spain

Environments

At the graduate level, the CSB gives students the chance to advance their careers on their timetable. Many programs have application deadlines in fall, spring, and summer so that students can start as soon as possible. Classes are offered during evenings and weekends, giving students flexibility in creating their schedule. Most students complete our degree programs in two to three years.

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 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.

The CSB faculty is highly accomplished in a wide variety of research topics, including sustainability and ethics. In addition, in keeping with the CSB’s mission, faculty research also examines and reports on pedagogical techniques that engage and inspire the student. Appendix B outlines examples of the CSB faculty have completed with particular focus on research in business ethics and better management practices.

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.”

CSB faculty and administrators assign the highest priority to teaching leading-edge programs founded on ethical values, with targeted curricular and cocurricular activities. Cultivating strong relationships with alumni, business leaders, and business-related organizations is vital to the CSB’s ability to connect students with experiential learning opportunities beyond the classroom and to careers after graduation. This emphasis on mutually beneficial relationships is reflected in the CSB’s campus collaborations, cocurricular activities, and academic partnerships. New initiatives such as the CELT Coffee hour and the CELTs Exploring Business program engage alumni, local businesses, and business leaders in enriching the University experiences of students.

At the heart of UST is the imperative to serve, especially those with limited access to educational excellence. Through the University’s Rising Stars program, qualified individuals from UST’s diverse student body get a top-tier college education while gaining valuable work experience at local companies. UST has developed several programs specifically designed to cultivate student-mentor opportunities.



For example, the Rising Stars program is another demonstration of St. Thomas’ commitment as a minority-serving and Hispanic-serving institution. The Rising Stars Program enables participants to finance most of their college tuition while receiving coveted work experience through internship positions. The program is extremely transformational for the University’s students and benefits the sponsors and the community by providing scholarship-dependent students with the skills and opportunities to succeed.

The university is a member of the United Nations Academic Impact group. It brings colleges and universities together to support the United Nations goals to include “the promotion and protection of human rights, access to education, sustainability and conflict resolution” (<https://academicimpact.un.org/content/about-unai>). This is an initiative supported by the CSB.

Through many curricular innovations and co-curricular partnerships, CSB students have the opportunity to learn about optimal business practices and how to create sustainable value. Several programs of note include:

- Celt Coffee Hour

The Celt Coffee Hour (CCH@CSB) is an hour long round-table discussion and debate about a current business issue. 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. The following is a list of some of the speakers who have participated in the CCH:

- Ernie Cockrell from the Cockrell Foundation
- Manuel Aguilar from Houston Hispanic Chamber of Commerce
- Margie Harris from Apache Corporate
- Bernt Netland from Intercontinental Terminals Company, LLC
- Michael Eggert from RGP
- Manolo Sanchez from BBVA Compass
- Marie Myers from HP
- George Martinez and Gary Henderson from Allegiance Bank
- Mitrankur Majumdar from Infosys

- 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. The following is a list of some of the businesses students have visited:

- | | |
|--|--------------------------|
| ○ Shell Trading Floor | ○ DeLorean |
| ○ Houston Methodist Research Institute | ○ Saint Arnold's Brewery |
| ○ CSAT Solution | ○ Station Houston |
| ○ FedEx | |

- The Greater Houston Business Ethics Roundtable

The "GHBBER" is a Houston-based professional group that is composed of ethics officers from some of Houston's largest employers and ethics consultants. There are over 100 corporate members. Dr. David Schein, Director of Graduate Programs has been an Educator Member since January 2014. The group hosts approximately six short informational programs each year and an annual "members only" educational seminar. The CSB collaborates with GHBBER in hosting this seminar in the summer.

- Beta Gamma Sigma Student Leadership Forum

Each semester, the 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.

- Faculty Connections

- Dr. Joe Ueng, chair of the Department of Finance and Economics, serves on the Board of the Chartered Financial Analysts (CFA) Institute-Houston. Dr. Yiyang Cheng and Dr. Debby Su have achieved their CFA certifications and are involved with the CFA Institute as well. CSB students are able to volunteer and participate in CFA events, boosting their knowledge of current topics in finance. Further, CSB students have been able to attend training courses offered by the CFA Institute at substantially discounted rates.
- Accounting faculty Dr. John Leavins and Prof. Ramon Fernandez are involved with professional associations in Texas, including the Texas Society of CPAs. The TSCPA provides annual scholarships and an outstanding graduate award.

- Alumni Engagements

The CSB's sustained focus on engaging alumni has created powerful support and connectivity for students and a business-focused lifelong learning and social network.

- Starting in Fall 2018, the CSB hosted two professional development events per semester for alumni. The events are one hour in length. A CSB professor will give a presentation on a trending topic that could be used in their professional setting. The presentation is followed by a question-and-answer period and ending with time for the alumni to network. This tradition will continue.



- The CSB has established awards for accomplished alumni: Distinguished Alumnus Award for alumni who are established leaders in their field and Rising Star Award for alumni who are starting to make a mark in their fields. These awards recognize the achievements of the alumni and serve to highlight them as role models for current students. The winners of this distinction show commitment to the school and the progress of our students. This tradition will continue.

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. The 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 the CSB facilitates and supports dialogue and debate on critical issues such as global social responsibility and sustainability.

The CSB blog features short articles on current business issues from both faculty and students.

The CSB held its first Annual Business Symposium in 2016 and every year it attracts speakers from alumni and the business community. This one-day event 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.

In 2017, the CSB was pleased with an attendance growth of more than 30% from the previous year's Cameron School of Business Symposium. Mr. Neil Bush, businessman and son of former President George H. W. Bush, was the keynote speaker and lead the conversation for the symposium.

In 2018, the CSB hosted the fourth annual Cameron School of Business Symposium with another record attendance year. Leading the symposium was an opening keynote on Ethics in Innovation presented by Professor Andreas Widmer, Director of the Ciocca Center for Principled

Entrepreneurship at the Catholic University of America. This theme was then woven into each of the 30 sessions. In 2018, sessions included new topics to the symposium including biotechnology, blockchain, and energy.

In 2019, the CSB hosted the fifth annual Cameron Business Symposium and focused on the digital revolution and its transformative impact on business, the ways we live, and the future of work. The presentation was followed by three informative and engaging sessions on current trending business topics.

The 2020 Cameron Business Symposium had to be cancelled due to the COVID pandemic. The 2021 symposium will be supplanted this year only with a CSB 40th birthday party on April 16, 2021.

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.

The CSB sponsors several student organizations tailored to further professional dialogue in multiple business fields.

- 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'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.

The topic of impact investing also took center stage in several CSB dialogue events. In 2019, the CSB collaborated with Southern Impact Investing Alliance, Texas Impact Alliance and Nanogagliato to host the inaugural Impact Investing Conference at the University of St. Thomas on May 24, 2019. This was of key interest because the rapidly growing industry of impact investing is happening all over the world, and is powered by investors determined to generate social and environmental impact according to the Global Impact Investing Network (<https://news.stthom.edu/cameron-school-of-business-hosts-impact-investing-conference/>).

In 2020, because impact investing became increasingly championed by Pope Francis and continued growing in popularity as an innovative financial solution to social and economic challenges the world over, the CSB and UST Office of Innovation hosted a free webinar entitled, “The Future is in your Heart and in your Hands” Annual Impact Investing Conference, keynoted by Beth Collins, a leading authority on Impact Investing and Managing Director of Impact Investing for Catholic Relief Services ([https://news.stthom.edu/renowned-speaker-on-impact-investing-gives-free-webinar--on-a-top-tier-investment-strategy/.](https://news.stthom.edu/renowned-speaker-on-impact-investing-gives-free-webinar--on-a-top-tier-investment-strategy/))



APPENDIX A | CSB LEARNING GOALS AND OBJECTIVES

In accordance with the mission of the school, the learning goals for the Bachelor of Business Administration (BBA), Bachelor of International Business (BIB), Master of Business Administration (MBA), and Master of Science in Accounting (MSA), Master of Science in Finance (MSF), Master in International Business, Master of Ecclesial Administration and Management (MEAM), and Master of Clinical Translation Management (MCTM), include communicating effectively, working effectively in teams, and being ethical decision makers. These are goals common to all programs in the CSB and are stressed in every aspect of our curricula.

BBA Learning Goals and Objectives

The Bachelor of Business Administration program has six goals.
When students complete the BBA degree at the University of St. Thomas:

Goal 1. They will be able to communicate effectively.

- Objective 1: Graduates will deliver a compelling oral presentation.
- Objective 2: Graduates will demonstrate mastery of communication technology.
- Objective 3: Graduates will write professional quality documents.

Goal 2. They will be adept at critical thinking.

- Objective 1: Graduates will analyze problems in-depth.
- Objective 2: Graduates will evaluate data thoroughly.
- Objective 3: Graduates will present feasible solutions for problems.

Goal 3. They will be able to work effectively in teams.

- Objective 1: Graduates will work collectively towards team objectives.
- Objective 2: Graduates will demonstrate professional interpersonal relations with other team members.

Goal 4. They will be ethical decision makers.

- Objective 1: Graduates will recognize the ethical issues implicit in a business situation.
- Objective 2: Graduates will describe and use ethical frameworks applicable to business situations.

Goal 5: They will be knowledgeable about fundamental business issues and processes.

Goal 6: Students will be knowledgeable about global business (new)

- Objective 1: Students will demonstrate an understanding of the current trends in the global business environment.
- Objective 2: Students will identify and analyze causes and consequences of trade policies on the flow of goods and services in international trade.

BIB Learning Goals and Objectives

The Bachelor of International Business program has six goals.
When students complete the BIB degree at the University of St. Thomas:

Goal 1. They will be able to communicate effectively.

- Objective 1: Graduates will deliver a compelling oral presentation.
- Objective 2: Graduates will write professional quality documents.

Goal 2. They will be adept at critical thinking.

- Objective 1: Graduates will analyze problems in-depth.
- Objective 2: Graduates will evaluate data thoroughly.
- Objective 3: Graduates will present feasible solutions for problems.

Goal 3. They will be able to work effectively in teams.

- Objective 1: Graduates will work collectively towards team objectives.
- Objective 2: Graduates will demonstrate professional interpersonal relations with other team members.

Goal 4. They will be ethical decision makers.

- Objective 1: Graduates will recognize the ethical issues implicit in a business situation.
- Objective 2: Graduates will describe and use ethical frameworks applicable to business situations.

Goal 5: They will be knowledgeable about of the functional areas of organizations and about global business.

- Objective 1: Graduates will demonstrate understanding of the functional areas of a complex organization.
- Objective 2: Graduates demonstrate understanding of why firms engage in international business and why international business growth has accelerated.

MBA Learning Goals and Objectives

The Master of Business Administration program has six goals.
When students complete the MBA degree at the University of St. Thomas:

Goal 1. They will be effective communicators.

- Objective 1: Graduates will deliver a compelling oral presentation.
- Objective 2: Graduates will write professional quality documents.

Goal 2. They will be effective team members.

- Objective 1: Graduates will demonstrate appropriate group techniques to participate in a team task that results in effective performance.
- Objective 2: Graduates will demonstrate effective leadership skills in a group project.

Goal 3. They will be ethical decision makers.

- Objective 1: Graduates will recognize the ethical issues implicit in a business situation.
- Objective 2: Graduates will describe and use ethical frameworks applicable to business situations.
- Objective 3: Graduates will develop a variety of ethical alternatives for resolving or at least addressing, a problem in business.

Goal 4. They will be globally aware.

- Objective 1: Graduates will demonstrate an understanding of the various dimensions of global business.
- Objective 2: Graduates will perform a global business situation analysis.

Goal 5. They will be able to integrate knowledge across multiple business disciplines.

- Objective 1: Graduates will identify business problems and opportunities that result from factors internal and external to the organization.
- Objective 2: Graduates will apply quantitative and qualitative techniques from the different business disciplines to address problems and opportunities.

Goal 6. They will be knowledgeable about multiple business disciplines.

MEAM Learning Goals and Objectives

The Master in Ecclesial Administration and Management has four goals.
When students complete the MEAM degree at the University of St. Thomas:

Goal 1: They will have the knowledge of, and ability to, apply principles of transparent management of financial resources.

- Objective 1: Graduates will demonstrate understanding of the principles of financial management.

- Objective 2: Graduates will apply the principles of transparent management of financial resources.

Goal 2: They will have the understanding of, and the ability to manage employees, both paid and volunteer.

- Objective 1: Graduates will demonstrate understanding of the management of paid employees.
- Objective 2: Graduates will demonstrate understanding of the management of volunteers.

Goal 3: They will have the understanding of, and the ability to fundraise.

- Objective 1: Graduates will demonstrate understanding of the various facets of fundraising.
- Objective 2: Graduates will be able to develop a fundraising plan.

Goal 4: Graduates will be effective communicators.

- Objective 1: Graduates will demonstrate an effective program of community relations that involves and informs multiple stakeholders.
- Objective 2: Graduates will demonstrate appropriate group techniques to participate in a team task.

MCTM Learning Goals and Objectives

The Master of Clinical Translation Management program has five goals.
When students complete the MCTM degree at the University of St. Thomas:

Goal 1. They will be entrepreneurial thinkers and doers.

- Objective 1: Graduates will identify unmet clinical needs that are impactful, cost effective and feasible.
- Objective 2: Graduates will combine and apply understanding of biotechnology with insights from business to assess competing opportunities.
- Objective 3: Students will use various business analysis and planning tools for the implementation of the response to the clinical need.

Goal 2. They will be ethically aware and concerned about sustainable value.

- Objective 1: Graduates will recognize the ethical issues implicit in a business situation.
- Objective 2: Graduates will describe and use ethical frameworks applicable to business situations.
- Objective 3: Graduates will identify various stakeholders impacted by the 'problem'.
- Objective 4: Graduates will 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.

Goal 3. They will be knowledgeable about different functional areas.

- Objective 1: Graduates will formulate strategies that integrate concepts and frameworks from the biosciences and business.
- Objective 2: Graduates will create financial and funding strategies for success under various economic situations.
- Objective 3: Graduates will navigate the various steps in the development of a biotechnology derived product: from its inception in the research setting to the final product.
- Objective 4: Graduates will create marketing strategies that achieve organizational goals and objectives.
- Objective 5: Graduates will formulate product launch strategies that reflect changes in the regulation of the product approval and marketing process.
- Objective 6: Graduates will identify, evaluate, and assess risks and payoffs in monetary and non- monetary terms.

Goal 4. They will be effective communicators.

- Objective 1: Graduates will deliver a compelling oral presentation.
- Objective 2: Graduates will write professional quality documents.
- Objective 3: Graduates will use appropriate technology effectively to support communication goals.

Goal 5. They will be effective team members.

- Objective 1: Graduates will demonstrate effective interpersonal skills and the ability to work effectively in teams of diverse composition.
- Objective 2: Graduates will use high-performance management behaviors to lead a team task that results in effective team performance.

MIB Learning Goals and Objectives

The Master of International Business program has five goals.

When students complete the MIB degree at the University of St. Thomas:

Goal 1: Graduates will be able to work effectively in a globally diverse world.

- Objective 1: Graduates will demonstrate an understanding of global business concepts and frameworks.

- Objective 2: Graduates will demonstrate an understanding of cultural differences that affect organizations and businesses.

Goal 2: Graduates will have analytical and critical thinking skills.

- Objective 1: Graduates will be able to understand the global business environment.
- Objective 2: Graduates will be able to evaluate and analyze information related to the global business challenges and offer relevant recommendations.

Goal 3. Graduates will be effective team members.

- Objective 1: Graduates will demonstrate appropriate group techniques to participate in a team task that results in effective performance.
- Objective 2: Graduates will demonstrate effective leadership skills in a group project.

Goal 4. Graduates will be ethical decision makers.

- Objective 1: Graduates will recognize the ethical issues implicit in a global business situation.
- Objective 2: Graduates will describe and use the ethical framework applicable to business situations.
- Objective 3: Graduates will develop a variety of ethical alternatives for resolving, or at least addressing, the problem.

Goal 5. Graduates will be professional communicators.

- Objective 1: Graduates will develop and deliver a compelling oral presentation grounded in relevant information and facts on international business issues.
- Objective 2: Graduates will write professional quality documents related to international business issues.

MPA Learning Goals and Objectives

The Master of Professional Accountancy has five goals.

When MPA students graduate, they will:

Goal 1: Be effective communicators of financial and other information. Students will demonstrate this proficiency by:

- Objective 1: Engaging in structured business presentations.
- Objective 2: Producing professional documents related to the field of accounting.
- Objective 3: Exhibit interpersonal and leadership skills.

Goal 2: Possess research skills necessary to solve accounting problems. Students will demonstrate this proficiency by:

- Objective 1: Utilizing standard research methodology.
- Objective 2: Identifying and using current research tools and technology.

Goal 3: Be critical thinkers. Students will demonstrate this proficiency by:

- Objective 1: Analyzing and using financial data when making accounting decisions.
- Objective 2: Understanding the role of advanced technology in accounting and finance.

Goal 4: Be aware of the professional responsibilities and ethical standards of the accounting profession. Students will demonstrate this proficiency by:

- Objective 1: Expanding their understanding of the consequences of deviating from ethically sound decision-making practices.
- Objective 2: Expanding their understanding the requirements of the accounting profession as it relates to professional conduct.

Goal 5: Possess a strong understanding of differences in accounting practices worldwide. Students will demonstrate this proficiency with the knowledge of:

- Objective 1: Causes of international accounting diversity.
- Objective 2: Types of international accounting diversity.
- Objective 3: Evidence of international accounting diversity.

MSA Learning Goals and Objectives

The Master of Science in Accountancy program has six goals.
When MSA students graduate, they will:

Goal 1: Succeed as accounting practitioners.

- Objective 1: Demonstrate knowledge of required areas of accounting.
- Objective 2: Demonstrate ability to identify issues and solve problems in required areas of accounting.

Goal 2: Be professional communicators.

- Objective 1: Deliver compelling oral presentations.
- Objective 2: Create professional documents.

Goal 3: Be effective when working in teams.

- Objective 1: Work collectively towards team objectives.
- Objective 2: Effectively lead a team in a group project.

Goal 4: Ethical Leaders

- Objective 1: Identify accounting dilemmas citing relevant authority.
- Objective 2: Applying accounting ethical standards to business situations.

Goal 5: Be technologically aware.

- Objective 1: Demonstrate knowledge of the accounting systems environment.
- Objective 2: Demonstrate knowledge of accounting systems.

Goal 6: Be globally aware.

- Objective 1: Demonstrate knowledge of global standard setting.
- Objective 2: Demonstrate knowledge of multinational accounting practices.

MSB Learning Goals and Objectives

The Master of Science in Business has three learning goals.

When our students graduate from the MSB program, they will:

Goal 1: Develop a clear understanding of the key functions of business and be able to solve problems in a dynamic business environment, using critical and analytical thinking skills.

- Objective 1: Demonstrate knowledge of key functions of business enterprises.
- Objective 2: Use critical and analytical thinking to identify viable options that can create value for organizations and their stakeholders.

Goal 2: Achieve results by fostering collaboration and communication.

- Objective 1: Motivate and work with colleagues and partners to achieve team goals.
- Objective 2: Demonstrate effective oral communication skills when presenting to various stakeholders.
- Objective 3: Demonstrate effective written communication skills when presenting to various stakeholders.

Goal 3: Lead with principled purpose and ethical perspective

- Objective 1: Evaluate issues related to the seven themes of Catholic social teaching.
- Objective 2: Exhibit awareness of ethical dimensions in decision making

MSF Learning Goals and Objectives

The Master of Science in Finance program has five goals.
When students complete the MSF degree at the University of St. Thomas:

Goal 1. Core of Finance Knowledge

- Objective 1: Graduates will demonstrate competency in the field by linking core financial knowledge with financial and business environments to draw valid conclusions.
- Objective 2: Graduates will interpret the results of financial calculations and analysis.

Goal 2. Analytical and Critical Thinking Skills

- Objective 1: Graduates will demonstrate skills in analyzing financial reports.
- Objective 2: Graduates will evaluate data thoroughly.

Goal 3. Ethical Awareness

- Objective 1: Graduates will identify ethical standards and accountability as applicable to the financial regulations and financial aspects of business decisions.
- Objective 2: Graduates will apply ethical standards and accountability to the financial regulations and financial aspects of business decisions.

Goal 4. Global Awareness

- Objective 1: Graduates will demonstrate a knowledge of dynamic global financial markets.
- Objective 2: Graduates will develop portfolio strategies of allocating global financial assets.

Goal 5. Leadership and Communication Skills

- Objective 1: Graduates will develop and deliver a compelling oral presentation grounded in relevant information and facts.
- Objective 2: Graduates will write professional quality documents.
- Objective 3: Graduates will foster teamwork and clarify roles and responsibilities.

APPENDIX B | CSB PROGRAMS

The following links give additional details of the courses of study offered by the Cameron School of Business:

- <https://www.stthom.edu/Academics/School-of-Business-Cameron-School-of-Business/Index.aqf>
- <https://www.stthom.edu/Academics/School-of-Business-Cameron-School-of-Business/Index.aqf>
- <https://www.stthom.edu/Academics/School-of-Business-Cameron-School-of-Business/Business-Programs/Business-Graduate-School/Index.aqf>
- https://www.stthom.edu/Academics/School-of-Business-Cameron-School-of-Business/Business-Programs/Business-Graduate-School/Master-of-Science-in-Ecclesial-Administration-and/Index.aqf?Aquifer_Source_URL=%2Fmeam&PNF_Check=1

APPENDIX C | RECOGNITIONS AND RANKINGS

The following links give additional details concerning the recognitions and rankings earned by the Cameron School of Business:

- <https://news.stthom.edu/university-of-st-thomas-recognized-for-2-top-degree-programs-in-the-us/>
- <https://news.stthom.edu/ust-ranks-1-for-best-online-university-in-houston/>
- <https://news.stthom.edu/ust-ranked-16-in-niches-2020-best-colleges-in-texas/>
- <https://news.stthom.edu/ust-top-ranked-school-2020-report/>
- <https://news.stthom.edu/ust-ranks-among-30-us-colleges--best-prepared-for-natural-disasters/>

APPENDIX D | SELECTED FACULTY RESEARCH PUBLICATIONS

Conference Proceeding

Bayram, S. G., Perez-Liston, D. (2016). Country Governance and Stock Market Returns: A Cross-Sectional Study. Academy of Behavioral Finance and Economics. <http://www.aobf.org/>

Perez-Liston, D., Torres-Palacio, P., Bayram, S. G. (2016). Does Investor Sentiment Help To Predict Future Mexican Stock Market Returns? Academy of Behavioral Finance and Economics. <http://www.aobf.org/>

Ramaswamy, V. M., Leavins, J., Shelton, M. (2016). Firm Performance, Market Perceptions and Job Satisfaction. (pp. 4). Jacksonville, Florida: AABRI Conference. www.aabri.com/SAProceed2016.html

Ramaswamy, V., Simms, J., Ueng, J. (2017). Buybacks vs. Dividends: Corporate Choice and Firm Characteristics. (vol. October 2017, pp. 4). Ponte Verda Beach, Florida: Academic and Business Research Institute (AABRI). <http://www.aabri.com/SL2017Manuscripts/SL17005.pdf>

Simms, J. Teaching Accounting Ethics Using Ex Corde Ecclesiae. Issues in Accounting Education, 31. <http://aaahq.org/Research/Journals/Section-Journal-Home-Pages/Accounting-and-the-Public-Interest>

Tabesh, P., Jolly, P. (2016). Beyond the Law: Psychological and Relational Processes Underlying Religious Accommodation Decisions. (pp. 5). Academy of Management Best Paper 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

Bayram, S. G. (2017). Rational-Irrational Investor Sentiments and Emerging Stock Market Returns: A Comparison from Turkey.

Cheng, Y. Land-Use Rights in a Compound Option Model of Real Estate Development

- 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
- Fernandez, R., Turner, M. (2018). "Understanding the IRS's Seven New Casualty Loss Safe Harbors". *CPA Journal*, The, October 2018(October 2018).
- Horwitz, S., Horwitz, I. B. (2017). The effects of organizational commitment and structural empowerment on patient safety culture: An analysis of a physician cohort. *Journal of Healthcare Management*, 31(1), 10-27.
- Li, H., Schein, D. D., Ravi, S. P., Song, W., Gu, Y. Factors Influencing Residents' Perceptions, Attitudes and Behavioral Intention toward Festivals and Special Events: A Pre-event Perspective.
- Moghadam, K., Tabesh, P., Weber, T., Azarpanah, S. (2017). The effect of culture on opportunity recognition: a qualitative study of immigrant and native-born entrepreneurs. *International Journal of Entrepreneurship and Small Business*, 31(2).
www.inderscience.com/info/inarticle.php?artid=84093
- Morefield, R., Bueno, N. Empowerment of Women and Poverty Reduction in Developing Countries. Two (Number 2). inquiry.ius.edu.ba/
- Perez-Liston, D. Internet Gambling Stock Returns: Empirical Evidence from the UK.
- Perez-Liston, D., Gutierrez, J. P. Dynamic Analysis of Sin Stocks and Investor Sentiment. To appear in *International Journal of Managerial Finance*, Forthcoming.
- Perez-Liston, D., Torres-Palacio, P., Bayram, S. G. Does Investor Sentiment Help To Predict Mexican Stock Market Returns? To appear in *International Journal of Managerial Finance*. <http://journals.sagepub.com/home/emf>
- Ramaswamy, V., Leavins, J., Ueng, J. (2017). Adding Sustainable Value: Linkages between Growth, Governance and Social Responsibility. To appear in *Journal of Applied Business Research*, 33(6).
- Ramaswamy, V. (2018). Director interlocks and cross-cultural impact on strategies affecting shareholder–creditor conflicts: A conceptual analysis. *Management Decision*, EarlyCite.
<https://www.emeraldinsight.com/doi/full/10.1108/MD-10-2017-0956>

Schein, D., Phillips, J. D., Rider, C. (2017). American Cities Held Hostage: Public Stadiums and Pro Sports Franchises. *Richmond Journal of Law and the Public Interest (RJOLPI)*, 20(1), 48 pp. scholarship.richmond.edu/pilr/vol20/iss1/6/

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

Simms, M. Learning from the Ancient Traditions: Integrating Contemplative Practices to Educate Ethical Leaders. <http://www.rit.edu/~w-ethics/seac/conferences.html>

Shirvani, H. M., Bayram, S. G., Delcours, N. (2018). The Impact of the Global Financial Crisis on the Determinants of the Turkish Money Supply. To appear in *Empirical Economics Letters*, The.

Tabesh, P., Jolly, P. M. (2018). Beyond the Law: Processes Underlying Religious Accommodation Decisions. *Management Decision*. doi.org/10.1108/MD-11-2017-1087

Tabesh, P. Framing Effect in Medical Decision Making Revisited.

Taj, S., George, B. Sustainability and Business Model Innovation at the Bottom of the Pyramid: A Graduate Business Project. *Business Education Innovation Journal*.

Case Study

Schein, D. D. (2017). *Grandma Got Run Over by a Freeway*. Thousand Oaks, CA: Sage Business Cases.

Book

Balderas, J. U., Meier-Marquis, J., Faletta, J. P. (2016). First Year Experience with Service-Learning and Study Abroad. In Katia González and Rhoda Frumkin (Ed.), (pp. 477). IGI Global.

Condic, S. B., Condric, M. L. (2018). *Human Embryos, Human Beings; a Scientific and Philosophical Approach*. (ed., pp. 304). Washington, DC: Catholic University Press of America.

Schein, D. (2018). The Decline of America: 100 Years of Leadership Failures. In Billie Brownell (Ed.), (pp. 400). Nashville, TN: Post Hill Press. <http://posthillpress.com/>

Story, J. (2016). *The Millennial Guide for Marketers, Managers, and Millennials: Successfully Selling to, Managing, and Being Millennial*. (pp. 74 pages). CreateSpace Independent Publishing Platform.

- Gonzalez, A. L., Balderas, J. U. (2016). Study Abroad and Service-Learning in a Catholic Social Teaching Context: The Implications for Teacher Education and Social Justice. (pp. 477). IGI Global.
- 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>
- Story, J. (2016). Learning Curves, Economies of Scale, and Strategic Marketing. (pp. 48 pages). CreateSpace Independent Publishing Platform. <https://www.amazon.com/John-Story/e/B017BN5XB4>
- Story, J. (2016). Marketing Math Made Really Easy: A simple approach to the math that makes marketing work. (pp. 58). CreateSpace Independent Publishing Platform.
- Story, J. (2016). Price Elasticity of Demand and Marketing: Mastering elasticity to market strategically. (pp. 56 pages). CreateSpace Independent Publishing Platform.
- Zhang, S. Guidelines to Develop a Strategic Marketing Plan.



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