

SIP: SHARING INFORMATION ON PROGRESS REPORT



ROOSEVELT UNIVERSITY
WALTER E. HELLER COLLEGE OF
BUSINESS ADMINISTRATION

2010

PRME Principles for Responsible
Management Education

A Word from the Dean

Dear Director,

This letter is to inform you of the deep and continuing commitment to the Principles of Responsible Management Education on the part of the Walter E. Heller College of Business Administration. With this letter is a report on our progress against each of the principles indicating our depth of activity on each.

The Walter E Heller College of Business Administration has a long-standing history of applying these principles even before the term “sustainability” was coined and long before this idea became popular.

We believe that this confirms our commitment.

This report has helped us identify gaps or needs for improvement on each principle and we are taking action to fill those needs immediately. As we think that our students benefit from this perspective, we are taking action to improve those benefits.

We are proud of our accomplishments to date and enthusiastically anticipate those new actions for the future. The UN-PRME is a guide for us in this activity. I’m sure that once you read our report, you will agree that we have accomplished much and are poised to do a great deal more.

Sincerely,

Terri Friel

Dean, WEHeller College of Business

The Walter E. Heller College of Business Administration

About the Walter E. Heller College of Business Administration (WEHCBA)

The Walter E. Heller College of Business Administration (WEHCBA) is one of six colleges located within Roosevelt University. Roosevelt University is a private, non-profit, metropolitan university with campuses located in downtown Chicago, Illinois and in Schaumburg, Illinois. It has a rich history of commitment to social justice and to values that provide access to higher education for a diverse student body.

WEHCBA's Mission

Mission. Roosevelt University's Walter E. Heller College of Business Administration provides a diverse population of students the best opportunity to develop critical skills necessary for success. This education emphasizes professional integrity, sustainable business practices, and global engagement.

WEHCBA students learn, experience, and gain an edge in the workplace through instruction in leadership, critical thinking, business marketing, finance, operations, management and information technology. They benefit from practical experience and real-world access achieved through internships available at leading Chicago-area businesses and through the dynamic instruction and guidance from our seasoned faculty and staff. The College offers business education with today's economy in mind. Programs focus on practical application and success in today's global corporate environment that integrates an emphasis on personal and professional integrity, as well as the importance of social responsibility.

WEHCBA's mission is linked to the mission of Roosevelt University through its vision, policies, and procedures. Roosevelt University has a rich history that is inspired by principles of social justice. It strives to educate socially conscious citizens who are tomorrow leaders both within their professions and communities (see Exhibit A). The university recruits, retains, and graduates a diverse student body that is committed to social justice.

The commitment to social justice has defined Roosevelt University since its formation in 1945. The University was born out of a courageous act by the faculty members and then university President Edward Sparling over a social injustice. Shortly after World War II, the board of directors of a currently-existing university asked the president to develop admission quotas for women, racial, and religious minorities. This was not to be developed as an affirmative action plan; rather it was intended to consciously restrict these groups' access to the university. The president refused and left the institution, accompanied by more than half of the faculty members

and staff, and a very large part of the student body. Together, they chartered the Thomas Jefferson College and subsequently, with the strong support and guidance of Eleanor Roosevelt, they established Roosevelt University.

Roosevelt University was founded on one fundamental principle, that everyone who meets its admission standards would be welcome, regardless of gender, race, or religion. By 1948 the university had incorporated into its mission a statement that foreshadowed the 1964 U.S. Civil Rights Act and by 1968, had formally added sexual orientation to its list of nondiscriminatory categories. More than 60 years after its founding, Roosevelt continues to honor its founding principle of equal opportunity while continuing to honor its history of excellence.

The Walter E. Heller College of Business Administration embraces Roosevelt University's mission of social justice through its adoption and public advocacy of the Principles of Responsible Management Education. These principles are reflective of our fundamental belief systems. They build on a long history of dedication to social justice in the marketplace, one in which the college has historically incorporated corporate social responsibility, social justice, and ethical practices into its curriculum. For example, more than 50 years ago, *Business & Society*, now the official journal of the International Association for Business and Society, was founded by Roosevelt University business faculty members.

The Report on Progress

This report provides information on actions taken by the Walter E. Heller College of Business Administration to incorporate the United Nation's Principles of Responsible Management Education (PRME). The report is organized around the six PRME principles with examples of activities that demonstrate WEHCBA's progress..

RU Mission

Roosevelt University is a national leader in educating socially conscious citizens for active and dedicated lives as leaders in their professions and their communities.

The University's student-centered faculty and staff inspire academically qualified students from diverse backgrounds and all ages to benefit from rigorous higher education and professional development opportunities in the dynamic Chicago metropolitan environment.

Deeply rooted in practical scholarship and principles of social justice expressed as ethical awareness, leadership development, economic progress and civic engagement, Roosevelt University encourages community partnerships and prepares its diverse graduates for responsible citizenship in a global society.

Vision Statement

Roosevelt University will recruit, retain and graduate a diverse population of students who are academically prepared to benefit from the University experience and to become responsible citizens in a global society.

Roosevelt University will attract, develop, and retain dedicated, excellent teachers, scholars, artists and professionals from diverse backgrounds whose work gives them visibility beyond the classroom and who are committed to making a significant difference in the lives of their students and the community.

Roosevelt University will earn national recognition for its distinctive metropolitan focus and its rigorous, innovative curricula in the liberal arts and sciences, the performing arts, and select professional degree programs.

Roosevelt University will foster and support a visible network of action-oriented learning experiences for students and alumni as part of its historic commitment to social justice.

Roosevelt University will be a vibrant living and learning community both during the day and in the evening, and will link the academic and service resources of its multiple locations through the effective use of personnel, facilities and state-of-the-art technology.

Roosevelt University will act as a catalyst in the community through strategic alliances.

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 Walter E. Heller College of Business Administration recognizes that developing the capabilities of students to create sustainable value for business and society requires multi-faceted approaches. The College is working towards this goal through both curricular and co-curricular initiatives. At the university-level, a number of initiatives also reflect a commitment to creating a more sustainable world.

Curricula

Undergraduate Curriculum

The Walter E. Heller College of Business Administration offers a BSBA degree with majors in accounting, finance, human resource management, management, and marketing. Students have traditionally received substantial instruction on ethical issues, with courses throughout the business curriculum incorporating ethics modules into their courses. In addition, all undergraduate students are required to choose one of two courses – 1) Business and Society or 2) Ethical Leadership & Corporate Social Responsibility as part of the core business requirement. An elective course in Business Ethics is also available to students through the Philosophy Department. With respect to values associated with sustainability, the course Ethical Leadership & Corporate Social Responsibility is being restructured to incorporate additional materials on sustainable development. An undergraduate honors course on Sustainable Development was pilot tested during Spring 2010 to identify the appropriate materials for this restructuring. For the first-year student, two courses are being pilot tested that support understanding of sustainable development – 1) Business Sustainability/Green Economy and 2) Discovering Entrepreneurship. Curriculum for all majors includes “Topics” courses that can be used appropriately for introducing new content and for development of courses that support PRME.

Graduate Curriculum

The Walter E. Heller College of Business Administration offers Masters degrees in Accounting, Accounting Forensics, Business Administration, Human Resource Management, and Real Estate. As with undergraduate curriculum, courses offered through the graduate programs incorporate ethics and special topics modules. In addition, the newest graduate program directly addresses Principle 10 of the UN Global Compact -- *Businesses should work against corruption in all its forms, including extortion and bribery*. The Master of Science in Accounting Forensics prepares its graduates with skills to investigate the numbers and content of business financials to detect irregularities. Specialized courses include Fraud Examination, Anti-money Laundering, and Computer Forensics and Investigations. Additional curriculum modifications are currently under

construction, including pilot testing of a graduate-level course in Sustainable Development for Spring Semester 2011.

Co-Curricular Education

Student Engagement

RU Net Impact. RU Net Impact, a chapter of Net Impact, was established at Roosevelt University during Academic Year 2009-2010 by WEHCBA MBA Students. The initial “kick-off” event was held during Spring 2010. The mission of RU Net Impact is to inspire, educate, and equip individuals to use the power of business to create a more socially and environmentally sustainable world. The chapter is committed to providing its members with an array of opportunities that will 1) empower graduate students to use their skills to positively impact their surroundings, 2) help them put their beliefs into action through sustainability efforts, and 3) enlarge their professional network with other like-minded individuals who have demonstrated their commitment to corporate social responsibility. Future plans include extending this opportunity to undergraduate business students.

RU Net Impact has established communication channels and a cooperative platform for working with other student clubs at Roosevelt University. These clubs include RU GREEN and the business honorary Delta Mu Delta. Efforts are being made to include these clubs in activities associated with Professional Development sustainability initiatives organized for Academic Year 2010-2011.

Lectures. Students are sensitized to issues impacting the economy through attendance at public lectures sponsored by the Walter E. Heller College of Business Administration. Recent events include presentations by Michael Oxley (The Meisrow Financial Lecture Series, April 2009) and Sherron Watkins (The Meisrow Financial Lecture Series, April 2010). Michael Oxley served the U.S. Congress for 25 years. During that time, he sponsored the 2002 Sarbanes-Oxley Act to respond to corporate corruption. Sherron Watkins is one of *TIME* magazine's 2002 Persons of the Year, *Glamour* magazine's 2002 Woman of the Year, and Barbara Walters' 10 Most Fascinating People of 2002. For her role as a whistle-blower in the Enron scandal, she received Court TV's Scales of Justice Award and Everyday Hero's Award. Opportunities to hear well-known authors are also available to students through Roosevelt University's Mansfield Institute for Social Justice and Transformation.

Volunteerism. At the institutional level, Roosevelt University supports student engagement through volunteerism. For example, Roosevelt University designates one week in the Spring semester of every academic year as a volunteer service week. Students form into teams of volunteers to work on a wide variety of projects for nonprofit organizations throughout the city of Chicago and suburbs.

Professional Development. WEHCBA recognizes that engaging students and supporting their capabilities to be future generators of sustainable value requires that faculty members enhance their own capabilities. In addition to on-going developmental activities in which

instructors normally engage, e.g., workshops, webinars, the College is holding its first Professional Development Workshop on Incorporating Sustainability Principles into the Curriculum in September 2010. Students are to be engaged in development of this activity from the planning stage through the end of the event. The workshop is being designed to engage faculty members, students, and other interested community stakeholders in events organized over a three-day period.

Operations

The Walter E. Heller College of Business Administration believes that the College and Roosevelt University can best develop the capabilities of students if they lead by example. Two major initiatives demonstrate this effort.

Marshall Bennett Institute of Real Estate. The Marshall Bennett Institute of Real Estate, located within WEHCBA, incorporated sustainable development concepts into design of its recently acquired space. This interior area was designed and furnished utilizing many renewable resources such as bamboo, cork floors and millwork. Additional features include the use of recycled resources for counter and desk tops as well as bulletin boards; all non-toxic materials; automatic light sensors, high efficiency fluorescent bulbs and clear-story lighting into all offices, hallways, and common areas. The Institute is also developing its library to provide information on sustainability. The library was recently expanded through donation of a number of books on sustainability and sustainable practices by the American Planning Association donated

The Roosevelt University Tower. Roosevelt University has just broken ground on a new 32-story building for its Chicago Campus. Part of this building will serve as the new home for the Walter E. Heller College of Business Administration. This building, scheduled to open in January 2012, is designed around “green” principles and will be LEED-certified. LEED, Leadership in Energy and Environmental Design, is a voluntary certification program sponsored by the US Green Building Council for the design and construction industries that requires third-party verification. It verifies use of sustainability principles in key performance areas, including site selection, water efficiency, energy efficiency, materials and indoor air quality.

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.

The Walter E. Heller College of Business Administration has completed a two-year initiative to support program review and student outcomes assessment. This effort has led to the College’s adoption of objectives, two of which are devoted to establishing our students’ abilities to act ethically and incorporate sustainability into their strategic and day-to-day decision making. As noted under Principle 1, WEHCBA has long required that both undergraduate and graduate courses contain modules on ethics. In addition, undergraduate business students must complete either a course in Business and Society or in Ethical Leadership and Corporate Social

Responsibility. The current curriculum is under review at both the graduate and undergraduate levels. In the meantime, special topics courses will be used to pilot test new course offerings that reflect PRME principles, as well as those of the UN Global Compact. For example, a course for graduate business students on sustainable development will be pilot tested in Spring Semester 2011. Similarly, a special topics undergraduate honors course on sustainable development was offered during Spring 2010.

Curriculum Mapping to UNGC. WEHCBA’s has worked to align current practices and academic activities and curricula with values of global social responsibility as portrayed in the United Nations Global Compact. A sampling of targeted courses is shown in Exhibit B.

Exhibit B: Sampling of Primary Courses Offered to Address UNGP Principles		
Category	Where Offered	Primary Courses
Human Rights	University-wide	Social justice is a value that is reflected in all graduate and undergraduate curricula at Roosevelt University
Labour Standards	WEHCBA	Administering Labor Management Relations Workplace Diversity Industrial Relations Management Ethical Leadership & CSR
Environment*	WEHCBA	Sustainable Development Real Estate Courses (selected) Ethical Leadership & CSR
Anti-Corruption	WEHCBA	Fraud Examination Anti-money Laundering Computer Forensics & Auditing Business & Society (UG)

*Courses in Environmental Sciences are offered in the Roosevelt University’s College of Arts and Science. Multidisciplinary initiatives remain a possible option for WEHCBA in future curriculum development.

Volunteer Abroad Program. The Walter E. Heller College of Business built upon the university’s volunteer week by taking the concept abroad during Spring Semester Break. Rather than the typical study abroad program where the students travel to “see the sights” and take in lectures and corporate site visitations, this volunteer abroad program supports student travel to Latin America to work as volunteers on some community development project.

Teen Entrepreneurship Program. Summer 2010 will see the second year WEHCBA has sponsored a Teen Entrepreneurship Academy. Selected high school students from around the area are given an intensive one-week on-campus training experience in entrepreneurship. The program, also known as “Green Teens” centers around having the students (working in small groups) develop various “green” business-based projects. Purdue and Wayne State Universities are active partners.

Goldie B. Wolfe Miller Women Leaders in Real Estate Initiative. The WEHCBA Real Estate program features the Goldie B. Wolfe Miller Women Leaders in Real Estate Initiative which supports women aspiring to leadership roles in the real estate industry. Each year, a group of women are selected as “Goldie’s Scholars” and receive financial and career support (including mentors, internships, and special programs) while enrolled in the real estate program at Roosevelt University.

Principle 3

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

During the Academic Years 2008-2009 and 2009-2010, the Walter E. Heller College of Business Administration engaged in a strategic planning initiative that led to approval of a new strategic plan in May 2010. The strategic plan has created an infrastructure with the appropriate committee structures for implementing PRME initiatives.

Additional accomplishments during that period included (but were not limited to) the endorsement of the PRME Principles, adoption of a new mission statement that incorporated a commitment to incorporating responsible management practices into the curriculum, and identification of performance outcomes for assessment.

The foundation for future initiatives has also been laid. This includes development of a draft document on WEHCBA Values and Beliefs for consideration by WEHCBA faculty members at its September 2010 faculty meeting. This document is important to creating an environment that enables effective learning experiences for responsible leadership. The document highlights seven values – ethical and socially responsibility management, longevity of organization, diversity in thought and practice, appreciation for the natural world, dedication to furthering humankind through sustainable development, and a willingness to extend ourselves to others. It highlights WEHCBA’s beliefs concerning the Colleges’ responsibilities to both internal and external stakeholders, including community. A final vote will be taken on this document in December.

PRME initiatives will be supported by the WEHCBA faculty, the WEHCBA Advisory Board and by a newly created faculty/student task force charged with creating college level ethical codes of conduct for faculty and students. These codes will complement those of the university, and will, by focusing upon the unique dimensions of the business school, serve as a guide in educating and developing our students for the future challenges.

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.

Walter E. Heller College of Business Administration faculty members, both full-time and part-time, are actively engaged in conceptual and empirical research on PRME related issues. In particular, the activities reflect the values espoused under the UNGC Principles and those important to recognizing the three pillars of sustainability –, economic, environmental, and social responsibilities. Faculty members have worked to share knowledge and collaborate with colleagues in a variety of professional venues. For example, Tanweer Hasan, Professor of Finance, was appointed as a Visiting Research Fellow at the Institute of Microfinance, a leading think tank in the field of microfinance located in Dhaka Bangladesh. The institute is overseen by Professor Yunus, the 2006 Nobel Laureate and 2008 Presidential Medal of Freedom recipient.

Other faculty members have set agendas for researching, presenting, publishing, and developing teaching materials in areas reflecting the UN Global Compact and PRME Principles. Examples of the faculty member outputs are listed below.

Environmental

- “Effect of LEED Ratings and Levels on Office Property Assessed and Market Values.” (November 2010). Presented at the 2010 GreenBuild International Conference and Expo. [Accepted for Publication in the *Journal of Sustainable Real Estate*. [Sofia Dermisi, Associate Professor of Real Estate.]
- “Worldwide Natural Disasters and Epidemics: Can the Past Help Us Predict the Future?” (2009). Presented at the International Conference on Interdisciplinary Social Sciences. [Sofia Dermisi, Associate Professor of Real Estate]
- “Hospital Waste Management: An Informational Assessment.” (2009). Published in the *Academy of Health Care Management Journal*. [Donald Bernstein, Associate Professor of Management; Marshall Ottenfeld, Adjunct Faculty; Ralph Haug, Associate Professor of Management; Carl Witte, Associate Professor of Marketing]
- “Bringing Sustainable Development and Climate Change Materials into the Curriculum: Assessing Current Practices.”(November 2009). Presented at the PRME/CBS International Conference on Responsible Management Education: Sustainable Leadership in the Era of Climate Change. [Terri Friel, Dean of WEHCBA; Joretta McLaughlin, Associate Professor of Management]

Economic

- “Microfinance: A Revolution” (2010). Presented at the 2010 Academy of Finance Conference.[Tanweer Hasan, Professor of Finance]
- “The Next Frontier for Foreign Direct Investment: An Analysis of the African Nations,” (2008). Presented at the South Dakota International Business Conference. [Thomas Head, Professor of Management]

Social

- “Beyond International Arguments for Corporate Social Responsibility.” (2009). Presented at the MBAA International Conference [Caroline Wiley, Professor of Management]
- “Guanxi and Ethical Decision Making.”(2009). Presented at the . MBAA International Conference [Caroline Wiley, Professor of Management]
- “Diversity Symposium for the NAAHR”, (2010). Participant [Caroline Wiley, Professor of Management]
- “Service Learning And Business Education: The Holistic Development of the Undergraduate.” (2008). Presented at the Associated Colleges of the Chicago Area Symposium. [Cleamon Moorer, Visiting Professor of Human Resource Management]
- “Service Learning And Business Education” (2009).Published in the Delta Pi Epsilon Journal. [Cleamon Moorer, Visiting Professor of Human Resource Management]
- “The Diversity Education Dilemma: Exposing Status Hierarchies Without Reinforcing Them.” (2008). Presented at the Midwest Academy of Management Conference, [Lisa Amoroso, Assistant Professor of Management]
- “A Pedagogical Case for Diversity-Related Activities.” (2009). Published in the Western Journal of HRM. [Lisa Amoroso, Assistant Professor of Management]
- “Is How We Live as a Culturally Diverse Society Congruent with our Underlying Assumptions Regarding Change.” (2008). Presented at the Annual Meeting of the International Cultural Research Network [Christopher Easley, Adjunct Faculty in Management]
- “What is the Consultant’s responsibility RE Client’s Social Responsibility? A Long Overdue Examination.” (2008). Presented at the Annual Conference of the Academy of Management. Tom Head, Professor of Management]
- “A New Corporate Climate: Business Professor Steps Students in Accountability.”(2009). Published in *Roosevelt Review*. [Josetta McLaughlin, Associate Professor of Management]
- “Sustainability in Higher Education: An IR Primer” (2009) Presented at the Association for Institutional Research’s Annual Forum. [Josetta McLaughlin, Associate Professor of Management]
- “Thinking Critically About Sustainability: Conceptual Alternatives using Stakeholder Analysis.” (Fall 2008). Plenary Address for the Southern Society for College and University Planning’s Annual Conference. [Josetta McLaughlin, Associate Professor of Management]

Principle 10 of the UN Global Compact calls for businesses to work against corruption in all its forms. This principle has been identified as a focal research stream by multiple faculty members in the Walter E. Heller College of Business. Management and accounting faculty collaborate to produce information (articles, presentations, publications) useful to academicians working to incorporate fraud modules into course content.

- “Ponzi Schemes Raise Tax Questions,” (2009). Published in the *New York Times*. [Joseph Ament, Professor of Accounting]

- “Customer Due Diligence: Managing Risks Associated with Money Laundering,” (March 2010). Presented at the BSG Consortium of the 2010 MBAA International Conference. [Josetta McLaughlin, Associate Professor of Management; Deborah Pavelka, Professor of Accounting]
- “Anti-money Laundering Initiatives: A Briefing for Business Educators” (March 2009). Published in the BGS Consortium Proceedings. 2009 MBAA International Conference. [Josetta McLaughlin, Associate Professor of Management; Deborah Pavelka, Professor of Accounting]
- “Is the World Ready for Implementation of the European Union Third Directive on Anti-Money Laundering?”(March 2009).Presented at the Annual Meeting of the Southwest American Accounting Association. [Deborah Pavelka, Professor of Accounting; Josetta McLaughlin, Associate Professor of Management]
- “Money Laundering: Creating a Case for Incorporating Course Content on Preventive and Enforcement Initiatives in the Global Market Space.” (March 2010). Presented at the Annual Meeting of the International Association For Business and Society. Published in Conference Proceedings. [Josetta McLaughlin, Associate Professor of Management; Deborah Pavelka, Professor of Accounting; Lisa Amoroso, Assistant Professor of Management]
- “Money Laundering: Strategic Initiatives for Preventing a Growing Menace.” Book Chapter published in *Organizational Immunity to Corruption: Building Theoretical and Research Foundations* (A. Stachowica-Stanusch, Ed). The Katowice Branch of the Polish Academy of Sciences. Information Age Publishers. [Josetta McLaughlin, Associate Professor of Management; Deborah Pavelka, Professor of Accounting; Lisa Amoroso, Assistant Professor of Management]

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.

WEHCBA’s primary vehicle for networking with managers of business corporations is through development of advisory councils or boards. A board of advisors has been associated with the Marshall Bennet Institute for Real Estate for some years. An active advisory council for the college has been organized over the last two years.

The Dean’s Advisory Council. The Dean’s Advisory Council is comprised of business, government, academic and alumni leaders who are interested in the vitality of the Walter E. Heller College of Business Administration at Roosevelt University. The Advisory Council advises the Dean of WEHCBA on ways to strengthen its instructional, research and outreach programs, improve facilities, expand its base of support and serve its alumni. Among other requirements, members of the council are asked to become and remain informed about the mission, programs, and activities of the College and to help the College establish mutually beneficial partnerships with individuals, corporations and foundations; Consistent with this expectation, the College’s emphasis on professional integrity, sustainable business practices, and

global engagement is integrated into regular meetings through choice of presentations such as sustainability and accounting forensics.

The 26 organizations or businesses represented on the Dean's Advisory Council include, but are not limited to Turner Construction Company, AT&T Global Services, Deloitte & Touche, GB International, Shore Bank, Motorola, and the Taiwan Trade Center. They advise the college on a range of issues, from development to current business trends. This initiative has enabled the college to better address the needs of area businesses and to open the discussions about needed revisions to curriculum, internship opportunities, student mentorship availability, and opportunities for faculty and business partnerships

As with the Dean's Advisory Council, the College is bringing information to the Marshall Bennett Institute of Real Estate Advisory board on issues addressed by the PRME. For example, the board's foreclosure study task force developed a session on sustainable housing. It was presented by Woody Clark to the joint boards. The Marshall Bennett Institute's Fogelson Forums also inform both community and students on important real estate topics that relate to the PRME principles while engaging both community and students in professional development.

Lecture Series. WEHCBA partners with managers of local businesses to bring nationally and globally-recognized speakers to Chicago for various lecture series. Samples of activities for Academic Years 2008-09 and 2009-10 are described under Principles 1 and 6.

College Faculty Memberships. Perhaps the most immediate way in which the college connects with managers and executives from the business community is through the faculty interactions deriving from their various memberships in various professional and business associations. A sampling of these can be found in Exhibit C. The meetings and various activities these organizations conduct present regular forums in which our faculty can engage in meaningful discourse with the business community's leaders. The scope of these organizations includes the entire spectrum of contemporary business practices. Many of our faculty members hold positions of leadership within these groups permitting a more direct degree of influence.

Principle 6

Dialogue: We will **facilitate and support dialog and debate among educators**, business, government, consumers, media, civil society organizations and other interested groups and stakeholders on critical issues related to global social responsibility and sustainability. We understand that our own organizational practices should serve as example of the values and attitudes we convey to our students.

The Walter E. Heller College of Business Administration facilitates dialog among educators, business, government and other stakeholders through its support of a variety of lecture platforms. Students and alumni of the College are invited to attend and participate in these events. As a result, students have the opportunity to observe and meet individuals who have publicly spoken about critical issues related to societal well-being.

Exhibit C. Business Association Affiliations

National Association of Certified Valuation Analysts	Information Systems Audit and Control Association	National Association of Black Accountants
Illinois Association of Attorneys	Illinois CPA Society	National Futures Association
American Taxation Association	U.S. Tax Court	Chicago Mercantile Exchange
Lake Zurich Chamber of Commerce	Illinois State Bar	American Institute of CPAs
Association of Certified Fraud Examiners	Institute of Management Accountants	Association of Certified Anti-Money Launderers
Financial Management Association	Berrien County Bar Association	Chicago Bar Association
Indiana Bar Association	Michigan State Bar	New Buffalo Business Association
Harbor Country Chamber of Commerce	National Association for Hospital Development	Society of Human Resource Management
Tax Executives Institute	Illinois Restaurant Association	Chicago Consulting Club
Executives Club	Baldrige Examiner	American Real Estate Society
Chicago Area Software Metrics Association	Chicago Building Owners and Managers Association	Association for Computing Machinery
Independent Industrialists and Businessmen's Association	Technology Managers Association	Chicago Organization Development Network
City Club of Chicago	Illinois Psychological Association	OD Network
Institute of Management Consultants	Organization Development Institute	Association of Private Pension and Welfare Plans
Arts & Business Development Council	Chicago Professional Networking Association	League of Women Voters
National Association for Female Executives	Northwest Human Resources Council	Industrial Psychology Association of Chicago
Young Professional Global Network	Global Chicago Center	Chicago Council on Foreign Relations
American Board of Professional Psychology	Chicago Healthcare Executive Forum	Chicago Council on Foreign Relations
Fashion Group International	Direct Marketing Association	Metropolitan Planning Council
The Civic Federation of Chicago	Urban Land Institute	Delta Redevelopment Institute

The Mesirow Financial Lecture Series. The Walter E. Heller College of Business Administration and Mesirow Financial hosted a lecture and luncheon during the months of April 2009 and 2010. As noted in the section under PRME Principle 1, the first of these two lectures featured Michael Oxley, sponsor of the 2002 Sarbanes-Oxley Act; the second lecture featured Sherron Watkins, a whistle-blower who testified in the Enron hearings. In addition to engaging students in discussions of controversial corporate events, the choice of these two speakers supported dialog among educators and interested stakeholders about social responsibility and sustainability. The Training and Development program in Roosevelt University's College of Professional Studies also contributed to the success of the event by arranging for Ms. Watkins to meet with students and faculty following a viewing of documentary "Enron: The Smartest Guys in the Room." The purpose of this event was to allow Ms. Watkins to answer questions concerning her involvement in bringing the Enron scandal to light.

Summit on Affordable and Sustainable Housing. On June 10, 2010 the Walter E. Heller College hosted a summit on Affordable and Sustainable Housing in Chicago. The event featured Nobel Prize winner (and Roosevelt University alumnus) Woodrow Clark III, the founder and Managing Director of Clark Strategic Partners, as well as the author of the recently published book, *Sustainable Communities Design Handbook*.

Women's History Month. The Walter E. Heller College of Business Administration sponsored several events during Women's History Month, including a panel discussion open to the public entitled "Challenges for the Contemporary Woman Manager." The panel featured Cindy Burrell (Vice President, Boardroom Bound), Lori Healey (former Chief of Staff for the Office of the Mayor of Chicago), and Mona Pearl (internationally recognized author on international strategic development and global entrepreneurship).

Black History Month. The College hosted a speaking event featuring NBC 5 Reporter Art Norman in recognition of Black History Month. Mr Norman is a well-known figure in Chicago. He reports frequently on feature stories from communities throughout the Chicago area through a variety of venues, including a segment called, "Art Norman's Chicago" and a hi-tech program on called the Weekend Web. The College is planning a number of future activities to reflect African-American History Month, including a major speaker event open to the entire Chicago business community.

Community Engagement. Faculty members, both full-time and part-time, are active and visible contributors through community engagement to the spirit of PRME initiatives in their personal and professional lives. This enables them to bring their knowledge of responsible management principles to organizations and initiatives within their community in a manner that positively impacts its well-being. For example, on August 13, 2009, Moinuddin Saiyed, management information systems adjunct faculty, received a Certificate of Appreciation from Chicago Mayor Daley during the India Independence Day Reception. The Certificate of Appreciation is given to individuals within the community who have dedicated their time and efforts into improving the lives of those around them. Such activities enable faculty members to share their insights with students on the value of bringing responsible management principles to others through participation, leadership, and pro-bono consulting that supports effective management of not-for-profit organizations.

WEHCBA encourages these forms of community engagement through its formal and informal reward systems. These activities also represent visible commitments to Roosevelt University's cultural value of community service. The faculty members are benefited through networking with managers of organizations from non-academic sectors and through obtaining valuable insights and experiences that directly enrich their students' education. Examples of community engagement activities are included in Exhibit D.

**Exhibit D.
Examples of Community Engagement Activities**

Name & Discipline	Organization or Affiliation
Joseph Ament (Accounting)	Council of Jewish Elderly, Hillels of Illinois , Ida Crown Academy, Jewish Federation of Chicago.
Lisa Amoroso (Management)	Ciaravalle Montessori School IMPACT Chicago Women President’s Organization
Donald Bernstein (Management)	Learning Together community organization
Shamsul Chowdhury (Information Systems)	Bangladesh Association of Greater Chicagoland
Sofia Dermisi (Real Estate)	Chicago Community Emergency Response Team
Michael Groner (Accounting)	Loollel (Skokie, IL)
Ralph Haug, (Management)	Board: local assisted living facility
Thomas Head (Management)	Boy Scouts of America (local) Pro Bono Organizational Development
Donald Hoppa (Accounting)	Pro bono tax workshops for lower income citizens
John McDonald (Real Estate)	Classical Symphony and Protégé Philharmonic of Chicago
Richard Ruby,(Professor of Business Law)	Dunes Art Foundation
Undine Stinnette (Accounting)	Accounting Firm Diversity Summit INCPA Women’s Leadership Breakfast
Sumaria Mohan-Neill (Marketing)	Pro Bono Consulting for Entrepreneurs
Channa Naimon (Adjunct Faculty)	Chicago Rabbinical Council
Lowell Matthews, adjunct faculty	Sponsorship for the Global Organization Development Summit (Phillipines)

Future WEHCBA Initiatives

The Walter E. Heller College of Business Administration is continuing its efforts to fully realize the benefits of the PRME initiative. In the near future, the College will focus on several primary areas of development – Curriculum, WEHCBA Codes of Conduct, Professional Development, and Student Engagement.

Curriculum Development. While it is recognized that curriculum development will be on-going, a defined goal is to develop an MBA Concentration in Sustainable Development.

WEHCBA will begin this process through curriculum assessment and by pilot-testing courses believed to be representative of the best practices in curriculum design for this concentration. The target date for design of an MBA Concentration in Sustainable Development approval is Spring 2011.

WEHCBA Professional Development. Professional Development activities are being designed to support efforts by faculty members to incorporate the PRME principles into their courses. The first WEHCBA Professional Development Workshop for faculty, students, and other parties interested in sustainable development is scheduled for September 2010, featuring Dr. Wayne Visser. Dr. Visser is a Senior Associate at the University of Cambridge Programme for Sustainability Leadership, as well as the founder and Director of the think-tank –CSR International. Faculty will also be encouraged to attend the AACSB Sustainability Conference, the UN Global Forums for Responsible Management Education, and other events providing professional development opportunities.

WEHCBA Codes of Conduct. A faculty/student task force appointed by the WEHCBA Faculty Council is charged with creating college level codes of ethics for faculty members and for students that reflect the PRME Principles. These codes will complement those that have been adopted by Roosevelt University. However, they will focus on the unique dimensions of the business school that serve as a guide in educating and developing our students for their future career challenges, one of which is to create a more sustainable world. Completion date with faculty approval is anticipated to be Spring 2011. This will build on the WEHCBA statement of its Values and Beliefs that will be recommended for adoption during Fall 2010.

Student Engagement. WEHCBA will support and promote on-going development and engagement of students through club activities, in particular the MBA RU Net Impact Chapter. The Chapter will be directly involved in organization of the September Professional Development event. In addition, the Delta Mu Delta Honor Society will participate and help organize at least one event on Sustainable Business Practices and Corporate Social Responsibility. Plans will be implemented for organizing an RU Net Impact Chapter for undergraduate students.