



ST. MARY'S
UNIVERSITY

GREEHEY
SCHOOL *of* BUSINESS



stmarytx.edu/business



character runs deep.

PRME

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

LETTER FROM THE DEAN

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

March 13, 2019

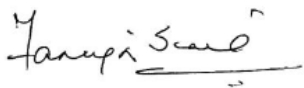
Sharing Information of Progress (SIP) Policy

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

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

Examples of these that are already practiced here at the Greehey School of Business and St. Mary's University may be found in the SIP enclosed.

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



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GREEHEY SCHOOL OF BUSINESS

There is no other business school quite like the AACSB International-accredited Greehey School of Business. Since 1923, we have been providing future leaders with an excellent business education grounded in faith, values and service. At the Greehey School of Business, we work hard every day to transform the lives of our students and empower them to change the world for the better. Everything we do ensures our graduates are ethical, highly skilled, professional, globally aware and in-demand by many of the

world's most successful companies.

A powerful force in the state of Texas that has awarded more than 10,000 degrees, the Greehey School of Business has educated some of the finest business leaders anywhere. We have instilled in them a sense of integrity and a firmly held belief in the power of business to improve humankind. Our graduates have created billions of dollars in value for our economy, while at the same time being an unstoppable force for good.

Ethics and real-world experiences are at the heart of our approach to business education. Our students travel the globe to serve the underprivileged. They volunteer thousands of hours in our community to help those in need. They manage more than \$2.5 million of our endowment in a real trading room, being careful to invest only in ethical companies. They have won many national and international competitions. Moreover, they engage frequently with exceptional business leaders in their classrooms.



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.

ST. MARY'S MISSION STATEMENT

The Greehey School of Business comes from an institution that already follows and promotes similar core values as shown in the St. Mary's University Mission Statement:

St. Mary's University, as a Catholic Marianist University, fosters the formation of people in faith and educates leaders for the common good through community, integrated liberal arts and professional education, and academic excellence.

The St. Mary's University mission statement is a reflection of the Characteristics of Marianist Universities. There are five elements that characterize the Marianist approach to education:

Educate for formation in faith

Provide an integral quality education

Educate in the family spirit

Educate for service, justice and peace

Educate for adaptation and change

This Mission Statement directly promotes purpose, values, method, research partnership, and dialog while putting an emphasis on the person as a whole.

For more information about the St. Mary's Mission Statement, please follow the link below.

<https://www.stmarytx.edu/about/>

CORE VALUES

- Community: We are a caring, vibrant, learning community that treats all members with respect.
- Service: We serve God and humanity by preparing our students to serve others.
- Integrity: We are a community committed to professional and ethical conduct.
- Opportunity: We empower students with skills, knowledge and opportunities to transform their lives and create positive social change.

GATEWAY STRATEGIC PLAN

The strategic plan, *[Gateway: A Vision for St. Mary's University](#)*, calls us as a Catholic and Marianist institution to become one of the finest private universities in the region, a gateway for our graduates to professional lives as ethical leaders in Texas, the nation and the world. Its goals and objectives will serve as a blueprint for the institution through 2020 as it challenges each of us to pursue and promote excellence.

GREEHEY SCHOLARS PROGRAM

The Greehey Scholars Program develops students who exhibit outstanding ethical leadership, technical excellence, global awareness and professional orientation, challenging them to the highest standards of commitment and achievement. Scholars set this example by engaging in the principles of constant learning, serving and leading, not only in business environments but also in their communities.

For more information on the Greehey Scholars program, please follow the link below:



<https://www.stmarytx.edu/academics/business/programs-and-centers/greehey-scholars-program/>

CIVIC ENGAGEMENT



Following the St. Mary's and Greehey School of Business values, students are strongly involved with community. Through involvement with ongoing local volunteer opportunities, service-learning classes, advocacy work, immersion experiences and civic leadership – all rooted in reflection and shaped by our Catholic identity – the Office of Civic Engagement serves to connect our students to the world around them as they identify where their passions, skills and talents meet the world's needs. Simultaneously, our office works to build and maintain healthy and mutually beneficial relationships with community partners, particularly those on the West Side of San Antonio.

<https://www.stmarytx.edu/outreach/civic-engagement/>

SPOTLIGHT STORIES

One by one, students introduce themselves to a room full of senior executives from Spurs Sports & Entertainment (SS&E).

This is how St. Mary's University students begin their journey in the Sports Marketing course offered by the Greehey School of Business. In Spring 2017, Kelly Contreras (B.B.A. '18), then a senior Finance and Risk Management major, was one of those students.

"It has been such a great experience, and I am so grateful for the opportunity. Everyone has been so willing to teach me everything I need to know to be successful." – Kelly Contreras (B.B.A. '18)

<https://www.stmarytx.edu/2018/trained-by-champs/>



In November 2017, Kaitlyn Bloch, a Management senior in the new Entrepreneurship and Innovation track at St. Mary's University, launched her online pet supply store, Cloud 9 Lives.



Bloch is also the lone wolf of her marketing team. She has handed out business cards and has been invited to the Pearl Weekend Market to spread brand awareness. She has also participated in business pitch competitions, including the San Antonio Entrepreneurship Week Pitch Tab Competition, during which she delivered a 90-second elevator pitch about Cloud 9 Lives to a panel of judges.

<https://www.stmarytx.edu/2018/entrepreneurship-cats-meow/>

Erica Baum (B.S. '96) always dreamed of doing something bigger than herself, she just did not realize how literal that might be. As the Events Senior Manager for the Houston Super Bowl Committee she acted as a liaison between the NFL and the city of Houston. She was responsible for events leading up to the Super Bowl, including a 10-day festival in downtown Houston and the biggest tailgate party of the year outside NRG Stadium before kickoff. In preparation for Super Bowl week, Baum and the committee recruited 9,000 volunteers and hosted an orientation session for them in the Toyota Center, home of the NBA's Houston Rockets.

Baum, a Marketing major while at St. Mary's, credits the program for giving her the moxie to tackle the largest role of her career thus far.

<https://www.stmarytx.edu/2017/alumna-sets-stage-super-bowl-li/>

GREEHEY MBA FOR VALUES-DRIVEN LEADERS

The Greehey MBA is for values-driven leaders who are looking to make an impact on their enterprises, institutions and communities by positively transforming themselves. This 16-month, cohort-based program, beginning in the fall, has small class sizes that afford students personalized attention, one-on-one faculty interaction and opportunities for peer-to-peer mentoring.

The Greehey MBA for Values-Driven Leaders seeks to develop and prepare competent individuals for responsible leadership positions in any organization or enterprise in the context of ethical leadership, corporate social responsibility, sustainability and social entrepreneurship.



<https://www.stmarytx.edu/academics/programs/mba-values/>

GREEHEY SCHOOL OF BUSINESS VISION AND MISSION

The vision of the AACSB accredited Greehey Business School follows PRME values: “Transforming lives and building a better world through an excellent business education grounded in faith, values and service.” As well, the mission also aligns directly, “The Greehey School provides future leaders with a business education grounded in faith, values and service within a learning community committed to the Catholic and Marianist ideals of education. We produce graduates who are skilled, ethical, professional, globally aware, and prepared for careers of meaning and purpose.” For more information on the Greehey School of Business click the link below.



<https://www.stmarytx.edu/academics/business/>



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.

ST. JOHN'S BIBLE

With the acquisition of the seven-volume The Saint John's Bible Heritage Edition, St. Mary's University has an extraordinary opportunity to emphasize its Catholic identity by enhancing its commitment to establish a Center for Catholic Studies, serving as its centerpiece and attracting the public to view The Heritage Edition and academics to conduct scholarly research.

The seven volumes of The Heritage Edition also serve as the foundation of the Escobedo Saint John's Bible Lecture Series, an important offering to the San Antonio and South Texas communities, and will be integrated into coursework and other aspects of University life.

5K RUN FOR THE NEIGHBORHOOD

St. Mary's hosts the 5K Run for the Neighborhood that directly impacts the west side of the San Antonio community. Students and faculty are encouraged to participate in this annual event.

This year, Holy Rosary Catholic Church, which is administered by Marianist priests and brothers, and is adjacent to the St. Mary's campus, received \$15,000 to enhance services and outreach programs in the St. Mary's Gateway District. Past recipients include the United Way, the Neighborhood Place and St. Vincent de Paul Society. Proceeds from previous 5Ks improved family assistance programs and parenting education services for those in surrounding neighborhoods with limited resources.



5K for the Neighborhood '18

<https://www.stmarytx.edu/about/events/5k-for-the-neighborhood/>

UNITED NATIONS ACADEMIC IMPACT

St. Mary's joins the United Nations Academic Impact (UNAI) as of December 2016. This is a global initiative that aligns institutions of higher education with the United Nations in furthering the realization of the purposes and mandate of the Organization through activities and research in a shared culture of intellectual social responsibility. Membership is open to all institutions of higher education granting degrees or their equivalent, as well as bodies whose substantive responsibilities relate to conduct research. For more information on this initiative click the link below.

ST. MARY'S UNIVERSITY HOSTED DISCUSSION TO EXPLAIN HOW THE UN CONNECTS WITH ACADEMIA On April 3rd, 2018, the Greehey School of Business of United Nations Academic Impact (UNAI) member institution St. Mary's University of San Antonio (United States), hosted an interactive lecture series about the relationship between the United Nations and institutions of higher education.

Speaker, Ramu Damodaran, Chief of UNAI, gave an enlightening lecture providing many insights regarding the involvement of the United Nations at the collegiate level, from internships at the United Nations to post-graduate opportunities abroad. Thereby, he emphasized the importance of thinking globally and acting locally. He also spoke on the current major issues being addressed by the United Nations, and explained how local action can have a global impact.

Overall, this lecture presented an excellent opportunity to St. Mary's students to learn about the United Nations and UNAI in particular, and also to explore forms of involvement. As the world continues to become more connected and interdependent, it is crucial that institutions of higher education promote global competency and provide a globalized education. A learning environment that fosters a sense of global awareness not only prepares students to enter the workforce, but also cultivates a sense of responsibility among the students that can empower them to change the world.



Ramu Damodaran, Chief of UNAI, talking to students and faculty at St. MARY'S University

<https://academicimpact.un.org/>

BUILDING BRIDGES IN INDIA is a coalition between ENACTUS St. Mary's and GMR Varalkshmi Foundation, a nonprofit organization that works to empower underprivileged youth throughout India. We specifically work with their trade school in Bengaluru, India. Every spring break for the past three years, Enactus students have traveled to Bengaluru to work with the women of the trade school. Our work focuses on promoting economic growth and gender equality through coaching these women on how to develop a business plan, helping them develop entrepreneurial skills. Ultimately, our goal is to help these women increase their self-esteem and strengthen their business and innovation skills.



RIDE FOR READING

Ride for Reading's mission is to promote literacy and healthy living among children in low income communities by donating age appropriate books via bicycle. Dr. Stephanie Ward, who heads the program located here in San Antonio, targets the local community's low income schools. This past November, San Antonio's Ride for Reading was the first chapter to be recognized nationally outside of Nashville, which is the home of this initiative. St. Mary's students, members of ENACTUS, and community members participate in delivering books.

Ward and her faithful Ride for Reading team, including the SATX Social Ride cycling group and numerous St. Mary's alumni, have delivered more than 5,000 books to children at local schools.

Earlier this year, Ride for Reading San Antonio was formally recognized by the state of Texas and became the first nationally recognized chapter in the country.



ENTREPRENEURSHIP & INNOVATION REAL WORLD EXPERIENCE



Dr. Sergio Palacios, Ph. D., instructor of Entrepreneurship and Innovation classes, brought his students to Rackspace where they learned about the practices of experimentation and play.

Students also completed social entrepreneurship projects for local organizations such as Compass Rose Academy and The Impact Guild.

PARTNERING WITH APPLE AND AACSB

Apple is partnering with a select team of AACSB business schools to seek input into ways of enhancing their mobile application development curriculum, in order to better prepare business students (and ultimately cross-disciplinary teams of students), for their current and future careers. University teams will be set up by business discipline and collaborate for about one year to identify relevant solutions. The idea is to develop and pilot some curricular innovations with current students via elective or independent study courses.

Apple already offers a free Swift general coding curriculum for students at all levels, which has already been adopted by several schools and community colleges. They are now looking into bringing real business problems into their curriculum and looking for diversity in mobile app development. Currently, a quite homogenous group of tech-savvy individuals build most apps.

The Greehey School of Business was selected to collaborate with AACSB and Apple to participate in a project that will enable our students to prepare for some exciting market-ready skill sets. St. Mary's is the only small school that has been selected for this project. Dr. Palacios will be leading this initiative.

SOCIAL INNOVATION LAB

Six students participated in the Social Innovation Lab that we co-hosted with LaunchSA, Trinity, UTSA and San Antonio Colleges. This lab was conducted in different locations and entrepreneurial spaces, such as LaunchSA, Morgan's Wonderland, SA Food Bank, The Impact Guild, and Geekdom.

REAL WORLD PITCH COMPETITIONS

Three students competed at San Antonio Entrepreneurship Week's Pitch Tab Competition. Among these students, Kaitlyn Bloch, won first place.



PRINCIPLE 3: METHOD

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

SPECIAL PROGRAMS AND CENTERS

The Greehey School of Business offers innovative programs and centers designed to prepare students for real-world leadership and lifelong achievement, as well as for today's ever evolving global and technological business environment.

CENTER FOR GLOBAL BUSINESS STUDIES

The Center for Global Business Studies is focused on developing international opportunities for students in the Greehey School of Business. Its functions include:

- the development and facilitation of student involvement in study abroad opportunities across the world
- international internships
- special international events such as distinguished guest speakers
- student international competition opportunities

One such competition is the Greehey School of Business' annual participation in the Network of International Business Schools (NIBS) Worldwide Case Competition. The Center of Global Business Studies hosted the competition at St. Mary's University in 2016, with our students competing in and managing the event that involved sixteen teams spanning eleven countries across four continents.



EXECUTIVE PROGRAM

Executive Education at the Greehey School of Business equips executives and corporate leaders with the knowledge, tools and relationships to produce quality and effective outcomes. The program helps bring their aspirations to action.



STUDENT MANAGED PORTFOLIO

One example of the innovative and hands-on approach of the Greehey School of Business' Finance and Risk Management program is the student-managed investment portfolio. Finance and Risk Management majors have the opportunity to manage millions of dollars of the Greehey School's endowment. These are real dollars, not a simulation. Management of the fund takes place in an actual trading room in

the School. Numerous Bloomberg computer terminals are available throughout the School for student certification and research, ensuring that our Finance and Risk Management majors are prepared to be immediate difference-makers in both their internships and careers.

EMERGING LEADERS

Emerging Leaders is a multi-week program offered each semester. The fall Emerging Leaders Program prepares students through workshops and presentations that lead to a greater awareness of self and personal accountability, facilitate the discernment of personal values, build and refresh foundational behaviors and skills that will increase confidence and empower, and find value in teamwork and serving others.

<https://www.stmarytx.edu/campuslife/activities/leadership/>

STRIVE CAREER SERVICES

STRIVE Career Center at St. Mary's University — Successful, Transformative Results from Innovative Vocational Experiences — engages campus and community partners to provide vocational and experiential education opportunities for our students.

These innovative programs engage alumni, parents, faculty, staff, employers and citizens of the community in strategic partnerships. Our educational purpose is to develop essential life skills and career competencies that bridge professionalism with

character-driven values, to inspire students and alumni to pursue a successful career journey



<https://www.stmarytx.edu/campuslife/career-services/>

THE VITA PROGRAM

The VITA program offers free tax help to households with incomes of \$60,000 or less. IRS Certified volunteers will prepare tax returns for the current year on Saturdays during the tax season at the Center for Legal and Social Justice, 2507 NW 36th St., San Antonio, Texas 78228.

The St. Mary's site operates Saturdays only from Jan. 27 through April 7 from 9 a.m. to 4 p.m. with no appointment needed. Returns are prepared on a first come, first served basis.

During the spring of 2018, the St. Mary's VITA site had 120 volunteers, mostly St. Mary's students and faculty, who contributed just under 2,000 hours to site operations. We completed just under 700 returns with refunds to clients totaling \$1.3 million.

ASIA COMMUNITY LECTURE SERIES

Professor Seongbae Lim, Ph.D. oversees the Asia Community Lecture Series. Throughout the semester, Dr. Lim hosts weekly lectures that include different dignitaries from various Asian countries who come to share thoughts on current issues as well as insight on similarities between cultures while students get a deeper understanding the different problems that are common enemies. These are also open to the public.

The St. Mary's University Greehey School of Business kicked off its 2018 Asia Community Lecture Series on Wednesday, Sept. 19, with a lecture by Hyung Gil Kim, Consul General of the Republic of Korea in Houston. The Consul General was previously the Dean of Education and Training at the Korea National Diplomatic Academy and his diplomatic posts have included Japan, Poland, Belgium and South Africa.

The lecture series continued with a visit from Sophia Lee, a student at Vanderbilt University and a contributor to the book "Because you love to hate me: 13 Tales of Villainy," which made the New York Times bestselling list for Young Adult Hardcover in 2017. Lee is also a social media maven who operates the book reviewing YouTube channel The Book Basement. Lee visited St. Mary's on Wednesday, Oct. 3,

Alvaro Romo of Mexico, the Secretary General Emeritus of the International Association of University Presidents (IAUP), spoke on Wednesday, Oct. 17. The IAUP is a global association of university chief executives.

"To become global leaders, students need to improve their cultural literacy to be able to collaborate with people with different cultural backgrounds,"

said Seongbae Lim, Ph.D., Chair of Department of Finance and Quantitative Management, Professor of Information Systems Management and organizer of the lecture series.



Hyung Gil Kim

INTERNATIONAL TRAVEL OPPORTUNITIES

St. Mary's students have several university-level international programs they can participate in throughout the year, at both the undergraduate and graduate levels. Trips can be either required, such as the Greehey MBA International Field Study, or can be voluntary. They can last a semester long or a few weeks. There are also several undergraduate spring courses with a built in international component during spring break. All trips offered focus on giving students unique, real-world experiences around the globe while emphasizing servant leadership values. Students also have the opportunity to see the differences in culture, which can be an eye-opening experience.

SPECIFIC COURSEWORK OFFERED BY THE GREEHEY SCHOOL OF BUSINESS

The Greehey School of Business offers a plethora of courses, emphasizing hands-on experiences in real world situations that highlight innovation and corporate social responsibility. With eight undergraduate majors and three graduate programs to choose from, our mission is to provide future leaders with a business education grounded in faith, values and service. St. Mary's offers students the opportunity to embark upon a transformational experience to build a better world. (See Appendix A).



PRINCIPLE 4: RESEARCH

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

RELEVANT INVOLVEMENT & PUBLICATIONS BY FACULTY

Published Works and Keynote Lectures by Professor Seongbae Lim, Ph.D.

Seongbae Lim, Ph.D., is Professor of Information Systems at St. Mary's University. He specializes in IT driven innovation, e-commerce, and database management.

He recently published a book, 'Meta Innovation,' and his recent works appear in the International Journal of Knowledge Management, Service Industries Journal, and International Entrepreneurship and Management Journal. Lim has delivered many special lectures and keynote speeches about innovation strategies at world-renowned institutes such as the University of California at Berkeley, Peking University, Kanda Foreign Study University, and Seoul National University, and the National Assembly of the Republic of Korea.

Lim has been selected for Marquis Who's Who in America along with Who's Who in the World since 2005. The International Herald Tribune has featured Lim regarding his role in building the relationship between U.S. and Korean universities. In addition, as a columnist, Lim contributes regularly about spiritual capital to Guideposts.

Lim is active in the Association of Information Systems, Decision Science Institute and the Pan Pacific Business Association. He has also served as an editor for Service Business, the International Journal of Entrepreneurship and Management, and the Journal of Convergence Information Technology. He is director of operations for the Pan Pacific Business Association, visiting research fellow for Asian Community Center, member of National Unification Advisory Council of Korea, and secretary general for Global Forum for Building School Bullying Prevention Systems.



Seongbae Lim, Ph.D.

Published Works by Professor Matthew Gilley, Ph.D.

Joining St. Mary's in 2007 as the first holder of the Bill Greehey Chair in Ethics and Corporate Social Responsibility, Gilley teaches undergraduate and graduate courses with a special emphasis on ethical leadership and corporate culture. His goal as a professor is to inspire and empower his students to lead lives of significance and deep personal meaning.

Gilley is an Invited Academic Fellow of the Ethics and Compliance Initiative (ECI), a think-tank based in Washington, DC. The ECI is the oldest non-profit organization in the United States devoted to the study and practical application of ethics in the workplace. The ECI fellows are comprised of approximately 70 business executives from America's largest corporations, senior government officials, and select academicians from top universities. In his work with the ECI, Gilley has led research groups examining corporate social responsibility and the evolving role of the ethics professional.

Gilley has been recognized for excellence in both teaching and research on numerous occasions. His accolades include the St. Mary's University Alumni Association Outstanding Faculty Award, the Greehey School Service Excellence Award, the OSU Regents' Distinguished Teaching Award (OSU's top teaching honor), and the Greiner Teaching Award, among others. His research has been cited thousands of times in studies dealing with ethics, corporate responsibility, sustainability, strategic management, leadership, human resources management, and international business.

Gilley has advised senior executives across the United States in organizations of all sizes, from startups to the Fortune 500, on matters related to strategy, leadership, and corporate responsibility. His clients have operated in global healthcare, automobile manufacturing, e-commerce, electrical distribution, petroleum services, composites manufacturing, oilfield services, trucking, lodging, environmental management, and more.

Gilley's research has been published in the world's most prestigious management journals, including the Academy of Management Journal, Strategic Management Journal, Journal of Business Ethics, Journal of Management, Journal of International Business Studies, Journal of Business Research, and others. His studies have also been presented at research conferences across the globe. For relevant published works, see Appendix B.



K. Matthew Gilley, Ph.D.

Published Works by Professor Prasad Padmanabhan, Ph.D.

Padmanabhan is dedicated and accomplished in the classroom, specializing in teaching international finance, investments, corporate finance, financial management and international business. He has also offered several seminars to corporate executives and taught in Japan, Taiwan, South Korea, Jamaica, Trinidad, Mexico, South Africa, India, Vietnam, Mongolia, Canada, and the Ivory Coast. He also served as a consultant to the International Finance Corporation (a World Bank Group) in the 1980s. During his tenure at St. Mary's, he has written several op-ed pieces in the San Antonio Express-News, the San Antonio Business Journal and in the China Daily.

During the summer of 2018, Padmanabhan delivered lectures to doctoral students and faculty members at the Indian Institute of Management in Trichy, India and at the Birla Institute of Technology and Science in Pilani, India.

Locally, he serves as the faculty adviser to the St. Mary's University chapter of the global student organization, Enactus. This chapter has won numerous regional and national awards.

A prolific researcher, Padmanabhan has published more than 30 articles in several prominent professional and academic journals including the International Business Review, Journal of International Business Studies, Management International Review, Journal of International Management, Financial Review, Journal of Global Business, Journal of Banking and Finance, Journal of Multinational Financial Management, Global Finance Journal, and Financial Analysts Journal. He is also the Global Associate Editor for the Journal of Information Technology Case and Applications Research. For relevant published works, see Appendix C.

Published Works by Professor Sergio Palacios, Ph. D.

Sergio Palacios, Ph.D., is an Assistant Professor of Management (Entrepreneurship and Innovation) at the Greehey School of Business.

Palacios is passionate about teaching. His courses at the Greehey School of Business include The Entrepreneurial Mindset, Innovation and Entrepreneurial Opportunities, Managing Growth, Values-Driven Intrapreneurship, E-Commerce, and 3-Day Startup: Innovation in Action. Prior to joining St. Mary's, he taught undergraduate courses on e-commerce, operations management and supply chain management. At the MBA level, he taught strategic decision-making and data visualization at NMSU, including one course for the Sandia Laboratories and Los Alamos Laboratories cohort. In 2014 and 2015, he was recognized with the Outstanding Teaching Award for Management Ph.D. students at NMSU.

His research interests include entrepreneurship and e-commerce. He has published in peer-reviewed outlets such as the International Journal of Bank Marketing, International Journal of Electronic Marketing and Retailing, Business and Society Review and in the proceedings of several conferences at the Decision Sciences Institute and Irish Academy of Management. Palacios is an active member of the United States Association for Small Business and Entrepreneurship and Decisions Sciences Institute. For relevant published works, see Appendix D.



Sergio Palacios, Ph.D.



Prasad Padmanabhan, Ph.D.

Published Works by Professor Barclay James, Ph.D.

Barclay James, Ph.D., joined the Greehey School of Business at St. Mary's University in 2018.

James wants his students to better understand the broader, global community and how businesses can respond to the many opportunities, challenges and uncertainties they encounter as they expand to other countries and markets. James' research interests and objectives are related. He strives to better understand how multinational corporations manage political and other risks when investing abroad, particularly in developing countries, with a special interest in project-financed investment companies.

James has been recognized for teaching and for research. He received a teaching award at Louisiana State University and was recognized as a teacher ranked as excellent at the University of Illinois at Urbana-Champaign. He has had several research articles nominated for "best paper" awards and has won awards at major academic conferences. His research has been published in journals such as Organization Science, Management International Re-

view, Journal of Business Research, Journal of International Management, and Asia Pacific Journal of Management. James also serves as a reviewer for several journals. For relevant published works, see Appendix E.



Barclay James Ph.D.

Published Works by Professor Denada Ibrushi

Denada Ibrushi is an Assistant Professor of Finance at the Greehey School of Business at St. Mary's University.

Ibrushi's research interests span the fields of empirical asset pricing, financial econometrics and macro-finance. She has presented her work at the European and annual meetings of the Financial Management Association, and at the HEC Montreal-McGill Doctoral Workshop, where she earned the Best Presentation Award. She completed the last term of her Ph.D. at HEC Liege in Belgium, where she worked with two co-authors on news analytics and their impact on stock prices. For Relevant works, see Appendix F.



Denada Ibrushi



Jeffrey E. Johnson, Ph.D.

Published Works by Professor Jeffrey E. Johnson, Ph.D.

As director of the Center for Global Business Studies, Johnson manages various international opportunities for students in the Bill Greehey School of Business. This includes setting up study abroad trips, promoting internationalization within the school and organizing special events, programs or lectures. By exposing his students to different cultures, he hopes that they return as broader people with broader perspectives. Not only does this help increase their awareness of other cultures, Johnson says, but it also helps students differentiate themselves when they are ready to search for jobs after graduation.

His recent articles have been published in the International Business Review, Journal of Entrepreneurship Education, International Journal of Entrepreneurship, Journal of World Business, Industrial Marketing Management, European Management Journal, Journal of International Entrepreneurship, Journal of Global Awareness, Global Focus and Hallway Case Journal. For Relevant works, see Appendix G.

Published Works by Professor Violeta Díaz, Ph.D.

Violeta Díaz is an Associate Professor of Finance at the Greehey School of Business.

Díaz's teaching experience is broad; she taught Economic Principles and International Economics at Monterrey Tech, and Econometrics, Business Forecasting and Financial Markets and Institutions at the

University of Texas-Pan American. More recently she taught Investments, Corporate Finance, Banking and Financial Management at New Mexico State University. She is currently Visiting Professor at Bergamo University in Bergamo, Italy where she teaches Advanced Financial Markets and Institutions every winter.

Her current research interests are in corporate finance and financial intermediation. She has eight scholarly articles, published in peer-reviewed journals, and her research has been presented at numerous academic conferences, including the Financial Management Association and the American Economic Association. She was awarded the Outstanding Junior Research Award in 2014 at New Mexico State University, and the Best Paper Award at the Southwestern Finance Association meeting in March of 2016. For Relevant works, see Appendix H.



Violeta Diaz, Ph.D.

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.

FAIR TRADE UNIVERSITY

St. Mary's received the Fair Trade University certification on March 23, 2015 and stands as one of two universities in Texas with this certification. Fair Trade is a global social movement that allows producers in developing countries to work in safe conditions, earn a living wage, improve the lives of their families, and invest in a social premium which is used to democratically determine how to improve their communities. Fair Trade principles are taught in classes. Fair Trade products can be found in campus outlets such as the cafeteria and Starbucks. Catered events can include Fair Trade Certified coffee and tea. The Fair Trade Committee promotes awareness on campus. Lastly, St. Mary's is committed to the promotion of Fair Trade and conscientious stewardship of resources. For more information on this campaign, see the link below.

<http://fairtradecampaigns.org/>

SMALL BUSINESS INSTITUTE

The Small Business Institute at the Greehey School of Business offers free assistance to local, small and nonprofit businesses in areas such as marketing, business planning, and accounting. This program helps local businesses while simultaneously giving our business students hands-on learning experiences.

BUSINESS WEEK

Business Week is an excellent forum for students to get connected with the real world and learn from top business and civic leaders. This three-day event includes a job fair (Meet-the-Firms), the La Quinta Keynote Lecture, and lectures and workshops on current topics from top business leaders. The week concludes with a beautiful awards dinner and reception to celebrate student and faculty achievements. Business Week is also a platform for companies to network with other business leaders, renew old connections and create new ones. This past year, keynote speakers and guests included Peter John Holt, CEO and General Manager of HOLT CAT, Diane Flynn, Co-Founder and CEO of ReBoot, Accel, Lynette Aguilar, Assistant Vice President for Call Center Opera-

tions of AT&T, James Gavin, CEO, President and Director of CytoBioscience, Thomas Horton, former Chairman and CEO of American Airlines, and more.



<https://www.stmarytx.edu/academics/business/events/business-week/>

GREATER SAN ANTONIO ETHICS AND COMPLIANCE ROUND TABLE

Founded in November 2008 by St. Mary's Faculty Matthew Gilley, Ph.D. and Earnest Broughton, Ph.D., the Greater San Antonio Ethics & Compliance Roundtable is a group of ethics and compliance professionals from the San Antonio and Austin areas that meets at St. Mary's University quarterly each year to hear speakers and share information about ethics and compliance issues in a luncheon format. The group is now incorporated as a 501(c)(6) nonprofit. Participating organizations include or have included Dell, AT&T, Valero Energy, Boeing, Petco, Enterprise, Siemens, USAA, NuStar Energy, Rackspace, HEB, Frost Bank, the City of San Antonio, the City of Austin, and many others. Speakers we have hosted include the former chief regulator of Fannie Mae and Freddie Mac, the Executive Director of the Ethics & Compliance Initiative, the head of corporate responsibility globally for PwC, and numerous others.

ETHICS AND COMPLIANCE INITIATIVE (ECI)

Dr. Matthew Gilley is involved with the Ethics and Compliance and Initiative Fellow Program based out of Washington, DC. The ECI is the oldest non-profit organization in the United States devoted to the study and practical application of ethics in the workplace. The Fellows are a group of approximately 80 senior ethics and compliance executives from America's top companies, as well as approximately ten professors from universities across the country. Meetings are held twice each year in Washington, D.C. to allow for dialog related to reducing misconduct within organizations, improving corporate culture, and related matters. Dr. Gilley co-led three research groups that consisted of approximately 10-25 senior leaders in large companies to examine matters of importance to their roles and organizations.



MAESTRO ENTREPRENEUR CENTER

The Harvey Najim Center for Business and Corporate Social Innovation works directly with the Maestro Entrepreneur Center. This entity is a center that assists with accelerating business growth. The Najim Center hosts student run Innovation Sessions to help educate entrepreneurs on commercializing business concepts or services. Currently the MBA Program Director, Jeremy Grace, and Director of the Najim Center, Hugh Stevens, sit on the board of directors for the Maestro Center.

Furthermore, Professor Sergio Palacios, Ph.D. gives lectures once a month in Spanish for small business owners and aspiring entrepreneurs. These lectures are geared toward social innovation in the quest for expanding small businesses.

THE HARVEY NAJIM CENTER FOR BUSINESS INNOVATION AND CORPORATE SOCIAL RESPONSIBILITY



The Harvey Najim Center for Business Innovation and Social Responsibility is a partnership between the Greehey School of Business, the School of Humanities and Social Sciences, the School of Science, Engineering and Technology, and the School of Law, created by a gift from Harvey Najim.

The Najim Center provides knowledge and experiential learning opportunities for St. Mary's business, engineering, and law school students while at the same time delivering measurable commercial benefit to San Antonio businesses, economic development and non-governmental organizations and agencies.

The Najim Center provides an internal resource which encourages product and operational innovation by the St. Mary's community to vet out new product development and introduce innovative solutions to producing existing products from within the university. We create interdisciplinary and cross-functional opportunities for learning in the areas of business innovation and social responsibility by identifying projects with global, local and nonprofit organizations. For more information about the Najim Center, please click on the link below.

<https://www.stmarytx.edu/academics/centers/najim/>



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 responsibility and sustainability.

MEADOWS CENTER FOR ENTREPRENEURIAL STUDIES

The Meadows Center for Entrepreneurial Studies promotes and encourages entrepreneurial thought, business and activities locally, regionally and nationally. It offers the Goelz Speaker Series and the Breakfast Forum Series.

The purpose of the Forum on Entrepreneurship Breakfast Series is to offer the larger San Antonio community and students of St. Mary's University a forum to hear from some of the most talented individuals in industry and government. Funds generated from the series support student scholarships and encourage entrepreneurial activities in San Antonio and the region.

The Forum on Entrepreneurship Breakfast Series attracts two to three hundred attendees to its bi-monthly breakfast meetings. For more information, please follow the link below.

<https://www.stmarytx.edu/academics/business/events/forum-breakfast/>



RISK MANAGEMENT AND INSURANCE CAREER FAIR



Organizations recruiting candidates for jobs or internships in the areas of insurance, risk management or financial services are encouraged to attend the Risk Management and Insurance Career Fair, held each fall at St. Mary's University.

The fair welcomes more than 30 organizations and is attended by over 150 students. It is an opportunity for students to develop their professional network, apply for jobs and internships, and learn about opportunities in some of the best companies in the risk management and insurance industry.

GREEHEY SCHOOL OF BUSINESS CLUBS

The Greehey School of Business offers a variety of clubs where students can congregate, interact, and serve both within and outside of the community. Below are the various clubs, along with their descriptions. For more information, please visit the link below.

<https://www.stmarytx.edu/academics/business/clubs/>

ACCOUNTING CLUB

The Accounting Club is a student organization for Accounting majors (Finance majors may join) that holds four to five meetings each fall and spring semester. Guest speakers from the profession, public or private, are invited to the meetings and deliver presentations to the Club, discussing their employers, the type of work they perform, and internship and full-time employment opportunities at their respective organizations. The Club meetings are designed to provide the students with a broad perspective of the type of work that is involved with the different areas of accounting employment. In addition, an annual banquet is held each spring, with networking opportunities, scholarships announcements, and a formal presentation delivered by a key note speaker.

AMERICAN MARKETING ASSOCIATION

The St. Mary's University Chapter of the American Marketing Association fosters scientific study and research in the field of marketing. It aims to improve the methods and techniques of marketing research, develop better public understanding and appreciation of marketing problems, encourage and uphold sound, honest practices and to maintain the highest ethical standards in marketing operations.

ASSOCIATION OF LATINO PROFESSIONALS IN FINANCE AND ACCOUNTING (ALPFA)

ALPFA is the largest Latino association for business professionals and students with chapters nationwide and over 15,000 members. ALPFA is dedicated to enhancing opportunities for Latinos and building leadership and career skills. ALPFA is a non-profit entity registered with the Internal Revenue Service. Membership is open to any individual who shares our values, vision, and mission.

BETA GAMMA SIGMA

Beta Gamma Sigma is the international honor society serving business programs accredited by AACSB International, the Association to Advance Collegiate Schools of Business. Membership in Beta Gamma Sigma is the highest recognition a business student anywhere in the world can receive in a business program accredited by AACSB International.



DELTA SIGMA PI

The Lambda Upsilon Chapter of Delta Sigma Pi is a professional fraternity that fosters the study of business in universities. It encourages scholarship, social activities and the association of students for their mutual advancement and to achieve a higher standard of ethics and culture.

ENACTUS AT ST. MARY'S



ENACTUS (www.enactus.org) is an international nonprofit organization dedicated to inspiring students to improve the world through entrepreneurial action. The aim of the global organization is to foster community development projects created by university students from across the globe. The organization's key strategy is to empower the target community's own ingenuity and talents in order to improve their livelihoods. This venture represents collaboration between business leaders, university students and local community organizations to use entrepreneurial approaches to empower people to contribute to their own betterment. An important side benefit of

these ventures is that it allows students to learn more about themselves as individuals while empowering others. Students at various universities and colleges around the world become members of ENACTUS and perform community empowerment activities. An annual series of regional and national competitions provides a forum for teams to highlight the impact of their outreach efforts and to be evaluated by executives serving as judges. National champion teams advance to the prestigious ENACTUS World Cup to experience excellence in competition, collaboration and celebration.

The ENACTUS team we assembled at St. Mary's University is well into its 12th year. The team's mission is to develop student leaders who, by using their entrepreneurial skills, maintain a commitment to service and acquiring valuable experience acquired through community-oriented projects, make a positive change to the global community. Over the years, our SIFE/ENACTUS team has worked on numerous community-oriented projects.

Some examples of projects (fully implemented by students) include:

- A project that taught computer skills and basic free market principles to a group of unemployed adults at the Leadership Center at St. Mary's, many of whom later secured jobs because of our interaction with them.
- Participated in the VITA (Volunteer Income Tax Assistance) Program at St. Mary's.
- Organized a President's Peace Commission conference event.
- Provided local and national businesses with tools to "go green."
- Presented investment seminars to the local community.
- Developed numerous small community oriented projects.
- Collaborated with local Marianist priests in Bengaluru, India to develop new projects that empower high school dropouts in India by training them in useful business skills.
- Raised money in San Antonio to provide enough funds to be able to send orphaned children in India to school.
- Undertook the "MOMS" (Making Our Mothers Successful) project, which assisted victims of domestic violence at the San Antonio Battered Women's and Children's Shelter by developing and administering resume and interview skills workshops.
- Implemented the "Ride for Reading" Project where St. Mary's ENACTUS team traveled by bikes to collect donated children's books and distributed them to needy local elementary school students.

For the past three years, St. Mary's University students have traveled to Bengaluru, India under the faculty guidance of Prasad Padmanabhan, Morgan Grace, and Father James Tobin. Alongside Marianist brothers who operate a residential center in Bengaluru, students and faculty provide business workshops to high school dropouts between the ages of 18 and 30.

Students apply their knowledge of business and economics to develop and execute community outreach projects that seek to improve the livelihoods of people in need.

GAMMA IOTA SIGMA

Gamma Iota Sigma is an academic fraternity that strives to promote, encourage, and sustain student interest in insurance, risk management, and actuary science. It aims to encourage high moral and scholastic attainments of its members and to facilitate interaction of educational institutions and industries by fostering research activities, scholarship, and improved public relations.

INTERNATIONAL BUSINESS ASSOCIATION (IBA)

The International Business Association enhances your knowledge of the global business arena. The primary objectives of the Association are to provide its members with a platform for educational, professional and cultural exchanges, a forum for intellectual debate, discussion, and presentation of current topics of global significance, opportunities to network with executives and professionals, and opportunities to participate in community and civic projects.

These are achieved through lectures and presentations by high-ranking business executives, field trips, weekly professional presentations, discussion of current topics, fundraising, and community service projects.

INVESTMENT CLUB

The St. Mary's University Investment Club strives to teach, engage, and grow the diverse group of distinguished students who are self-motivated in becoming the best breed of financial professionals for the industry, through a collaborative learning environment.

CONFERENCE ON JUSTICE AND SOCIAL CONCERNS

The Conference on Justice and Social Concerns provides our campus community with the opportunity to engage with issues of social justice, faith, and personal and communal responsibility to the common good.

In this two-day conference, experts in both academic and practical realms will come together to lead our campus in dialogue around issues challenging our community locally and globally. This year, the St. Mary's Greehey School of Business will host the conference. For more information, please follow the link below.

<https://www.stmarytx.edu/about/events/conference/>

CONCLUSION

Both the Greehey School of Business and St. Mary's University in totality believe that it is their mission to create and aid emerging leaders through values-based education. Throughout the variety of initiatives, extracurricular activities, and classes these values are displayed and cultured. As proven in detail in this paper, these programs, activities, and initiatives align directly with the Mission of PRME and the Six Principles for Responsible Management Education.



Appendix A

BA 4334. Business Ethics & Corporate Social Responsibility. 3 Semester Hours.

Students learn the fundamentals of ethical leadership, the most common ethical lapses that occur within organizations, methods of making ethical decisions when confronted with ethical dilemmas, how to develop and implement ethical business strategies, the roles and responsibilities of business in the global economy, and the effects of business on society. Students may be required to complete an extensive project, as well as attend functions off-campus related to the course.

EI 3340. Innovation and Entrepreneurial Opportunities. 3 Semester Hours.

In this course, students learn how to initiate a social enterprise or business venture. Topics include fostering creativity, creative problem solving, recognizing and developing opportunities, product design and development (e.g., 3-D printing prototyping), analyzing alternative business models, conducting feasibility analyses, and crafting an effective business plan. Students will develop an investor presentation pitch and fully develop a business plan for a startup or social venture.

EI 3355. Entrepreneurial Management. 3 Semester Hours.

This course is offered in three modules, covering Human Resources (HR), Law and Ethics (LE), and Accounting (A) for entrepreneurs. The HR module includes topics such as human resources planning, selection, training, compensation management, health and safety, and relevant employment laws. The LE module's topics include licensing and zoning, legal forms of business, types of corporations, business partner relationships and contracts, protecting intellectual property rights, and ethical dilemmas faced by business owners. The A module focuses on developing skills necessary to understand key financial statements, such as balance sheets, income statements and statements of cash flows.

EI 4300. Special Topics in Entrepreneurship and Innovation. 3 Semester Hours.

A study of topics in Entrepreneurship and Innovation (specific subject is indicated each time the course is offered).

EI 4380. Values-Driven Intrapreneurship. 3 Semester Hours.

Consistent with the St. Mary's University's mission, this course allows students the opportunity to apply the knowledge and skills developed in MN3310, MN3340, MN3390 in order to contribute to the solution of a narrowly designed problem affecting our community. Students engage in a social intrapreneurship project with local non-profit organizations and develop functional solutions to issues these organizations face.

EI 4398. International Entrepreneurship. 3 Semester Hours.

Topics covered in this course include global expansion of entrepreneurial ventures, methods of small business globalization, opportunities and risks of global expansion, barriers to entry, and the impact of globalization on all business functions.

IB 3321. US Business in an Interdependent World. 3 Semester Hours.

A survey of the effect that differences in cultural, economic, legal, political, and social environments have on the way business is conducted throughout the world. This course explores the effects that regional economic and political arrangements and international institutions have on firms involved in international business. (Fall; Spring) This is a writing-intensive course.

MN 3380. Managing Innovation and Change. 3 Semester Hours.

This course will include current concepts on the effective management of a rapidly changing business environment and the role of managers in assisting the organization with this change. Students will develop abilities to apply open innovation to the business as a new paradigm that assumes that firms can and should use external ideas as well as internal ideas, as firms look to create and profit from new ideas and technology.

BA 6312. Fundamentals of Economics and Markets in the Global Economy. 3 Semester Hours.

This course offers a study of the development of the market system and the application of economic principles to the conduct and organization of business, an analysis of both individual and firm behavior in the international marketplace, and a study of the fluctuations in the level of economic activity and the micro and macro analytical tools needed to understand those fluctuations.

BA 6375. International Business Core. 3 Semester Hours.

This course serves two objectives. First, it introduces the student to the major institutions and organizations that affect the international economic and political context in which firms operate, the international economic, political, and cultural milieu, the growing globalization of business, and the growing complexity of doing business within the rapidly changing international context. Second, it serves as a foundation for more advanced courses that include an international dimension.

BA 7332. Values Driven Leadership Lab I. 3 Semester Hours.

This is the first of two courses intended to explain how to develop socially responsible and sustainable approaches to business with a special emphasis on social entrepreneurship, corporate social responsibility, and sustainability. This course also emphasizes the fundamentals of ethical leadership, to include values-driven strategies for aligning individual behavior and organizational culture; and the development of Advanced Behavioral Skills and familiarity with contemporary business and operational issues and strategies.

BA 7333. Values Driven Leadership Lab II. 3 Semester Hours.

This is the second of two courses intended to explain how to develop socially responsible and sustainable approaches to business with a special emphasis on social entrepreneurship, corporate social responsibility, and sustainability. This course also emphasizes the fundamentals of ethical leadership, to include values-driven strategies for aligning individual behavior and organizational culture; and the development of Advanced Behavioral Skills and familiarity with contemporary business and operational issues and strategies.

BA 7342. Leadership and Ethics. 3 Semester Hours.

This M.B.A. core course fosters students' abilities to become effective, ethical, visionary leaders in the modern global business world. It explores ethical leadership challenges, informed by historical, cultural and contemporary leadership thought including servant leadership. Topics such as interpersonal skills, empowerment and delegation, conflict resolution, problem solving and the importance of values-based decision making are emphasized.

BA 8323. Corporate Social Responsibility. 3 Semester Hours.

This course provides an understanding of the theory and practice of companies that choose to fulfill social responsibility roles in addition to traditional profit-oriented activities that maximize shareholder value. Students study the philosophical and economic rationale for such activities, identify sources of information about participating companies, and document the extent of reported company activities related to the environment, the community, and employees and their families. Companies in the U.S. and abroad are examined.

BA 9301. Topics in Int'l Relations. 3 Semester Hours.

The primary focus of the course is sustainable, economic development, with a second focus on the relationship of sustainable economic development to security and conflict resolution. The course is normally taught in Summer 1 or Summer 2 and includes a required international field trip that is designed to give students an exposure to governmental, not-for-profit, educational, micro-entrepreneurial, small business, and co-operative organizations in less-developed countries that are struggling with sustainable, economic development.

BA 9375. Leaders, Strategy, & Society. 3 Semester Hours.

As the capstone course for the General Management Track of the M.B.A. degree, students will examine and gain an understanding of the role of a firm's leaders, approaches to strategic management and interactions with ethics and social responsibility.

Appendix B

Published Works by Professor Matthew Gilley, Ph.D.

Evans, K., Kaciuba, G., Gilley, K.M., Dess, G.G. In-press. "Training MBAs to Use Management Research." *Journal of the Academy of Business Education*.

Coombs, J.E., Gilley, K.M., O'Connor, J.P., & Thorley, T.E., Wesley, C.L. In-press. "Religiosity and Corporate Illegal Activity." *Journal of Business Strategies*.

Gilley, K.M. 2018. "One of San Antonio's Keys to Success – Ethics." *San Antonio Express News*. February 5. (Op-ed)

Kaciuba, G., & Gilley, K.M. 2018. "FleetWear's Dilemma." (Case and teaching notes.) *SAGE Business Cases*.

Walters, B.A., & Gilley, K.M. 2017. "Dormant Ties: The Value of Reconnecting." *Texas CEO Magazine*. 8(6): 44-45.

Whittington, J.L., & Gilley, K.M. 2017. "Becoming a Smart City Requires Smart Leadership." *Texas CEO Magazine*, 8(5): 16-17.

Gilley, K.M. 2017. "Preparing Your Culture for M&A Success." *Texas CEO Magazine*, 8(4): 12-13.

Gilley, K.M. 2017. "A Pharmaceutical Executive's Dilemma: Balancing Competing Demands of People and Profits." (Case and teaching notes.) *SAGE Business Cases*.

Appendix C

Published Works by Professor Prasad Padmanabhan, Ph.D.

Why Do Some US Manufacturing and Service Firms with International Operations Choose to Give Internationally whereas others opt to give only in the US?

Do Firms Who Give Globally Secure Future Financial Performance? An Investigation of US Service Firms

Foreign Ownership Mode, Executive Compensation Structure, and Corporate Governance: Has the Literature Missed an Important Link?

An Integrated Student Development Program that Overcomes Traditional Barriers to Learning: The Greehey Scholars Program at St. Mary's University

Mitigating the Impact of Managerial Anchoring: The Case for Management by Committee for Major Corporate Financial Decisions

The Determination of Foreign Giving by US Service Firms: An Empirical Investigation.

The Determinants of Foreign Giving: An Exploratory Empirical Investigation of US Manufacturing Firms

The Learning Zone: A Practical Framework for the Continuous Advancement of Entrepreneurship Education

"The Role of China and the United States in the Global Economy of the 21st Century"

"Integrating International Business and Liberal Arts Education: The Southern Cone Studies Program"

"A 21st Century Model of Entrepreneurship Education: Overcoming Traditional Barriers to Learning"

"Global Economic Relationships and Outsourcing: The Case for Privately Financed Retraining Centers"

"Revisiting the Role of Cultural Distance in MNC's Foreign Ownership Mode Choice: The Moderating Effect of International Business Experience"

"The Value of Privatization: An Event study Market Reaction to Voluntary Acquisitions of Foreign State Owned Enterprises by U.S. Multinational Corporations"

"Acquisitions Versus New Venture: The Choice of Establishment Mode"

"Conditional Heteroskedasticity and Global Stock Return Distributions"

"Methodological Issues in International Business Studies: The Case of Establishment Mode Decisions by Multinational Firms"

"Tests of Complete Integration, Mild Segmentation & Complete Segmentation for International Stock Markets"

Appendix D

Published Works by Professor Sergio Palacios, Ph.D.

Peer Reviewed Publications

Lewis, G., Palacios, S., and Valenzuela, M. (2016). Organizational Moral Development Between 2002 and 2012: An Inter-Sectorial Analysis of Citizenship Reports. Forthcoming at Business and Society Review.

Peer-Reviewed Conference Presentations

Daily, B., Govindarajulu, N., Bishop, J. and Palacios, S. (2013). A Conceptual Model to Explain How Citizenship Behaviors Mediate the Role of Support on Perceived Environmental and Quality Performance. Proceedings from Decision Sciences Institute: Southwest Region, Albuquerque, N.M. (pp. 1341-1349).

Proceedings

Mora-Monge, C., Palacios, S., Gonzalez, M., Quesada, G. and Davis, J.M. (2015). Evaluating the Strategic Alignment of Supply Chain Integration and Electronic Commerce Use, and Its Impact on Organizational Benefits: A Covariation Analysis. Proceedings from Decisions Science Institute 2015 Annual Meeting. Seattle, WA.

Appendix E

Published Works by Professor Barclay James, Ph.D.

James, B. E., & Vaaler, P. M. (2018). Minority rules: Credible state ownership and investment risk around the world. *Organization Science*, 29(4), 653-677.

James, Barclay E., & Sawant, Rajeev J. Norte o Sul/Sur? Multilatinas' Choice of Developed versus Developing Countries for Foreign Acquisitions, in press at *Journal of Business Research*

James, Barclay E., & Vaaler, Paul M. 2017. Experience, Equity and Foreign Investment Risk: A PIC Perspective, *Management International Review*, 57(2): 209-241.

James, Barclay E., & McGuire, Jean B. 2016. Transactional-Institutional Fit: Corporate Governance of R&D Investment in Different Institutional Contexts, *Journal of Business Research*, 69(9): 3478-3486.

McGuire, Jean B., James, Barclay E., & Papadopoulos, Andrew. 2016. Do Your Findings Depend on your Data(base)? A Comparative Analysis and Replication Study Using the Three Most Widely Used Databases in International Business Research, *Journal of International Management*, 22(2): 186-206.

Appendix F

Published Works by Professor Denada Ibrushi, Ph.D.

Cenesizoglu, T., Ibrushi, D., 2017. Time Variation in Cash Flows and Discount Rates. Working Paper, Social Science Research Network.

Ibrushi, D., 2014. Forecasting and Hedging Systematic Risk. Technical Notes, Montreal Institute of Structured Finance and Derivatives.

Appendix G

Published Works by Professor Jeffrey Johnson, Ph.D.

Peer Reviewed Journal Articles:

Dimitratos, P., Johnson, Jeffrey E., Plakoyiannaki, E. and Young, S. (2016), "SME Internationalization: How Does the Opportunity-Based International Entrepreneurial Culture Matter?" *International Business Review*, 25, pp.1211-1222.

Johnson, Jeffrey E. and Envik, B. (2014), "Assessing the Learning Goal Outcomes of an Interdisciplinary Entrepreneurship Cohort Program: A Comprehensive Survey Approach," *Journal of Entrepreneurship Education*, 17 (1), pp. 133-147.

Johnson, Jeffrey E. and Dimitratos, P. (2014), "What do we Know About the Core Competencies of Micromultinationals?," *International Journal of Entrepreneurship*, 18, pp. 17-28.

Brock, J.K., Johnson, Jeffrey E. and Zhou, J. (2011), "Does Distance Matter for Internationally-Oriented Small Firms?," *Industrial Marketing Management*, 40 (3), pp. 384-394.

Dimitratos, P., Petrou, A., Plakoyiannaki, E. and Johnson, Jeffrey E. (2011), "Strategic Decision-Making Processes in Internationalization: Does National Culture of the Focal Firm Matter?," *Journal of World Business*, 46 (2), pp. 194-204.

Johnson, Jeffrey E. and Royalty, K.W. (2008), "NAFTA Employment Effect: A Critical Analysis Case Exercise," *Hallway Case Journal*, <https://hallway.org>.

Royalty, K. and Johnson, Jeffrey (2006) (as amended in JGA 8 (5), 2007), "NAFTA Effect Model: Clarifying the NAFTA Employment Impact Controversy," *Journal of Global Awareness*, 7 (4), pp. 91-107.

Ibeh, K., Johnson, Jeffrey E., Dimitratos, P., and Slow, J. (2004), "Micromultinationals: Some Preliminary Evidence on an Emergent 'Star' of the International Entrepreneurship Field," *Journal of International Entrepreneurship*, 2 (4), pp. 289-303.

Johnson, Jeffrey E. (2004), "Factors Influencing the Early Internationalization of High Technology Start-ups: US and UK Evidence," *Journal of International Entrepreneurship*, 2 (1), pp.139-154.

Dimitratos, P., Johnson, Jeffrey, Slow, J. and Young, S. (2003), "Micromultinationals: New Types of Firms for the Global Competitive Landscape," *European Management Journal*, 21 (2), pp. 164-174.

Johnson, Jeffrey E. (1999), "Towards a Success Factor Framework for Global Start-ups," *Global Focus*, 11 (3), pp. 73-84.

Scholarly Work In Progress

Johnson, Jeffrey E., Ritchie, R. and van Oudheusden, J.B. "Actualized Outcomes of International Business Case Competition Participation: A Three Country Exploratory Study," planned submission to an academic journal in fall 2018.

Jordan, Matthew and Johnson, Jeffrey E. "Innovative Approaches to the Development of International Business Practicums in Small Universities: A Review of Best Practices," early planning stage.

Johnson, Jeffrey E. "Measuring the Microeconomic Effects of Tariff Increases on Multinational Companies: Early Evidence," early planning stage.

Johnson, Jeffrey E. and Haug, Peter “Are Recent Shifts in Trade Policies Creating a New Paradigm for International Supply Chain Management?,” early planning stage.

Appendix H

Published Works by Professor Violeta Diaz, Ph.D.

Diaz, V., Huang, Y. (2017). The Role of Governance on Bank Liquidity Creation. *Journal of Banking and Finance*, 77, 137-156.

Diaz, V., Hales, A. D. (2015). Issuing Level 2 vs. Level 3 ADRs: Do Country Characteristics Matter? *Journal of International Business Research*, 14(2), 67-74.

Sankaran, H., Diaz, V., Espinosa, S. (2013). The Structure and Estimation of Bi-National Bonds as a Mechanism to Finance the Strategic Infrastructure in the US-Mexico Border Region. *Journal of Structured Finance*, 19(2), 71-88.

Diaz, V., Soydemir, G. (2013). Regional Foreclosures and Mexican Remittances: Evidence from the Housing Market Crisis. *North American Journal of Economics and Finance*, 24(1), 74-86.

Diaz, V. (2012). The Effect of Liberalization on Banking Efficiency: Evidence from the Five Largest Banks in Mexico. *North American Journal of Finance and Banking Research*, 6(6), 27-38.