

**PRiME**

*an initiative of the  
United Nations Global Compact*

# 2024 Sharing Information on Progress **(SIP) Report**

Fairleigh Dickinson University

September 2024

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## About the Principles for Responsible Management Education (PRME)

The Principles for Responsible Management Education (PRME) is a United Nations-supported initiative founded in 2007 that aims to raise the profile of sustainability in their classrooms through Seven Principles focused on serving society and safeguarding our planet.

PRME engages business and management schools to ensure they provide future leaders with the skills needed to balance economic and sustainability goals, while drawing attention to the Sustainable Development Goals (SDGs) and aligning academic institutions with the work of the UN Global Compact. Driven by its mission to transform management education, PRME equips today's business students with the understanding and ability to deliver change tomorrow. As a voluntary initiative with over 800 signatories worldwide, PRME has become the largest organized relationship between the United Nations and management-related higher education institutions.



“*The PRME initiative was launched to nurture responsible leaders of the future. Never has this task been more important. Bold leadership and innovative thinking are needed to achieve the Sustainable Development Goals (SDGs).*

**Antonio Guterres**

Secretary-General (2017 - Present)

United Nations

”

## Principles of PRME



### Purpose

We advance responsible management education to foster inclusive prosperity in a world of thriving ecosystems.



### Values

We place organizational responsibility and accountability to society and the planet at the core of what we do.



### Teach

We transform our learning environments by integrating responsible management concepts and practices into our curriculum and pedagogy.



### Research

We study people, organizations, institutions, and the state of the world to inspire responsible management and education practice.



### Partner

We engage people from business, government, civil society, and academia to advance responsible and accountable management education and practice.



### Practice

We adopt responsible and accountable management principles in our own governance and operations.



### Share

We share our successes and failures with each other to enable our collective learning and best live our common values and purpose.

## The Sustainable Development Goals (SDGs)

In September 2015, all 193 Member States of the United Nations adopted a plan for achieving a better future for all – laying out a path over the next 15 years to end extreme poverty, fight inequality and injustice, and protect our planet. At the heart of Agenda 2030 are 17 Sustainable Development Goals (SDGs) and 169 related targets that address the most important economic, social, environmental and governance challenges of our time. The SDGs clearly define the world we want – applying to all nations and leaving no one behind. Successful implementation of the SDGs will require all players to champion this agenda; the role of higher education is critical to this.





# Purpose

We advance responsible management education to foster inclusive prosperity in a world of thriving ecosystems.

## Letter of Commitment

Fairleigh Dickinson University demonstrates its commitment to PRME's Principles through the following letter from senior leadership.



**FAIRLEIGH  
DICKINSON  
UNIVERSITY**

Silberman College of Business

### Office of the Dean

#### Metropolitan Campus

1000 River Road, H-DH2-11  
Teaneck, New Jersey 07666  
201-692-7201      **Voice**

#### Florham Campus

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August 25, 2024

PRME Secretariat  
United Nations Global Compact Office  
801 2<sup>nd</sup> Avenue, 2<sup>nd</sup> Floor  
New York, NY 10017

Silberman College of Business at Fairleigh Dickinson University voluntarily affirms the seven Principles of Responsible Management Education (PRME). We first signed the PRME pledge in 2007 and have since been steadfast in our commitment to these seven principles.

- As a business school that has achieved the gold standard of business accreditation from AACSB International, we continue to advance responsible management education to foster inclusive prosperity in a world of thriving ecosystems.
- Through our educational programs, we place organizational responsibility and accountability to society and the planet at the core of what we do.
- We transform our learning environments by integrating responsible management concepts and practices into our curriculum and pedagogy.
- Our faculty are engaged in studying people, organizations, institutions, and the state of the world to inspire responsible management and education practice.
- We engage our stakeholders from business, government, civil society, and academia to advance responsible and accountable management education and practice.
- We strive to increasingly adopt responsible and accountable management principles in our own governance and operations.
- We are also committed to share our successes and failures with each other to enable our collective learning and best live our common values and purpose.

Evidence of our commitment to these principles is provided in the SIP Report that we have prepared and are delighted to submit to the PRME Secretariat. Silberman College is committed to PRME in meaningful ways and will ensure that we continue to do so.

James G. Almeida, Ph.D.  
Dean

Metropolitan Campus  
Teaneck, NJ

Florham Campus  
Madison, NJ

Wroxtton College  
Oxfordshire, England

Vancouver Campus  
British Columbia, Canada

## Institutional Mission, Vision, and Strategy

The following outlines Fairleigh Dickinson University's institutional mission, vision, and strategic approach to responsible management education.

### **Mission, Vision, Strategy or Purpose**

Statement of Mission, Vision and Values

#### **Relevant Stakeholders**

Students, Faculty, Businesses, Government, Society, The Earth

#### **Purpose**

Silberman College of Business is a vibrant and inclusive community that inspires responsible leadership to positively impact our students, communities, and society. Our focus on applied learning, coupled with our alumni network and proximity to international business centers, accelerates student development and career opportunities.

#### [Supporting Links](#)

SCB Mission, Vision and Values

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# Values

We place organizational responsibility and accountability to society and the planet at the core of what we do.

## RME Leadership Accountability

At Fairleigh Dickinson University, accountability for responsible management education is structured as follows:

Formalized Senior Leadership Role

### **Responsibility for Responsible Management Education**

*The Silberman College of Business is committed to making a positive societal impact through innovation and entrepreneurial thinking – a culture that fosters new ideas and thinking that equip students with a foundation to make a positive impact on our world.*

The Silberman College of Business engaged in a inclusive strategic planning exercise in the last two years and adopted societal and environmental impact as one of its four strategic areas of emphasis. This has been followed up with incorporation of PRME principles and ethics in the learning goals at the graduate and undergraduate levels. The primary responsibility for the implementation of these initiatives rests with the Dean. The plan is monitored by the College Education Policy Committee—a body of elected members of the faculty.

## Organizational Structure for RME

The following organizational entities at Fairleigh Dickinson University are responsible for RME:

- ❖ No Entity Yet



# Teach

We transform our learning environments by integrating responsible management concepts and practices into our curriculum and pedagogy.

## RME Elements in Degree Programs

Fairleigh Dickinson University integrates responsible management education into its degree programs through 4 different approaches:

### Guest Speakers and Showcase Events

#### Examples of guest speakers and showcase events

1. Conferences: a. Society of North American Scholars (SNAS) hosted by the Silberman College of Business at the FDU campus in 2023. <https://snascholars.org/snas-academic-conference-2023/> b. Fifth PRME North East Conference co-sponsored by the Silberman College of Business in 2020. <https://ricsi.business.rutgers.edu/past-events/prme-northeast-conference>
2. Guest Speakers: a. Mr. Kyle Butler, Activist from Extension Rebellion spoke to a class on sustainability b. Mr. Steven Smith Esq. aka, Owl, Leader of the Ramapough Lanape Nation has spoke at several classes on sustainability c. Mr. Jeffery Miller, Sustainability Officer at Forbo Floors spoke to a class on sustainability. The general student body was invited to attend to learn about careers in sustainability. d. Mr. Isidro Amador, the Director of Global Deliver Acquisitions & Divestitures at Johnson & Johnson focusing on ethical challenges in modern business. e. Mr. Nick Huth, Managing Director and Chief Corporate Compliance Officer from Equitable Financial a discussion on business ethics moderated by Greg Winsper, VP of Field Training & Leadership Development at National Life.

#### Date

March, 2020 - March, 2020

#### Location

Online

#### Speakers

Stuart Hart, Grossman School of Business, University of Vermont and Founder and President of Enterprise for a Sustainable World  
Andrew Hoffman, Holcim Professor of Sustainable Enterprise at the University of Michigan

#### [Supporting Links](#)

A virtual conference focused on sustainability co-sponsored by the Silberman College of Business

### Professor-Discretionary Course Topics

## Examples of topics in courses

Syllabi for one undergrad course and one grad course

### Department

Management

### Learning Object Subject

Sustainability

### Educational Level

Undergraduate

### Learning Outcome

A deep understanding of the state of the world today and the importance of responsible management

### Interactivity Type

For Undergraduates...Class projects and engagement with people active in the field; Taking pictures that demonstrate sustainability or the lack of it.

### Learning Object Description

A course

ORGS 2400 Syllabus spring 2024

[View document](#)  [Download document](#) 

## Examples of topics in courses

Online Graduate course that all students are required to take. The course provides them with a sustainability lens through which they see the material taught in all other courses

### Department

Management

### Learning Object Subject

Sustainability

### Educational Level

Graduate... MBA

### Learning Outcome

A deep understanding of the state of the world today and the importance of responsible management

### Interactivity Type

Online discussions

### Learning Object Description

A course

SYLLABUS SP24 MGMT 5400\_81-83  
Business and Society\_Harmon jan 5 24

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## Course-Level RME Learning Goals

### Examples of course syllabi with course-level RME learning goals

Courses with Responsibility learning goals

#### Department

Management

#### Learning Object Subject

Sustainability

#### Educational Level

Undergraduate

#### Learning Outcome

A deep understanding of the state of the world today and the importance of responsible management

#### Interactivity Type

Class projects and engagement with people active in the field; Taking pictures that demonstrate sustainability or the lack of it.

#### Learning Object Description

A course

Spring 2024 MGMT 6607 syllabus revised  
march 25(1)

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## Program-Level RME Integration

## **Description of degree programs with RME in the program-level learning goals and assessment rubrics**

To assess the learning of students in relation to Responsible Management Education

Both the Graduate and Undergraduate programs have ethics and responsibility specifically identified in their learning goals. This is in alignment with the colleges strategic plan and the need to focus on positive impact and social responsibility. The undergraduate goals specifically align with our responsibilities as a signatory of the UN PRME.

We emphasize action and experiential learning and a great manifestation of this is service learning courses in which students learn about managing while designing and managing a service learning project. In the process they learn about an social and/or environmental issue, decide on action plan that will serve to address the issue(s).



# Research

We study people, organizations, institutions, and the state of the world to inspire responsible management and education practice.

## RME Elements in Research

Fairleigh Dickinson University incorporates responsible management education into its research endeavors through 1 different method:

Required Research Reporting

### **Faculty members must report their responsibility-related research publications regularly**

To keep track of the research publications of faculty that is related to Responsible Management and Sustainability. A survey has been administered periodically. This will now be extended to an annual survey.

Several faculty report research that is Responsibility/Sustainability related and a lot of this work is in progress. In addition to publications, faculty have edited special issues of journals related to Responsibility and Sustainability as indicated below:

- ◦ Gerard Farias and Joel Harmon edited a special issue of the Journal *Sustainability* in 2020 with the theme **Strategic Management for Sustainability: Imperatives and Paradoxes**. This special issue which includes articles by thought leaders in the field like Sandra Waddock, Chris Laszlo, David Cooperrider, Ronald Fry, Katrin Muff and Thomas Dyllick. Access the special [here](#)
- Gerard Farias (along with Joseph Leah) edited a special issue of the Journal of Management, Spirituality and Religion to focus on the theme “well-being, happiness, and fulfillment in a new era of business-led flourishing”. Published April 2024. Access the special issue [here](#).

#### **Sampling of thematically consistent publications by faculty:**

DeMotta, Y., Janssen, C., & Sen, S. (2024). Low-fit cause-related marketing: When and why do consumers respond positively?. *Journal of Consumer Psychology*, 34(2), 281-298.

DeMotta, Y. (2021). Dialectical thinking as a driver of charitable giving. *Psychology & Marketing*, 38(9), 1404-1416.

Paludi, M.I., & Krysa, I. (2023), "Exploring Development, Gender Inequality, and the Global South: Challenges and Opportunities", In *Businesses' Contributions to Sustainable Development Goal 5: Gender Equality Across B Corps in Latin America and the Caribbean*, Emerald Publishing Limited, Bingley, pp. 9-24. <https://doi.org/10.1108/978-1-80455-482-120231002>

Krysa, I., & Kivijärvi, M. (2022). Conforming to and resisting imposed identities—an autoethnography on academic motherhood. *Qualitative Research in Organizations and Management: An International Journal*, 17(3), 357-375.

Krysa, I., Paludi, M. I., Jamjoom, L., & Kivijärvi, M. (2024). Guest editorial: Motherhood, work and the politics of care. *Equality, Diversity and Inclusion: An International Journal*, 43(5), 757-763.

- Farias, G., Landrum, N. E., Farias, C., & Krysa, I. (2024). Explorations in organized hypocrisy and a proposed direction for a sustainable future. *Sustainability Accounting, Management and Policy Journal*, 15(1), 1-22.
- Saggurthi, S., Farias, G., & Thakur, M. K. (2024). Ecozoic Leadership: The Next Adjacent Possible for a Flourishing Earth Community. *Journal of Management, Spirituality & Religion*.
- Farias, G., Farias, C., Krysa, I., & Harmon, J. (2020). Sustainability mindsets for strategic management: lifting the yoke of the neo-classical economic perspective. *Sustainability*, 12(17), 6977.
- Paludi, M. I., Krysa, I., & Kivijärvi, M. (2023). "When the baby sleeps, I work"—neoliberal motherhood in Latin America during the Covid-19 lockdown. *Equality, Diversity and Inclusion: An International Journal*, 42(8), 1087-1106.
- Krysa, I., Barragan, S., & Mills, A. J. (2023). The creation of the stranger—the process of recreating immigrants as the Other in Canada's government-produced texts. *Culture and Organization*, 29(3), 197-210.
- Paludi, M. I., & Krysa, I. (2023). Exploring Development, Gender Inequality, and the Global South: Challenges and Opportunities. Businesses' Contributions to Sustainable Development Goal 5: Gender Equality Across B Corps in Latin America and the Caribbean, 9-24.
- Sampath, V. S., O'Connor, A. J., & Legister, C. (2022). Moral leadership and investor attention: An empirical assessment of the potus's tweets on firms' market returns. *Review of Quantitative Finance and Accounting*, 58(3), 881-910.
- Sampath, V. S., O'Connor, A. J., & Legister, C. (2022). Moral leadership and investor attention: An empirical assessment of the potus's tweets on firms' market returns. *Review of Quantitative Finance and Accounting*, 58(3), 881-910.
- Kempf, R. J., Sampath, V. S., Lu, E. Y., & Shapiro, D. M. (2022). An empirical assessment of the contribution of state offices of inspectors general to corruption control. *Public Integrity*, 24(1), 51-65.
- Sampath, V., O'Connor, A. J., Topaloglu, O., & Legister, C. (2023). Social Activism and Firm Valuation: An Examination of 'Taking a Knee'Protests and National Football League Sponsors. *Review of Pacific Basin Financial Markets and Policies*, 26(01), 2350001.
- Harmon, J., & Farias, G. F. (2024). Embedding Sustainability Throughout a Traditional MBA Program. *Journal of Management for Global Sustainability*, 12(1), 6.



# Partner

We engage people from business, government, civil society, and academia to advance responsible and accountable management education and practice.

## Partnership Approaches for RME

Fairleigh Dickinson University partners with external stakeholders to advance responsible management education through 1 different approach:

Knowledge Translation and Dissemination

### Description of partnering activities that involve informing

Silberman College of Business has partnered with other institutions to further responsible management

1. **Society of North American Scholars (SNAS)** hosted by the Silberman College of Business at the FDU campus in 2023. <https://snascholars.org/snas-academic-conference-2023/>
2. **Fifth PRME North East Conference** co-sponsored by the Silberman College of Business in 2020. <https://ricsi.business.rutgers.edu/past-events/prme-northeast-conference>



# Practice

We adopt responsible and accountable management principles in our own governance and operations.

## RME Policy Implementation

Fairleigh Dickinson University has implemented 1 policy to support its commitment to responsible management education:

Student equity, diversity, inclusion

### **Policies on student equity, diversity, inclusion**

The first value that is part of the mission statement demonstrates a commitment to equity and diversity.

#### **Scope**

The Silberman College of Business

#### **Enforcement Date**

September, 2021

#### **Number Of Pages**

1

#### **Publisher**

The Silberman College of Business Website

#### **Media**

<https://www.fdu.edu/academics/colleges-schools/silberman/about-silberman/>

SCB Mission, Vision and Values

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## Institutional Aspiration Targets

Fairleigh Dickinson University has set aspiration targets in 1 different area:

- ❖ Student EDI Targets



# Share

We share our successes and failures with each other to enable our collective learning and best live our common values and purpose.

## Performance Disclosure and Transparency

Regarding transparency in RME performance disclosure, Fairleigh Dickinson University operates with the following approach:

### Full Transparency Disclosure

#### **Article on experiences with embedding sustainability in the curriculum**

Published article on experiences with embedding sustainability in the curriculum

**Author**

Joel Harmon and Gerard Farias

**Published Date**

July, 2024

**Degree Of Recognition**

International

**Media Name**

Journal of Management for Global Sustainability

**Media Type**

Journal Article

**Duration**

23 pages

[Supporting Links](#)

Embedding Sustainability Throughout a  
Traditional MBA Program

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SIGNATORY

# Fairleigh Dickinson University

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United States of America



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<https://www.fdu.edu/academics/colleges-schools/silberman/>