

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

John Molson School 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

John Molson School of Business demonstrates its commitment to PRME's Principles through the following letter from senior leadership.



Message from the Dean

August 27, 2024

You will find, following this letter, the SIP report for the John Molson School of Business. This report covers the activities since 2022.

The John Molson School of Business, located in Montreal, Quebec, Canada, provides undergraduate and graduate education. The School is part of Concordia University and is AACSB (Association to Advance Collegiate Schools of Business) accredited since 1997.

In the spirit of continuous improvement, the School embarked upon a refresh of its strategic plan in 2022. We wanted to assess the robustness of our plan post-COVID and align our own strategic efforts with Concordia University's initiatives regarding the United Nations Sustainable Development Goals (**UN SDGs**) and Equity, Diversity and Inclusion (**EDI**).

The result of this refresh is a new 2023-2026 Strategic Plan which further connects the School to the principles of PRME. It anchors us in the goal of positive societal impact through our teaching and learning, research, as well as service and outreach. It ensures that we are held accountable to the goals we have set forth for ourselves.

In the pages to follow, you will be able to get a better idea of how the School is ensuring that we endorse our **Vision**, which is to be one of the world's most relevant, responsible and respected business schools. We also show how we work on our new, refreshed **Mission** of providing an engaging learning and research environment that empowers us to achieve our greatest potential while ensuring that we stay focused on our new **Purpose**, that is to better business and society by creating and disseminating knowledge.

A highlight of the last few months that I would like to mention is an impressive new development at the School. In May 2024, we created a Climate Business Institute that seeks to combine all the efforts regarding climate change under one unit to support and further our research and teaching collective goals in this area. The institute will facilitate cross-disciplinary synergies and interact with the business community by harnessing the collective expertise of our faculty members spanning diverse disciplinary domains.

This is only one recent example. I invite you to read about our efforts to continuously adapt to a changing learning environment, evolving business landscape and a world that is going through so many challenges. I look forward to connecting with other PRME institutions that would be interested in expanding our collective societal impact, together.

Thank you.

A handwritten signature in blue ink, appearing to read "Anne-Marie Croteau".

Anne-Marie Croteau, PhD, CDir
Dean, John Molson School of Business

Institutional Mission, Vision, and Strategy

The following outlines John Molson School of Business's institutional mission, vision, and strategic approach to responsible management education.

Purpose statement: To better business and society by creating and disseminating knowledge

Purpose statement: To better business and society by creating and disseminating knowledge Our business school instructors and researchers are the drivers of knowledge creation and dissemination, which is a clear differentiator between an academic institution and others. At JMSB, we strongly believe that what we teach and research can make a positive difference on the business community and society. We are known to be out there, helping charitable organizations, training critical thinkers and making a positive impact on people and our planet.

Relevant Stakeholders

Students, faculty members, staff, general public, employers, alumni

Purpose

To better business and society by creating and disseminating knowledge.

[Supporting Links](#)

Vision

Vision: To be one of the world's most relevant, responsible and respected business schools

Relevant Stakeholders

Students, faculty members, staff, general public, employers, alumni

Purpose

To be one of the world's most relevant, responsible and respected business schools.

[Supporting Links](#)

Mission

To provide an engaging learning and research environment that empowers us to achieve our greatest potential

Relevant Stakeholders

Students, faculty members, staff, general public, employers, alumni

Purpose

To provide an engaging learning and research environment that empowers us to achieve our greatest potential.

[Supporting Links](#)



Values

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

RME Leadership Accountability

At John Molson School of Business, accountability for responsible management education is structured as follows:

Formalized Senior Leadership Role

Organizational Structure for RME

The following organizational entities at John Molson School of Business are responsible for RME:

- ❖ Office of Accreditation and Faculty Relations
- ❖ 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

John Molson School of Business integrates responsible management education into its degree programs through 6 different approaches:

Course-Level RME Learning Goals

Guest Speakers and Showcase Events

Examples of guest speakers

Classroom guest speakers on RME topics

Date

September, 2022 - August, 2024

Location

JMSB

Speakers

See Guest Speaker table

Classroom presentations

Presentation - RME - 2022-2024

View document  Download document 

Program-Level RME Integration

Professor-Discretionary Course Topics

The signatory's pedagogical approach, which includes RME in all degree program design and pedagogical innovations

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

Indigenous Directions Action Plan

Relevant Stakeholders

Concordia students, staff, professors, and indigenous communities

Purpose

The Action Plan is a road map for Concordia. It outlines the steps the university need to take to fulfill its commitment to decolonize and indigenize the university. It guides the university to think about its collective grand project of building a better university, a stronger community, by celebrating different knowledges and grounding its actions in the values of equity, diversity, inclusion and accessibility.

[Supporting Links](#)

Report of the Working Group on Equity, Diversity, and Inclusion

Relevant Stakeholders

Concordia students, staff, professors, and communities

Purpose

This report is part of a long-term commitment to addressing EDI outcomes, and it identifies priorities and EDI initiatives. It describes a two-phase process that included a series of opportunities to collect feedback from students, staff and faculty. This report reflects a campus-wide process to listen, reflect and review priorities to advance EDI at the university.

[Supporting Links](#)

Policy for Students on the Accommodation of Religious Observances

Scope

This Policy deals solely with the practical issues surrounding the scheduling of evaluative exercises and other academic obligations including, but not limited to, class attendance, lectures, labs, tests, assignments, practicum, in-class examinations and centrally supervised final examinations.

Enforcement Date

July, 2011

Number Of Pages

3

Publisher

Office of the Provost and Vice-President, Academic

Media

Website

CU Policy on Religious accommodations
PRVPA-1 2011-07

View document  Download document 

Concordia University Code of Rights and Responsibilities

Scope

The pursuit of work, studies and other activities related to University life in a safe and civil environment

Enforcement Date

April, 2017

Number Of Pages

38

Publisher

Board of Governors

Media

Website

CU Code of rights and responsibilities 2017 View document  Download document 

Policy on Accessibility and Accommodation for Students and Employees

Scope

This Policy applies to all Members (as defined below) of the University community, prospective Students, and job applicants who may have Disabilities. The Policy also applies to online activities, and to all settings and events including athletic, research, co-op, experiential learning, internship, class activities, and employment activity or workshops

Enforcement Date

May, 2022

Number Of Pages

11

Publisher

Provost and Vice-President, Academic

Media

Website

CU Policy on Accessibility and accommodation PRVPA-14 2022-19 View document  Download document 

Policy Regarding Sexual Violence

Scope

This Policy applies to all Members of the University, regarding incidents occurring in any setting, on or off campus or online, where University learning, work or social activities take place. Such settings include, but are not limited to, athletic and research environments, co-op and experiential learning contexts, internships, organized class activities and University workshops. This Policy also applies to Third Parties (as defined below), where applicable. In accordance with the Act to prevent and fight sexual violence in higher education institutions, CQLR, chapter P-22.1, this Policy describes and addresses the serious problem of Sexual Violence separately from all other kinds of misconduct.

Enforcement Date

June, 2020

Number Of Pages

28


Publisher

Board of Governors

Media

Website

CU Sexual violence policy PVRPA-3 2020-06

View document 

Download document 

Sustainability Policy

Scope

This Policy shall apply to all activities of Concordia University ("the University"), on and off campus, and to all members of the University community.

Enforcement Date

December, 2016

Number Of Pages

6


Publisher

Board of Governors

Media

Website

CU Sustainability policy 2016-12

View document 

Download document 



Research

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

RME Elements in Research

John Molson School of Business incorporates responsible management education into its research endeavors through 4 different methods:

Required Research Reporting

PRJ_From imposter fears to authenticity: A typology of women entrepreneurs

Author

CHADWICK, I., DAWSON, A.

Published Date

March, 2024

Degree Of Recognition

International

Media Name

Small Business Economics

Media Type

Journal Article

Duration

25 pages

[Supporting Links](#)

Fintech and Sustainability

https://link.springer.com/chapter/10.1007/978-3-031-40647-8_1

Author

WALKER, T., TURTLE, H. J., KOOLI, M., NIKBAKHT, E.

Published Date

June, 2023

Degree Of Recognition

International

Media Name

Fintech and Sustainability. Springer

Media Type

Book Chapter

Duration

6 pages

[Supporting Links](#)

De-stigmatizing the “win-win:” making sustainable consumption sustainable**Author**

Kelly Goldsmith, Caroline Roux, Ali Tezer, Christopher Cannon

Published Date

August, 2022

Degree Of Recognition

International

Media Name

Current Opinion in Psychology

Media Type

Journal Article

Duration

Online (101336)

[Supporting Links](#)

“I buy green products for my benefits or yours”: Understanding consumers’ intention to purchase green products**Author**

Ying Sun, Tieshan Li, Shanyong Wang

Published Date

August, 2022

Degree Of Recognition

International

Media Name

Asia Pacific Journal of Marketing and Logistics

Media Type

Journal Article

Duration

18 pages

[Supporting Links](#)

Developing a collaborative and sustainable return to work program for employees with common mental disorders: a participatory research with public and private organizations**Author**

Marc Corbière, Maud Mazaniello-Chézol, Tania Lecomte, Stéphane Guay & Alexandra Panaccio

Published Date

August, 2022

Degree Of Recognition

International

Media Name

Disability and Rehabilitation

Media Type

Journal Article

Duration

12 pages

[Supporting Links](#)

Renewable energy certificates threaten the integrity of corporate science-based targets.**Author**

Anders Bjørn, Shannon M. Lloyd, Matthew Brander & H. Damon Matthews

Published Date

June, 2022

Degree Of Recognition

International

Media Name

Nature Climate Change

Media Type

Journal Article

Duration

17 pages

[Supporting Links](#)

Servant leadership and employee wellbeing: A crosscultural investigation of the moderated path model in Canada, Pakistan, China, the US, and Brazil**Author**

Zheni Wang, Alexandra Panaccio, Usman Raja, Magda Donia, Guylaine Landry, Michelle Morelo Pereira, and Maria Cristina Ferreira

Published Date

July, 2022

Degree Of Recognition

International

Media Name

International Journal of Cross Cultural Management

Media Type

Journal Article

Duration

24 pages

[Supporting Links](#)

Robust decisions for regulated sustainable manufacturing with partial demand information: Mandatory emission capacity versus emission tax**Author**

Qingguo Bai, Jianteng Xu, Yeming Gong, Satyaveer S. Chauhan

Published Date

May, 2022

Degree Of Recognition

International

Media Name

European Journal of Operational Research

Media Type

Journal Article

Duration

19 pages

[Supporting Links](#)

The link between CSR performance and CSR disclosure quality: does board diversity matter?

Author

Denis Cormier, Luania Gomez Gutierrez, Michel Magnan

Published Date

November, 2022

Degree Of Recognition

International

Media Name

Journal of Management and Governance

Media Type

Journal Article

Duration

26 pages

[Supporting Links](#)

Water Risk and Its Impact on the Financial Markets and Society

Author

Thomas Walker, Dieter Gramlich, Kalima Vico, Adele Dumont-Bergeron

Published Date

May, 2022

Degree Of Recognition

International

Media Name

Palgrave Macmillan UK

Media Type

Book

Duration

350 pages

[Supporting Links](#)

Business and Policy Solutions to Climate Change**Author**

Thomas Walker, Stefan Wendt, Sherif Goubran, Tyler Schwartz

Published Date

May, 2022

Degree Of Recognition

International

Media Name

Palgrave Macmillan UK

Media Type

Book

Duration

339 pages

[Supporting Links](#)

Value Creation for a Sustainable World**Author**

Laszlo Zsolnai, Thomas Walker, Paul Shrivastava

Published Date

September, 2023

Degree Of Recognition

International

Media Name

Palgrave Macmillan UK

Media Type

Book

Duration

316 pages

[Supporting Links](#)

Fintech and Sustainability: An Overview**Author**

Thomas Walker, Harry J. Turtle, Maher Kooli & Elaheh Nikbakht

Published Date

December, 2023

Degree Of Recognition

International

Media Name

Fintech and Sustainability

Media Type

Book Chapter

Duration

6 pages

[Supporting Links](#)

Sustainability in supply chain management**Author**

Anton Shevchenko, Frank Montabon, Mark Pagell and Zhaohui Wu

Published Date

October, 2022

Degree Of Recognition

International

Media Name

Handbook of Research Methods for Supply Chain Management

Media Type

Book Chapter

Duration

15 pages

[Supporting Links](#)

Sustainable Practices in Higher Education: Finance, Strategy, and Engagement

Author

Thomas Walker, Khaled Tarabieh, Sherif Goubran, Gabrielle Machnik-Kekesi

Published Date

June, 2023

Degree Of Recognition

International

Media Name

Palgrave Macmillan UK

Media Type

Book

Duration

249

[Supporting Links](#)

Handbook on Corporate Governance and Corporate Social Responsibility

Author

Michel Magnan and Giovanna Michelon

Published Date

January, 2024

Degree Of Recognition

International

Media Name

Edward Elgar Publishing

Media Type

Book

Duration

428 pages

[Supporting Links](#)

Research Conferences

When consumers morally license Corporate Social Responsibility (CSR) transgressions and the role of CSR positioning

Date

July, 2023 - July, 2023

Location

Amsterdam, Netherlands

Speakers

Argiro KLIAMENAKIS, Bianca GROHMANN, Onur BODUR

[Supporting Links](#)

European Association for Consumer Research (EACR) Conference

CSR structures: Evidence, drivers and firm-value implications

Date

June, 2022 - June, 2022

Location

Virtual

Speakers

Lawrence KRYZANOWSKI, Kais BOUSLAH, Abdelmajit HMAITTANE, Bouchra M'ZALI

[Supporting Links](#)

Administrative Sciences Association of Canada (ASAC) Conference

What makes women want to lead? The moderating role of gender in relationships between supervisor leadership style, follower leadership self-efficacy and motivation to lead

Date

June, 2023 - June, 2023

Location

Dublin, Ireland

Speakers

Zhejun Tan, Alexandra Panaccio

[Supporting Links](#)

European Academy of Management (EURAM) Conference

How does social connectedness affect socially responsible consumption?

Date

October, 2023 - October, 2023

Location

Seattle, WA, US

Speakers

Nasrin YAZDANIAN, Bianca GROHMANN, Onur BODUR

[Supporting Links](#)

Association for Consumer Research Conference

The role of socially responsible product characteristics in consumption deferral

Date

March, 2024 - March, 2024

Location

Nashville, TN, US

Speakers

Maria ORTIZ, Bianca GROHMANN

[Supporting Links](#)

Society for Consumer Psychology Annual Conference

The role of socially responsible product characteristics in consumption deferral

Date

October, 2023 - October, 2023

Location

Seattle, WA, US

Speakers

Maria ORTIZ, Bianca GROHMANN

[Supporting Links](#)

Association for Consumer Research Conference

Research Awards Program

Dedicated Research Funding



Partner

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

Partnership Approaches for RME

John Molson School of Business partners with external stakeholders to advance responsible management education through 4 different approaches:

Collaborative Problem Solving

Working with External Organizations through CSBCB and CSI

To create experiential learning opportunities for students and support local organizations or international ones interested in the local markets

Through entities within JMSB, such as Concordia Small Business Consulting Bureau and Community Service Initiative students are paired with organizations that mandate them to address certain issues that require business acumen.

<https://www.concordiaconsultingbureau.com/about>

<https://www.concordia.ca/jmsb/mba/program/experiential-learning/community-service-initiative.html>

Sustainability and Ethics Case Competitions

Our MBA students have crafted solutions for business problems presented to them at several national and international case competitions.

Date

September, 2023 - May, 2024

Location

several locations as seen in the attached documents

Speakers

MBA students

[Supporting Links](#)

MBA Case Competitions

MBA Case Competitions

View document  Download document 

Formalized Partnership Governance

Equity, Diversity, Inclusion and Belonging Committees

The mandate of the Equity, Diversity, Inclusion and Belonging Committees is to review the procedures and policies in place at the John Molson School of Business and recommend new policies, changes to existing practices or policies as well as training and education to our community with a commitment to continuous improvement.

EDIB and Career Pathways: This committee, comprised of faculty and staff members, will look at the hiring, promotion and procedures related to human resource management and development within the School for both faculty and staff members.

EDIB and Learning: This committee will be made up of faculty, staff and students and will look at the teaching and learning environment with the goal of improving the learning experience.

Collaborative Change Action

Climate Literacy Training

The Climate and Literacy Action Training allows participants to develop tools and access a network of like-minded peers from around the world. Participants learn how to make an impact in their professional & social environment, influence research, teaching, and strategy, reduce carbon emissions & address multiple other SDGs. Upon attending all five sessions and completing an assessment form, participants can become certified carbon literate trainers themselves. Five sessions cover: 1. Positive futures scenarios and Climate Justice 2. Climate Science and the matching high-impact climate solutions 3. Carbon calculation and individual action 4. Climate Change Mitigation: systems approach 5. Work in groups and your own Action Plan.

Date

May, 2024 - May, 2024

Location

Online

Speakers

Barbara Henchey, JMSB, Concordia University

[Supporting Links](#)

Climate Literacy & Action Training for Educators, Communities, Organizations, and Students.

Knowledge Translation and Dissemination

The future of women's entrepreneurship and leadership 2022

Date

April, 2022 - April, 2022

Location

JMSB

Speakers

Kathleen Boies, Lisa Giannone, Indu Krishnamurthy, Elyse Leger, Anne-Marie Trudeau,
Moderators: Ingrid Chadwick, Louise Champoux-Paille

[Supporting Links](#)

Panel

The future of sustainability and entrepreneurship: addressing drivers and challenges 2022

Sustainable entrepreneurship has been a key concept in business focusing on creating value in different economic, environmental, and social aspects. The relationship between sustainability and entrepreneurship has been rapidly changing, leading to debates among academics, practitioners, and policymakers about the drivers, challenges, and the future of sustainable entrepreneurship. This discussion presented different aspects of the relationship between sustainability and entrepreneurship and was part of the Researcher-Practitioners Exchange series, hosted by the National Bank Initiative in Entrepreneurship and Family Business.

Date

May, 2022 - May, 2022

Location

JMSB

Speakers

Adriane MacDonald, Anie Rouleau, Jean Paquin, Ehsan Derayati

[Supporting Links](#)

Exchange Series

The Power of Women Entrepreneurs

The promotion of women's entrepreneurship could reenergize Canada's economy and its businesses, with a potential to add up to \$150 billion in GDP. The full and equal participation of women in the economy is not just the right thing to do; it's the smart thing to do. However,

many women entrepreneurs are hindered by various misconceptions and biases in the context of the current environment. This raises questions about what can be done to increase the number of women entrepreneurs in terms of funding strategy, and how to strengthen support for them from the business community, government, and universities. To discuss these important issues, JMSB brought together outstanding speakers and panelists from both academia and industry for this interactive event hosted by the Barry F. Lorenzetti Centre for Women Entrepreneurship and Leadership.

Date

September, 2022 - September, 2022

Location

JMSB

Speakers

Annick Charbonneau, Alexandra Dawson, Emilio B. Imbriglio, Nadia Koukoui, Geoffrey E. Molson, Moderator: Anne-Marie Trudeau

[Supporting Links](#)

Panel

John Molson School Day 2022: For the betterment of business and society

From tackling climate change to exploring the delivery of mental health services, four John Molson standouts shared their vision for harnessing the power of business to create a better world.

Date

November, 2022 - November, 2022

Location

JMSB

Speakers

"Shannon LLOYD, Associate professor, John Molson School of Business Ian Selvarajah, BComm 07, Executive Director - Management Consulting, KPMG Canada Ghalia Shamayleh, PhD candidate and Concordia Public Scholar Romain Germond, current student, Co-President of the John Molson International Business Association (JMIBA) Nura Jabagi, MBA 14, PhD 21, Assistant Professor of Management Information Systems (MIS), Laval University"

[Supporting Links](#)

Presentations and networking

Stories of women in leadership from around the world

What are the unique challenges for women in leadership roles who work abroad? How do biases come into play? How do women best navigate the workplace in a country that has different values and culture? These are just some of the topics to discuss during Stories of Leadership Around the World, co-hosted by the Barry F. Lorenzetti Centre for Women Entrepreneurship and Leadership at the John Molson School of Business and the Concordia Alumni Women & Leadership program

Date

March, 2023 - March, 2023

Location

Online

Speakers

Maria Abi-Habib, Fay Arjomandi, Ginette Caron, Isabelle Dessureault, Maya Johnson, Yu-Ping Chen, Anne-Marie Croteau

[Supporting Links](#)

Webinar

National Bank Series: In Search of Resilience In Healthcare

Not too long ago, Canada's health care system was the envy of the world. With a single-payer system, world-class research and training, cutting-edge technologies, and availability and accessibility of care, we were doing much better than the rest of the world. Then, something shifted. The system started crumbling due to high demand, an aging population, inflated health care costs, a shortage of hospital staff, physicians, and specialists, and a highly siloed approach to health care information and services. Institutions that were set up later to break through the barriers of the legacy health care system also achieved little success. The pandemic brought wellness, health, and medicine into stark focus across the globe. As a result, the health care field has taken center stage as the sector that could help the world conquer COVID, but it also challenged the system's resilience and capacity. While the health care challenge is a particularly complex one, entrepreneurship can provide disruptive systemic solutions for sustainable impact within the system. In addition, there have been several attempts to use IT and digital technologies to create an efficient, resilient, and high-quality health care system in many aspects. As a continuation of the Researcher-Practitioners Exchange Series hosted by the National Bank Initiative in Entrepreneurship & Family Business, the panelists explored how entrepreneurship and digital innovation could contribute to the health care system by providing solutions for different stakeholders. They also discussed current challenges and possible trends that could be expected in the future.

Date

March, 2023 - March, 2023

Location

JMSB

Speakers

Barb Marcolin, Amir Farzam, Timothy Kavanagh (EMBA 19), Moderator: Suchit Ahuja

[Supporting Links](#)

Panel

National Bank Women in Leadership Speaker Series

John Molson School of Business researchers and guest panellists discussed how leaders can adapt to promote the well-being of the women they employ, while maintaining productivity and encouraging career advancement.

Date

October, 2023 - October, 2023

Location

JMSB

Speakers

Sofia Quilico, Estelle Champagne (Bcomm 16), Alexandra Dawson, Moderator: Tracy Hecht

[Supporting Links](#)

Panel and networking

John Molson Day 2023: Investing for Impact

From effective global leadership to sustainable finance, speakers shared their vision for harnessing the power of business to create a better world.

Date

October, 2023 - October, 2023

Location

JMSB

Speakers

"Andrea Kilibarda, BComm 21, Sustainability Advisory and Finance Associate, Investment Banking, National Bank Financial Lucas Pontillo, BComm 97, Executive Director and Global Chief Financial Officer, Fiera Capital Amr Addas, director of Concordia's Van Berkom Investment Management Program and Sustainable Investing Practicum"

[Supporting Links](#)

Discussion

Future Women Leaders in Finance

This pilot event featured leaders in the finance sector sharing their experiences and key insights with invited women and femme-identifying finance students. The event was intended as a space to share inspiring stories about women's leadership careers in the finance industry, to offer concrete advice on how to find and work with a mentor, and to help increase the networks of participants.

Date

November, 2023 - November, 2023

Location

JMSB

Speakers

"Lisa Giannone, President, BFL Canada Élyse Léger, VP/Investment Counsellor at Fiera Capital Barry Lorenzetti, CEO and Founder, BFL Canada"

[Supporting Links](#)

Discussion

National Bank Series - Innovate to Decarbonize: Entrepreneurship's Role in Sustainable Transformation

As the world grapples with the impacts of the climate crisis, the need for collective action has never been more apparent. It is imperative to recognize the catalytic role of entrepreneurship in fostering innovative solutions and driving the transition towards a sustainable, decarbonized future. The National Bank Initiative in Entrepreneurship and Family Business at the John Molson School of Business hosted a panel discussion illuminating the role of entrepreneurial innovation in creating a more resilient future for generations to come.

Date

November, 2023 - November, 2023

Location

JMSB

Speakers

Patrick Gagne, Stephane Chayer, Sass Peress (Bcomm 82, MBA 84), Sarah Houde, Moderator: Ehsan Derayati

[Supporting Links](#)

Panel

Fostering Inclusion: Strategies for Empowering Minority Entrepreneurs

In today's rapidly evolving business, societal and technological landscape, it is crucial to address the challenges and opportunities faced by minority entrepreneurs and identify actionable solutions to support their growth and success. As a continuation of the Researcher-Practitioners Exchange Series hosted by the National Bank Initiative in Entrepreneurship & Family Business, our distinguished panelists, who are successful minority entrepreneurs, academics, and champions of minority engagement, engaged in an open and dynamic discussion on various aspects of fostering inclusion in entrepreneurship. They shared their experiences, insights and innovative approaches to overcoming barriers and creating opportunities for minority-owned businesses. The following topics were discussed: Breaking Barriers: Overcoming Challenges Faced by Minority Entrepreneurs Navigating Bias and Discrimination: Promoting Equity and Fairness in Business Building Support Networks: Leveraging Mentorship and Community Resources Creating Inclusive Policies and Programs: Engaging with Marginalized Communities Driving Business from a New Perspective: Utilizing Digital Technologies, Ecosystems, and Knowledge

Date

March, 2024 - March, 2024

Location

JMSB

Speakers

"Gerald Grant, Full Professor of Information Systems and Director of the Centre for Information Technology, Organizations, and People (CITOP), at the Sprott School of Business, Carleton University
Hawa Mariam Keita, Lead, Concordia Africa Initiative
Daryl Leclaire, Director of Business Services at Tewatohnhi'saktha's Kahnawà:ke Economic Development Commission
Suchit Ahuja: Graduate Program Director, MSc Business Analytics and Technology Management, John Molson School of Business"

[Supporting Links](#)

Panel

Reversing the trend: Women who lead in male-dominated fields

In a celebration of Women's History Month, JMSB hosted an engaging panel discussion featuring three Concordia women who are trailblazers in male-dominated fields. They discussed what drives them, their lessons for young professionals and the leadership qualities essential to managing effective teams.

Date

March, 2024 - March, 2024

Location

Online

Speakers

"Stefanie Bitton, BComm 02, Co-owner and executive producer, Tonic DNA Corinne Charette, BSc 75, LLD 11, Managing director, Concordia's District 3 Accelerator Monique Jérôme-Forget, Former Minister, National Assembly of Quebec Special advisor, Osler, Hoskin and Harcourt LLP Sudha Krishnan, BA 99, host of CBC Montreal News at 11 "

[Supporting Links](#)

Panel

Informing: knowledge translation and dissemination

Knowledge translation and dissemination through series of panels and conferences about CSR and SDG related topics.

JMSB research centers host several yearly events that bring together the School's researchers and the community's practitioners to discuss important issues related to SDGs and CSR. All events are open to the public and most are delivered both in-person and online.



Practice

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

RME Policy Implementation

John Molson School of Business has implemented 6 policies to support its commitment to responsible management education:

Employee equity, diversity, inclusion

Policies on Accessibility and Accommodation

Concordia University is committed to the inclusion and participation of students and employees with disabilities. This commitment includes facilitating the prevention, identification and/or removal of barriers for persons with disabilities to ensure access to services, events, activities, facilities, premises and buildings, employment, digital structures, and university processes and accommodation.

Scope

All stakeholders of the university: students and employees

Enforcement Date

May, 2022

Number Of Pages

11

Publisher

Concordia University

Media

pdf, website

Accessibility and Accommodation Policy
PRVPA-14

View document  Download document 

Greenhouse gas emissions

Buildings/real estate

Policies on building/real estate

Concordia has been ranked the most energy efficient of Quebec's six major universities for 21 consecutive years

Scope

Concordia makes use of energy-efficient design and technologies to reduce our energy use

Enforcement Date

August, 2020

Revision Date

August, 2025

Number Of Pages

16

Publisher

Concordia University

Media

website

Buildings - Climate Action

View document  Download document 

Local staff/student/faculty transportation

Policies on local staff/student/faculty transportation

Scope

To reduce direct and indirect emissions on the campus

Enforcement Date

August, 2020

Revision Date

August, 2025

Number Of Pages

16

Publisher

Concordia University

Media

website

Transport - Climate Action

View document  Download document 

Student equity, diversity, inclusion

Policy for Students on the Accommodation of Religious Observances

Scope

This Policy deals solely with the practical issues surrounding the scheduling of evaluative exercises and other academic obligations including, but not limited to, class attendance, lectures, labs, tests, assignments, practicum, in-class examinations and centrally supervised final examinations.

Enforcement Date

July, 2011

Number Of Pages

3

Publisher

Office of the Provost and Vice-President, Academic

Media

Website

CU Policy on Religious accommodations
PRVPA-1 2011-07

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

Travel

Travel and Conference Policy

The University strongly encourages all travelers to make transportation and all other choices with sustainability in mind. To be sustainable in decisions and activities is to take a long-term perspective keeping the environment as a priority without compromising the needs of future generations. This is part of the policy attached here: page 3, second paragraph of the policy.

Scope

travel and conference planning for faculty, employees and students

Enforcement Date

May, 2022

Number Of Pages

10

Publisher

Concordia University

Media

website

CFO-3 Travel and Conference Policy

View document  Download document 

Institutional Aspiration Targets

John Molson School of Business has set aspiration targets in 4 different areas:

- ❖ GHG Emission Targets
- ❖ Building and Real Estate Targets
- ❖ Internal Transportation Targets
- ❖ Employee 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, John Molson School of Business operates with the following approach:

Limited Transparency Disclosure

Website of disclosure of performance

Sharing performance related to responsible management education

We share our successes via internal and external communications vehicles such as the Dean's Newsletter (to faculty and staff - internal), news story on our website (external), and social media channels (external).

SIGNATORY

John Molson School of Business



Address

1450 Guy
Canada



Website

<http://www.concordia.ca/jmsb.html>