



OFFICE OF THE PRESIDENT

May 6, 2020

PRME Secretariat  
Foundation for the Global Compact  
685 Third Ave, 12th Floor  
New York, NY 10017

RE: Renewal of Commitment to the Principles for Responsible Management Education

PRME Secretariat:

On behalf of SXU-GSM, I am pleased to support and reaffirm our commitment to and engagement in the work, principles, and activities of the PRME.

For nearly 175 years, Saint Xavier University has delivered an education inspired by our Catholic and Mercy identity. As a Mercy intuition, we promote social responsibility based in service to others. We cultivate respect for human dignity to advance the common good. Initially serving women and the poor, today SXU is a four-year, private Catholic institution that serves a diverse population of men and women. Our University's core values of respect, excellence, compassion, service, hospitality, integrity, diversity, and lifelong learning call us to support all individuals, regardless of background.

We challenge our students to expand their academic potential through progressive programs grounded in rigorous search for truth, dedication to critical thought, and effective communication. In this way, we prepare our students to become successful, productive, and compassionate members and leaders of society.

SXU-GSM agreed to measure and report our progress, share best practice approaches, and collaborate with other institutions to promote the cause and inspire positive change around the world. We understand that our organizational practices must reflect the values and attitudes conveyed to our students and stakeholders. As part of that commitment, SXU-GSM continues to develop, promote, and engage in activities that advance the implementation of the PRME's six principles. As the report articulates, SXU-GSM's approach to responsible management education directly reflects PRME's vision.

We remain proud of our association with PRME and others who recognize the importance of our mission. And, we appreciate the way our individual and collective efforts bring us to a greater awareness of the complexities of the world and prepare our students for success to improve themselves, their families and their communities.

With this report, we reaffirm our commitment to PRME in supporting everyone in our global community.

Respectfully,

A handwritten signature in cursive script that reads "Laurie J. Joyner".

Laurie J. Joyner, Ph.D.  
President  
Saint Xavier University

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**PRME at Saint Xavier University, Graham School of Management  
Mission & Alignment with PRME**

**Sharing Information on Progress (SIP) Report 2019**

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**Saint Xavier University, a Catholic institution inspired by the heritage of the Sisters of Mercy, educates men and women to search for truth, to think critically, to communicate effectively, and to serve wisely and compassionately in support of human dignity and the common good.**

Approved by the Saint Xavier University Board of Trustees -- October 12, 2005

Approved by the Corporate Member, Sisters of Mercy -- October 20, 2005

**GSM Mission Statement:**

Graham School of Management prepares students to meet the challenges of providing socially, environmentally, and economically responsible leadership and effective management in a diverse and changing global society.

**GSM Vision**

**Developing business leaders for personal, professional and service excellence**

At the Graham School of Management (GSM) at Saint Xavier University, ensuring students achieve academic excellence and social responsibility form the cornerstones of our mission.

The Graham School of Management aspires to be a highly-regarded and diverse business school, transforming students through academic excellence, experiential education, mentoring and strategic community partnerships for successful leadership and professional careers.

And first and foremost, GSM is dedicated to the education of aspiring and current managers, offering a multicultural educational experience in a rich context for developing many 21<sup>st</sup>-century skills, such as critical thinking, problem solving, and information literacy. These skills not only contribute to a well-prepared workforce of the future but also give all individuals life skills that help them succeed and be agents for positive change.



➤ **Principle 1 | Purpose: We will develop the capabilities of students to be future generators of sustainable value for business and society at large and to work for an inclusive and sustainable global economy.**

The Graham School of Management acknowledges the importance and is committed to developing the capabilities of students to be future generators of sustainable value for business and society requires multi-facet approaches: Curricular, co-curricular initiatives and operational commitment create a more sustainable world.

**Curricular Initiatives:** The Graham School of Management has included corporate responsibility and sustainability in its undergraduate and graduate curriculum, ensuring that issues related to sustainability, corporate social responsibility, social entrepreneurship (innovation), corporate governance, moral and compassionate capitalism, labor work standards, human rights and environment responsibility are meaningfully addressed. These topics are tailored to the course distinct features.

➤ **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.**

Graham School of Management is working to align its curricula, academic activities, and practices with the values of global social responsibility as portrayed in international initiatives such as the United Nations Global Compact.

The School is in the continuous process of assessment of student learning outcome in its assurance of learning, and a number of learning goals are devoted to ethical behavior and community responsibilities in organization and society.

**Curricular Mapping to UN Global Compact: Example**

Category	University/School level	Primary Course
Human Rights & Social Justice	School	MGMT-223; MGMT-380; MGMT-570
Anti-corruption		MGMT-223; MGMT-380; MGMT-570; ACCT 513; ACCT 514; ACCT 515; ACCT 516; ACCT 517; ACCT 561
Environment	University	MGMT-223; MGMT-380; MGMT-570;
Labor Standards		MGMT-360; MGMT 501
Diversity		MGMT-330; MGMT-570; MGMT 507; MGMT 574

- MGMT-223: The Legal Environment of Business
- MGMT-360: Human Resource Management
- MGMT 501: Strategic Human Resources Management
- MGMT-570: Business, Ethics and Government
- ACCT 513: Identity Theft and Computer-Related Fraud
- ACCT 515: Fraud Examination
- ACCT 517: Financial Fraud Capstone
- MGMT-330: Diversity in Organizations
- MGMT-380: Business, Ethics, and Society
- MGMT 507: Leadership and Managing Change
- MGMT 574: Diversity and Inclusion in Organizations
- ACCT 514: Financial Statement Fraud
- ACCT 516: Ethical Issues in Financial Fraud Examination and Management
- ACCT 561: Forensic and Investigative Accounting

➤ **Principle 3 | Method: We will create educational frameworks, materials, processes and environments that enable effective learning experiences for responsible leadership.**

The Graham School of Management has incorporated PRME into its strategic Planning priorities and approval by its faculty.

In its commitment to teaching ethical values and corporate social responsibility, and its belief that its own organizational practices should serve as example of the values and attitudes it conveys to its students, the Graham School of Management developed a webpage for PRME. This integration into the School's website better communicates its commitment to teaching ethical values, sustainability, and corporate social responsibility, as well as its belief that its own organizational practices should serve as example of the values and attitudes it conveys to its students:  
[http://www.sxu.edu/academics/colleges\\_schools/gsm/prme.asp](http://www.sxu.edu/academics/colleges_schools/gsm/prme.asp)

➤ **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.**

Many members of the Graham School of Management faculty are actively engaged on conceptual and empirical research on PRME related issues.

David Parker co-authored "Is the use of road salt and chemical deicers in snow and ice control worth the costs" with Tatiana C. Tatum Parker. This paper, was accepted for presentation at the Sixteenth International Conference on Environmental, Cultural, Economic & Social Sustainability, at Pontifical Catholic University of Chile (29<sup>th</sup> – 31<sup>st</sup> January 2020). All deicing methods have fiscal and environmental costs. This research is focused on standard and alternative methods of deicing and the fiscal and ecotoxicological impacts they cause. Four chemical deicers were researched, i.e., sodium chloride, magnesium chloride, calcium magnesium acetate, and potassium chloride, and several alternative deicers were highlighted, i.e. beet juice, carbohydrate enhanced chemicals, cheese and dairy brines, garlic salt, grass/kitchen waste, and pickle brine. The research notes that de-icing chemicals and road salt additives as well as alternatives currently range in price from inexpensive to prohibitively expensive. And some, or all to a degree, alter ecosystem function and services. Further research is needed to determine their impacts on higher trophic levels. Comprehensive study of additives and alternatives must be conducted before any wide-scale use is implemented. Existing evidence indicates, however, that the environmental impacts of the alternative methods identified are far less significant than the standard methods of deicing. Yet fiscal costs are much more significant if additives and alternate methods are introduced at an industrial scale. But it is clear that there is ample opportunity and motive to find alternatives to deicers currently in wide-spread use. For example, large scale operations producing vast quantities of biomass as waste might increase their overall profits if they support the development and production of deicers with that waste, which could be sold as environmentally-friendly alternatives to destructive salts.

David Parker co-authored, "Insider Trading in the US: Recent Clarification by the Supreme Court and some Ethical Observations", with F. J. Naffziger, published in the Journal of International Banking Law and Regulation, Volume 32, Issue 10 (2017), 419-427. This article addresses the legal issues surrounding trading securities while in possession of material inside information. the state of American law concerning what does, and what does not, constitute impermissibly trading on the basis of inside information has been confusing and for decades, the U.S. Congress has avoided clarifying the matter by defining legislatively the phrase, although it has made other significant amendments to securities law, as lower federal courts have grappled with the issue, the Supreme Court has for almost two decades declined to provide guidance. This article provides and historical context and discusses the clarification provided by the United State Supreme Court in *Salman v. United States*. The article also discusses the relationship of ethical values and investor confidence in

the securities markets concluding that while ethicists will continue to debate the merits of a prohibition against trading on the basis of material inside information, the nations' hosting the major financial exchanges agree that it is impermissible. They may differ upon whether violations should carry only civil liability and/or criminal liability and the exact parameters of the prohibition; however, there remains fundamental agreement that it undermines investors' confidence in the financial markets.

Suzanne Cromlish, Dissertation & Conference Presentations: "EMPOWERING THE 99%...ONE ESOP AT A TIME! A 3 Phase Mixed Methods National Study of Employee Owned Company Acquisitions". The goal of this research project is to successfully increase the number of Employee Ownership participants, create a positive impact upon our current US economic situation of wealth inequality, and financially and personally empower the 99% of the population.

Jeffrey English, DBA dissertational research on the topic of Non-Financial Value in Benefit Corporations. The research is grounded in organizational theory, to explore activities by companies which are not focused on profit (a market logic), but rather, those which seek to capitalize on a social welfare logic.

Vincent Cicchirillo co-authored a manuscript entitled Identification and the influence of cultural stereotyping on post video game play hostility. M.S. Eastin, O. Appiah, & V. Cicchirillo, Identification and the influence of cultural stereotyping on post video game play hostility", Human Communication Research, 3 (2009), 337-356. Dr. Cicchirillo also has published similar research on this topic in the journals of Communication Research Reports and New Media and Mass Communication. Vincent Cicchirillo's research stems from a social-science perspective of quantitative research dealing with the influence of new media technologies upon human interaction. Within the area of persuasive gaming technology as well as research on the ethical and health concerns of food advergames and in-game advertising. In addition to marketing ethics this research centers on the inclusion of different races and ethnicities in video games and how those representations may impact stereotypes and prejudicial thinking.

➤ **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.**

The Graham School of Management promotes partnership through its Alumni Advisory Board and its Business Advisory Boards and:

- GSM Alumni Advisory Board
- GSM Business Advisory Board Council

Additionally, the Graham School of Management promotes partnership through its Speaker Series as part of our efforts to interact with business and to extend our knowledge on business ethics, sustainability and corporate social responsibilities. For example, GSM's Economic Outlook Summit.

➤ **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.**

The Graham School of Management promotes and facilitates dialog among educators, business, government and other stakeholders through a variety of programs and events.

## Ongoing & Future Initiatives

The Graham School of Management will:

- Include information regarding PRME and corporate responsibility and sustainability in student orientation sessions.
- Display posters of the PRME and University's Code of Conduct and Code of Ethics in key visible places throughout the School and University.
- Include the PRME in the Graham School of Management newsletter and website.
- Participate in the various PRME conferences, workshops and seminars by faculty members and students.
- The Graham School of Management seeks to pursue corporate social responsibility and sustainability purposefully and honestly; in this sense, its work is not and will likely never be done. Rather, the School seeks to understand and identify its strengths as well as its "blind spots," those areas where a lack of attention and action may lead to a gap between its aspirations and its achievements. Recognizing that it cannot be among the best private or public business schools without corporate responsibility and sustainability interwoven seamlessly into its very fabric, the Graham School of Management commits itself to the relentless pursuit of these values and opportunities.
- Through collaboration with faculty, alumni, other University departments, and community and businesses partners, the Graham School of Management's Center for Experiential Learning will develop and deploy an initiative focused on academic research and knowledge development with companies in the areas of CSR and sustainability Achievements in academic research and knowledge development with companies in the field of corporate responsibility and sustainability: The Graham School of Management will strongly encourage its faculty to conduct and integrate research that addresses economic, social, ethical and environmental responsibilities in their academic research.

