May 22, 2018

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 more than 170 years, Saint Xavier University has offered an education inspired by our Catholic identity and Mercy heritage. As a Mercy institution, the University calls its community members to service in teaching, learning and research. We believe in promoting social responsibility grounded in service to others by fostering respect for human dignity and value of 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 race, religion, ethnicity, socio-economic status, or country of origin.

Our students are challenged to reach their full academic potential through progressive curricula, based 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, exchange relevant effective practices, and engage other institutions to embrace this cause and inspire positive change across our global community. 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 speaks clearly to PRME’s vision and goals.
We are proud of our association with PRME and others who recognize the importance of our work. 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 to succeed.

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

Respectfully,

Laurie M. Joyner, Ph.D.
President
Saint Xavier University
The UN’s Principles for Responsible Management Education (PRME) initiative brings together the UN and business schools around the world to "inspire and champion responsible management education, research, and thought leadership globally" through the application of six principles: purpose, values, method, research, partnership, and dialogue.

Saint Xavier University’s Graham School of Management’s participation in UN PRME is as much a reflection of our mission – “to educate 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” and prepare “students to meet the challenges of providing responsible leadership and effective management in a diverse and challenging global society” – as it is a realization of how much work remains to be done by business schools and stakeholders on how best to develop such leaders.

As PRME’s principles are very much aligned with our culture and vision to develop forward thinking leaders, innovative thinkers – individuals ready, willing and able – to be agents of change for the good of all members of our global family, we see our PRME membership and the reporting process as helping Saint Xavier University and the Graham School of Management to strive for continual improvement and innovation.

We are honored to participate within the community of UN PRME schools in advancing this important work.

Best regards,

Faisal M Rahman

Faisal M. Rahman, Ph.D.
Founding Dean & Professor
The Graham School of Management
Saint Xavier University
PRME at Saint Xavier University, Graham School of Management

Mission & Alignment with PRME

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.

Vision Statement
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.

The GSM strikes a balance between theory and real world practice, offering a multicultural educational experience in a personal, ethical and innovative teaching/learning environment.
Sharing Information on Progress (SIP) Report

➢ **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 (GSM) acknowledges the importance of and is committed to developing the capabilities of students to be future generators of sustainable value for business and society. This requires a multi-faceted approach: Curricular development, co-curricular initiatives and an operational commitment to creating a more sustainable world.

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

The School partnered with the Saint Xavier University, College of Arts and Sciences to develop an Environment and Sustainability Management course as part of the University’s Environmental and Sustainability Studies (ESS) program.

➢ **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 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 engages in a continuous process of student learning outcome assessment to assure learning progress. A number of learning goals are devoted to ethical behavior and community responsibility in both organizations and society.

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

<table>
<thead>
<tr>
<th>Category</th>
<th>Primary Course</th>
</tr>
</thead>
<tbody>
<tr>
<td>Human Rights &amp; Social Justice</td>
<td>MGMT-223; MGMT-380; MGMT-570</td>
</tr>
<tr>
<td>Anti-corruption</td>
<td>MGMT-223; MGMT-380; MGMT-570; ACCT 513; ACCT 514; ACCT 515; ACCT 516; ACCT 517; ACCT 561</td>
</tr>
<tr>
<td>Environment</td>
<td>MGMT-223; MGMT-380; MGMT-570;</td>
</tr>
<tr>
<td>Labor Standards</td>
<td>MGMT-360; MGMT 501</td>
</tr>
<tr>
<td>----------------</td>
<td>---------------------</td>
</tr>
<tr>
<td>Diversity</td>
<td>MGMT-330; MGMT-570; MGMT 507; MGMT 574</td>
</tr>
</tbody>
</table>

- MGMT-223: The Legal Environment of Business
- MGMT-330: Diversity in Organizations
- MGMT-360: Human Resource Management
- MGMT-380: Business, Ethics, and Society
- MGMT 501: Strategic Human Resources Management
- MGMT 507: Leadership and Managing Change
- MGMT-570: Business, Ethics and Government
- MGMT-574: Diversity and Inclusion in Organizations
- ACCT 513: Identity Theft and Computer-Related Fraud
- ACCT-514: Financial Statement Fraud
- ACCT-515: Fraud Examination
- ACCT-516: Ethical Issues in Financial Fraud Examination and Management
- ACCT-517: Financial Fraud Capstone
- 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, with the approval of its faculty, has incorporated PRME principles into its strategic planning priorities.

GSM has developed a webpage displaying information about PRME, which is integrated with the School’s website. This helps ensure better communication of our commitment to teaching ethical values, sustainability, and corporate social responsibility, as well as its belief that its own organizational practices should serve as an example of the values and attitudes it conveys to its students:

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 in conceptual and empirical research on PRME-related issues.

For example, one of our faculty members has developed curriculum around the idea of: 'Empowering the 99%...One ESOP at a Time! A 3 Phase Mixed Methods Study of Employee Owned Company Acquisitions (ESOPs are Employee Stock Ownership Plans)'
The goal of this project is to successfully increase the number of Employee Ownership participants & create a positive impact upon our current US economic situation of wealth inequality. The top 10% of the US owns 85% of all of the global wealth & the top 1% of the US owns 50% of our own US country’s wealth as well as 75% of all of the publicly traded stock. In 2005, CEOs made $262 for every one dollar earned by a lay worker & capitalism requires that currency be distributed throughout the system.

➢ **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:

• Alumni Advisory Board
• Business Advisory Board Council
• Accounting Advisory Board
• Finance/Economics Advisory Board
• Management/Marketing Advisory Board

Additionally, GSM promotes external partnerships through its Speaker Series as part of its efforts to interact with businesses and to extend the knowledge of business ethics, sustainability and corporate social responsibilities. For example:

• Economic Outlook Summit
• Small Business and Succession Planning
• Health Care Management

➢ **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**

GSM will:
• Include information regarding PRME and corporate responsibility and sustainability in student orientation sessions.
• Display posters about the PRME and University’s Code of Conduct and Code of Ethics in key visible places throughout the School and University.
• Include updates about PRME in the GSM newsletter and on its 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 practices interwoven seamlessly into its very fabric, GSM commits itself to the relentless pursuit of these values. Through collaboration with faculty, alumni, other University departments, and community and businesses partners, the GSM Center for Experiential Learning will develop and deploy an initiative, focused on academic research and knowledge development, with companies in the field of corporate responsibility and sustainability. GSM will strongly encourage its faculty to conduct and integrate research that addresses economic, social, ethical and environmental responsibilities in their academic research.