



SCHOOL
OF
BUSINESS

Principles of Responsible Management Education (PRME)

SHARING INFORMATION ON PROGRESS (SIP) 2019 REPORT

PRME

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

UCONN
SCHOOL OF BUSINESS

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Letter from David Souder, Interim Dean of School of Business:

As Dean of the School of Business at the University of Connecticut, I am pleased to affirm our commitment to the Principles of Responsible Management Education (PRME). To promote these principles and support the ideas of the UN Global Compact, the School of Business interacts with departments across our own campus and with other schools and colleges both nationally and internationally.

Some of the new initiatives of which we are most proud are:

- The first-ever, academic “Blockchain Technology and Organizations Research Symposium” co-hosted by 4 UConn School of Business research and professional centers. Scholars from across disciplines and around the world participated.
- The official launch of our innovative EuroBiz 4 year dual-degree, internship program based in Baden Wurtemberg, Germany, sister state to the State of Connecticut.

Ongoing programs which continue to grow and reach into the community and beyond include:

- the Graduate Student chapter of Net Impact, which provides MBA students opportunities to make positive social and environmental changes through their careers, just hosted its second annual Sustainability Case Competition
- our Entrepreneurial Bootcamp for Veterans with Disabilities which provides our nation’s veterans with the skills they need to start their own business,
- our Innovation Quest - bringing together students, faculty and business professionals/alums to foster innovation and entrepreneurship,
- the Business & Human Rights Initiative, which engages with policymakers, businesses and stakeholders to advance respect for human rights continued its impact across campus and with industry and government

As mentioned, we continue to grow our partnerships with other institutions of higher learning both domestically and abroad. Our partnership with business schools in Baden-Wurtemberg, Germany for our growing EuroBiz program, is one of many that range across 5 continents. In our annual International Business Case Challenge, business students from across the globe journey to Connecticut to compete in finding a sustainable solution to an international business problem. While doing so they learn real-world business practices by collaborating with colleagues from other nations and cultures. I can think of no better example of the spirit of the principles of UN PRME.

We offer this Sharing Information on Progress (SIP) report as a testament to our established successes and ongoing commitment to these worthy principles.



David Souder, Ph.D
Interim Dean

UConn School of Business Mission

The mission of the University of the Connecticut School of Business (BUSN) identifies our educational and strategic priorities:

Real World, Real Learning, Real Impact. Be a globally recognized provider of exceptional managerial and business leadership through innovative experiential learning in a dynamic global business context: integrating real world education, outstanding research and strategic outreach.

Our mission statement confirms our commitment to academic excellence, experiential learning, and globalization. We are committed to providing the highest possible quality in teaching, research and outreach in order to attain these goals. We believe that academic excellence in a modern business education requires an international perspective that strives to identify and address business challenges experienced by workers, managers, entrepreneurs, investors, policy makers, and the greater community. Also, as part of New England's premier public university, we are committed to enhancing the competitive advantage of Connecticut's workforce in an expanding global business environment.

The School of Business is identified with excellent research-oriented faculty, talented students, successful alumni, and close partnerships with major corporations locally and globally. Bolstered by support from the state of Connecticut, UCONN administration, and private donation, the School is a nationally and internationally recognized institution in key strategic areas of research, provides innovative training of business leaders for a competitive workforce, while engaged and committed to the local and professional communities.

Historically, the growth of industries begins with creativity and innovation, followed by entrepreneurship, where old structures are broken and advantage accrues to those who envision and remake the world in new ways. Over time economic infrastructures and markets mature, and the nature of risk changes. Returns to explorers give way to those who are best able to deliver sustainable improvements in organizations, and in the lives and environments of the people touched by them.

The School of Business highlights its expertise by helping provide solutions to some of today's biggest questions. UCONN fosters an environment that promotes creativity, collaboration, and entrepreneurship in order to help accelerate innovation and shape future industry advances. By properly managing risk and shifting towards more sustainable business practices, the School of Business is helping to build the foundation upon which we can create a sustainable global economy. As we seek solutions to these problems, we are pleased to align our research, academic programs, and engagement with the United Nations' Principles of Responsible Management (PRME) and to reaffirm our membership in this most recent "Sharing Information on Progress" report.

Introduction

The UCONN School of Business joined PRME in the spring of 2009. The School recognized that the Six Principles for Responsible Management Education complement our commitment to prepare our students for the complex issues of globalization, technological change, environmental responsibility, and social equity.

The School of Business strives to generate top- quality academic research on global business problems and have a real-world impact on business practice and education. We do this through our distinctive competencies, which include:

- an integrative curriculum that blends theory with contemporary practice.
- classroom pedagogy that provides a real-world context to business fundamentals.
- cutting-edge research that informs managerial practice, public policy, and teaching.
- strategic use of technology as an enabler in the solution of complex business issues.
- intensive experiential learning opportunities that provide a meaningful business context to the classroom.

This innovative approach allows our students to merge their experience and classroom knowledge when solving business problems identified by partner companies in our learning accelerators. These accelerators include the Student Managed Investment Fund of the Connecticut Center for Entrepreneurship and Innovation (CCEI) and the Experiential Learning Collaborative (ELC) which brings students and the business community together through collaboration on innovative real-world projects.

In addition to the accelerator programs, we also support various professional development and certificate programs. A few examples of the many offerings at the UConn School of Business are the Diversity Leadership certificate program and the Export Professional Development program. Diversity Leadership exposes our students to a wide range of business professionals who speak to the importance of diversity, leadership and communication in the workforce. Our Export Professional Development certificate program provides a valuable opportunity to students who wish to learn more about exporting and its impact on business in our increasingly global world.



Fulfilment of the UN Six Principles of Responsible Management Education

PRINCIPLE 1: PURPOSE

PRINCIPLE 2: VALUES

PRINCIPLE 3: METHOD

PRINCIPLE 4: RESEARCH

PRINCIPLE 5: PARTNERSHIP

PRINCIPLE 6: DIALOGUE



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.

A primary objective of the School of Business (BUSN) is to recruit, admit, retain, and graduate the highest quality undergraduates and to provide them with a superior educational experience. The School of Business offers undergraduate degrees in twelve majors: Business Administration, Business Data Analytics, Digital Marketing & Analytics, Financial Management, Accounting, Finance, Healthcare Management, Management, Management and Engineering for Manufacturing (MEM), Management Information Systems (MIS), Marketing, and Real Estate & Urban Economic Studies. In addition, the School offers a number of business minors such as General Business, Creativity, Innovation and Entrepreneurship, Entrepreneurship and Tech Innovation, Professional Sales Leadership, Information Assurance, and Engineering Management and Construction Engineering Management.

The present success of our undergraduate and graduate programs is reflected in our admissions and in our national rankings. In 2018, we accepted approximately 53% of UCONN undergraduate students requesting admission to the School of Business. These admitted students had an average cumulative GPA of 3.68. In our graduate MBA program incoming students from the class of 2020 had an average GPA of 3.43 with 4.4 years of work experience. According to a report released by Bloomberg Businessweek, the MBA program ranked No. 42 among public universities around the world.

Experiential Learning

A hallmark of the University of Connecticut's School of Business is its emphasis on experiential learning to create impactful linkages among students, faculty, and industry. Experiential learning plays a critical role in contextualizing what is taught in the classroom to emphasize when, where, why, and how it should be applied. Experiential Learning is the most sustainable way to teach and so at its very core reinforces what the UN PRME principals seek to promote. Research and common sense shows that learning partnered with doing solidifies concepts and creates energy to keep growing and learning. To that end, the UConn Business School offers diverse experiential learning opportunities, including internships, field experiences, integration of external industry leaders into classroom sessions, and case study explorations to name a few.

Innumerable opportunities occur every year for UCONN students to engage their world and increase awareness of how they themselves can impact society at large through smarter, more efficient, and more responsibly sustainable business practices. Sustainability emphasizes the potential for long-term environmental, social, economic and cultural well-being and

requires economic innovation, collaboration and technology in all of these areas. Sustainability embraces the potential for growth and productivity through the inclusion of environmental, social, ethical, and human rights issues into the long-term planning of organizations. Sustainable practices integrate the triple bottom line of profit, people, and planet, into core business decisions and utilize economic innovation, collaboration, and technology to reinforce its goals.

Following are a few of the many and varied cross-discipline events UCONN students engaged in over the past year.

Perhaps one of the best ways for students to experience impactful education is when they interact with students of other disciplines with similar passions. In both 2018 and 2019 law students and business students teamed up for the annual **UConn Law School-UConn Business School Joint Negotiation Competition**. Over 60 UCONN business and law students participated in the two-day event, working to settle a business dispute and reach an agreement. Topics covered mergers and acquisitions along with business walks and collaborations. Twenty teams, each comprising a mix of law and MBA students, tackled the hypothetical cases with the winning team earning the right to represent UCONN in an international negotiations competition. In 2019 this competition was held in Kyoto, Japan.

The competition was organized by Professor Nora Madjar of the business school and Professor Jessica Rubin of the law school. "It's great to see the law and business students work together, contributing their respective skills," Rubin said. "They experienced negotiation the way it really happens, which makes the skills that they developed in this competition extremely valuable."

The competition brought in business professionals, transactional lawyers and graduates and faculty from both schools to judge the entrants and provide feedback.

UConn's CIBER program (**Center for Business Education and Research** – See Principles 2, 3 and Appendix B) also offers their annual CIBER Case Challenge for undergraduate students each fall semester. The case competition is one of many programs that the University offers as a result of its designation by the U.S. Department of Education as a Center for International Business Education and Research (CIBER). The goal of CIBER programs is to enhance the competitiveness of U.S. businesses in the global marketplace. A unique aspect of this competition is that teams are composed of students from different universities, who must quickly bond as colleagues as

they devise their strategies. Moreover, each team always has at least one international student as a member. The strategic reason is so that students have the opportunity to network with their future peers and colleagues in the business world.

Coming from different cultures, offering different business styles and offering a wide range of knowledge they become a team and make it work. The event provides practical experience toward a responsible business worldview for the good of society at large and interactive practices that will grow a sustainable global economy. During the Fall 2017 Competition students tackled the problem of scaling a social enterprise in India so that it impacted more of the population for good. In Fall 2018 they addressed the needs of an innovative and sustainably-focused quarry in Australia, interacting live with the quarry's management to share deliverables.

The three-day **Prudential Immersion Bootcamp** started in 2017 offers UConn Students Real-World Exposure through a group case-study, mentoring with Prudential executives and software skill development. Primarily focused on preparing sophomore students and enhancing their confidence as they search for and begin their first internship is the goal of the bootcamp.

Leadership Development

"Leadership and learning are indispensable to each other" - John F. Kennedy

Leadership and career development are vital and important components of the student experience in the School of Business. Through participating in programming that supports those areas, students will learn leadership characteristics which are essential to preparing them for future roles as global leaders.

GLOBAL BUSINESS LEADERSHIP SEMINAR SERIES

To support the focus on leadership development UCONN's CIBER provides the Global Business Leadership Seminar Lecture Series (GBLSS) each spring semester. Through the series, UCONN students and their CIBER partner school students may earn a Professional Development Certificate by attending lectures led by international business leaders. The certificate is achieved by attending three out of the four GBLSS lectures offered during the semester and provides a great place to network while enhancing the understanding of the global economy.

FUTURE LEADERS PROGRAM

The **Future Leaders program** holds workshops designed to support the academic mission of UCONN. It promotes collaboration with schools and colleges in order to nurture tomorrow's leaders in all academic disciplines. The Future Leaders program is designed to augment a student's major or career path. This program invites students to explore their individual leadership styles and strengths. It encourages them to build connections between their leadership skills and their academic pursuits. It also helps the students identify gaps in leadership and makes them aware of leadership challenges / opportunities that may exist in their field. Lastly, it encourages students and gives them a chance to take an active role in positively influencing not only the University but also the community as a whole.

Working in collaboration with faculty from different schools/departments, the Future Leaders program offers workshops on such topics as StrengthsQuest, values awareness, communication, ethical decision making, leaving a legacy, leadership theory and more. All are focused on building upon students' particular major or field of study.

Learning Communities

Integration of PRME purposes throughout the UCONN School of Business does not stop at the academic boundary. As with all learning it spills over into everyday life. An excellent example of that is the **Business Connections Learning Community or BCLC**.

An experimental Learning Community, the BCLC opened in 2010 exclusively to incoming UCONN business students. Designed to foster their success, the BCLC's goal is to make students feel like a part of the School of Business from their earliest days on campus. Whether visiting Wall Street or local companies, traveling abroad, or enjoying a lunch-time lecture on how to make the most of LinkedIn, the BCLC program caters to the needs of aspiring business students. The programs offered supplement the traditional curriculum and are a special benefit of living in the community.

Every Business Connections student is given the opportunity to benefit from the specialized experience of the Business Connections House. The primary components of this experience involve three interdependent, experience-based models: the living model, the learning model and the connections model. Combined, these models are designed to offer an accelerated

learning environment that enables each student to fully realize his/her potential within the School of Business as early as possible.

BCLC students also have the opportunity to hone their skills abroad. The BCLC International Business Immersion Program was created to introduce students to the complexities of international business through an intensive, hands-on experience that combines business and cultural exploration around the world. Each year BCLC students travel to a country to explore international business from a local perspective. In 2018 the BCLC travelled to Dublin, Ireland to learn about the economic renaissance (the Celtic Tiger) that has occurred there over the last few decades.

Student-Led Initiatives

A student group actively engaged in sustainability leadership at UCONN is the law school's **Energy and Environmental Law Society**. EELS provides students with information on current topics in the fields of energy and environmental law to encourage increased awareness, as well as information on career opportunities in both fields. In coordination with the Center for Energy and Environmental Law, EELS also sponsors social events for the law school community, organizes speakers and panel discussions on issues concerning energy and the environment, coordinates awareness programs on campus, and participates in regional and national conferences.

UCONN has a longstanding commitment to the protection and advancement of socially responsible practices that reflect respect for fundamental human rights and the dignity of all people. The **Student Managed Fund (SMF)** was established in 2000 to provide University of Connecticut students in business with an opportunity to gain valuable hands-on experience in fiduciary management of investment assets. The SMF is managed by two 10- to 12-member student teams of fund managers (one undergraduate and one MBA) under the guidance of a fund director, a faculty advisor and an external board of advisors with strong investment expertise. The fund strives to invest in companies that are compliant with federal and state labor laws, respect international human rights, and practice sustainable business. Promoting these values in concrete practice is central to the fund's commitment to ethical investment and corporate social responsibility.

UCONN's students are also very concerned about environmental and humanitarian causes. **ECOalition** is a student group, founded in Spring 2015, that serves to unite leaders of environmental groups, organizations, and committees on the

UCONN campus. Its mission is to increase communication among campus environmental groups and leaders, to promote sustainability, and to raise awareness of environmental issues. One of these organizations is **EcoHusky**, a UCONN student organization formed in the fall of 2004. The group organizes projects and events, such as Earth Day Spring Fling and Eco-Madness, in coordination with the Office of Environmental Policy and other environmentally-oriented groups on campus and in the local community.

Global Brigades is a student organization that acts to provide quality, sustainable healthcare, public health, water, environmental, and micro-finance initiatives to developing communities in Ghana, Honduras, Nicaragua and Panama. The **UCONN UNICEF Campus Initiative** is a student-led humanitarian aid organization that provides children around the world with health care, nutrition, education, emergency aid, clean water and vaccinations among other things. And as part of UCONN's commitment to developing active global citizens, **UCONN Community Outreach's** mission is to engage students in meaningful service activities that enrich their learning and enhance the quality of life for others in their local, national, and international communities.

The **UCONN Finance Society** and **Graduate Finance Association** hosted a finance conference which is a student-led initiative. Each year they provide an enriching experience for both students and professionals. April 6th, 2019 marks the third annual conference.

The theme of this year's conference was "Late-Cycle Investing". They chose this because they believe this theme is very relevant for students as it will help them learn more about how financial markets work.

These conferences tap into alumni expertise to help students consider all their career options. The conference hosted a variety of moderated panels, along with several industry expert speakers. While the panels covered technical topics, students were able to hear about each speaker's career paths and the myriad skills required in their industries.

Graduate Programs

Advanced study fosters new ideas, the discovery of new knowledge, and the development of solutions to the greatest challenges facing business and society. UCONN offers a comprehensive portfolio of graduate-level business programs designed to prepare tomorrow's business leaders for success in a rapidly changing, global economy. Among the graduate programs, the

MSBAPM (MS Business Analytics and Project Management) program continues to receive recognition for excellence. In 2018 this program ranked No. 6 in the nation from the web site Predictive Analytics Today. Additionally, Bloomberg Businessweek ranked UCONN's MBA program No. 42 in the world among public universities.

Programs include Connecticut's oldest and largest MBA program, as well as specialized master's degrees in accounting, business analytics and project management, financial risk management, and human resource management.

UCONN offers many advanced graduate business certificates, including its newest one in Corporate and Regulatory Compliance, offered in partnership with the School of Law, for business professionals who are interested in careers in compliance, ethics, internal monitoring, regulatory affairs, and related areas.

The School of Business' recently created **Center for the Advancement of Business Analytics (CABA)**, connects UConn researchers and students to companies and organizations in Connecticut, and beyond that want to gain insight into their business practices and processes through business analytics.

A recent real-world project saw twelve graduate students, all enrolled in UConn's master's degree program in Business Analytics and Project Management (MSBAPM), spent about six weeks analyzing five years of data from Capital Community College in Hartford, CT. They worked under the direction of Professors **Jennifer Eigo** and **David Bergman** to share the results of a predictive analytics project, outlining characteristics of CCC students who are most likely to succeed, and those who are at greater risk of dropping out.

Outside of the classroom, the graduate program is involved in Net Impact. Net Impact is a leading nonprofit that inspires a new generation to use their careers to tackle the world's toughest social and environmental problems. They empower student and professional leaders to act locally through a vibrant chapter network and connect globally online and through the flagship conference. With 300 chapters and more than 100,000 members worldwide, they seek to drive positive change in the workplace and the world.

The **UCONN Net Impact Graduate Chapter**, has now entered its third year in 2019. It provides students with the opportunity to network with other students and professionals interested in creating positive social and environmental change through their careers. Through events focused on professional development, community service, and networking, students

can engage with the surrounding community in numerous ways. UCONN's Net Impact Grad Chapter is open to any graduate student looking to better the world through their future, or current, profession. They provide the network and resources to inspire emerging leaders to build successful "impact careers" — either by working in jobs dedicated to change or by bringing a social and environmental lens to traditional business roles.

Another way that MBA students served the greater Hartford, CT area is through their engagement with four community agencies. Our Piece of the Pie (OPP) is a nonprofit organization that works with Greater Hartford and Eastern Connecticut youth (age 14 to 24) helping them achieve degrees and certificates leading to economic self-sufficiency and a better quality of life. Thursday's event included lunch, a panel presentation, a "speed networking" session and a tour of the campus.

In February, MBA students worked with **Junior Achievement** to help students, 5th grade and younger, understand financial literacy, business and entrepreneurship. Later that month they helped **Habitat for Humanity** build a home on Main Street in Hartford. And, in March, they helped the **COMPASS Youth Collaborative** with a resume-writing workshop.



**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.

According to UN Secretary General Ban Ki-moon, “The Global Compact asks companies to embrace universal principles and to partner with the United Nations. It has grown to become a critical platform for the UN to engage effectively with enlightened global business.” The UCONN School of Business supports and invests in the ideas that make up the Ten Principles of the Compact.

The UCONN School of Business curriculum, faculty and students are engaged in promoting the values of both the UN Compact and the principles of responsible management to change the world they interface with in a positive way. We have worked in cooperation with the Global Affairs office here at UCONN and partnered with GE to develop globally oriented business education programs. Moreover, from 1996 to March, 2019 we housed within the Business School the UCONN CIBER (Center for International Business Education and Research) Program which operates on a Department of Education 4-year grant. In addition, our Office of Diversity Initiatives provides students myriad programs for both national and international engagement. Our membership in Universitas 21 facilitates student mobility and increases opportunities for both student and faculty exchange programs. Finally, our elective courses and studies reinforce the idea of the exploded ivory tower. Learning is meant to change the student, the teacher, and the world around them.

Teaching and Learning

We at the School of Business pursue a two-pronged effort to strengthen teaching excellence. First, we endeavor to enrich student learning and knowledge acquisition by enhanced faculty engagement and fulfillment in instruction. To these ends, we have created a Research and Teaching Excellence Committee and Undergraduate Curriculum Revision Task Force to propose initiatives designed to develop greater student-centered, participative and experiential learning and to provide instructional development opportunities for faculty.

Second, we are auditing our use of instructional resources with the goal of enhancing productivity, but in a manner that balances two objectives by (1) enhancing student learning and faculty engagement and (2) enabling greater research productivity by improving faculty instructional efficiency and synergies between their research and teaching.

Academic Enrichment

While the Task Force is underway, the School of Business continues to introduce new classes, inject innovation into

curriculum and seek out the best faculty to develop and guide capable graduates with a desire to challenge the status quo and a capacity for leadership. Following are just a sampling of the classes that show both innovation in teaching and endorse the six principles of responsible management education.

Entrepreneurs need to communicate across all business functions by integrating the best business and engineering principles/practices. They also need to identify customer needs and develop technical solutions that satisfy those needs in a financially viable way. **Technology Innovation and Entrepreneurship** is a two-part class in which collaboration exists between the School of Business and School of Engineering. Teachers focus on product design process along with business principals required for any viable startup and enterprise. Entrepreneurship and Technology Innovation is also a new minor offered which allows students to take more classes in our School of Engineering.

The experiential nature of this course enables students to go through the process of conceiving of a new product, building a minimal viable product, developing a business model/business plan, and testing the market. Students learn the art of successful pitching and presenting business models to successful entrepreneurs.

Corporate Social Impact and Responsibility, taught by Rachel Chambers, out of the Human Rights Institute, is popular among students. This course addresses social impact and human rights implications related to global operations of multinational corporations across different industry sectors. Students study the regulatory environment and competitive contexts that govern responsible business conduct on a global scale. They also learn how to navigate regulatory mandates and design social responsibility strategies to increase a firm’s reputation, reduce costs, and improve its competitive positioning while respecting the principles of human rights.

Business Solutions to Societal Challenges, is another course offered in the business law and human rights programs. It, examines market-based solutions to social and human rights challenges, and analyzes how companies create value for society and business. It also discusses the role of for-profit businesses as agents for positive social impact in changing legal, regulatory, policy, and market environments. Also addressed, are regulatory and business strategies for long-term economic viability, sustainability, and human rights, and how business opportunities like social innovation, statutory benefit corporations, corporate social certifications, social investment, shared value, and strategic philanthropy, serve emerging markets.

A class on environmental management, taught by Prof. Farhed Shah, tackles the economics of energy issues with special reference to local and regional environmental quality, global climate change, and energy markets. **Economics of Energy, Climate, and the Environment** examines the environmental and economic implications of developing alternative sources of energy, as well as regulatory policies in relation to transportation, industry, commercial and residential energy use.

Increasingly, business leaders worldwide are recognizing the importance of organizations and broader business systems that enable stewardship of long-term value creation for all their stakeholders. **Sustainability in the Global Business Environment** is now required within UCONN's MBA program. Taught by John Mandyk, former Sustainability Officer at UTC, it provides students with the opportunity to examine approaches to meeting complementary and competing needs of shareholders, customers, employees and communities through the design and maintenance of global value chains. Students assess alternative business models and management practices designed to enhance sustainability for an increasingly global array of stakeholders. Specific topics included social enterprise management, environmental strategy, corporate social responsibility, conscious capitalism, socially responsible investing alongside issues relating to social, environmental, and economic ecosystems. John Mandyk, now the CEO of Urban Green Council, teaches this course and exposes students to numerous local business/ community leaders who embrace corporate social responsibility and sustainability.

In a collaboration between UCONN's business and law schools, Robert Bird, Professor of Business Law and Eversource Energy Chair in Business Ethics, teaches a graduate-level course entitled **Ethics and Compliance in the Global Organization**. This course examines the compliance function from an ethical and organizational perspective. Incorporates the study of compliance in contemporary business settings. The multifaceted nature of compliance will be examined as well as how compliance leaders introduce and sustain an ethical culture of integrity in the enterprise. The course also examines key compliance processes and explores why certain compliance initiatives succeed or fail. Compliance will also be viewed from a global perspective, incorporating ethical, legal, and cultural challenges and opportunities in a global compliance program.

In keeping with the boom in entrepreneurial spirit and due to unprecedented demand, UCONN's School of Business is offering a 10-credit summer business program for undergraduate, non-business majors who want to gain valuable busi-

ness acumen and expand their marketability. The UCONN Business Fundamentals Certificate Program is a seven-week program and is one of only a few AACSB-accredited schools to offer this summer program. During this intensive seven-week program students now start to receive classes in Business Data & Analytics as this is the language of future business. They also participate in career development training.

All students in the School of Business are required to successfully complete BLAW 3175, **The Legal and Ethical Environment of Business**. Consequently, the Business Law Department serves an invaluable service function for every academic discipline in the School of Business. Taking great care to see that every School of Business student is educated in the nature of legal proceedings and the interaction of law and business, the Business Law Department is also the student's resource for exposure to ethical issues in the business community. The department's important contribution to the education of tomorrow's business leaders is not limited to the presentation of an introductory breadth course.

UCONN BUSINESS AND HUMAN RIGHTS INITIATIVE (BHRI)

The Business and Human Rights Initiative seeks to develop and support multidisciplinary and engaged research, education, and public outreach at the intersection of business and human rights.

The Initiative is a partnership of the Thomas J. Dodd Center, the UCONN School of Business, and the Human Rights Institute.

One of the Initiative's goals, to support student learning and professional opportunities in business and human rights, has been fulfilled through the BHRI partnerships which provide internship opportunities for undergraduate and graduate students. Students can apply through the UConn Human Rights Institute for internships at the following placements:

- Amnesty International USA
- Business and Human Rights Resource Center
- Center for Justice and International Law
- Croatian Mediation Association and Mediation Center
- NetImpact
- OutRight Action International
- Social Accountability International
- WITNESS
- Individualized Internship Placement

In addition, the BHRI:

- Supports and disseminates research by UCONN faculty
- Convenes events that bring together scholars and practitioners
- Engages with policymakers, businesses, and stakeholders to advance respect for human rights

Faculty Initiatives

In January 2018, UCONN's **CIBER** continued their sixth annual Faculty Development in Sustainable Business (FDIB) program in Australia. "FDSB Green Business: Australia" is held in partnership with another Universitas 21 member, the University of Queensland. The program design is specifically for faculty from business, engineering, economics, and international studies. The program provided the participants with an in-depth understanding of how Australian universities, government, and businesses are flourishing and leading the way in innovation and technology relative to green business and sustainability.

Participants also had the opportunity to explore Australia's unique cultural heritage and witness the sustainable use of the limited resources of the Australian landscape. The program comprised lectures, discussion sessions, company visits and cultural excursions. Participants had the unique opportunity this year to go on an exclusive tour of the Sydney Opera House, where they had an in-depth, behind the scenes look into the sustainability initiatives at one of the world's most famous sites. Participants networked with academics and business leaders of green and sustainable business. This program is an eye-opening experience to understand how Australia is incorporating sustainable development strategies for environmental and economic well-being.

OPIM INNOVATE LAB and IoT

Prof. Jon Moore, director of the OPIM Innovate Lab and Ryan O'Connor, adjunct professor, created a new class recently entitled **Introduction to Industrial IoT," OPIM 4895**, which teaches students how to use data analytics and emerging technology to bring greater predictability to managing the University's aquaponics facility, and a dedicated greenhouse for herbs, at the university's farm.

Jon Moore, an instructor-in-residence, says the course was developed as an elective after students packed a workshop on the Internet of Things (IoT) last spring. IoT is any system that uses sensors, software, electronics, and connectivity to collect and

exchange information with other devices, a human operator, or a manufacturer. The emerging technology is gaining tremendous attention as a tool to solve business needs.

In the early weeks of the course, students learned about aquaponics and how technology can enhance the effort to develop sustainable farming. Initially they became familiar with the sensors and how to compile data and monitor conditions for the fish. During the second phase of the class, the students apply what they have learned to grow oregano, thyme, and sage in an adjacent greenhouse. They monitor the greenhouse air temperature, soil humidity, electricity usage, and other data, which is all stored on dashboards that can be accessed from anywhere and not just the farm itself. The dashboard is created using a data analytics tool called Splunk.



"Students just love this project because they can see the immediate impact that data analytics are having on the farm," says Moore, who is also director of the School of Business' emerging technology program, called OPIM Innovate. "This type of hands-on learning translates to real-world skill in emerging technology, which is highly sought after by companies worldwide."



Principle 3: Method

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

The UCONN School of Business successfully integrates classroom learning with practical applications through innovative experiential learning accelerators.

Learning Accelerators

UCONN's experiential learning accelerators—appropriately named for their capacity to significantly hasten the learning curve—bring together talented students, top business faculty, and front-line industry executives to investigate and develop solutions to real-world, real-time, complex business challenges. These unique, practice-based initiatives integrate traditional teaching and classroom experience with high-profile corporate partnering to significantly close the gap between theory and practice. This intensive experience is what ultimately gives UCONN students the competitive edge—the highly desirable real-world experience that today's global employers demand. Our unique experiential learning accelerators enable blended teams of undergraduates and graduate students to work on real-world projects in intensive research environments under the dual guidance of faculty and corporate project managers.

CONNECTICUT CENTER FOR ENTREPRENEURSHIP AND INNOVATION (CCEI)

The Connecticut Center for Entrepreneurship and Innovation (CCEI) helps support students in their journey to become successful entrepreneurs. Through various programs students can win funding to make their ideas a reality. Programs included Get Seeded, Accelerate UCONN and others. Through Get Seeded, CCEI has awarded over \$15,000+ in seed funding to 23 business start ups that range from addressing food insecurity and sustainability to innovations in insurance. This program is held multiple times per year and is open to both graduate and undergraduate students. Accelerate UCONN helps students determine the potential for new ideas. They help students craft ways to clearly communicate their value propositions, identify target markets that could generate demand and help them build revenue models that align with their goals.

The School of Business' **Connecticut Center for Entrepreneurship and Innovation (CCEI)** offers aspiring business students a real life, hands-on learning opportunity through its Verge Consulting program. Verge Consultants (VCs) are graduate and professional school students who work with CCEI, the UCONN School of Law, and Connecticut's Small Business Development Center (SBDC) to help UCONN startups overcome the hurdles of entrepreneurship. Through a partnership with the SBDC, Verge Consultants receive mentorship from the SBDC and get the opportunity to work directly with

UCONN and Connecticut-based startups. Consultants receive a stipend of \$5,000 for 9 weeks of consulting between June and August.

In addition to Verge Consulting, CCEI offers students the opportunity to participate in a summer fellowship program. The summer fellowship program was created to leverage core competencies of UCONN faculty and students, draw on the knowledge of community business leaders and stakeholders, and support entrepreneurs in the process of developing the infrastructure and partnerships needed to launch their businesses. The goal of the Summer Fellowship program is to help entrepreneurs move out of the conceptual stage of venture development, and into the marketplace. Sessions include goal setting, defining their business model, mapping out key milestones, sales and growth strategy, customer acquisition, data-driven decision making, and forward planning. The program concludes with an overview of additional resources available both through the university and externally.

INNOVATION ACCELERATOR (IA)

An accelerator program is housed under the Connecticut Center for Entrepreneurship and Innovation (CCEI). The Innovation Accelerator (IA) is a CCEI effort designed to assist existing UCONN-affiliated ventures in addressing complex challenges associated with the identification and capture of business opportunities. The IA utilizes interdisciplinary student consulting teams composed of graduate and undergraduate students. Student consultants register in a 3-credit course (BADM 5320) offered each semester, which enhances UCONN's offerings in the entrepreneurship field and builds an academic/industry partnership to further foster the entrepreneurial culture in the state. All projects operate under the guidance of UCONN faculty, external mentors, and the involvement of the senior management of the participating venture.

INNOVATION QUEST PROGRAM (IQ)

The School of Business is the leader in the UCONN Innovation Quest Program (Idea to Prototype to Business). IQ is an interdisciplinary competition funded by alumni to foster innovation and entrepreneurship among students at all degree program levels. In 2019, a record ninety-eight teams submitted applications to participated in the IQ competition. The top three teams were awarded a total of \$30,000 in prize money. High performance teams are incubated during the summer following the competition. UCONN alumni and successful previous program participants serve as mentors and advisors both during the program and after an IQ company is launched.

WERTH INSTITUTE

Peter J. Werth Institute for Entrepreneurship & Innovation

In 2016, the deans of the Schools of Engineering and Business worked together to establish the UConn Entrepreneurship and Innovation Consortium. For the first time in the university, this initiative brought together more than 30 university units with activities in the entrepreneurship space. The consortium's success, activities, and achievements became the foundation for securing the gift/endowment and commitment (amounting to \$22.5M) from Peter J. Werth to establish the Peter J. Werth Institute for Entrepreneurship and Innovation in December 2017. The institute, now under the leadership of Dr. David Noble, will bring together student and faculty programs fostering entrepreneurship and innovation that have potential commercial applications and can be used to create new companies. In addition to nurturing innovation, the institute will facilitate entrepreneurship speaker forums and host an entrepreneur-in-residence to instruct students.

The Werth Institute will serve the University of Connecticut through an interdisciplinary approach to entrepreneurship and innovation that is inclusive of existing and new programs. It will facilitate opportunities for all students, while continually driving to promote the University's academic, co-curricular, and extracurricular programs. By facilitating partnerships and building relationships spanning schools, industries, and traditional fields of study, the Werth Institute will provide exceptional opportunities for students, faculty, and alumni.

GLOBAL ENTREPRENEURSHIP SPEAKER SERIES

A brand new program to expand student's vision for entrepreneurship and innovation, CIBER and the Werth Institute for Innovation and Entrepreneurship collaborated to create this new speaker series. GESS welcomes entrepreneurs from all over the world. Piloted in fall of 2018 the first semester of speakers included leaders in their fields from Scandinavia, Mexico, Ireland and the U.S. As a result of its focus on entrepreneurship and innovation, the new program appealed to students from a variety of majors, not just business students.

THE WOLFF FAMILY PROGRAM IN ENTREPRENEURSHIP

This program exists to bring successful entrepreneurs into contact with the University's students. The program sponsors an endowed chair position, the Thomas John & Bette

Wolff Family Chair in Strategic Entrepreneurship. Since 1998, the program has sponsored the annual Wolff New Venture Competition. The 2017 prize was won by **Simvize** (Formally Eir Medical Devices) lead by Kostyantyn Partola, a graduate student in the School of Engineering as well as Dr. George Lykotraftis. Simvize (Formally Eir Medical Devices) developed a device designed to help physicians measure patients' blood viscosity, a traditionally un-used, but promising indicator of cardiac risk, and health for patients on dialysis and certain types of cancers. The 2018 winner of the competition was **QRFertile**, a company lead by Reza Amin and Stephanie Knowlton, graduate students in the School of Engineering. QRFertile is an at home, affordable and easy to use test for male fertility.

EXECUTIVE BREAKFAST SERIES

Every year, the School of Business hosts a breakfast seminar on thought leadership. This year, the topic of the event was "What Will Blockchain Do For Us?" held on February 24 and March 24th, 2019, at the UCONN campus in Stamford, CT. In this seminar, Jeff Marinstein explained Blockchain at a free UCONN CITI (Connecticut Information Technology Institute) workshop geared toward corporate executives. UCONN is at the forefront of helping people better understand Blockchain's effect on businesses and, in turn, the global economy. In August 2018, the School of Business hosted the first-ever academic conference on Blockchain, featuring research presentations from 25 international experts on the topic.

EDUCATION ABROAD

Educating global citizens requires providing those future citizens with opportunities to engage their world in an authentic way. To that end we continue to create opportunities that facilitate the interaction of student-meets-world through our many and varied Ed Abroad programs. Despite the loss of our Center for International Business Education and Research, UConn School of Business is firmly committed to not only the continuance of our globally focused programs but development in innovation that allows us to address business trends in the world and satisfy student demand for issues and venues that peak their passion to make the world a better place.

HONORS PROGRAM

We continue to make our undergraduate program more attractive to the brightest and most motivated students by creating a formal, community-based Honors Program that includes: an honors section of the core introductory business courses for each Department and an honors section of the universally required

Management capstone course. One activity that creates a cohort experience and engages Honors students in enriching activities that support their commitment to business is the Business Honors program in London.

While global business can be a positive force, enriching quality of life and improving the productivity of national economies, it can also bring with it corruption, civil disorder, and a denigration of human rights. Legal rules and ethical standards can play an important role in shaping global commerce, developing standards and practices that can alleviate harmful impacts of commercial trade as well as improving conduct of multinational firms. The focal course for the summer 2019 program, “The Law and Ethics of Global Commerce,” examined the powerful impact of global commerce on a variety of social, political, financial, and economic forces. Activities included tours to HSBC, where students met with upper level managers in compliance, surveillance, and currency exchange, the U.S. Embassy, and a small business collective that supports sustainable and socially responsible start-ups. While in London, most students also take one of the courses offered by the UCONN in London program.

GE GLOBAL LEARNING CENTER

Established with an endowment from GE, the **GE Global Learning Center** develops business education programs that produce graduates who understand and excel in today’s global business environment. The GE Global Learning Center leads this endeavor. The Center’s mission is to build and enhance the role of UCONN and its School of Business as a comprehensive, multi-disciplinary resource for promoting global business education and practice. The Center serves as a focal point for student/faculty exchange, research projects, business outreach programs, and learning resources development. At the University of Connecticut, our School of Business approaches the challenge of offering one of the best international programs in the nation with the same energy, intensity and innovation that have helped us emerge as a top business school in the U.S. What’s more, we have the talent to fulfill that commitment. We have a vibrant cadre of international MBA students and our faculty has a truly global view of business, one that informs their work as educators and researchers. We have also strong internal partnerships with Global Affairs and with other UCONN academic programs such as the Languages, Literatures and Cultures department, Political Science, and Area Studies centers. These internal strengths help us successfully fulfill the mission of the GE Global Learning Center.

In addition, each year the Center awards GE Global Fellowships to UCONN School of Business MBA students to conduct in-depth research on a project with a global component and write a paper. The center also awards 6 Undergraduate Study Abroad

scholarships annually and 1 PhD Fellowship to encourage a focus on international business research within the student cohort.

Our programs under this center have grown during the 2018-2019 academic year to include a pilot of a new speaker series entitled Global Entrepreneurship Speaker Series, as well as expansion of the Export Professional Development program.

UCONN SCHOOL OF BUSINESS OFFICE OF DIVERSITY INITIATIVES

The Office of Diversity Initiatives (ODI) focuses on the development of strategic partnerships within the School of Business to create and sustain a diverse and inspiring environment for excellence in teaching and learning. Below is a small percentage of the programs offered through ODI.

Travelers EDGE is an innovative educational opportunity developed by Travelers Companies, Inc. Travelers recognizes that students are the leaders of tomorrow who are in the classrooms of UCONN today. This unique program gives underrepresented and first generation students resources and support to enhance their degree and make them more competitive in the business world.

Four UCONN students competed in the National Diversity Case Competition in Indiana, January 2019.

The team of **Nicholas Furlow ’21** and **Belma Pehratovic ’20** (both MIS majors and Travelers EDGE scholars), **Sean Brown ’20** (finance), and **Aaron Hooker ’22** (political science), described how Hartford, CT is a ‘food desert’ and presented the research they had done to back up their claim.

Pehratovic said in addition to the case competition, the experience gave her a new sense of the power of diversity.

“I have realized that we are taught to see diversity through one lens... I feel that each background brings a very different perspective to teams, which is fundamental to the success of a team. The National Diversity Competition taught me that there is ‘diversity in diversity.’ As silly as this may sound, it’s important to expand that lens we view diversity with,” she said.

Minority Access’ National Diversity & Inclusion Internship Program

“Developing Tomorrow’s Workforce” The Minority Access National Internship Program is designed to allow talented undergraduate and graduate students to experience the diversity and scope of career opportunities available in the federal government and other participating entities. The program provides students

with the opportunity to merge academic theory with practical application in the workplace.

The School of Business, through its partnership with the **National Center for Women & Information Technology (NCWIT)** works to correct the imbalance of gender diversity in technology and computing. Gender diversity positively correlates with a larger workforce, better innovation, and increased business performance. Increasing the number of women in technology and computing also has the potential to improve the design of products and services to better serve a more diverse population, and increase economic and social well-being by providing more women with stable and lucrative careers.

ALPFA National Annual Regional Student Symposium is designed specifically to foster professional development, training, and career growth through educational Workshops, Networking Luncheon, and Career Fairs. ALPFA provides many programs and benefits to aspiring Latino students interested in accounting, finance or related career professions.

NABA Eastern Region Student Conference: The National Association of Black Accountants, Inc. NABA holds an Annual Eastern Region Student Conference. The conference includes two and one-half days of workshops, seminars and interview sessions, all designed to better prepare minority students for careers in accounting and financial management disciplines.

Blackstone's Future Women Leaders Program is a unique 1.5-day experience among financial firms, giving participants early exposure to finance and business through interactive information seminars, networking, and skill-building sessions.

PhD Project: Since 1994, The PhD Project has more than tripled the number of minority business school professors... from 294 to over 1,000. These professors are inspiring a new generation of business professionals. Undergraduate students are invited to hear insights on the doctoral journey and how The PhD Project's expansive network of support has helped to prepare minority students for success in academia. The PhD Project was founded upon the premise that advancements in workplace diversity could be propelled forward by increasing the diversity of business school faculty. Today, our expansive network of supporters, sponsors and universities helps African-Americans, Hispanic-Americans and Native Americans attain their business PhD and become the business professors who will mentor the next generation of leaders.

Goldman Sachs Undergraduate Camp: Is an interactive four-day program for undergraduate freshmen who are interested in exploring the numerous career paths in the financial services industry and building a strong foundation to obtain summer career opportunities. The program includes challenging case studies,

group projects, insights into crafting your story and building meaningful relationships to help you achieve your goals, and networking with Goldman Sachs business and recruiting professionals. This opportunity is open to current college freshmen who are Black, Latino/Hispanic, Native American or female. It is also open to any major.

Institute for Responsible Citizenship: The Institute is a summer leadership program for talented African American male college sophomores. Students who participate in this program receive high-level internships based on their career interests, take rigorous courses on constitutional principles and economics, and attend round-table discussions with influential leaders in the public and private sectors.

HIGH SCHOOL OUTREACH PROGRAMS

The **Summer Business Academy (SBA)** is a 3 week, all-day program for 15 – 25 high achieving college-bound students who are interested in pursuing careers in business. The Academy takes place on the UCONN Storrs campus.

The **Teenage Business Program** was initiated over 20 years ago to recognize that greater minority participation in the business sector can only be achieved through the foundation of a quality education and opportunities for students to engage in skill development activities before college.

In 2018, the Global Business Programs office organized visits for students from Manchester High School to tour UCONN and the School of Business. In April, they heard from a panel of Language faculty about the importance to their future careers of learning another language. In December, they heard from and were able to speak to a panel of MBA candidates about their experience working in a global business environment. The MBA candidates shared their experiences and provided advice to these students regarding how to compete in an increasingly global world and how to stand out/make an immediate impact when they start their careers. On both visits the high schools students also participated in a brief workshop on negotiations. Professor Nora Madjar made the principals in negotiations tactics very practical by providing a chance for students to role-play negotiating with a potential employer about a summer job.



**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 University of Connecticut is one of the nation's leading public research universities, and is ranked among the country's top 20 public universities by U.S. News & World Report. In addition to its main campus in Storrs, UCONN has four regional campuses (Avery Point, Hartford, Stamford, and Waterbury); its School of Law and Graduate Business Learning Center in Hartford; and its School of Social Work in West Hartford.

The main UCONN Health campus, including the schools of Medicine and Dental Medicine and John Dempsey Hospital, is located in Farmington. Total student enrollment for Fall 2018 was 32,182 students, including 8,337 graduate and professional students. Sponsored research expenditures totaled \$223.2 million during fiscal year 2018.

The UCONN School of Business focuses on research which contributes to solutions that improve the quality of life globally; that addresses issues of sustainability; that contributes to the management and execution of efficient global health care; that improves the use of Big Data in solving societal and business problems; that supports and improves entrepreneurial ventures and economic development infrastructures; and that helps manage and reduce risk and uncertainty. Our research must have an impact on practice and theory and be valuable to the business community and the broader society.

High quality research remains the coin of the realm in academia, driving reputation with colleagues, potential students, corporate partners, and other stakeholders. We are committed to enhancing our research productivity and research impact by conducting and publishing research in premier journals in our fields. Further, we encourage interdisciplinary research both across departments between School of Business faculty and with faculty in other schools and colleges.

Academic Research

The Management Department at the University of Connecticut is amongst the most productive in the nation. Based on the last five years of publishing in eight top-tier, peer-reviewed management journals, and taking into account number of faculty per department, the UCONN management professors rank No. 17 in the country. That puts UCONN in the top 10 percent of all universities.

Equally impressive is that the UCONN management professors are ranked first in New England, having the highest productivity rates of any public or private university in the region. Lucy Gilson, head of the Management Department at

UCONN notes, "For our students, the ability to learn from professors who are continually breaking new ground in the field is an exciting opportunity and one of the many characteristics that distinguishes a UCONN education." She added that while the rankings are based on top-tier academic publications, the research conducted by the management faculty also has an impact on organizations ranging from NASA to local family-owned businesses.

One project conducted in 2019, led by PhD candidate Semin Park and co-authored by professors Travis J. Grosser and John E. Matheiu, examines team conflict. Park notes, "Conflict relations can spread across teams and create subgroups in the workplace, new networks and ties and patterns of work."

They've divided conflict in the workplace into two forms. One form is relationship conflict (RC) which describes interpersonal incompatibilities. It has been found to provoke employees' negative emotions, which limit their task-related processing abilities. It may result in one employee withdrawing from, avoiding, or engaging in tasks with the other. The impact is least detrimental when they are unrelated with designed task-flow ties, and most problematic when disgruntled employees share work assignment responsibilities. Employees are unlikely to seek advice, and are generally unwilling to cooperate with those whom they have emotional conflict.

A second form of conflict is based not on personal traits but on task conflict (TC). This form of conflict can actually be beneficial for an organization because it prevents "groupthink" and premature consensus. It can also lead to higher quality group discussions among members, the researchers said.

Additionally, they investigate how interpersonal and task-based conflicts can impact work team effectiveness. They argue that team conflict is particularly complex because each team member may experience, or perceive, varying degrees of conflict with another team member, and may have different work responsibilities with the person or people with whom they conflict. The relationship, therefore, between task flow and conflict management is complicated and an extremely significant determinant of team effectiveness.

As such, the researchers created a more fine-tuned theoretical concept of conflict dynamics as part of a multiplex (two or more relationships) network configuration, recognizing the unique ties and tasks that impact how well a team works. One of their key discoveries is that people tend to bypass dysfunctional relationships, pursuing instead "workarounds" which result in changes from the optimal task-flow patterns.

The implications of this are even greater today as the modern workplace becomes more team-centric, said Grosser, who focuses his research on relationship networks within organizations. As a way to circumvent dysfunctional relationships, workarounds may be viable and beneficial to team effectiveness. Conversely, they can pose issues for the person who is caught between the conflicted parties and it can cause additional stress for the team, the researchers wrote. Mathieu, who works with teams under adverse circumstances, preparing them for space travel and other challenging situations, said the implications are most crucial for emergency services, whether in medical situations or air-traffic controllers.

In addition to management initiatives, the UCONN School of Business has received recognition in other areas. In 2018, Accounting Professor Michael Willenborg was appointed editor of the prestigious journal, *The Accounting Review*, a recognition of his outstanding research record and many contributions to the field.

Interdisciplinary Research

UCONN is also a Carnegie Foundation Research University, consistently ranked the number one public university in New England and among the top 25 public universities in the nation. We are lauded for the breadth and the range of our research programs. In fact, research opportunities abound even for undergraduate students. The university has more than 100 research centers and institutes that serve UCONN's teaching, research, diversity, and outreach missions.

The university's international ties are growing, and many of its programs, including human rights, biology, business, psychology, business, social work, and engineering, have a global focus.

THE HUMAN RIGHTS INSTITUTE

The Human Rights Institute (HRI) at the University of Connecticut is a leading innovator in research and teaching that critically engages contemporary dynamics and discourses on the theory and practice of human rights throughout the world. Their research publication, the *Journal of Human Rights*, seeks to broaden the study of human rights by fostering the critical re-examination of existing approaches to human rights, as well as developing new perspectives on the theory and practice of human rights. The journal aims to meet a globally growing interest in the study and practice of human rights by serving as an arena for the public discussion and scholarly analysis of human rights, broadly conceived.

The HRI offers students internships with premier domestic and international human rights organizations. After a rigorous application process, students selected to participate in each of these opportunities are granted substantial financial support from the Human Rights Institute.

THOMAS J. DODD RESEARCH CENTER

Devoted to the theme of human rights, the Thomas J. Dodd Research Center hosts the Raymond & Beverly Sackler Distinguished Lecture Series, designed to bring internationally renowned speakers to the University of Connecticut campus to discuss human rights issues. The Center also seeks to advance human rights education in Connecticut public schools through its K-12 initiative, support the scholarly use of the Thomas J. Dodd Papers, through its International Justice Research Fellowship, and recognize leaders in the advancement of human rights worldwide through the Thomas J. Dodd Prize in International Justice and Human Rights.

CENTER FOR INTERNATIONAL BUSINESS EDUCATION AND RESEARCH

For the last twenty years, the UCONN CIBER has provided academic research support in a number of areas including a repository of information/library collection for general reference in international business; monograph/working paper series showcasing our research in the international business field; and the UCONN CIBER newsletter outlining CIBER activities and research efforts. CIBER also provides financial support in the form of grants to School of Business faculty for research on international business topics related to doing business often with a focus on sustainable business or human rights aspects to an industry; grants to non-UCONN faculty for research on international business topics or to internationalize curriculum; international travel grants to faculty for research and establishment of contacts with international firms and institutions; and finally grants to Ph.D. students for dissertations on global topics.

Future Research

The University of Connecticut's Office of the Provost oversees the operations of the University and guides the pursuit of UCONN's academic vision. This vision strives to improve the lives of its students and enhance the economic and social well-being of the state of Connecticut and its citizens. Industry collaboration is a key component of the University's commitment to world-class research and faculty scholarship. The

Office of the Provost is directing several nationally recognized initiatives. These include the UCONN Tech Park, and Next Generation Connecticut, which will greatly expand educational opportunities, research, and innovation in the science, technology, engineering, and math (STEM) disciplines at UCONN over the next decade. The UCONN Tech Park and NextGen CT will leverage the strength and resources of this University to support industry, build Connecticut's workforce, create jobs, and invigorate the State's economy.



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.

In 2010, UCONN became one of only three U.S. members of the prestigious Universitas 21 network, the leading global network of research universities for the 21st century. Universitas 21 is the leading global network of research-intensive universities, working together to foster global citizenship and institutional innovation through research-inspired teaching and learning, student mobility, connecting students and staff, and wider advocacy for internationalization. With expertise in strategically important areas such as food security, water and sustainability - UCONN was an obvious choice to join the organization. All Universitas 21 member institutions are research-led, comprehensive universities providing a strong quality assurance framework to the network's activities.

UCONN students participated in the U21 and PwC innovation challenge in 2019. UCONN students were among the finalists in a competition that explored how technology will continue to shape/form the future of business and how we can use technology to enhance our work instead of replace human intelligence.

At the regional level, the importance of partnering with local businesses cannot be understated. Each year the Voya Financial Fund supports UCONN's marketing department by inviting marketing experts from around the globe to speak regarding advancements in the world of marketing. This year's Voya Financial Colloquium was centered on Creativity and Innovation in Marketing. On October 26, 2018, three world-renown scholars gathered at UCONN to speak to the marketing and doctoral students about how creativity is essential, as businesses try to understand and solve problems they face today. The three speakers presented work on how firms, such as Uber, Amazon, and Michaels Crafts, and consumers are engaged with and influenced by marketplace creativity and innovation. Each speaker used a unique methodology—including ethnographic work, experimental research, and analytical modeling—to examine their research questions in the creativity and innovation in the marketing domain.

Entrepreneurial Bootcamp for Veterans with Disabilities (EBV)

The School of Business' Entrepreneurial Bootcamp for Veterans with Disabilities (EBV) is a 10-day program that gives veterans the knowledge, skills and helping hand they need to create their own businesses. The most recent class finished in October, with 22 new graduates. This year's EBV class included one retired U.S. Navy captain, two lieutenant colonels, one veteran with a doctorate and 12 with masters' degrees, and eight

who were decorated for valor in combat. Most of the students came from the East Coast, including seven from Connecticut, and the split between officers and enlisted was almost even. The course is offered free-of-charge for veterans.

The program, now in its seventh year, involved some new and successful changes. This year the EBV cohort spent its first day at an EMPOWER Leadership & Adventure Center in Middletown, a company created by a U.S. Army Iraqi veteran. The veterans practiced their communication skills, while participating in zip-lining and team-building activities. This year also brings a new partnership with LinkedIn. The company offered a special session on how to maximize the app for entrepreneurs, and gave each EBV student a free one-year premium membership. Synchrony Financial of Stamford offered a "soup-to-nuts" e-commerce package, teaching the veterans how to conduct business online, and program sponsor Pratt & Whitney offered the viewpoints of keynote speaker Maria L. Carl, senior director of communications and an entrepreneur who owns two businesses.

The University of Connecticut became a member of the Entrepreneurship Bootcamp for Veterans with Disabilities (EBV) consortium of business schools and universities in 2010. EBV enhances the power of entrepreneurship in communities and for veterans more broadly, by fostering an essential route for job creation and economic vitality. UCONN's business school status at 48 among 180 Best for Vets: Master of Business Administration programs surveyed by the Military Times placed it within the top third of the nation's schools in this area. Overall, schools were evaluated in five categories: university culture, student support, academic outcomes and quality, academic policies, and cost and financial aid.

UCONN also recently launched the Office of Veterans Affairs and Military Programs, agreed to waive all application fees for veterans, and expanded fall and spring tuition waiver for veterans to include courses during the summer and winter intersessions. The publication, Military Advanced Education, designated UCONN a top 2014 Military Friendly University.

CCEI

The mission of the Connecticut Center for Entrepreneurship and Innovation is to help UCONN students and faculty start and grow scalable business ventures. They do so by mentoring, providing support, and connections to help them navigate the processes of developing and refining a business idea, the ideation, creating and testing a proof-of-concept, and successfully entering the market and generating revenue.

The Center focuses its resources on ventures that have the greatest potential to create meaningful impact and enhance UCONN's entrepreneurial awareness and capability to tackle fundamental problems. CCEI strives to inspire and support a robust entrepreneurial culture across the entire University. They believe that students and faculty who gain practical experience in entrepreneurship and innovation will be more successful in their careers, either as innovative employees or self-employed entrepreneurs.

CITI

Connecticut Information Technology Institute, a unit of the School of Business, provides the influential knowledge community needs to support IT focused academic degree programs and corporate IT development objectives. From enhancing office productivity to advanced development, from short course certification to academic degrees, the CITI knowledge community offers a variety of IT solutions, training, and education. CITI's special events, seminars and courses offer a range of dynamic education and training opportunities. Situated on UCONN's campus in downtown Stamford, the location provides unique opportunities to learn and work in close proximity to some of the leading Fortune 500 corporate headquarters.

The Family Business Program

The Family Business Program was created as a result of a business community and University of Connecticut School of Business partnership to provide a resource for family businesses, which make up 60% of Connecticut businesses. The Family Business Program offers an opportunity to learn about the unique challenges of family and closely-held firms from professionals and peers in an unbiased, confidential environment. UCONN's goal is to help family businesses develop strategies and policies that will serve to perpetuate family ownership while helping them make advances in business strategy, organizational structure, management practices, human resources, leadership development, and succession planning. One of the main vehicles for these resources is the 7-session Family Base Camp held in the spring and fall.

In addition to the camp, the program also is a focal point for research in the area of family business. There are a number of corporate sponsors for this program. Members from all businesses can participate in workshops and round table discussion on issues of interest to family businesses. The School of Business Department of Management also collaborates by connecting students to internships with family businesses.

The University of Connecticut offers companies of all sizes and types a distinctive set of world-class resources and programs to achieve their R&D and technology innovation goals. As one of the nation's premier research institutions, these industry collaborations support our mission, promote workforce development, and contribute to the economic vitality of the State of Connecticut and the region.

Small Business Development Center

The UCONN School of Business has an ongoing partnership with the Connecticut Small Business Development Center (CTSBDC). The CTSBDC works to provide business advising to small business owners and entrepreneurs to start, grow and thrive in Connecticut. Providing comprehensive business assistance is their mission, and by partnering with UCONN, they have the resources, tools, and online trainings to offer business help along the way.

Two success stories that are both innovative and sustainable are Ideal Fish and Blue Earth Compost. Ideal Fish is a high-tech, land-based fish farm in Waterbury, that takes full advantage of the high quality and abundant water supply that Waterbury has been known for. Ideal Fish's 65,000 square feet facility is the first of its kind to accommodate saltwater species. They are helping to combat overfishing while promoting healthy oceans and farm to table food. Blue Earth Compost is a food scrap collection company that helps homes and businesses recycle uneaten food back into soil.

Health Care Management and Insurance Studies Major

Healthcare spending represents a major portion of gross domestic product in the United States. Businesses of all sizes operate in the healthcare industry, including pharmaceutical companies, medical device firms, academic medical centers, insurance firms, hospitals, physician and dental practices, pharmacies, nursing homes, and biotechnology. The entire healthcare system is undergoing significant changes. Further, the health care system is under severe strains as baby boomers age creating substantial demands on our health care system.

Given the ever changing landscape, professionally-trained managers and researchers will be needed to manage the financial and economic impacts. Many resources will be required to achieve operational effectiveness and efficiency for key organizational entities in the healthcare industry. As business

professionals work to figure out all the impacts on financing, delivery, and reimbursement of health care costs, education becomes essential. University programs and research can help establish a framework for addressing and assessing pertinent issues through various course offerings, interdisciplinary research efforts, and service-based initiatives. This period of unpredictable and dynamic market changes provides many opportunities for students to grow and businesses to find new ways to succeed.

The UCONN School of Business has been involved with healthcare and insurance studies since 1976 and is a leader in the healthcare management space in New England. The program offers an undergraduate major in health care management, a minor in health care management & insurance studies to non-business majors, and a concentration in healthcare management. A wide range of courses are offered including: Risk Management and Insurance, Introduction to Healthcare Management, Health Care Industry Analysis, Health and Social Insurance, Health Care Financial and Human Resource Management, and Health Law and Policy. At the graduate level, the MBA program has course offerings in healthcare/insurance finance.

Due to our close proximity to many of the largest health insurance companies in the US, UCONN seeks to become a national leader in healthcare studies. Our location provides significant advantages for student involvement in research collaboration, projects, shared innovation, and programmatic opportunities for UCONN students.



Principle 6: Dialogue

We will facilitate and support dialog 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 responses.

Dialogue is an essential aspect, if not the essential aspect, of an academic institution's life. If there is little or no exchange of ideas, opinions, information, experiences or assumptions on a particular issue there is no growth, no improvement, - no learning. This type of exchange is assumed in the classroom, and personal growth is attained. But it is the interchange outside the classroom, on campus and off, that accomplishes the most public good. At UCONN and the School of Business, myriad lectures, conferences, consortiums, round-tables, symposiums and just plain argument occur on an hourly basis. Sharing ideas and concerns, plans and pitfalls, goals and grievances is what motivates us to do better, work harder, solve problems and achieve great things. Following are some of the types of dialogue that we at the School of Business have been engaged in over the last two years.

UConn's **BHRI** hosted a symposium in September of 2018 entitled "**Finding the Human Face of Finance**" which included a keynote address by Founder and Chairman of Impact Investments, Amy Domini. Domini addressed, "How Responsible Investors Have Enabled Business to be a Solution for Human Suffering." She is the founder and chair of Domini Impact Investments, an investment company with a portfolio in excess of \$2 billion, which uses social and environmental standards in making all of its investment decisions. In 2005, Time magazine named her to its list of the world's 100 most influential people. Her keynote address kicked off a two-day symposium, which attracted leading scholars and practitioners from around the world to discuss the "human face of finance."

In 2017, members of the BHRI's steering committee participated in stakeholder consultations on the Draft General Comment on "State Obligations under the International Covenant on Economic, Social and Cultural Rights in the Context of Business Activities" in Geneva, Switzerland. Associate Professor of Business Law and director of the BHRI, Stephen Park, said "It was a privilege to apply our collective knowledge and expertise and to share ideas about fostering business while promoting human rights." Among the recommendations put forth by Park and his colleagues were enhancing protection of children and migrant workers, safeguarding the rights of the disabled, and addressing harms caused by climate change. "The scope of this project is enormous and its results will have ramifications for generations to come."

The BHRI in partnership with Research Program on Economic & Social Rights (ESRG), Human Rights Institute (HRI), CIBER, the Eversource Energy Chair in Business Ethics held a two-day research conference in the fall of 2017 entitled: "Protecting Rights at the End of the Line: Stakeholder Engagement

in Light Manufacturing." The conference explored the opportunities and challenges for meaningful stakeholder engagement in light manufacturing. Scholars, advocates, and professionals took part in a comprehensive discussion of specific tools and strategies, and examined concrete examples of empowered community engagement. Scholars and practitioners alike considered how to protect the rights of some of the world's most vulnerable workers in one of the most competitive and diffuse business sectors. A whitepaper was published from the conference proceedings and disseminated to manufacturing companies that would benefit from the conference discussions.

On May 2, 2019, UCONN Stamford hosted the **xCITE Conference**, Connecticut's Conference for Women in Innovation, Technology, and Entrepreneurship. This iteration of xCITE focused on developing the innovation leaders of tomorrow. xCITE brings together a community conversation focused on making sure women are included in the innovative leadership of the future. The keynote speaker, Crystal Giangchai, founder of Venture Lab, and an expert in developing the next generation of creative women leaders and entrepreneurs, stated, "If the State of Connecticut is invested in creating and supporting the next generation of women entrepreneurs, it needs to revise the way we raise, educate, nurture, promote and encourage them, starting in pre-K. At the corporate level, I think it is important to make sure the Board of Directors is diverse. Companies need to expand their search processes and cast a wider net when looking to fill key positions," she said. "They should insist on diversity and inclusion in hiring, and within the company. If that mindset occurs at the top, it will spread through a corporation."

Giangchai recently authored her first book, "VentureGirls: Raising Girls to be Tomorrow's Leaders," which offers suggestions for encouraging girls to innovate and develop the resilience that will enable them to become leaders and to excel, particularly in science and technology. She believes parents and educators should challenge dated beliefs around education, especially girls' education, to promote different approaches. "That's one of the reasons that UConn has partnered with Girls With Impact, an organization which strives to prepare girls for business success", said Professor David Noble, director of UConn's Werth Institute for Entrepreneurship & Innovation and xCITE conference organizer.

"Pairing with these insightful and enthusiastic thought-leaders and partners is a tremendous benefit for us at UConn," Noble said. "There is tremendous energy and enthusiasm among those leading this endeavor."

VARIOUS LECTURES AND SERIES

The Reed Fellow lecture series, *“Politics and Human Rights in the Global Supply Chain”* held at UConn’s Waterbury campus, was co-sponsored by the Osher Lifelong Learning Institute (OLLI) and the Center of Excellence for Teaching (CETL) at UConn and hosted by Prof. Shareen Hertel, recipient of the David and Joan Reed Faculty Fellowship for excellence in teaching, a member of the BHRI steering committee and a human rights advocate. The lecture series reflects the ongoing engagement of the Initiative’s faculty members in the field of business and human rights. The series was free and open to the public. Three lectures were held during the spring 2019 semester, centered around the themes of global supply chain management, business ethics and compliance, and innovative design for social and environmental sustainability:

- The first lecture, “Respect for Human Rights: An Imperative that Makes Good Business Sense”, on Wednesday, February 20, featured Mark Nordstrom, former Senior Counsel-Labor and Employment Law at GE.
- On Wednesday, March 13, Bob Werner, formerly of Timex and current Advisory Board Chair of UConn’s Center for International Business and Education Research (CIBER), delivered a talk “Business and Human Rights: The View From the Field”.
- Finally, on Wednesday, April 10, Deborah Leipziger, Senior Fellow in Social Innovation at the Lewis Institute, Babson College, presented “Human Rights and Business: Creating a Lexicon and Blueprint for Transformation”.

Another series of lectures that brings in engagement from the community is the **Diversity in Business Lectures**, offered during the fall and spring semesters and consists of a series of presentations by School of Business Alumni or industry professionals. The purpose of the lecture series is to provide students with an opportunity to learn about diversity, leadership, creativity, product innovation, entrepreneurial thinking and communication from industry executives or UCONN Alumni. Students who attend 3 of the 4 lectures are awarded a certificate in Diversity Leadership.

Additionally, on April 2, 2019, the Muslim Law Students Association, the Middle Eastern Law Students Association, and the Jewish Law Students Association co-hosted a joint event to discuss the history of religious bigotry in America and its recent climb in society. Hate crimes against Muslim and Jewish communities have significantly increased in the past few years with the rise in Islamophobia and Anti Semitic rhetoric in the media and elsewhere. This series discussed the root causes and how to counteract such rhetoric. The actual event caused some initial reactions but eventually led to good dialogue and a satisfactory resolution for all involved. An excellent example of the importance of open, honest dialogue that seeks to challenge ideology that goes against human rights.

Conclusion

As it follows and shares the principles of PRME, The School of Business plays a vital role in providing information, knowledge, skills, mentorship, and networking for students, new ventures, and corporate entrepreneurial projects. As these activities comprise a greater share of Connecticut, US, and global economic endeavors, the School of Business offers expertise, experience, and intellectual resources that spur the creation of companies and jobs.

The School of Business joins the other UCONN schools and colleges in enhancing research, academic programs, and engagement to provide solutions to pressing global issues—sustainability, economic infrastructure, innovation, risk and uncertainty, health care, and managing and interpreting information. We continue to reengineer our academic programs to recruit the most talented and motivated students and provide them with capabilities, intellectual tools, and critical skills to enable them to become future business leaders driving a global future of enhanced quality of life, sustainable economic growth, and reduced risk and uncertainty.

Appendix A

CIBER

(Center for International Business Education and Research)

The School of Business has supported our Center for Business Education and Business Research (CIBER), one of 17 universities nationwide designated as a national resource center for international business. The UCONN CIBER is mandated to increase the competitiveness of U.S. business in the global marketplace. The UCONN School of Business first received the CIBER grant from the Department of Education in 1995 as part of the Higher Education Act. Our vision of the UCONN CIBER has been to serve as a recognized leader in global business education, and become a significant national resource for international business teaching, research and outreach with a strong emphasis on innovation and manufacturing. We have been truly global in terms of both our participants and our perspectives. The UCONN CIBER has worked closely with other schools and units of the University especially the Office of Global Affairs, the Department of Modern and Classical Languages, and the various area centers.

The UCONN CIBER programs were concentrated in three main areas: Academic Programs, Business and Academic Outreach, and Research Programs. These areas filter down into five principal objectives:

- Provide programs with focus on International Business and Manufacturing for students at the undergraduate, MBA and Ph.D. levels
- Provide funds and facilities for faculty to internationalize the business curriculum and to conduct research in the area of international business with emphasis on Manufacturing
- Provide businesses in the region with international business management education and instruction in foreign languages and cultures, which will enable them to enhance their leadership positions in today's global economy
- Develop and spearhead the capabilities of the nation's colleges and universities, with special emphasis on community colleges and minority serving institutions, in international business education geared toward Manufacturing
- Emerge as a national resource for management education on Manufacturing

The focus at CIBER during the 2014-2018 grant cycle was *Manufacturing and Global Opportunities*. The programs were designed and coordinated by faculty members of the UCONN School of Business and other academic units of the University, with the assistance of the CIBER Director and the Advisory Council. UCONN CIBER completed its mandates to support business education at the elementary, secondary schools and community college level, and invested in the increased globalization of faculty, students, and academic programs.

Appendix B

CCEI

(Connecticut Center for Entrepreneurship and Innovation)

Connecticut Center for Entrepreneurship & Innovation (CCEI), established in 2007, is identified as an area of strength by the University and vital to the state and national economy, the School of Business, and the University, as a whole. It serves as a focal point for entrepreneurship at UConn, stimulating student and faculty participation in entrepreneurship and innovation, providing a pipeline of talented, knowledgeable, and skilled entrepreneurs to the State's economy, facilitating the development of transformational businesses in CT, and enhancing Connecticut's business climate by assisting new as well as existing companies to solve the complex business problems associated with the successful capture of market opportunities.

CCEI is committed to the University of Connecticut's Core Values of Innovation, Leadership, Global Engagement and Diversity. As part of one of the United States' leading public universities, we benefit from the academic background, strength in numbers.

Appendix C

Entrepreneurial Support

Outside of the CCEI, UCONN provides its students with many opportunities to learn and create new businesses. Campus resources that benefit entrepreneurs include:

- The annual **Innovation Quest (iQ)** competition in March provides an intensive business coaching experience in which with the winner ultimately gets cash prizes and introductions to venture capitalists.
- A campus “Innovation House” living/learning center in Belden Hall attracts serious innovators; while a STEM dorm on campus has an ‘innovation zone’ where students can thrive.
- IDEA Grants are available for undergraduates with original, creative and artistic endeavors and research projects.
- UCONN technology incubators offer expertise on patenting, licensing and start-ups and are expanding rapidly, supporting businesses ranging from medical products to hydroponics.
- Students and faculty have access to business legal advice through attorneys in the IP Law Clinic.
- Experts in accessing capital can be found at the Connecticut Small Business Development Center, housed within the School of Business.
- The Entrepreneurship Bootcamp for Veterans with Disabilities (EBV) offers an annual, intensive business creation program for veterans, and is also launching a series of veteran-outreach certificate programs this spring.
- The Third Bridge Grant provides early stage funding to entrepreneurial engineering students who are trying to commercialize their own innovation.
- Innovation Connection is a newly conceived, organic network linking practicing engineers and businesses with our faculty, students, and resources. It is our aim for the Connection to become a uniquely symbiotic affiliation.
- Quiet Corner Innovation Cluster is funded by the US Economic Development Administration (EDA), UCONN, and Connecticut Innovations, supports business growth potential of small and medium-sized technology and manufacturing enterprises (SMEs) in rural Tolland, Windham, and New London Counties. QCIC forms partnerships with select SMEs to enhance or expand their product and service offerings by leveraging UCONN’s extensive R&D capabilities and office of commercialization. SMEs that participate in the program collaborate with faculty who specialize in their particular area of focus and benefit from the new Proof of Concept Center at the UCONN. In addition to the POCC, UCONN will be creating the new Connecticut Manufacturing Simulation Center (CMSC) to enable SMEs rapid prototyping capabilities and further facilitate growth.
- Venture Well is a national non-profit organization which supports and funds innovation and entrepreneurship on campuses across the US for students and faculty development. UCONN is a member and therefore all students and faculty are eligible to take advantage of VentureWell’s resources.
- Technology Commercialization Services strive to translate academic achievements, methods and results into real-world products, services and innovations. The program brings together UCONN researchers and the business community to enhance the commercialization and impact of UCONN research, assist UCONN faculty, staff and students in their quest toward company formation, secure patent protection, and generate support for ongoing applied research projects.

Appendix D

Werth Institute

In December 2017, UCONN announced the establishment of The Peter J. Werth Institute for Entrepreneurship & Innovation. Under University leadership, the Institute brings together student and faculty programs fostering entrepreneurship and innovation that potentially have commercial application and can be used to create new companies. In addition to nurturing innovation, the Institute facilitates entrepreneurship speaker forums and hosts an entrepreneur-in-residence to instruct students.

The Werth Institute serves the University of Connecticut through an interdisciplinary approach to entrepreneurship and innovation that is inclusive of existing and new programs. The Werth Institute facilitates opportunities for all students, while continually driving to promote the University's academic, co-curricular, and extracurricular programs. By facilitating partnerships and building relationships spanning schools, industries, and traditional fields of study, the Werth Institute provides exceptional opportunities for students, faculty, and alumni.

David Noble is the Director of the Werth Institute. There are currently over 30 programs that are members of the Institute including:

- CCEI – Accelerate UCONN, Innovation Accelerator, Summer Fellowship, Wolff New Venture Competition
- Center for Career Development
- Center for Excellence in Teaching and Learning
- CI Bioscience Pipeline and Innovation Funds
- CSI Cyberseed
- CMSC
- First Year Programs and Learning Communities
- Greenhouse Studios
- Healthcare Innovations – School of Nursing
- IDEA Grant Program
- Innovation Connection
- Innovation Quest (IQ)
- IP and Entrepreneurship Law Clinic
- Learning Community Innovation Zone
- Management and Engineering for Manufacturing (MEM)
- Quiet Corner Innovation Cluster
- School of Education Innovation and Creativity Program
- SCOPE – UCONN Entrepreneurship Boot Camp for Veterans
- Senior Design Projects for Engineering
- Small Business Development Center SBDC
- Tech Park, Proof-of-Concept Center
- Technology Commercialization Services START, SPARK
- Technology Incubation Program (TIP)
- Partnership for Innovation & Education Fellowship Program
- Third Bridge Grant Program
- UCONN Honors Program
- UCONN Innovation Fund
- UCONN Libraries

Student Organizations

- 3D Printing Club
- Creating Economic Opportunity (C.E.O) Club
- Entrepreneurship & Innovation Society

Appendix E

AWARDS & MEMBERSHIP

CARNEGIE FOUNDATION FOR THE ADVANCEMENT OF TEACHING

In 2010, UCONN received the elective “Community Engagement” classification. This classification was extended in the 2015 classification cycle and will remain valid until 2020.

UCONN BUSINESS GRADUATE PROGRAMS RANKED AMONG TOP 50 “MBA PROGRAM (U.S.)” BLOOMBERG BUSINESSWEEK, 2018

The UConn School of Business was recently ranked by the *Financial Times* among the Top 50 programs in the United States. Other top programs offered by the School of Business include:

- #4 MSA Program for Online Graduate Business Programs (*U.S. News & World Report*, 2017)
- #16 Master of Business Analytics for MS in Business Analytics and Project Management (*TFE Times*, 2017)

UCONN NAMED #4 IN “BEST COLLEGES” “GREENEST UNIVERSITIES” IN U.S. 2018

In 2018, the University of Connecticut was named the #4 “greenest” university in the nation by BestColleges.com. The rankings are determined by a university’s STARS score (Sustainability Tracking, Assessment, & Rating System) developed by the Association for the Advancement of Sustainability of Higher Education (AASHE), established in 2005. UCONN received a score of 78.48, close behind the 85.29 achieved by #1 ranked Colorado State University.

SIERRA CLUB

In 2018, The University of Connecticut maintained its top 10 position, moving up to #3, in Sierra magazine’s “Coolest School” nationwide for its efforts to encourage sustainability, green technology, and environmental

stewardship. The Sierra Club, the largest environmental grassroots organization in the United States, ranks schools based on sustainability data collected in several subject areas, including energy supply, efficiency, food, academics, purchasing, transportation, waste management, administration, and financial investments.

Sierra magazine’s editors lauded UCONN for a wide variety of initiatives, including offering more than 600 classes relating to sustainability; reducing water use by 15 percent since 2005; and serving a large amount of locally sourced food in its dining facilities. “UCONN’s commitment to environmental sustainability is a core part of fulfilling our mission as a land and sea grant university,” UCONN President Susan Herbst says. “While we’re immensely honored to be included in these rankings, we know that our work is not done. We continue to seek new opportunities every day to protect the natural world through deliberate, thoughtful policies and curriculum offerings. No student should leave here, degree in hand, without a deep sense of responsibility for the protection of the planet,” she adds. “It is part of being a good citizen.”

Some of UCONN’s other high-impact environmental initiatives include last year’s opening of UCONN’s new reclaimed water facility, the first of its kind in the region. It is capable of treating up to 1 million gallons of wastewater each day for use in the University’s on-campus power plant, replacing and conserving drinking-quality water that previously was used at that facility. UCONN has also been singled out in recent years for advances in on-campus recycling programs, which recycle and reuse everything from food and landscaping waste to consumer goods such as used sneakers, appliances, and electronics.

INDONESIA UNIVERSITAS GREEN METRIC

Indonesia Universitas Green Metric – has named the University of Connecticut in the Top 10 Green Universities in the World for the last seven years.

UNIVERSITAS 21

In April 2010, UCONN became the second U.S. University invited to join the Universitas 21 network, which comprises some of the world's major institutions of higher education. Five years later, UCONN is already recognized as a strong, active member of this prestigious research university community. Our North American partners in this organization now include The Ohio State University and the University of Maryland.

U. S. News and World Report named The the University of Connecticut #33 on its "Best Colleges for Veterans" list.

Programs & Initiatives

INNOVATION FOR BUSINESS GROWTH IN FAIRFIELD COUNTY

Over 110 UCONN Alumni and business leaders from the greater Stamford, Connecticut area gathered at the "Innovation for Business Growth in Fairfield County" event at the Stamford Learning Accelerator. The event, hosted by the UCONN School of Business and The Business Council of Fairfield, Connecticut, featured a panel discussion on topics such as new business growth in Connecticut and why companies are relocating to Fairfield County. Innovate Stamford invites proposals for initiatives designed to enhance Stamford's quality of place experience.

UCONN MBAS TAKE 2ND PLACE IN THE UCONN NET IMPACT SUSTAINABILITY CASE COMPETITION

A team of four MBAs took second place in the 2nd annual UCONN Net Impact case competition. Teams from 12 universities came to compete from all over the country including schools such as University of Buffalo and University of Georgia.

UCONN MBAS SEND TEAMS TO VARIOUS OUTSIDE CASE COMPETITIONS

The UCONN MBA program stresses the importance of getting involved in case competitions against other universities. Some of the notable competitions UCONN has been a part of in 2018/2019 include: University of Illinois Strategy Case Competition, University at Buffalo Management Case Competition, University of Pittsburgh - Katz invitational and the University of Maryland Emerging Markets Case Competition. Additionally, the MBA program encourages interaction between its students and students from other programs such as the Law School and Medical School. As a result, the MBA program has sent teams to that incorporate students from different degree programs (ex. business and law) to work collaborate at these competitions. Competitions include the Yale Health Management case com-

petition and the Villanova-UCLA jointly sponsored Moorad Gameday case competition. Students are able to compete with teams from schools such as Ohio State University, Marquette University, Villanova University, University of Maryland, Purdue and others.

THE BUSINESS CAREER CENTER BREAKS THE MOLD ON CAREER FAIRS

In September of 2018 the School of Business Career Center (SBCC) hosted its annual Business Career Expo during which they welcomed registered business students and over 50 key corporate professionals to an invitation-only career event. The day was structured around three components: networking, information sessions and personal career placement conversations.

FINANCE SOCIETY HOSTS FINANCE CONFERENCE

The UCONN Finance Conference is a student-led initiative established by the Finance Society and Graduate Finance Association. Each year they provide an enriching experience for both students and professionals. April 6th, 2019 marks the third annual conference.

The theme of this year's conference was "Late-Cycle Investing". They chose this because they believe this theme is very relevant for students as it will help them learn more about how financial markets work.

These conferences tap into alumni expertise to help students consider all their career options. The conference hosted a variety of moderated panels, along with several industry expert speakers. While the panels covered technical topics, students were able to hear about each speaker's career paths and the myriad of skills required in their industries.

Student Achievements

Semin Park, PhD Candidate, was awarded the 2019 Lee Hakel Graduate Student Scholarship from the Society for Industrial and Organizational Psychology (SIOP) at the organization's annual conference in Maryland for outstanding academic and research achievement.