

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

Opus College of Business

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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

Opus College of Business demonstrates its commitment to PRME's Principles through the following letter from senior leadership.



Opus College of Business



November 18, 2024

PRME Board  
c/o PRME Secretariat  
United Nations Global Compact Office  
685 Third Avenue 12th Floor  
New York, New York 10017  
United States

Dear Secretariat,

I am pleased to confirm that the Opus College of Business reaffirms its support of the UNPRME Seven Principles for Responsible Management Education: Purpose, Values, Teach, Research, Partner, Practice, and Share.

At the Opus College of Business we believe that the purpose of our higher educational institution is to develop principled leaders who think critically, act wisely, and work skillfully to advance the common good. The mission and values of our college - and university - align with the Principles for Responsible Management Education thus, in the 2024 Sharing Information on Progress (SIP) report, we have outlined our continued efforts to further integrate the Seven Principles into our institutional strategy, culture, scholarship, and operations.

We endeavor to continue to actively champion and improve our work to develop principled leaders determined to build increasingly inclusive, ethical, and flourishing local and global business communities.

Sincerely,

A handwritten signature in black ink, appearing to read "Laura Dunham".

Laura Dunham, Ph.D.  
Dean, Opus College of Business  
lcdunham@stthomas.edu



# Values

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



## RME Leadership Accountability

At Opus College of Business, accountability for responsible management education is structured as follows:

Yes, but the role is formalized elsewhere within the PRME signatory's organization (e.g., center/institute leader, faculty/staff member), but not in senior leadership team

### **Opus College of Business responsible party for UNPRME documentation.**

Nicole Zwieg Daly, JD, Ed.D, CPPM, is the Opus College of Business dedicated party, responsible for UNPRME documentation.

Nicole Zwieg Daly, JD, Ed.D, CPPM, serves as the executive director of The Melrose & The Toro Company Center for Principled Leadership (Melrose Toro Center) at the Opus College of Business. Zwieg Daly is perfectly positioned to support UNPRME reporting as part of the Melrose Toro Center for several reasons: (1) The Melrose Toro Center's mission: *To connect learning in the liberal arts to leadership practice, cultivate careers for the common good, and promote a purpose of business that prioritizes equitable human flourishing over private gain*, aligns with UNPRME purpose and principles; (2) The Melrose Toro Center is at the nexus of the Opus College of Business' strategic plan to educate our students to become principled leaders; and, (3) The Melrose Toro Center activates its mission through collaborative programming, supporting academic research and developing curriculum.

While Zwieg Daly is not a member of the Opus College of Business executive leadership team, she reports directly to Associate Dean for Faculty Scholarship, Teaching and Service Excellence, Dr. Janine Sanders Jones. Dr. Sanders Jones oversees Zwieg Daly's work as well as UNPRME obligations and opportunities.

## Organizational Structure for RME

The following organizational entities at Opus College of Business are responsible for RME:

- ❖ Teaching-Focused Entity
- ❖ Community Engagement Entity
- ❖ Research-Focused Entity



# Teach

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

## RME Elements in Degree Programs

Opus College of Business integrates responsible management education into its degree programs through 3 different approaches:

### Guest Speakers and Showcase Events

#### **Showcase event: Humanities Connections at the Minneapolis Institute of Art.**

This marks the third consecutive year the Melrose Toro Center has collaborated with the Racial Justice Institute to offer humanities-based educational events aimed at engaging students, scholars and the business public on topics of social justice, civil rights, leadership and meaningful work. This year's partnership elevated humanities-based learning across art, theater, and literature. It is important to note that this work advances the institutional base, and value, of a liberal-arts education at the University of St. Thomas. Over one hundred guests enjoyed dinner, touring the art galleries, and a presentation by Dr. Michaelson and Dr. Yohuru Williams, distinguished university chair and professor of history and founding director of the Racial Justice Initiative. Michaelson and Williams connected pieces of art viewed throughout the evening to themes of meaningful work and social justice. Examples of artwork highlighted and discussed follow. American Gothic vs. American Gothic. In his iconic work "American Gothic," Grant Wood skillfully evoked nostalgia by portraying a farmer and his daughter in a manner reminiscent of old family photographs, dressed in attire akin to tintypes from a bygone era. Positioned outside their Carpenter Gothic-style home, reminiscent of 1880s architecture, which Wood encountered during a visit to Eldon, Iowa, the figures exude a sense of timeless Americana. Debuting at the Art Institute in 1930, the painting captivated audiences, sparking various interpretations regarding the characters and their narrative. According to the Art Institute of Chicago, "Many understood the work to be a satirical comment on Midwesterners out of step with a modernizing world. Yet Wood intended it to convey a positive image of rural American values, offering a vision of reassurance at the beginning of the Great Depression." Compare Wood's painting to a photograph of Ella Watson in American Gothic, 1942. "African American photographer Gordon Parks spent his youth in Minnesota and later became prominent in documentary journalism from the 1940's through 1970's, focusing on issues of civil rights and poverty." (Minneapolis Institute of Art). A year-long fellowship with the Information Division of the Farm Security Administration in 1942 supported his work documenting black lives in Washington, D.C. He later said of the photograph, a portrait of government cleaning woman Ella Watson: 'I had experienced a kind of bigotry and discrimination here that I never expected to experience. . . At first, I asked [Ella Watson] about her life, what it was like, and [it was] so disastrous that I felt that I must photograph this woman

in a way that it would make me feel or make the public feel about what Washington, D.C., was in 1942. So I put her before the American flag with a broom in one hand and a mop in another. And I said, 'American Gothic'—that's how I felt at the moment."

**Date**

February, 2024 - February, 2024

**Location**

Minneapolis Institute of Art

**Speakers**

Dr. Christopher Wong Michaelson and Dr. Yohuru Williams

[Supporting Links](#)

Museum tour and discussion.

**Showcase event: Humanities Connections at the Guthrie Theater.**

Over 100 guests enjoyed lunch, a panel discussion, and a viewing of the play, "Skeleton Crew." The panelists: Dr. Christopher Wong Michaelson, Dr. Yohuru Williams, and Ms. Austene Van, director of Skeleton Crew, elicited a deeper understanding of the role of business in society by connecting the play's themes including meaningful work, racial justice, and social equity with present-day social issues. Van is an actor, director and choreographer as well as co-founder of New Dawn Theatre Company and producing artistic director at Yellow Tree Theater. Van has been a local and national theater professional for 30 years. Inextricably woven into her artistic aesthetic is her deep passion to advocate for social justice, equity and equality. Skeleton Crew description: "As the Great Recession of 2008 begins to decimate industries across America the once-gleaming 'Motor City' has lost its luster. At one of its still-standing auto factories... four colleagues-turned-friends hear rumors that their plant is facing foreclosure. [They] all have different stakes in the company should it go under. In the final chapter of her acclaimed Detroit trilogy, Dominique Morisseau wrestles with questions of grief, loyalty and self-preservation while exploring the monumental impact of the Recession-era economy on middle-class life." (Guthrie Theater).

**Date**

June, 2024 - June, 2024

**Location**

Guthrie Theater

**Speakers**

Dr. Christopher Wong Michaelson, Dr. Yohuru Williams, Ms. Austene Van

[Supporting Links](#)

Panel discussion and viewing of a play.

## **Showcase event: Building a culture of humanity.**

In collaboration with Opus College of Business executive leadership, the Melrose Toro Center hosted a special holiday event for the entire college community at the Minneapolis Institute of Art. Over 100 attendees took part in an art scavenger hunt followed by a luncheon and a large group debrief on what art can teach us about leadership and meaningful work. The event was designed to strengthen college culture through a fun and educational experience. We are proud to say the event got RAVE REVIEWS!

### **Date**

December, 2023 - December, 2023

### **Location**

Minneapolis Institute of Art

### **Speakers**

Dr. Christopher Wong Michaelson

### [Supporting Links](#)

Museum scavenger hunt and discussion.

## **Guest speakers: Melrose Twin Cities Principled Leadership Awardees.**

The first section of Leading with Meaning (BETH330) successfully ran this Spring 2024. In this class, an eclectic and engaged group of 19 students had the opportunity to learn and reflect about the possibility of developing themselves as principled leaders as well as examining their larger purpose and finding meaningful work that also sustains them, their families, and the common good. Designed to educate the whole person, the course included traditional lecture-style learning; guest speakers - four former Melrose Twin Cities Principled Leadership Awardees; humanities analysis - including a field trip to the Minneapolis Art Institute; group discussions; and reflective assignments. Unique to this course, four of the former Melrose Twin Cities Principled Leadership Awardees were guest speakers in the class. The four honorees were: George Lee (2023). Lee's genuine care for people is at the core of his character. Poverty alleviation, vocational skills development, promotion of sustainable industry, elimination of discrimination, urban waste management, hazardous waste reduction, and climate change mitigation are just a few of the United Nations Sustainable Development goals achieved here in Twin Cities as a result of Lee's unwavering dedication to create social enterprises focused on BOTH providing comprehensive job training for individuals facing barriers to employment AND responsible electronic waste recycling. Erica Neubert Campbell (2022). Campbell is the epitome of a principled leader: Empathic, authentic, and driven to serve others. Her

commitment to purposefully and positively impacting the Twin Cities community through her leadership at the Pinky Swear Foundation is inspiring. Caroline Njau (2021). Accepting the award on behalf of Minnesota Frontline Healthcare Workers was Caroline Njau. As Senior Vice President Patient Care Services & Chief Nursing Officer at Children's Minnesota, Njau proudly accepted this award on behalf of thousands of healthcare workers who gave their time and talents while risking their own wellbeing to help our communities through the COVID-19 pandemic. Omar Williams (2021). As chair of the 3M Employee Resource Network: Black Leadership Advancement Coalition (3M BLAC) and 3M Area Business Leader for Precision Grinding & Finishing, US & Canada, Williams amplifies black excellence and social justice and racial equity for African Americans and other underrepresented groups within the company.

**Date**

April, 2024 - May, 2024

**Location**

Opus College of Business.

**Speakers**

George Lee, Erica Neubert Campbell, Caroline Njau, Omar Williams

**[Supporting Links](#)**

Guest speakers in class.

**Program-Level RME Integration**

RME is in the signatory's educational vision, so that it drives the signatory's business model and all educational efforts, courses, programs, degrees, and non-degrees



# Research

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

## **RME Elements in Research**

Opus College of Business incorporates responsible management education into its research endeavors through 3 different methods:

Required Research Reporting

Dedicated Research Funding

Research Awards Program





# Partner

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

## Partnership Approaches for RME

Opus College of Business partners with external stakeholders to advance responsible management education through 3 different approaches:

Knowledge Translation and Dissemination

Collaborative Problem Solving

Collaborative Change Action



# Practice

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

## **RME Policy Implementation**

Opus College of Business has implemented 1 policy to support its commitment to responsible management education:

No, but RME is stimulated organically rather than through policies (a narrative explaining why will be prompted with this option)

## **Institutional Aspiration Targets**

Opus College of Business has set aspiration targets in 5 different areas:

- ❖ GHG Emission Targets
- ❖ Building and Real Estate Targets
- ❖ Travel Reduction Targets
- ❖ Food and dining sustainability practices.
- ❖ Internal Transportation 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, Opus College of Business operates with the following approach:

No Performance Disclosure

SIGNATORY

# Opus College of Business

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United States of America



## Website

<https://business.stthomas.edu/index.html>