

Bryant University

Bryant Digital Repository

Resources

Bryant University UN PRME Community

4-19-2021

Commitment to UNPRME Update on Progress 2019-2021

Bryant University

Follow this and additional works at: https://digitalcommons.bryant.edu/unprme_resources



Bryant University



Commitment to UNPRME Update on Progress 2019-2021



To:
PRME Steering Committee
c/o PRME Secretariat
United Nations Global Compact Office
685 3rd Avenue, 12th Floor
New York, New York 10017

April 19, 2021

Adoption of the Principles for Responsible Management Education – Update on Progress

As an institution of higher education involved in the development of current and future managers, Bryant University is committed to implementing the Principles for Responsible Management Education—starting with those that are more relevant to our capacities and mission, report on progress to all our stakeholders, and exchange effective practices related to these Principles with other academic institutions. The following report provides some specific details at the institutional level.

In addition to what we have shared in the report,

1. The College of Business has established a separate, restricted fund account with specific goal of supporting UNPRME activities into the future at the institutional level.
2. We have recruited faculty from across all departments and colleges in the university to uphold and continue our commitments.
3. We have embarked on an ambitious audit of our academic curriculum to ensure that there is a clear commitment and content of issues related to sustainability across our courses and programs.
4. We have engaged our College of Business Dean's Council (of advisors) to partner with us to promote sustainability Education.

We continue to work closely with nonprofit, for-profit and the government sector in several student projects to ensure we are learning from the environment around us, as well as share the best practices that our institution has acquired through faculty research.

We will continue to keep you updated as we make more progress on all these fronts. Thank you for the opportunity to partner with you on this important initiative.

Madan Annavarjula
Dean, College of Business
Bryant University
Smithfield, RI 02917

2019-2021 SIP & CONTENTS

Introduction.....	1
Participation in UNPRME & PRME Initiatives.....	2
PRME Principle 1: Purpose.....	3
PRME Principle 2: Values.....	4
PRME Principle 3: Method.....	17
PRME Principle 4: Research.....	24
PRME Principle 5: Partnership.....	34
PRME Principle 6: Dialogue.....	37

Introduction

Bryant University's mission is to educate and inspire students to discover their passion and become innovative leaders with character around the world.

Bryant University is an established leader in providing sustainable experiential education in the northeast region. Our vision as a university aligns with UNPRME mission of developing future responsible global leaders who will enact meaningful change in their environment. We are committed to educating future generations to be responsible stewards of the planet in our business education.



Sustainability at Bryant

“We are committed to creating a sustainable campus and culture through a framework that includes academics, research, energy, buildings and land use, food and dining, and community engagement.”

Even though our tenure as a UNPRME signatory is recent, in the last two years we have made a commitment to understand our current sustainability initiatives in our different functional areas in the College of Business (COB). This audit led us to start review the existence or lack of the UNPRME Six Principles not only in COB, but essentially in the fabric of our institution.

In the following paragraphs we will delineate our findings consisting of our current alignment with the UNPRME Six Principles, and where we started integrating the UNSDGs. We will conclude with the next phase of our journey as we renew our commitment and partnership.





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.

Bryant University has a long-standing Sustainability Committee and Student Sustainability Ambassadors Program which attests to Bryant's already existing natural proclivity towards sustainability. The Sustainability Committee is made up of 25 members who represent the

Campus Wide Efforts

- integrating sustainability into the courses in the curriculum,
- diverting food waste generated in the dining hall to a local pig farm.
- establishing partnerships and events such as the Farmer's Market at Bryant and Earth Day
- incorporating sustainability into new student orientation
- creating a Sustainability Committee and SustainUs – a student-run club
- maintaining an active sustainability presence in Bryant University social media,
- developing the first LEED certified building in 2018
- completing an annual comprehensive Sustainability Plan
- offering a Sustainability Certificate to students who have completed a series of sustainability-related courses and activities.
- creating a Sustainability at Bryant Strategic Communications Internship for a qualified student participating in annual programs such as the Green Office Cleanout and RecycleMania, a nationwide recycling contest, where Bryant placed 9th in Food Organics and 8th in Per Capita Recycling this past year.

"Bryant receives STARS Silver rating for sustainability strides", 2019).

student body, faculty and various departments. In 2012, this committee worked closely with EcoMotion Inc. to help Bryant achieve Bronze level recognition from STARS (Sustainability Tracking, Assessment and Rating system). Focused sustainability initiatives helped to achieve a silver rating in 2013 which has been sustained and awarded once again in the fall of 2019, from the Association for the Advancement of Sustainability in Higher Education (AASHE). Jim Vecchione, Executive

Director of Facilities and Sustainability leader stated, "Another Silver rating from STARS solidifies our standing as an institution that cares about the environment and the well-being of its constituents," ("Bryant receives STARS Silver rating for sustainability strides", 2019). This silver rating further evidences the efforts being taken around campus to integrate sustainability into academics and student life. https://www.bryant.edu/sites/web/files/2018-06/Bryant_Sustainability%20Plan%202015%203-3-16.pdf

Bryant focuses on achieving sustainability practices in three interrelated areas; operations and facilities, planning and policy, and education and action. Initiatives taken in these areas include creating the first LEED certified building in 2018, establishing partnerships including the first Farmer's Market at Bryant, and creating internship opportunities that engage students in

programs such as Green Office Cleanout and RecycleMania ("Bryant receives STARS Silver rating for sustainability strides", 2019).

To continue offering a competitive education to our undergraduate and graduate students, Bryant faculty and staff continually seek ways to integrate sustainability into coursework. Progress made in these areas has resulted in Bryant being selected by the sustainable investing organization SILK

("Sustainable Impact Investing Learning and Knowledge") to participate in the Student Corporate Management Competition. Bryant Students will be piloting this new academic challenge alongside students from Yale University, UC-Berkley and Arizona State University. Faculty adviser for the team, Asli Ascioğlu, PH.D, Department Chair and Professor of Finance, has said that, "There's never been a competition with this kind of ESG (Environmental, Social, and Governance investing) analysis," ("Bryant selected to participate in prestigious sustainable investing competition", 2020).



Principle 2 | Values

We will incorporate into our academic activities, curricula, and organizational practices the values of global social responsibility as portrayed in international initiatives such as the United Nations Global Compact.

Curriculum

Bryant University currently offers over 100 undergraduate courses in the College of Business and the College of Arts and Sciences. Students study interdisciplinary programs with a major in the College of Business or Arts and Sciences and the minor in the other. This unique experience offers students almost limitless combinations that make them stand out among peers upon graduation. Our faculty continue to provide a cutting-edge education by responding to changes in the work environment relevant so that students graduate with the required knowledge and tools to be competitive in the job market.

In order to keep abreast of the dynamic constantly evolving global environment, dean Annavarjula of College of Business created a dean's council comprised of 16 distinguished industry leaders to ensure that curricula align with industry needs and provide Bryant graduates with the tools and education to become competitive in the job market. The council provides external perspectives, expert review and counsel, advocacy, and philanthropic support for College of Business students, programs and initiatives, and strategic direction ("College of Business announces new Dean's Council members", 2020).

Responding to an increasing global awareness of environmental issues such as the climate crisis, in the Summer of 2019, Bryant announced an **Environmental Science Minor** that would give students the opportunity to delve deeper into global issues. This minor aligns with Sustainable Development Goal #13, “Take urgent action to combat climate change and its impacts*”.



“Recognizing the pressing environmental issues and climate change effects on our physical environment, it is a good citizen’s responsibility to understand major environmental concepts. This program offers a multi-disciplinary scientific, ethical and philosophical perspective from which to research, analyze and solve environmental problems. The ability to gather, analyze and communicate complex technical data to others and to plan and manage environmental projects are program objectives that will be emphasized as well as the ability to critically reflect on students’ future roles as global citizens, mindful consumers and environmental innovators in a complex, interconnected world.” (Bryant University, Academic Catalog,

2021).

In addition to environmental awareness, faculty have further revamped the curriculum to give students a greater understanding of groundbreaking technologies such as Big Data and Artificial Intelligence. In the fall of 2020, Associate Professor of Information Systems and Analytics Chen Zhang, Ph.D. secured a faculty innovation grant to launch a new course focused on the subjects of artificial intelligence and deep learning. This experiential learning program gives students the opportunity to work hands on with AI robots (Kelley, 2020).

In response to the global pandemic SARS-CoV-2, faculty from the College of Arts and Sciences and the College of Business collaborated on a new course designed to educate students on navigating a crisis. This honors seminar was fast tracked through the development phase and offered to students in the fall of 2020.

During this course, undergraduate students are paired one on one with alumni with at least five years of experience in the workforce. This course offers students the unique opportunity to be equals with the alumni and learn how to face unexpected crises such as the global pandemic (Buraczenski, 2020).\

Center for Program Innovation

The Center for Program Innovation is led by Michael Roberto, Trustee Professor of Management. A steering committee of faculty, staff and students work together to create innovative and experiential learning for students in all areas of study. Each year, this committee awards a \$2000 Faculty Innovation Grant to aid in the innovation and introduction of new courses.

The committee also leads the annual Bryant-App-a-Thon competition and the IDEA (Innovation Design Experience for All) Program.

Bryant App-a-Thon: Challenges students to utilize the design thinking process to pitch a mobile app concept for the University. Winning concepts are implemented by the Information Services team at Bryant.

IDEA Program: Multi-day, hands-on program for first-year students to immerse them in the concepts of design thinking.

In addition to innovating curriculum with new courses and programs of study, Bryant faculty continue to modify existing coursework to align with the UN PRME SDGs. Below is a list of selected courses from the College of Business that align with the sustainability goals of UN PRME.

First-Year Gateway Coursework

GFOB (Global Foundations of Business): 100

Course Objectives: Understand the responsibility that organizations and businesses have in society in a global context, the role of ethical business leadership and decision-making. Students will be able to apply frameworks for ethical reasoning to issues that arise in business.



Accounting Courses

ACG 203. Principles of Financial Accounting.

Course Objectives: As an introductory course, students will understand how fundamental Generally Accepted Accounting Principles drive the creation of financial information. Additionally, common uses of financial information for performance evaluation by internal and external decision-makers will be explored.

ACG 301. Financial Reporting I. Course

Objective: addresses topics relevant to the financial reporting for creditors, investors, regulatory agencies, and other interested parties. The course emphasizes the conceptual development and application of reporting alternatives.

ACG 311. Cost Management. Course

Objective: To provide students with an understanding of why accounting information is important and how it is used in managerial decision-making. The course has three specific learning objectives namely knowledge acquisition, development of technical skills, and development of behavioral and analytical reasoning skills

ACG 320. International Accounting. Course

Objective: Students will investigate how financial reporting develops differently across geographic boundaries. Students will learn how the use of financial accounting information by different groups causes the focus of financial accounting to differ. They will also learn how different accounting rules will result in significant differences in published financial reports.

ACG 350. Fraud Examination. Course

Objective: This course examines the causes and consequences of fraud as well as discusses the basic concepts and procedures involved in performing a fraud examination.

ACG 370. Personal Financial Planning.

Course Objective: This course addresses the issues involved in personal financial planning. Topics covered include investment planning, retirement planning, estate tax planning, and income tax planning.

ACG 461. Financial Reporting III. Course

Objective: This course addresses topics relevant to the financial reporting for creditors, investors, regulatory agencies, and interested

parties. The course emphasizes topics such as business combinations and consolidations.

ACG 465. Governmental and Not-For-Profit Accounting.

Course Objective: This course is an introduction to the accounting and financial reporting principles of state and local governments, colleges and universities, hospitals, and other not-for-profit organizations. Students develop an appreciation for the special accounting, budgeting, and reporting needs of these organizations.

ACG 497. Directed Study in Accounting. Course

Objective: This course is designed to permit the student to pursue an area of accounting of interest and concern. The work will be performed under the supervision of a faculty member who will design the program of study and the requirements to be met by the student. This course must be approved by the department chair based on the agreed upon plan of study.

MPAc 600. Advanced Assurance. Course

Objective: This course studies contemporary issues and problems in auditing. Topics include the current state of the profession and the application of auditing concepts and theories in non-traditional settings. The application of judgment in various auditing contexts will also be stressed through case analysis.

MPAc 605. Corporate Governance in the 21st



Century

Course Objective: This course will examine the Theory of Corporate Governance Model in the light of major recent financial

crises, events that impact the capital markets and the reactions of the Congress and regulators to such crises. This course will discuss how these principles provide stability, accountability, and speed to the corporate reporting supply chain.

MPAc 615. Project Management for

Accounting Leadership. Course Objective: This course will review the management of projects within a strategic context, including the people, processes, and tools related to initiating, planning, executing, controlling, reporting, and closing a project. This course focuses on project management as it relates to business strategy, accounting and technology integration within an organizational context.

MPAc 626. Accounting Analytics Course

Objective: This course will challenge students to think critically about whether and how data can improve business performance, create opportunities, and/or create risks. The course will also expose students to some of the most common business intelligence software packages currently used in organizations.

MPAc 635. Multinational Accounting. Course

Objective: This course provides an overview of the accounting concepts and issues confronted by companies involved in international business. This includes the institutional structures that have evolved in response to international accounting issues; international financial reporting standards (IFRS); accounting for foreign currency transactions; translation of foreign currency financial statements; and implications of transition from US GAAP to IFRS.

Finance Courses

FIN 201G. Global Dimensions of Financial Management.

Course Objective: This course aims at acquainting students with international aspects of corporate finance. The ultimate objective of the course is to develop your ability to understand and analyze major problems of financial management in an international context. The focus of this course is the increasing global dimension that the financial managers must address. While this course deals with common

finance problems, these problems are analyzed in a broader context with an international emphasis.

FIN 312. Investments.



Course Objective: This course offers a broad perspective on investment objectives and determinants of investment decision making. Students will demonstrate critical thinking skills by analyzing complex problems and recommending feasible solutions.

Students will recognize ethical dilemmas, the stakeholders involved, and the consequences of different decisions on these stakeholders. Students will recognize relevant issues in the global business environment, including the economic environment, political environment, legal/regulatory environment, and socio-cultural environment.

FIN 315. Financial Institutions and Markets.

Course Objective: This course is an introduction to the American financial system including banks, insurance companies and the capital market institutions. Students will recognize ethical dilemmas, the stakeholders involved, and the consequences of different decisions on these stakeholders. Students will recognize relevant issues in the global business environment, including the economic environment, political environment, legal/regulatory environment, and socio-cultural environment.

FIN 368. Multinational Finance. Course

Objective: This course aims at acquainting students with international aspects of corporate finance. Specifically, we will examine, throughout this course, how the business of the multinational corporation (MNC)– compared to that of a purely domestic firm– is affected by the changes in the international financial environment and by the presence of new variables, in particular the exchange rate risk and the political risk.

FIN 370. Financial Statement Analysis. Course

Objective: This course is designed to prepare students to be more critical consumers of financial information. The focus of the course is the detailed understanding of financial information and how it can be used to make judgments about firm value. A central theme of the course is the role of management and strategy in presenting financial information. Students will recognize ethical dilemmas, the stakeholders involved, and the consequences of different decisions on these stakeholders. Students will recognize relevant issues in the global business environment, including the economic environment, political environment, legal/regulatory environment, and socio-cultural environment.

FIN 380. Financial Modeling. Course Objective:

In this course students analyze and solve a diverse set of finance problems through the development of

spreadsheet models concerning loan amortization, lease analysis, capital budgeting and risk analysis, cash budgeting, options pricing, capital asset pricing, and portfolio management. The course emphasizes the development of critical thinking skills, proficiency in research and use of financial data, and command of spreadsheet software such as Microsoft Excel.

FIN 391. Finance Internship.

Course Objective: Finance internships give students the opportunity for supervised employment in an area where they can apply financial theories and principles. Interns work at least ten hours a week, meet periodically with a supervising faculty member, do research on their field of employment, and prepare a substantive report on work experience and research.

FIN 413. Multinational Business Simulation.

Course Objective: This course involves a semester long computer simulation in which the participants, working together in small teams, play the management roles of competing multinational firms. Though the course heavily emphasizes finance, marketing, and production decision making, participants will need to master all aspects of running an enterprise. The course offers many noteworthy features: international scope, strategic focus, lots of written and oral communication, considerable analytic work using spreadsheets and various statistical packages, and coping with sticky ethical and environmental issues. Students will develop leadership, as well as team building skills.

FIN 460. Corporate Finance: Theory and Practice.

Course Objective: In this capstone class, students undertake a detailed study of long-term financial management. Using an overarching theme of value creation, students will examine such topics as capital budgeting, capital structure, leasing, project financing, corporate valuation, real options, mergers and acquisitions, LBOs, MBOs, dividend policy, hedging and managerial compensation. By employing a case study approach focusing on complex problems, students gain a deeper understanding of corporate forecasting, capital budgeting, cost of capital analysis, and the financing of capital investments.

FIN 465. Innovations in Contemporary Finance.**Course Objective:**

Contemporary finance is a highly quantitative and technological field. The performance of global investments is evaluated and managed by increasingly more complex mathematical tools. This

survey course will provide students the fundamental steps of technical and financial sophistication they need to solve critical problems and will develop their ability to successfully understand and communicate with industry professionals and investment clients both in the U.S. and around the world. By the end of this course, students will be able to apply modern financial techniques such as Value at Risk, Fama French, Derivative Greeks, and Monte Carlo simulations to real life finance problems.

FIN 466. Data Analysis for Finance. Course

Objective: This course introduces students to a variety of tools for managing and analyzing “big data” in the field of finance. Finance benefits from the availability of very rich numerical and textual records, and the goal is to provide students with sufficient exposure to these resources to understand their applicability to financial decision-making situations, while at the same time providing familiarity with a set of open-source analytical tools that can make such sources accessible.

FIN 475. Management of Banking Institutions.

Course Objective: This course explores the theory and practice of managing depository institutions in today's dynamic banking environment. This course focuses on the management and regulation of commercial banks and more generally, financial service firms. The course emphasizes the application of concepts and analytical tools crucial to decisions

facing managers of financial institutions. Current developments in the banking industry (not covered in the text) including industry consolidation, financial innovation, fintech, regulatory change and competitive forces will be incorporated into the course. This course will also provide students with interview and job preparation.

FIN 480. Archway Fixed Income Portfolio Management.

Course Objective: This course is an experiential portfolio management class focused on Fixed Income Markets. The central activity in this course is the management of the Archway Fixed Income Fund according to the guidelines and constraints outlined in the Investment Policy Statement that governs the portfolio. Each student will be given a specific investment role (e.g. macro strategist, sector specialist, etc.), and an operational role (e.g. performance reporting, attribution, risk, website, etc.). These activities are critical for the proper functioning of a true investment team and investment process.

FIN 497. Directed Study in Finance. Course

Objective: This course allows senior finance concentrators to do in-depth study or research under the direction of a member of the Finance Department.

IN ST301. Special Topics in Finance Credit Essentials.

Course Objective: The goal of this course is to expose students to a variety of commercial banking topics including cash flow, financial statement analysis, structuring commercial loans, personal financial statement analysis, business tax return analysis, as well as industry and market analysis.

Entrepreneurship

ENT 380. Entrepreneurial Marketing

Course objective: This course examines key concepts, methods, and strategic issues relevant for start-up and early-stage entrepreneurs. It examines the unique challenges facing entrepreneurs including, but not limited to, creation of a customer base; creating products or services with limited financial

resources; understanding that conventional marketing techniques are likely prohibitive or, at a minimum, constrained by availability of money, manpower and time; marketing decision-making in the face of high levels of uncertainty and ambiguity.

ENT 381. Entrepreneurial Finance. Course objective: The important role of entrepreneurship in any economy has been well documented and is of interest to business persons, government, and society at large. Financing and growing a new venture--whether inside or outside the corporate structure--is a difficult, yet passionate task. Not all finance specialists have an entrepreneurial bent, while not all entrepreneurs have a financial background. This course introduces entrepreneurial finance, both for finance specialists seeking to learn more about entrepreneurial finance and for entrepreneurs seeking to learn more about the financial aspects of innovation and business growth.

ENT 481. Creating a New Venture. Course objective: This course emphasizes the following major topics: searching the environment for new venture opportunities; matching an individual's

skills with the new venture; evaluating the viability of the new venture; writing a business plan; financing and starting the new venture.

ENT 482. Managing a New Venture. Course objective: A study in the management of the new business from its birth to its early adulthood, this course develops students' skills as a general management and entrepreneurial leader. The cases cover a diverse set of industries and a spectrum of sizes ranging from very small firms to quite substantial firms with hundreds of employees.

ENT 497. Directed Study in Entrepreneurship. Course objective: This course allows seniors concentrating in Entrepreneurship to do an in-depth study or research under the direction of a faculty member in Entrepreneurship.

Data Science Program

The BSDS is an interdisciplinary program that is designed to provide students with a strong balance in both the theory and practice of creating knowledge from data that can be used by organizations to take reasoned action and to solve real-world problems.

ISA 201. Introduction to Information Technology and Analytics.

Course Objective: The course covers analysis of a large dataset from Providence Community Health Care with the goal of improving health outcomes for a population that is dependent on the State finances for their healthcare. Other issues discussed by various instructor includes topics such as disposal of electronic waste, problem of social biases in training of AI/Deep learning algorithms, role of electronic waste in creation of health issues among people who reclaim heavy metals such as copper, nickel, cadmium from electronic waste.

ISA 201G. Introduction to Global Information Technology and Analytics. Course Objective: This course will provide a foundation of information technology concepts and application development in a global context. Students are expected to learn how various information technologies can be used to strengthen the business competitiveness globally, how information culture may vary in different countries, and how this variation may impact the adoption of information technologies. Students are expected to learn managerial issues pertaining to development of global information systems.

ISA 203. Honors Business Information Technology and Analytics.

Course Objective: This course introduces students to the key role that information technology plays in business organizations. Major topics include business information systems, information ethics and social issues, security, database fundamentals, telecommunication, e-commerce, m-commerce and traditional and emerging systems development methodologies.

ISA 210. Introduction to Data Science. Course

Objective: This course will introduce students to the field of Data Science and help them gain a foundational understanding of Data Science basic principles and tools as well as an understanding of how Data Scientists contribute to solving meaningful problems across many domains. The concepts, techniques and tools presented in this course will serve as a gateway to more focused courses that lead to becoming an effective Data Scientist. The content of the course will include an introduction to the field of Data Science, what it means to be a Data Scientist, steps in a Data Science project understanding data, data collection and integration, exploratory data analysis, supervised and unsupervised machine

learning, text mining, modeling, data product creation, evaluation, effective visualization and communication and ethical issues in Data Science.

ISA 221/421: Here are some topics being introduced:

- Freely distributed software through open-source forms an ecosystem of software empowering people who otherwise would not realize the benefits due to commercial software's pricing structures.
 - o Low-cost software (apps in an app store as an example) can level the playing field by marginalizing the cost of entry into tech related fields. An example is talented freelance programmers can utilize free or low-cost software development tools to compete for development jobs in a global market across the internet without respect to geography. Without such tools an artificial barrier exists denying the global society of their human potential.
- How software has accelerated such fields as healthcare which contributes to the overall global society. An example is the incredible speed and accuracy of the research into COVID-19 vaccine.

The image is a green square icon for Sustainable Development Goal 3, 'Good Health and Well-being'. It features a white heart with a white ECG line passing through it. The number '3' is in the top left corner, and the text 'GOOD HEALTH AND WELL-BEING' is in the top right corner.

Much of the research and testing was 24x7 and performed using AI and robotic automation.
- Access to education is another area software has had a profound impact. With advances in technology in the area of the ubiquitous communication backbone that is the internet, access to quality education is made possible on a global scale. Software which utilizes the internet, such as Zoom, has enabled a virtual classroom which literally can be open to students who are global. Beyond that is the software which enables research and the free sharing of ideas through cloud-based repositories.

ISA 305. Using Technology for Effective Decision Making.

Course Objective: This course prepares students to analyze data and solve real-life business problems using spreadsheets and other relevant software. It challenges students to use critical thinking and analysis to find efficient and effective solutions to real-life situations. In addition, it teaches students to deal not only with immediate problems, but the inevitable "what if" scenarios that occur in business situations. Case problems from diverse fields of

business, such as accounting, finance, marketing, and operations management, will provide additional practice in a real-world context.

ISA 311. Introduction to Cybersecurity. Course

Objective: The rapid growth of IT and our dependence upon it have made it imperative that students understand the importance of security both in the workplace and at home. Smart devices have made our lives more convenient in recent years, however, they have also exposed us to increasing threats as bad actors find new ways of exposing our persona data as well as threatening businesses with ransomware. This course is designed to introduce students to the many aspects of cybersecurity using a hands-on approach in a virtual lab. This course will explore common threats such as SQL injection attacks, cross-site scripting, mobile and wireless security, packet sniffing and spoofing and how to best secure your personal and business assets. Additionally, public and private key security and encryption will be examined.

ISA 320. Information Technology in Supply Chain Management.



Course Objective: The purpose of this course is to discuss how IT is used to enable supply chain management and to improve the performance of the supply chain. Major topics include the role of IT in the supply chain,

enterprise resource planning (ERP), innovative technologies in the supply chain, IT enablers for supply chain performance, and internet-based supply chain and supply chain security. Hands-on exercises in a simulated SAP ERP system and real-world cases will be used in helping students understand course concepts. In this course, students will discuss a case of wind-turbine manufacturer and the role of IT in the firm. This course provides an occasion to discuss the role of wind-turbines and solar panels as alternative sources of power. We will also introduce a transportation dataset for analysis using SAP-Lumira that covers the topic of footprint of different transportation solution

ISA 332. E Business Models. Course Objective:

E-Business is doing business activities over an IT platform that uses Internet related protocols. E-Business activities include not only the business to consumer direct selling over the web but also

business-to-business logistics, and all the back-end computer activities within the firm that use Internet protocols. Business organizations are implementing radical changes in the marketing, advertising, and delivery of their products and services. Through the implementation of electronic business technology, organizations are extending their boundaries beyond traditional "bricks and mortar" establishments to a new virtual marketplace that has global reach. Conventional business practices in the areas of advertising, marketing, production, and customer service are being radically transformed by this new platform that permits world-wide connectivity on 24/7 basis.

ISA 340. Introduction to Machine Learning.

Course Objective: This is an introductory course requiring no previous knowledge of machine learning. We focus on using Python, and machine learning libraries such as the scikit-learn library, and work through all the steps to create a successful machine learning application. This course does not focus too much on the math, but rather on the practical aspects of using machine learning algorithms to solve problems such as fraud detection. To ground this course, we will supplement machine learning algorithms and techniques with case studies and problems such as: House Price Prediction, Handwritten Character Recognition, Credit Card Fraud Detection, Market Segmentation, Churn Prediction and Drivers, Customer Lifetime Value (CLV) Prediction, Photo Classification, People Identification, Document Classification and more.

ISA 360. Data Warehousing in the Age of Big Data.

Course Objective: The main objective of this course is to provide students with an overview of the design and implementation of distributed, parallel databases that could handle massively large data sets that may include billions of rows of data. The major topics include the introduction of big data and its processing architecture, data warehouse, database components and architecture, data distribution, access, storage and data protection, and database tools and utilities. This course offers practical, hands-on experience with retrieving and manipulating data with advanced Structured Query Language (SQL), Hadoop, and NoSQL database. The course includes a Twitter Analytics project where students will build a twitter listener to collect tweets related to a topic in sustainability or social issues/impacts, import data

into MongoDB, using Python to analyze data and visualize the results in either Tableau or PowerBI.

ISA 441. Systems Analysis and Information Technology Consulting.

Course Objective: Programming is only a small part of designing information systems. A systems analyst works like an investigative journalist, gathering information about the business problem so that an effective technology solution can be designed and constructed. This course teaches you what to look for and how to find it. You will learn structured techniques and less-structured guidelines which will aid in the search for understanding of the organization, its existing systems, and the proposed system. Programming design techniques are also covered. Teams of students will develop a plan for building a complete computer information system for a real or fictitious company.

ISA 442. Project Management and Practice.

Course Objective: This course is intended to provide an introduction to Project Management as it applies to the Information Technology industry. The course will assist analysts, developers, team leaders and managers in developing an understanding of the purpose and benefits of project management by exposure to the concepts, practices, processes, tools, techniques, and resources used by the Project Manager during the project life cycle. The course will closely follow the framework of "best practices" of the Project Management Body of Knowledge, the leading professional standard for project management, with emphasis on its application to software and systems development projects.

ISA 470. Managing Global Information Resources.

Course Objective: Information systems provide the framework for decision making across the functional areas of an organization and are major enablers of globalization. This course provides a foundation in the principles and concepts of managing information resources in a global environment. The course focuses on alternative approaches to managing information resources such as computers, communication networks, software, data and information in organizations. Students will learn how multinational corporations are using IT to develop business solutions and obtain competitive advantage. Emphasis will be placed on viewing the organization in a global perspective, with the associated technological, cultural and operational issues that

influence information resource management. Several real-world cases will be used to enhance students' understanding of the course materials.

ISA 472. IT Security and Risk Management.

Course Objective: This course explores IT Security from the perspective of risk management.

Assessment of IT systems is critical to developing strategies to mitigate and manage risks. This course focuses on effective assessment strategies that ultimately help the student to implement effective and proactive risk mitigation measures and risk management practices. This course focuses on the IT security threat environment, cryptography, securing networks, access control, firewalls, host hardening, application security, data protections, incident response. A clear theoretical understanding supports a practical component.

ISA 490. Data Science Capstone. To become an expert data scientist, students need practice and experience. By completing this capstone project students will get an opportunity to apply the knowledge and skills that were gained throughout this major. This capstone project will test student skills in data visualization, data wrangling, data organization, machine learning, analysis, and presentation. Projects will be drawn from real-world problems and will be conducted with industry, government, and academic partners. During the project, students engage in the entire process of solving a real-world data science project, from defining the problem or opportunity, collecting and processing actual data, selecting and applying state of the art data science techniques to the problem and identifying actionable results. Emphasis will be placed on problem solving via state-of-the-art data science pipelines and practices, and on the ability to “tell a story” using verbal, analytical, written and visualization skills.

ISA ST400. Special Topics in Information Systems and Analytics Introduction to Blockchain.

Course Objective: This course introduces students to blockchain technology. Students will gain a full understanding of the technology from a management perspective. Students will gain the knowledge needed to understand where this emerging technology is being used and explore why companies are choosing to build their business on blockchain. We will explore how different vertical markets are using blockchain. The second half of the course will be hands-on with the students developing their own smart contract. Students will learn the Solidity programming language in order to write their own smart contracts. Existing smart contracts will be used to discuss techniques and ways to organize code.

ISA ST401. Special Topics in Information Systems and Analytics Robotics and Deep Learning.

Course Objective: Robotics are experiencing accelerated developments and integration with deep learning greatly empowers the new products. This opens up endless new applications, from industrial automation to interactive humanoid assistants. These technologies are disruptive to many industrial sectors. Hence, the exposure to them is of high importance to college students. This course will bring robotics and related deep learning subjects together and explain how the industry is applying both open-source and proprietary technology to implement their complex robotic systems. Students will also work individually and in teams to experiment in 3D simulation environment and on robotic hardware from different vendors, including Turtlebot 3, Softbank Robotics NAO and Pepper humanoids.

Management Courses

Recently the management department redesigned the courses after extensively consulting with experts in the industry. The result was to offer three tracks that provide 21st century skillsets to the students.

1. Human Resource Management Concentration and Minor
2. Leadership and Innovation Management Concentration
3. Team and Project Management Concentration and Minor

MGT 200. Management Principles and Practice.

Course Objective: The dominant focus of this course is to help students integrate management theories into a coherent framework for management practice. It is the intent of this course to provide novice business professionals state of the art management knowledge to act effectively and think decisively. Students will be exposed to the historical classics of Management Theory, as well as the four pillars of managerial behavior: planning, leading, organizing, and controlling.

MGT 201. Operations Management.

Course Objective: In an increasingly competitive global economy, firms must produce high quality, low-cost products and services. These products and services must be delivered when, where, and how customers demand them. This course introduces the most important theories and tools used to manage world class firms to achieve competitive advantage. A balance in emphasis between managerial issues and analytical techniques strengthens both critical thinking and problem-solving skills. Topics covered include operations strategy, process design, quality, inventory theory, and project management.

MGT 201G. Global Dimensions of Operations Management.

Course Objective: This course has a dual focus on both manufacturing and service operations in the global environment and comprises two sections. Section I, Foundations of Operations Management, will cover core operations management concepts including Operations Strategy, Process Design and Quality Management and Tools. In Section 2, Global Operations and Supply Chain Management, the focus will be on supply chain activities and how they are integrated to form a global supply chain. Key activities include Inventory Management,

Warehouse and Logistics Management, and Lean Systems. Section 2 will help students recognize and meet strategic global operations management challenges, with an emphasis on attaining global competitive advantage.

MGT 203. Honors Management for Organizational Leadership.

Course Objective: The dominant focus of Management Principles for Organizational Leadership is to increase each student's decision-making effectiveness as future leaders of modern organizations. This course will assist individuals in becoming reflective management practitioners. Students will learn how to diagnose case situations applying state-of-the-art management knowledge so they can provide sound solutions and decisively implement them. Students will be engaged in a highly interactive, cooperative learning approach throughout the course. They will be involved in team-based projects, simulations, team exercises, and case analyses in order to develop their interpersonal skills. In addition, an important part of the course will be a study of the leading management theorists and thinkers of the past century. This study will help students learn from the "masters" in how to become leaders who can meet the demands of today's global forces. As a culminating experience, each class team will use this knowledge to consult with a university class team or organization to improve its functioning.

MGT 302. Organizational Behavior. Course

Objective: This course helps students to develop a more complete understanding of the distinctively human dimensions of management. Emphasis is placed upon the application of theory to real world problems as well as the development of interpersonal skills. Topics include such issues as

motivation, leadership, group dynamics, and interpersonal communication.

MGT 312. Human Resources Management.

Course Objective: An in-depth study of the principles of human resources management, this course emphasizes the broad functions that managers and staff personnel officers must understand in order to develop an effective working force.

MGT 356. International Business Management.

Course Objective: This course is designed for non-International Business majors. The International Business Management course provides an overview of the cultural, economic, legal, and political forces that shape the environment of international business. Students will develop knowledge and skills to help them manage businesses across international boundaries. This is an upper-level course that emphasizes the ability for both effective oral and written communication, the application of analytical reasoning, the development of specific research skills for assessing the international context, and the use of experiential exercises to sensitize students to cultural differences.

MGT 357. Diversity in a Global Environment.

Course Objective: Diversity in a Global Environment responds to recent demographic changes and anticipates future demographic and cultural shifts in the composition of the workforce by framing diversity as a resource to be leveraged rather than a problem to be solved. This is accomplished through lectures, discussions, films, simulations, and case studies and other interactive media.

MGT 358. Global Dimensions of Human Resource Management.



Course Objective: In this contemporary world of globalization, managing people in different forms of international ventures and work arrangements pose their

own unique challenges that contribute towards the strategic decision making of the firm. This course is designed to meet the needs of managers and executives in developing successful human resource management policies and techniques in international settings. The first part of the course will focus on the specific HR challenges of managing international assignments - such as recruitment, selection, training, performance management, compensation

and benefits. Second, it will move into the realm of comparative labor and industrial relations looking into the differences in union-management relations across the world. Finally, the course will move into analyzing HRM issues in new, non-traditional work arrangements such as off-shored work, virtual teams and so on.

MGT 370. Managing the Nonprofit Organization.

Course Objective: The focus of Managing the Nonprofit Organization is the development of and day-to-day management and leadership of nonprofit organizations. Students will be challenged to assess theories of nonprofit excellence, accountability, funding and sustainability, while confronting the contextual issues facing the organizations. This course will be instructed by University faculty and community leaders whose expertise will provide students with challenging academic material and practical hands-on perspectives on a rapidly changing field.

MGT 380. Compensation Management.

Course Objective: The purpose of this course is to provide students with an understanding of the basic elements of an effective and equitable compensation program and how an employer's compensation program can support both operational and strategic objectives. The course will review compensation plan objectives, techniques for implementing these objectives, as well as compliance considerations required by federal law and regulation.

MGT 381. Cross-Cultural Management. Course

Objective: This course emphasizes the cultural, organizational and management aspects of International Business. The primary focus is on specific issues such as leadership and motivation in a cross-cultural environment dealing with multiple cultures in multiple countries. Analysis of dealing with specific issues combines fundamentals in both organizational behavior and business, examining linkages between the two and developing analytical techniques for "real-life" problems and situations.

MGT 382. Strategic Management of Technological Innovation.

Course Objective: This course provides a strategy framework for high-technology, startup and multinational companies. The course is designed to help students develop strong conceptual foundations for understanding technological innovations. It will introduce concepts and frameworks for analyzing

how firms can create, commercialize, and capture value from technology-based products and services. The course teaches students (a) to examine technical and managerial opportunities and challenges presented by emerging and evolving technologies in high-tech markets and organizations, (b) analyze the structure and develop managerial options available for both established and entrepreneurial organizations, and (c) develop appropriate strategies and processes for capitalizing on them. You will experience and explore creativity from individual and group perspectives through case study, hands-on learning and guest speakers from innovators and investors in industry sharing their experiences.

MGT 413. Multinational Business Simulation.

Course Objective: This course involves a semesterlong computer simulation in which the participants, working together in small teams, play the management roles of competing multinational firms. Though the course heavily emphasizes finance, marketing, and production decision making, participants will need to master all aspects of running an enterprise. The course offers many noteworthy features: international scope, strategic focus, lots of written and oral communication, considerable analytic work using spreadsheets and various statistical packages, and coping with sticky ethical and environmental issues. Students will develop leadership, as well as team building skills.

MGT 440. The Design Thinking Process. Course

Objective: In this hands-on course, you will have an opportunity to learn and apply the design thinking process while simultaneously developing an understanding of the psychological (cognitive, behavioral) principles that underlie innovative thinking, problem-solving, and gamification. This course builds explicitly upon the introduction to design thinking that you received during the IDEA program. We will learn how design thinkers embrace a “test and learn” and “build to think” philosophy toward innovation.

MGT 451. Human Resources Development.

Course Objective: This course examines four main components of Human Resource Development (HRD): training/ individual development, performance management, and organization development and career development. HRD processes needs analysis, learning acquisition, learning transfer and evaluation are examined in detail as are the critical components of performance

management, organization development and career development systems. Finally the course explores the competencies HRD practitioners need to possess in order to add value in contemporary organizations.

MGT 452. Human Resource Metrics and Analytics.

Course Objective: This is a course in Human Resource Management (HRM) metrics and analytics. The overall objective of the course is to familiarize students with the concepts and applications of Data Analytics within the HRM domain. More specifically, the course begins with a simplified illustration of how HR issues present themselves and how to better approach solutions to them. It expands upon that understanding by exploring some functional aspects of HR such as workforce utilization, recruitment/selection, engagement, and talent development. The course then moves toward higher levels of HR Analytics Maturity affording students the chance to complete the process of data scrubbing, hypothesis formulation and testing for more predictive and instructive recommendations.

MGT 461. Cases in Global Business Management.

Course Objective: Many management concepts, techniques, and systems taught in North America business schools are based on the North American cultural and institutional context. These concepts techniques and systems may not work as intended in other settings and, if used improperly, can compound managers' problems. This course expands on the basic knowledge and skills acquired in MGT 356 and focuses in greater depth on how to implement strategy and operate effectively in different environmental and institutional settings in a global context. The readings, cases, and exercises have been chosen to develop both intellectual understanding and behavioral skills pertinent to the management problems arising from the interaction of people from different cultures in work settings. This course is also intended to develop, to the extent possible in a college course, an appreciation of what it is like to work with people from other cultures and to work in other countries.

MGT 462. Project Management I. Course

Objective: World class organizations must manage change, and it is the task of the project managers to make those changes happen. Project Management is used in a variety of business environments to manage complex, non-routine, one-

time endeavors. This course focuses on these tools and techniques, with attention to both the quantitative and the qualitative aspects of project

management. Topics include scheduling, budgeting, cost control, team building and risk management.



Principle 3 | Method

We will create educational frameworks, materials, processes and environments.

As mentioned earlier, Bryant University, and especially in the COB, provides extensive experiential opportunities from the moment they set foot at the university until they graduate. Below are some of the experiences which also integrate UNsdgs.

International Business Courses

International Business Major

Graduates of the B.S. in International Business develop a strong theoretical and practical foundation in international business. Our extensive, internationally focused coursework in both business and liberal arts provides the global perspective that is critical to succeed in the global business arena. The required foreign language minor and global learning experiences further equip BSIB students with the skills needed to succeed in the international business world. Students develop real, hands-on global skills through study abroad and global internships - immersing themselves in a different culture and language.

Bryant's BSIB Program is one of the few in the country that offers concentrations in business functions, through which providing students with both the breadth of international business and the depth of a specific field of business. The program also integrates many of the resources offered by The John H. Chafee Center for International Business. During their senior year, students become consultants for a regional or multinational company to solve a real international business challenge for their clients.

International Business majors are required to concentrate in a functional area of business:

- accounting
- digital marketing
- entrepreneurship
- finance
- global supply chain management
- human resource management
- information systems
- leadership and innovation
- marketing
- team and project management

Each concentration has its objectives as per the respective departments.

Requirements for all IB majors:

GFOB 100-G

First-year Gateway course (mandatory) with experiential learning project that focuses on UNSDGs. Students develop business plans for projects that incorporate profitability while ascertaining significant societal contributions. There are specific IB sections, but the curriculum is the same across all GFOB 100-G sections since it is designated global “G” class.

International Study Abroad

The equivalent of at least 12 semester hours of credit must be taken as international study abroad except for students on an F1 Visa. IB majors are required to complete a language minor and their study abroad experience is generally in a country of the language studied (e.g. Spain, France, Italy, China, etc.). A Bryant faculty-led three-week customized IB course is held abroad at the beginning of the semester. During the semester abroad, IB students take classes at a foreign partner institution and complete an internship in their target language. *Sustainability content of the customized experience varies by instructor. Sustainability focus of foreign internships has not been tracked.*

BSG Simulation and IB Block (International Business Integrative Experience) This simulation is the experiential learning component of IB Block, a junior-level four course Block for IB majors. Students take IB 356 (International Management), MKT 368 (International Marketing), ACG 320 (International Accounting), and FIN 368 (Multinational Finance) and compete in a global athletics shoe simulation. The simulation tackles competitiveness and sustainability on a global level, by applying the simultaneous concepts learned in the four courses.

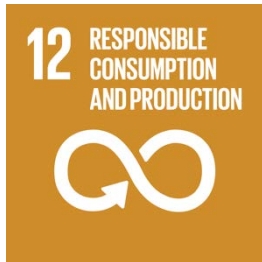
IB 490 IB Capstone - IB Practicum

International Business Practicum is a capstone course for IB majors. IB concepts that students have acquired during their studies at Bryant, including global business strategy, international trade, and practical business experiences culminate in this capstone. The course guides students in applying business consulting to solving complex global business and organizational issues. This is accomplished by providing students with a real consulting “client” having a real-world problem or challenge. Students operate as consultants for clients recruited by the John H. Chafee Center for International Business. The projects require students to apply the interdisciplinary approach so inherent to international business, while considering leadership and teamwork issues. Projects might involve topics like identifying, analyzing, and designing market entry, development or competitive strategies for new global markets, and others. In AY 2019/20 and 2020/21 two projects specifically focused on sustainability issues:

In spring 2020, one project focused on return on responsibility for a multinational conglomerate. Deliverables included identifying a unified definition of return on responsibility for the conglomerate as well as researching sustainability efforts of companies within the conglomerate and identifying the most important practices. Students helped prepare the annual sustainability conference. Students further expanded their research to MSCI Rating Score, ESG investing, and Sustainalytics.



In spring 2021, one project focused on researching certifications, awards, and programs related to sustainability in the textile industry (e.g., U.S EPA Energy Star, GRS, RCS, Environmental Footprint, OEKO-TEX, bluesign, etc.). Deliverables included a comprehensive marketing and communications plan to showcase the company's commitment to sustainability. Students were tasked to recommend which top certifications, awards, and programs the client should pursue.



Business Core Requirements for BSIB students include:

ACG203 Principles of Financial Accounting

FIN 201G Global Dimensions of Financial Management

ISA 201G Introduction to Global Information Technology and Analytics

MGT 201G Global Dimensions of Operations Management

MKT 201G Global Dimensions of Marketing

IB 490 International Business Practicum

International Business Minor

The Minor in International Business facilitates the cultivation of a global perspective in our students, contributing to their achieving their personal best in life and business. Through a combination of two required courses that are integrated across business functions and two electives that focus on the international aspects of specific business functions, minors develop a broader and deeper understanding of the issues faced by companies engaged in international business, as well as the application of business theory and concepts to common problems faced by these businesses. This leads to greater international awareness and enhanced technical skills for competing and leading in the global business environment.

Course requirements include:

MGT 356. International Business Management.

This course is designed for non-International Business majors. The International Business Management course provides an overview of the cultural, economic, legal, and political forces that shape the environment of international business. Students will develop knowledge and skills to help them manage businesses across international boundaries. This is an upper-level course that emphasizes the ability for both effective oral and

written communication, the application of analytical reasoning, the development of specific research skills for assessing the international context, and the use of experiential exercises to sensitize students to cultural differences.

Sustainability content depends on instructor and experiential exercise chosen.

BUS 413. Multinational Business Simulation. *

This course involves a semester-long computer simulation in which the participants, working together in small teams, play the management roles of competing multinational firms. Though the course heavily emphasizes finance, marketing, participants will need to master all aspects of running an enterprise. The course offers many noteworthy features: international scope, strategic focus, lots of written and oral communication, considerable analytic work using spreadsheets and various statistical packages, and coping with sticky **ethical and environmental issues**. Students will develop leadership, as well as team building skills. This course is cross listed with FIN 413, MGT 413 and MKT 413. *This course can be waived at the discretion of the program director to be substituted by

an approved elective course. [This class has not been offered recently.]

Electives:

- **ACG 320** International Accounting ○
- **FIN 368** Multinational Finance
- **GSCM 410** International Trade Logistics and Transportation
- **IB 386** International Investments
- **IB 387** Financial and Economic Developments in Latin America
- **MKT 368** International Marketing

Selected courses aligning with UN PRME SDGs are listed below:

IB 385. Special Topics in International Business.

Topics under this course heading will vary from year to year according to student interest, faculty availability, and timely developments in the area of International Business or any of its functional areas.

IB 386. International Investments. This course deals with the theories and practice of international investing. It covers topics such as foreign exchange and global financial instruments, foreign exchange rate determination and forecasting, international asset pricing, global equity and bond investing, international diversification, derivative securities, currency risk management, and global performance evaluation.

IB 387. Financial and Economic Developments in Latin America.

This survey course is intended to provide an overview of the contemporary financial and economic environment in Latin America with a focus of doing business in Mexico, Chile, Brazil and Argentina. The topics will include an examination of the social, economic and political forces that affect business in Latin America.

IB 391. Internship in International Business.

Students engage in individually supervised employment in an area of international business (such as Information Systems, Finance, Management, or Marketing) which involves the application of international business theory and principles to the work environment. Interns work at least 10 hours a

week, meet periodically with a supervising faculty member, do research on their field of employment, and prepare a substantive report on work experience and research.

IB 485. Special Topics in International Business.

Topics in this course will vary from year to year according to student interest, faculty availability, and timely developments in the area of International Business or any of its functional areas. Refer to

Banner web catalog for semester specific special topics course titles and descriptions.

IB497. Directed Study in International Business.

This course allows qualified seniors majoring in International Business to do an in-depth study or research under the direction of an appropriate internationally focused faculty member of Information Systems, Finance, Management, or Marketing.

The Certificate of Graduate Study in Sustainability Practices



The CGS offers individuals the ability to dive deeper into sustainability practices in three areas; policies, climate change and environmental health. The program includes online and campus-based coursework to provide students with theory and hands-on experience that will benefit them in any organization they may work for upon completion. This one-year program is also open to undergraduate students who have completed at least 90 credit hours. Individuals who pursue this certificate will work with a faculty advisor to courses that are organized around a theme.

CGS in Sustainability: Policies

SCI 563. Issues in Environmental Science. This course provides an understanding of current environmental problems and a familiarity with innovative developments to solve them. Current issues from the following subject areas will be discussed: climate change, energy, land degradation, air and water quality, population growth, resource depletion, and wildlife management. Guest speakers will describe their work and provide insight on specific environmental issues and the future of the environmental science field. Students will research proposed solutions to various current environmental problems and evaluate the potential effectiveness of their approaches.

SCI 565. Green Technology for Sustainability.

Chemical Processes provide valuable products and materials in various industries ranging from health care to transportation and food processing, yet they generate substantial quantities of wastes and

emissions, which cost tens of millions of dollars annually to safely manage. This course investigates cost-effective utilization of chemical processes in ways that minimize pollution at the source and reduce impact on health and the environment, by creating sustainable systems in manufacturing, transportation, building, and energy production. Environmental risk-based costs and benefits are also explored, including the rationale, benefits, and implementation problems of green technology innovations. Experimental exercises will be integrated into the course to reinforce lecture topics.

SCI 554. Conservation in the U.S. and China. As one of the major environmental issues, conservation captures the attention of both scientists and the general public. National parks in the U.S. and China preserve spectacular examples of the best biological and geological resources on our planet. This course provides basic scientific information behind these natural wonders and presents and analyzes

conservation issues using an interdisciplinary approach. Through reading, discussion, and lectures, students will gain insights into the critical role that national parks play in the preservation of natural resources, as well as protecting cultural and historic values. Using selected national parks as case examples, students will learn how to assess scientific data underlying environmental debates and will examine how these issues are connected to society and business.

CGS in Sustainability: Climate Change

SCI 552. Innovation and Global Energy Challenges.

This course will explore the challenges of providing a sustainable energy supply to support increasing world population and growing economies, and will focus on global energy systems, renewable energy sources, distributed power networks, diversification of energy supply, and increased energy efficiency. By examining the energy issues that preoccupy world decision makers, such as dwindling fuel resources, deteriorating electrical grids, externalization of costs, subsidies for existing energy corporations, extreme pollution and environmental degradation associated with mining, drilling, transport, operations, and waste disposal, students will develop an international perspective and multidisciplinary frame with which to approach needed changes in direction. Innovative approaches are needed throughout the entire energy distribution system, including changes in fuel procurement, processing, usage, and cost analyses that account for the entire fuel cycle and minimization of external costs. Breakthroughs in control systems, materials management, green building technology, carbon sequestration techniques, and algal biofuel production are just a

CGS in Sustainability: Environmental Health

SCI 550. Biological Imaging.

This course will address how biological characters and concepts are illustrated through various kinds of imaging technologies. Using plants as examples, morphological and anatomical characters at both macro- and micro- levels will be illustrated and interpreted through various imaging technologies, and their biological and environmental significance will be also discussed. This course will provide you with a basic overview of imaging technologies and

SCI 555. Environmental Policy Decision Making and Problem Solving. This course will present an overview of environmental policy alternatives, emphasizing the interrelationship of science, business, and government in policy formation and implementation. Global issues will be included, with special attention directed toward international efforts to achieve consensus on sustainable growth policies that encompass economic realities, technological innovation and a sensible legal and regulatory framework.

few examples of promising new avenues for energy developments that will be assessed.

SCI 553. GIS Tools Coastal Planning and Climate Change.

This course provides background and training in the utilization of Geographic Information System (GIS) tools for tracking climate change effects on coastal ecosystems, with a particular emphasis on how coastal planners can predict the extent and likelihood of significant alteration of coastline geomorphology or ecosystem dynamics. Advance planning can reduce the impact of these changes on residents and natural inhabitants. Case studies of coastal regions around the world will be explored.

SCI 564. Biomarkers and Isotope Signals. This course provides an in-depth understanding of state-of-the-art isotope technologies and their applications in the environmental sciences. Both theoretical and experimental aspects will be examined, with an emphasis on current issues surrounding compound-specific isotope geochemistry, and how these isotope techniques are used in different scientific disciplines and their impact on a student's future environmental career also will be emphasized. Additionally, the course will explore how technical skills and knowledge about isotope chemistry can be utilized in different environmental assessments. their applications in the biological sciences, particularly in relation to scientific publications and reports. Emphasis will be placed on hands-on practice of these technologies, resulting in a portfolio of completed projects. Students will be grouped to complete final products generating publishable biological imaging on research samples.

SCI 564. Biomarkers and Isotope Signals.

This course provides an in-depth understanding of state-of-the-art isotope technologies and their applications in the environmental sciences. Both

theoretical and experimental aspects will be examined, with an emphasis on current issues surrounding compound- specific isotope geochemistry, and how these isotope techniques are used in different scientific disciplines and their impact on a student's future environmental career also will be emphasized. Additionally, the course will explore how technical skills and knowledge about isotope chemistry can be utilized in different environmental assessments.

SCI 566. Global Health Challenges. This course will explore the unique global health challenges we are facing today. As the world becomes increasingly globalized, the status of health worldwide has begun to decline. This course will present some of the complexities facing the global health community from a variety of perspectives. A brief history of global health will be given, with particular attention to environmental degradation, especially the correlation between these changes and adverse effects on health and disease transmission. Social experience. The Graduate Practicum must be approved by the instructor, the MSGES program director, and the department chair.

issues including literacy and cultural values will also be discussed in relation to effects on health. Selected communicable diseases and zoonotic and emerging diseases will be highlighted, along with current efforts to stop the spread of these diseases within the global community. Selected epidemiological studies will be emphasized to ensure that students are able to comprehend and appraise research in this field.

SCI 692. Graduate Practicum.

This course is designed to provide practical experience in some setting, scholarly or professional, related to global environmental studies. That experience can be in either a for-profit or a not-forprofit organization. The Practicum is intended to provide the student with an opportunity to acquire infield knowledge and experience. Because academic credit is awarded for this experience, the student must gain academic knowledge as well as practical

Emerging Leader Certificate

Bryant's Emerging Leader Certificate program is a fast-track curriculum designed to assist aspiring supervisors and new managers learn the core skills needed to motivate, delegate, communicate, problem solve, and achieve results from their team.

- Principles of Management
- Emotional Intelligence
- Communication Skills
- Building Effective Teams
- Ethics
- Building Strategic Relationships

Leadership Mastery Certificate

This certificate program provides a comprehensive study of the senior leadership skills required today, providing the participants with an opportunity to examine those skills through a practical business lens. Key topics are rooted in business fundamentals supplemented with the best practices of some of today's top leaders.

- Effective Interpersonal Communication Skills
- Strategic Planning/Strategic Direction
- Metrics and Big Data
- How to Develop Political Savvy
- Motivational Leadership

Supply Chain Management Certificate

Supply chain management creates net value and builds a competitive infrastructure that results in leveraging worldwide logistics, synchronizing supply with demand, and measuring performance globally. The benefit of an effective supply chain management program is to reduce operating costs and improve customer service to become more profitable.

Student Engagement is an important feature of the student first culture at Bryant university. The Fall 2020 semester begins with an offering of over 100 faculty sponsored and student led organizations that focus on a range of areas including academics, affinity/identity/religious, arts/performing arts, club sports, common interest, community or political engagement, professional development, and recreation (“Student Involvement”, 2020).

As a part of UNPRME, Bryant strives to promote student engagement in organizations that align with the SDGs. The Center for Student Leadership and Involvement works closely with the student body to create new opportunities for engagement and success through student organizations and initiatives (“Developing Leadership”, 2020). Organizations are categorized as partnerships, professional development and affinity/identity/religious focused.



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.

Bryant is slowly building a culture of faculty and student collaborations which is unique for a school without doctorate programs. Below are some examples of such collaborations.

RED Day

Bryant’s Research and Engagement Day was created for the purpose of forging faculty and student partnership in research scholarship. The structure varies from year to year however overall, there is always innovation and sustainability woven in the myriad presentations.

“Research and Engagement Day is a vital component of the Bryant academic tradition,” says Provost and Chief Academic Officer Glenn Sulmasy, J.D., LL.M. **“It is a celebration of the uniquely inclusive Bryant learning community and showcases the collaborative scholarship that is a hallmark of Bryant University.”** (2019, Research and Engagement Day)

Students participate in Research and Engagement Day, a Bryant showcase that highlights student and faculty research collaboration, creativity and innovative academic accomplishments. RED day is also the time of year that Junior standing honors students present their thesis ideas to faculty members for feedback.

RED day also includes a Keynote panel of Bryant faculty. The panel for RED19 (RED Day 2019) was moderated by Associate Provost Carol DeMoranville, Ph.D. on the topic of “Scholarship, Research, and Creativity.”

Sustainable RED day research presentations include:

- Attaran, Sharmin and Brenda MacArthur (2012), “The Effects of Unreliable Corporate Commitments to Sustainability on Consumers’ Decisions to Boycott Online,” 2012 REDay, Bryant University.

Student Research Opportunities

Bryant Literary Review

The Bryant Literary Review, an international journal of poetry, fiction, and creative non-fiction, seeks submissions from undergraduate student authors for its 2021 issue. The 22nd edition of the BLR is a special issue highlighting undergraduate student writers from **regional New England universities**.

San Diego State International Business Case Competition

A team of four IB seniors, with mentoring from faculty advisor Jacqueline Saslawski, competed and placed second in this case competition. The EcoVadis case was interdisciplinary, focusing on sustainability that involved management, marketing, information systems, as well as some finance and economics. EcoVadis is a provider of business sustainability ratings.

Summer Research Village

Started in summer 2020 as a response to many student internships being cancelled. (Virtual Summer Research and Innovation Village fills need for student experiential opportunities, 2020).

Student Conference Presentations

- Attaran, Sharmin and Victoria Eastman (2019), “Branding Ethical Fashion: The Effect of Brand Messaging on Consumer Perceptions of Ethical Fashion Brands,” 2019 Global Fashion Management Conference, Paris, France, July 11-14, 2019.

Honors Student Capstone Research

- Alicandro, S., “What is the True Cost to stay in the Hospital?”, Honors Projects in Mathematics, (2016).
- Andrews, J., “Managing Growth: Best Practices of Family-Owned Businesses”, Honors Projects in Management, (2010).
- Angers, M., “Sexual Health and HPV Vaccine Conversations: Enhancing Provider Communication for Young Women”, Honors Projects in Communication, (2020).
- Aubron, A., “Certification Value to Consumers in the Coffee Industry”, Honors Projects in Global Supply Chain Management, (2020).
- Balkam, S., “Are Baby Boomers Saving Enough for Retirement?”, Honors Projects in Finance, (2008).
- Bayer, A., “How ‘Going Green’ Affects a Company’s Stock Price”, Honors Projects in Finance, (2015).
- Bergeron, A., “The Economics of Suicide: An Empirical Study”, Honors Projects in Economics, (2014).
- Boucher, J., “A Green Endeavor; The Role of Bryant University’s Faculty on an Environmentally Responsible Campus”, (2009).
- Bhandari, P., “Corporate Governance A Comparative Analysis in India and the US”, Honors Projects in Accounting, (2018).



- Blecker, A., “Consumer Purchasing: When Does Corporate Social Responsibility Matter?”, Honors Projects in Marketing, (2016).
- Blunt, D., “Possible Solutions to the Rhode Island State Government’s Unfunded Pension Liability”, Honors Projects in Finance, (2010).
- Brown, R., “Raising Youth Turnout: The Role of Campaigns and Political Involvement Organizations”, Honors Projects in History and Social Sciences, (2010).
- Calamari, J., “Documenting Social Enterprises: A Wider Look into Best Practices”, Honors Projects in History and Social Sciences, (2017).
- Castro, D., “Foreign Direct Investment and Democracy”, Honors Projects in Economics, (2014).
- Clark, J. “We Owe it to the Earth: The Importance of Environmentally-Friendly Lifestyle Changes during the Transitional College Years”, (2009).
- Colton, K., “A Meta-Analysis of Alternative Water Sources”, Honors Projects in History and Social Sciences, (2012).
- Coppola, C., “Weather Variability and the Tourism Industry: A Panel Data Analysis”, Honors Projects in Economics, (2017).
- Cornell, B., “Perceptions of Happiness and Its Determinants An Intergenerational Study of What People Think about Money and Happiness”, Honors Projects in Applied Psychology, (2015).
- Cote, M., “The Power of Point of Sale Improving Growth, Profit, and Customer Service in a Retail Business”, Honors Projects in Marketing, (2015).
- Davidson, S., “Green Advertising and Millennials”, Honors Projects in Marketing, (2016).
- DeFeo, S., “Leadership in Charter Schools A Case Study of Blackstone Valley Prep Mayoral Academy”, Honors Projects in History and Social Sciences, (2017).
- Ebersold, K., “The Internet of Things”, Honors Projects in Computer Information Systems, (2014).
- Favuzza, A., “Passion with Purpose A Case Study of St. Jude Children’s Research Hospital”, Honors Projects in Management, (2018).
- Feehan, A., “The Role of Dynamic Capabilities While Expanding a Nonprofit Abroad”, Honors Projects in Management, (2018).
- Goldsmith, K., “Effectiveness of Agency and Non-Government Organizational Efforts in Rhode Island Environmental Conservation”, Honors Projects in Science and Technology, (2010).
- Greenway, S. “Comparing German and US Energy Transitions: Centralized vs. Decentralized Government Approaches”, Honors Projects in Science and Technology, (2018).
- Griffith, D., “Evaluation Rawls: Equality in the Family”, Honor’s Projects in History and Social Sciences, (2012).
- Li, Y., “Non-Profit Organizations in a Down Economy: The Financial Performance of Higher Education Institutions in the New England Area”, Honors Projects in Finance, (2010).
- Lussier, L., “Conscientiousness as a Mediator of Caffeine Use and Academic Performance”, Honors Projects in Applied Psychology, (2011).
- Nikosey, D., “Mitigating Global Supply Chain Risk in the Fashion Industry”, Honors Projects in Global Supply Chain Management, (2020).
- Mahan, B., “Revisiting the Mind-Body Paradox: Can Brain Functioning Explain Moral Reasoning?”, Honors Projects in Science and Technology, (2009).
- Marin, A., “The Impact of NGOs on Human Rights Development: a case study”, Honors Projects in History and Social Science, (2020).
- May, C., “International Groups: How They Benefit the Workplace”, Honors Projects in Management, (2015).
- Melino, A., “Influence of Family Communication on Organ Donation”, Honors Projects in Communication, (2014).
- McKenzie, M., “The Effects of Natural Disasters on Donations to Non-profits”, Honors Projects in Finance, (2011).
- Murphy, B., “Driving Towards Lower

- Emissions: Analyzing the Vehicle Usage of the Campus Management Department at Bryant University”, Honors Projects in Science and Technology, (2011).
- Nyskohus, K., “Enhancing Coastal Resilience: Perspectives on Valuing RI Coastal Lands”, Honors Projects in Science and Technology, (2013).
 - O’Keefe M., “Stand-up Comedy and the Clash of Gendered Cultural Norms”, Honors Projects in English and Cultural Studies, (2019).
 - Paton, J., “An Examination of Sectoral Growth’s Impact on Income Inequality in the United States”, Honors Projects in Economics, (2018).
 - Rizzo, T., “A Panel Data Study of the Determinants of Life Expectancy in Low Income Countries”, Honors Projects in Economics, (2019).
 - Rush, S., “Can Increased Trade Prevent Conflict with China?”, Honors Projects in Economics, (2008).
 - Seedfeldt, B., “The impact of education expenditures on income equality: Evidence from US states”, Honors Projects in Economics, (2018).
 - Serrano, A., “The Future of Mindfulness in the Workplace”, Honors Projects in Management, (2020).
 - Scelzo, A., “Who Cares About the Budget? The Effect of National and State Fiscal Policy on State Electoral Accountability”, Honors Projects in Economics, (2014).
 - Schuberth, A., “An Investigation of Accounting Education to Help Students Improve Important Job Skills”, Honors Projects in Accounting, (2017).
 - Schwall, J. A., “Getting the Sharks to Bite in Your Ocean: A Look at Regional Differences in Funding Components in China and the United States”, Honors Projects in Finance, (2011).
 - Segill, S., “Initial Public Offerings in the Microfinance Industry: Does a Mission Drift Occur?”, Honors Projects in Finance, (2013).
 - Terracciano, A., “Supplier Selection Criteria for Sustainable Supply Chains”, Honors Projects in Management, (2015).
 - Tomasetti, B., “Black, Gold, and Green: Food Waste Management at Bryant University”, Honors Projects in Science and Technology, (2015).
 - Tran-Nguyen, N., “INNOVATION AND INSTITUTIONAL QUALITY ON ECONOMIC GROWTH IN ASIA”, Honors Projects in Economics, (2015).
 - Veeramoothoo, S., “Macroeconomic Determinants of Worker Remittances to Latin American and the Caribbean Countries”, Honors Projects in Economics, (2009).
 - Twomey, K., “The Gordian Knot: How the United States, the European Union, and Organization for Economic Cooperation and Development took action against corporate tax avoidance”, Honors Projects in History and Social Sciences, (2017).
 - Umbach, A., “The Human Face of Permanent Climate-Induced Displacement”, Honors Projects in History and Social Sciences, (2013).
 - Weaver, B., “Coordination, Cooperation, and Collaboration: Defining the C3 Framework”, Honors Projects in Management, (2012).
 - Webb, D., “The Evolution of the ‘Southwest Effect’”, Honors Projects in Finance, (2012).
 - Weber, L., “The Development of Strategies for Success in College Among First-generation College Students: An Examination of a Focused Intervention”, Honors Projects in History and Social Sciences, (2011).
 - Weiss, C., “Status: In a Relationship How Effective is Customer Relationship Marketing on Facebook?”, Honors Projects in Marketing, (2012).
 - Yoder, S., “Making Sense of Sustainable Seafood Certifications”, Honors Projects in Management, (2016).

Management Faculty Research

- Annavarjula, M., Jiang, C., Emerging market firms' catch-up strategy in new product development: Cases from Chinese companies., *International Journal of Business and Emerging Markets*.
- Annavarjula, M., Jiang, C., Emerging market firms' catch-up strategy in new product development: Cases from Chinese companies. , *International Journal of Business and Emerging Markets*.
- Chua, R., Kotabe, M., Murray, J., Jiang, C., Effects of Cultural Ethnicity, Firm Size, and Firm Age on Senior Executives' Trust in Their Overseas Business Partners: Evidence from China. , *Journal of International Business Studies*.
- Demirkan, Yang, Jiang. (2019). Corporate Entrepreneurship in Emerging Market Firms: Current research and future directions. *New England Journal of Entrepreneurship*, 22(1), 5-30.
- Guo, G., Jiang, C., Roberto, M., Chang'an and the Chinese Auto Industry Teaching Note, Sage Emerging Markets Case Collection, 2011.
- Guo, G., Jiang, C., Roberto, M., Chang'an and the Chinese Auto Industry, Sage Emerging Markets Case Collection, 2011.
- Jiang, C., Guo, G. (2019). Entrepreneurship and Innovation in a Global Context. Editorial Piece. *New England Journal of Entrepreneurship*, 22(1), 2-4.
- Kwesiga, E., Building Symbiotic Sustainable Business Model Using an Integral Intervention: The ADCAM, Maasai Community and Pikolino Case, *Case Research Journal*.
- Kwesiga, E., Stakeholder Transformation Process: Through the Lenses of Entrepreneurial Alertness within an Indigenous Community, *Journal of Business Ethics*.
- Kwesiga, E., Sustainable Development in Africa through Management Theory, Research and Practice, *Africa Journal of Management Emerald*.
- Kwesiga, E., Management in Africa; Looking into the Future. *Africa, Journal of Economics and Management Studies*., 2013.
- Ostermeier, K., The European migrant crisis: A deinstitutionalization perspective, *The Journal of International Business, Research, and Practice*, 2016.
- Primus, D., Jiang, C. (2019). Crafting better team climate: The effects of using creative methods during team initiation. *International Journal of Technology Management*, 79(3/4), 299-321.
- Primus D.J. and Sonnenburg, S. 2020. "Team flow rhythms during Design Thinking: Flow inhibitors, flow inducers and the link between team flow rhythms and co-creative quality." First round R&R to *Journal of Product Innovation Management* in Fall 2020.
- Ratcliffe, C., *The Art of Women's Equality*, Providence Sunday Journal, 2017.
- Roberto, M., BP and the Gulf of Mexico Oil Spill Teaching Note, Ivey Business Case Collection, 2011.
- Roberto, M., BP and the Gulf of Mexico Oil Spill, Ivey Business Case Collection, 2011.
- Roethlein, Christopher, Teresa McCarthy, John Visich, Michael Gravier, Suhong Li "Developing a Distinctive Consulting Capstone Course in a Supply Chain Curriculum", Forthcoming at *Decision Sciences Journal of Innovative Education*, accepted June 9, 2020.
- Roethlein, Christopher, McCarthy Byrne, Teresa, Visich, John, Gravier, Michael, and Li, Suhong, "Developing a Distinctive Consulting Capstone Course in a Supply Chain Curriculum," Northeast Decision Sciences Institute, Cambridge, MA, March, 2020.
- Roethlein, Christopher, McCarthy Byrne, Teresa, Visich, John, Gravier, Michael, and Li, Suhong, "Developing a Distinctive Consulting Capstone Course in a Supply Chain Curriculum," Invited speaker and virtually presented at CUBes Summer Virtual Workshop, Bridgewater State University hosted this event. August, 2020
- Rustambekov, E., Unni, V., The Effectiveness of Strategy in Non-Profit Organizations: An Exploratory Study of Academic Institutions, *Journal of Business Strategies*, 2017
- Rustambekov, E., Mohan, R., Cultural Immersion Trip to Southeast Asia: A Study of Cross Cultural Intelligence, *Journal of Teaching in International Business*, 2017.

- Sonnenburg, S. and Primus D.J. 2020. "Flow" published in April 2020 as chapter in the Encyclopedia of Creativity, 3rd edition.
- Terracciano, A., Reyes, P., Visich, J., Supplier Selection Criteria and the Triple Bottom Line, Proceedings of the Annual Meeting of the Northeast Decision Sciences Institute, 2015.
- Vakil, R., Coakley, L., Put Some Sole in Your Student's Cross-Cultural Negotiation: An Exercise, Journal of International Business education.
- Visich, J. K., Reyes, P. M., Roethlein, C. J., Container Returns at Pasadena Water Solutions, Pearson/Financial Times Press, 2015.
- Visich, J. K., Reyes, P. M., Roethlein, C. J., Container Returns at Pasadena Water Solutions: Synopsis, Decision Sciences Institute, 2015.
- Visich, J., Roethlein, C., Social and Environmental Factors in the Offshoring Decision Model, Proceedings of the Academy of International Business U.S. Northeast Chapter Annual Conference, 2014.
- Visich, J., Reyes, P., Roethlein, C., Container Returns at Pasadena Water Solutions, Proceedings of the 45th Annual Meeting of the Decision Sciences Institute, 2014.
- Visich, John K., Christopher J. Roethlein, Michael J. Gravier, Pedro M. Reyes, "Writing a Great Case," *Decision Line*, pp. 20-25, March 2020.
- Visich, J., A Longitudinal Analysis of Student Perceptions of the Course Corporate Social Responsibility in the Global Supply Chain, .
- Visich, J., Roethlein, C., Social and Environmental Factors in the Offshoring Decision Model, Proceedings of the Academy of International Business U.S. Northeast Chapter Annual Conference, 2014.
- Wilson, C. P., Mary, G. A., Wilson, S., Identifying barriers to diversity in law enforcement agencies, Journal of Ethnicity in Criminal Justice.
- Wilson, C. P., Don't Drink The Water: Flint, MI in Crisis, Journal of Critical Incidents.
- Wilson, S., Luthar, H. K., Diversity Challenges at Eastern University, Journal of Critical Incidents, Volume 7 (159-162), 2014.
- Wilson, C. P., Luthar, H., Bridges, M. A., Wilson, S., Recruiting for Diversity: An Evaluation of Practices Used by State and Local Agencies, The Journal of Ethnicity in Criminal Justice, 2013.
- Yang, Q., Wang, Y., Jiang, C (2020). Local relational embeddedness and subsidiaries' innovative performance. *Journal of Behavioral and Applied Management*, 20(1), 17-35.
- Zheng, y., Wang, Y., Jiang, C. (2019). Corporate social responsibility and likelihood of financial distress. *Quarterly Review of Business Disciplines*, 6(3), 219-236.

Marketing Faculty Research

- Attaran, S. & Celik, B.G. (2013). Analytic Hierarchy Process: An Application in Green Building Market Research. *International Review of Marketing and Management*, 3(3), pp.122-133. ISSN: 2146-4405
- Attaran, Sharmin, Stefanie L. Boyer, Christine Joyner. (2013) The social media addiction: If you can't beat them, join them. *International Journal of Social Media and Interactive Learning* 2(2), 170-181.
- Attaran, S. & Celik, B.G. (2015). Students' environmental responsibility and their willingness to pay for green buildings. *International Journal of Sustainability in Higher Education*, 16(3), 327-340. DOI:10.1108/IJSHE-04-2013-0029
- Baek, T., Kim, S., Yoon, S., When Environmental Messages Should Be Assertive: Examining the Moderating Role of Effort Investment, *International Journal of Advertising*, 2015.
- Baek, T. & Yoon, S. (2020). Death Imagery in Anti-Poaching Advertising. *Psychology & Marketing*, 37 (12), 1637-1811.
- Baek, T. & Yoon, S. (2017). Guilt and Shame: Environmental Message Framing Effects. *Journal of Advertising*, 46 (3), 440-453.
- Baek, T., Yoon, S., Kim, S. & Kim, Y. (2019). Social Exclusion Influences on the Effectiveness of Altruistic versus Egoistic Appeals in

Charitable Advertising. *Marketing Letters*, 30 (1), 75-90.

- Baek, T., Yoon, S., & Kim, S. (2015). When Environmental Messages Should Be Assertive: Examining the Moderating Role of Effort Investment. *International Journal of Advertising*, 34 (1), 135-157.
- Bang, H., Choi, D., Yoon, S., Baek, T., and Kim, Y. (forthcoming). Message Assertiveness and Price Discount in Prosocial Advertising: Differences between Americans and Koreans, *European Journal of Marketing*, Accepted for publication.
- Celik, B. G., Attaran, S., Analysis of Students' Environmental Responsibility on Perceptions of Green Building Attributes, *International Journal of Sustainability in Higher Education*, 2014.
- Celik, B. G., Li, X., Attaran, S., The Impact of Culture and Knowledge on Consumer Green Building Attribute Perceptions: The Case of South Korea vs the United States, 2014 Global Marketing Conference, 2014.
- Celik, B. G., Ozbek, M., Attaran, S., & Jalili, M. (2014). Comparison of Environmental Responsibility of Construction Management Students Based on Exposure to Sustainability in Curricula and on Campus. *International Journal of Construction Education and Research*, 10(2), 96-110. DOI:10.1080/15578771.2013.826752
- Celik, B. G., Alhamdouni, K., Attaran, S., Exploring Green Buildings with LEED Certification in Developing Economies, Joint Conference of the European Roundtable on Sustainable Production and Consumption & Environmental Management for Sustainable Universities, 2013.
- Celik, B. G., Attaran, S., Analysis of Students' Environmental Responsibility on Perceptions of Green Building Attributes, *International Journal of Sustainability in Higher Education*, 2013.
- Celik, B. G., Attaran, S., Analytic Hierarchy Process: An Application in Green Building Market Research, *International Review of Marketing and Management*, 2013.
- Gravier, M., The Contribution of National Culture to Logistics Strategy, Structure, and Performance, *Africa Academy of Management*, 2014.
- Han, N., Baek, T., Yoon, S., Kim, Y., Is that Coffee Mug Smiling at Me? How Anthropomorphism Impacts the Effectiveness of Desirability versus Feasibility Appeals in Sustainability Advertising, *Journal of Retailing and Consumer Services*, 2019.
- Hawkins, Timothy G. and Michael J. Gravier (2016), "Electronic Reverse Auctions Spawning Procurement Innovation in the Context of Middle Eastern Culture," *MENA Journal of Business Case Studies*,
- Hawkins, Timothy G., Michael J. Gravier, and E. Cory Yoder (2016), "Federal Bid Protests: Is the Tail Wagging the Dog?" *Journal of Public Procurement* 16(2), 152-190.
- Hawkins, Timothy G. and Michael J. Gravier (2018), "Socio-Economic Sourcing: Benefits of Small Business Set-Asides in Public Procurement," *Journal of Public Procurement* 18(3), 217-239. Emerald Literati "Highly Commended" Award 2019.
- Hawkins, Timothy G., Michael J. Gravier, and Suman Niranjana, "Predicting Bid Protests: What Should Sourcing Teams (Not) Do?" accepted to *Journal of Business & Industrial Marketing* July 30, 2020.
- Hawkins, Timothy G., Michael J. Gravier, and E.H. Powley (2011), "Public versus Private Sector Procurement Ethics and Strategy: What Each Sector Can Learn from the Other," *Journal of Business Ethics*, 103(4), 567-586.
- Jeffres, L., Horowitz, E., Bracken, C., Jian, G., Neuendorf, K. A., Yoon, S., Structural Pluralism and the Community Context: How and When Does the Environment Matter? , *Mass Communication & Society*, 2011.
- Kim, Y., Baek, T., Yoon, S., Effort Investment in Persuasiveness: A Comparative Study of Environmental Advertising in the United States and Korea, *International Journal of Advertising*, 2016
- Kim, Y., Hyun, H., Oh, S., Yoon, S., Closing the "Green Gap": How Consumers' Environmental Commitment and Advertising Believability Strengthen the Relationship between Message Acceptance and Purchase Intention, *Social Behavior and Personality*, 2016.
- Kim, Y., Baek, T., Yoon, S., Oh, S., & Choi, Y. (2017). Assertive Environmental Advertising and Reactance: Differences between Koreans and Americans. *Journal of Advertising*, 46 (4), 550-564.

- Kim, Y., Oh, S. Yoon, S., & Shin, H. H. (2016). Closing the “Green Gap”: The Impact of Environmental Commitment and Advertising Believability, Social Behavior and Personality, 44 (2), 339-352.
- Lee, Y., Seo, J., & Yoon, S. (2020). Charity Advertising: Congruence between Political Orientation and Cause of Need. *International Journal of Advertising*, 39 (7), 943-962.
- Lee, Y., Yoon, S., Chun, S., Park, C., & Kim, K. (2019). How Liberals and Conservatives Respond to Feasibility and Desirability Appeals in Anti-Tobacco Campaigns. *Asian Journal of Communication*, 29 (1), 55-72.
- Lee, Y., Yoon, S., Lee, Y., & Royne, M. (2018). How Liberals and Conservatives Respond to Equality-Based and Proportionality-Based Rewards in Charity Advertising. *Journal of Public Policy and Marketing*, 37 (1), 108-118.
- Lim, D., Baek, T., Yoon, S., & Kim, Y. (2020). Color Effects in Green Advertising. *International Journal of Consumer Studies*, 44, 552-562.
- Magnusson, P., Westjohn, S., Zdravkovic, S., An Examination of the Interplay between Corporate Social Responsibility, the Brand’s Home Country, and Consumer Global Identification, *International Marketing Review*, 2015.
- Magnusson, P., Haas, S., Zdravkovic, S., Dimensions of fit between a brand and a social cause and their influence on attitudes, *International Journal of Research in Marketing*, 2010
- McKay-Nesbitt, J., & Yoon, S. (2015). Social Marketing Communication Messages: How Congruence between Source and Content Influences Physical Activity Attitudes. *Journal of Social Marketing*, 5 (1), 40-55.
- McKay-Nesbitt, J., DeMoranville, C., McNally, D., Undergraduate Student Projects: A strategy for Developing Environmental Literacy, *Environmental Education Research*.
- Muir, William A., Michael J. Gravier, and Timothy G. Hawkins (2020), “Class Waivers to the Non-Manufacturer Rule: Effects on Small Business Utilization in Public Procurement,” accepted to *Journal of Small Business Management* February 18, 2020.
- Murray, K. B., Why a Hierarchy of Effects Model Is Still the Best Approach to Managing and Optimizing the Impact of Corporate Social Responsibility Activities, *Journal of Global Scholars of Marketing Science*, 2018.
- Oh, S., Yoon, S., Introduction to Special Issue on Social and Environmental Issues in Advertising, *International Journal of Advertising*, 2016.
- Reyes, Pedro, Jianghong Man, Patrick Jaska, John K. Visich, and Michael J. Gravier, “Recycle System Design for End-of-Life Electronics in Developing Countries,” accepted to *International Journal of Integrated Supply Management* August 16, 2020.
- Rodriguez, M., Boyer, S., Developing Tomorrow’s Global Sales Leader: Adapting to Cultural Differences Utilizing Role Play, *Journal for Advancement of Marketing Education*, 2019.
- Swartz, S. M., Gravier, M., The Dark Side of Innovation: Exploring Obsolescence and Supply Chain Evolution for Sustainment-Dominated Systems, *Journal of High Technology Management Research*, 2009.
- Westjohn, S., Magnusson, P., Zdravkovic, S., An examination of the interplay between corporate social responsibility, the brand’s home country, and consumer global identification, *Academy of International Business 2014 Proceedings*, 2014.
- Yoon, S., Kim, Y., & Baek, T. (2016). Effort Investment in Persuasiveness: A Comparative Study of Environmental Advertising in the United States and Korea. *International Journal of Advertising*, 35 (1), 93-105.
- Yoon, S. & Choi, Y. (2020). Introduction to Special Issue on Leveraged Marketing Communications, *International Journal of Advertising*, 39 (4), 1-3.
- Yoon, S. & Oh, S. (Eds.) (2017), *Social and Environmental Issues in Advertising*. London: Routledge.
- Zollo, L., Yoon, S., Rialti, R., & Ciappei, C. (2018). Ethical Consumption and Consumers’ Decision Making: The Role of Moral Intuition. *Management Decision*, 56 (3), 692-710.

Accounting Faculty Research

- Ames, D., Rich, J., Seifert, D., Religious Social Identity and Whistle-Blowing, Research in Professional Responsibility and Ethics in Accounting, 2015.
- Asare, K., The Story of Ojukwu: A black African Immigrant's Introduction to Corporate America, .
- McKay-Nesbitt, J., Yobaccio, E., Wicks, A., Asare, K., Integrative Business Education Focused on the Environment: A Description of the, Journal of Higher Education Theory and Practice, 2012.
- Wright, G. B., Bline, D., Cullinan, C., The relationship between an individual's values and perceptions of moral intensity: an empirical study, Behavioral Research in Accounting, 1997.
- Cullinan, C., Mahoney, L., Roush, P., Forthcoming. Corporate Social Responsibility and Shareholder Support for Corporate Governance Changes, Social Responsibility Journal.
- Rehman, R., Zhang, J., Upsal, J., Cullinan, C., Naseem, M., Are environmental social governance equity indices a better choice for investors? An Asian perspective, Business Ethics: A European Review.
- Cullinan, C., Mahoney, L., Roush, P., Directors & Corporate Social Responsibility: Joint consideration of director gender and the director's role, Social and Environmental Accountability Journal, 2019.
- Cullinan, C., Mahoney, L., Roush, P., Entrenchment v. long-term benefits: Classified boards and CSR, Journal of Global Responsibility, 2019.
- Cullinan, C., Mahoney, L., Roush, P., Corporate Social Responsibility and Shareholder Support for Corporate Governance Changes., Social Responsibility Journal, 2016.
- Wright, G., Cullinan, C., Bline, D., Recognizing ethical issues: The joint influence of ethical sensitivity and moral intensity, Research on Accounting Ethics, 1998.
- Lynch, n., Lynch, M., The Expanding Use of Sustainability Reporting with Nicholas Lynch and David Casten, cpa journal, 2014.

Finance Faculty Research

- Ascioğlu, N., Saatcioglu, K., Smith, A., Integration of ESG metrics into a student-managed fund: Creating sustainable student-managed funds", Journal of Trading, 2018.
- Bae, K., El Ghouli, S., Guedhami, O., Kwok, C. C., Zheng, Y., Does Corporate Social Responsibility Reduce the Costs of High Leverage? Evidence from Capital Structure and Product Markets Interactions, Journal of Banking and Finance, 2018.
- Pantalone, C., Li, H., "An Analysis of Energy Futures," with Hsi Li and Coleen Pantalone, Northeastern University. Accepted for publication, Journal of Energy Markets ., Journal of Energy Markets.
- Pantalone, C., McCarthy, J., Li, H., "An Analysis of Energy Futures," Journal of Energy Markets , Vol 9, #3, 2016.
- Orlov, A., McCarthy, J., Time-Frequency Analysis of Crude Oil and S&P500 Futures Contracts, Chapman and Hall/CRC , 2015
- A., McCarthy, J., "Time-Frequency Analysis of Crude Oil and S&P500 Futures Contracts," with Alex Orlov, accepted for publication. Quantitative Finance <http://dx.doi.org/10.1080/14697688.2012.686666>, Quantitative Finance, 2012.
- Ramirez, A., The determinants of non-profit growth: do social enterprise initiatives matter?, International Journal of Society Systems Science, 2013.
- Inci, A. "Social Responsibility of a Stock Exchange: Corporate Governance at Borsa Istanbul", Journal of Eastern European and Central Asian Research, 7.1, 72-82. (2020)
- Inci, A. "Efficiency of Brent Index and Futures Markets", 2018, Journal of International Finance and Economics, 18.2, 19-28.
- Inci, A. "Degree of Integration between Brent Oil Spot and Futures Markets: Intraday Evidence" with N. Seyhun, 2018, Emerging Markets Finance and Trade, 54.8, 1808-1826.

- Inci, A. “Gender Differences in Executives’ Access to Information” with M.P. Narayanan and N. Seyhun, 2017, Journal of Financial and Quantitative Analysis, 52.3, 991-1016.
- Inci, A. “Insider Trading Direction and Optional Wage Design”, 2014, Journal of American Business Review, 3.1, 96-103.
- Inci, A. “Insider Trading Activity, Tenure Length, and Managerial Compensation”, 2012, Global Finance Journal, 23.3, 151-166.

Data Science Faculty Research

Carberry, E., Bharati P., Levy D., Chaudhury A., Social Movements as Catalysts for Corporate Social Innovation: Environmental Activism and the Adoption of Green Information Systems, Business and Society, vol 58, n5 (201905): 1083-1127.



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.

In many of our courses, faculty engage business corporations for projects or speaker series. Below we are showcasing student partnerships that occur within student run organization which many times also engage corporations both for profit and nonprofits.

Partnerships

ISO: International Student Organization



Mission: We, the members of the International Student Organization of Bryant University believe first and foremost that ISO should be a means for international students and their supporters to connect with domestic students and

adjust to life at Bryant. We strive to promote global awareness and create a strong international presence on campus. The organization should provide events

for members that allow for meaningful interactions within the Bryant community.

MSU: Multicultural Student Union

Mission: The Multicultural Student Union is a student organization with the mission to promote and educate others on cultural issues pertinent to the United States. In order to accomplish our mission, we hold various cultural and community service events throughout the academic year. We aim to empower students on campus from multiple backgrounds to develop a greater understanding of activism and

issues multicultural students face both on campus and in the outside world.

Commuter Connection

The mission of the Commuter Connection is to provide opportunities for commuters to connect with

fellow commuters, resident students, and the Bryant University campus. This mission shall be accomplished by hosting events open to the entire Bryant undergraduate population, including monthly student socials.

Professional Development

Association of Latino Professionals for America

Mission: The Association of Latino Professionals for America works to empower and develop diverse women and men as leaders of character for the nation in every sector of the global economy.

Creative Writing Club

Mission: The purpose of Creative Writing Club is to create a friendly environment to help promote an appreciation for creative literature and we aim to explore the wide variety of mediums. Our goal would be for club members to take away meaningful ideas from attending creative writing meetings in order to add to their own work or inspire future discussions. Our values involve bringing students together to have literary discussions and improve their own creative writing through critique and criticism in a judgment free zone. We want members to have fun while also gaining new skills and insight on their own work. The club interests involve cooperating with professional Bryant staff, expanding on current literary cultures on campus, and establishing a passionate community for creating and sharing writing outside of academic classes. We plan to host workshops for peer review, have professional staff critique, and we also hope to hold meaningful discussions regarding topical characters, TV shows, movies and literature.

Delta Sigma Pi

Mission: Delta Sigma Pi is one of the largest co-ed business fraternity in the United States. Our objective on campus is to achieve business, social, community service, and fundraising success.

IB student organization: International Business Association (IBA)

The International Business Association (IBA) is the IB student organization. The IBA's mission is to improve general business awareness of students in the International Business program. Through the development of strong relationships with the surrounding community of students, faculty, staff, alumni, and other business professionals, IBA helps IB students develop a global understanding and

appreciation for the complexities of studying International Business.

IBA presented with the International Student Office "A Study Abroad Experience with ISO & IBA" during International Education Week, October 2020.

NABA: National Association of Black Accountants

Mission: A subordinate of NABA (National Association of Black Accountants), we are a Business Leadership Development Organization that focuses on the academic and career advancement of minority business majors at Bryant University. The mission of our organization entails: promoting diversity at Bryant University through educating and uplifting students in areas such as job opportunities, internships, scholarships, mentorship programs, and professional knowledge.

SWIF: Smart Women in Finance



Mission: Smart Women in Finance is an organization on campus with a goal to increase the involvement of women and minority students interested in Finance. We offer informative, hands-on academic

and social experiences related to the finance industry at our meetings.

The Podium

Mission: The Podium is Bryant's public speaking club. Every week we work on a different public speaking skill. The Podium E-board can also help you outside of the meetings or help your group with a presentation. We consider ourselves to be a community service organization.

Women in Technology

Mission: The goal of Women in Technology is to foster an environment where students from all backgrounds can come together to explore the value of technology with an emphasis placed specifically on the role of women in this emerging industry. We believe that through this organization we can advance women in technology from college campus to their future careers.

Affinity/Identity/Religious

Alliance for Women's Awareness



Mission: The mission of AWA will be to bring people of all genders, ethnicities and sexualities together in an effort to heighten the awareness of women's issues and gender empowerment on campus, as well as in the local and global community. The organization will also strive to promote unity and appreciation of all social identities and backgrounds.

Black Women's Blueprint



Mission: To provide inclusion and support to identifying women of the African Diaspora on campus through conferences, networking events, weekly meetings and other mediums.

Bryant Pride

Mission: Bryant Pride is a student group committed to the establishment of a campus environment free from prejudice and discrimination on the basis of sexual orientation and gender identity/expression. Our mission is centered on the goal of creating a socially aware network that fosters an environment of support, acknowledgement and inclusion in the academic setting and beyond.

BUSCO: Bryant University

Mission: BUSCO is the Bryant University Spanish Cultural Organization. A club made up of Bryant students and faculty who are dedicated to teaching fellow students about culture in Hispanic countries! We partner with the Modern Language department to help those who want to learn Spanish and about Spanish culture.

Bryant Veterans Professional Network

Mission: The BVPN is Bryant University's chapter of the Student Veterans of America. Our mission is to accelerate the transition from military excellence to academic achievement by integrating Bryant Veterans, traditional students, Bryant alumni, businesses, and the Rhode Island community. We are a values-based, servant leadership organization dedicated to military veterans and narrowing the civil-military divide.

Catholic Student Association

Mission: Catholic Student Association is an organization within Bryant University's Campus Ministry that brings together people of diverse

backgrounds to practice and grow in their Catholic faith together.

Global China Connection

Mission: Bryant University Global China Connection is a chapter of Global China Connection (GCC), the world's leading student organization dedicated to providing the future leaders of China and the international community with a platform to engage each other.

Hillel

Mission: Hillel is organized to promote Jewish-related activities, be it religious, social, educational, Israel or others.

Model UN Club:



Model United Nations Club aims to broaden student's global acumen through participation in current event discussions, international issues, politics, foreign policies, and legal issues.

Another façade of the Model

United Nations Club is to mimic The United Nations debates and discussions by creating resolutions to global issues through participation in National Collegiate Conferences, such as Harvard National Model United Nations. With knowledge, comes great responsibility, therefore, Model United Nations also takes initiative to help those affected by global difficulties in their small communities by fundraising for various non-government organizations.

In February, 2020, 10 members of Bryant's Model UN Club participated in a four-day conference at Harvard University to engage in discussions around peaceful problem solving and sustainable solutions in the world. Over 2,000 delegates from more than 200 colleges across 60 countries, "gathered to diplomatically debate and propose solutions to the world's most pressing issues," ("For Bryant's Model UN club, learning goes beyond the borders of home", 2020).



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.

Bryant has continued its culture of open conversations which are interchangeably facilitated by both faculty and students. In the wake of Black Lives Matter movement, our students were active participants in lobbying for an Office of Diversity and Inclusion which was recently created in the fall of 2020.

Diversity and Inclusion topics are integrated throughout curriculum, operations, student programming and campus life. In July, 2020 more than 15 student organizations worked together to co-sponsor a **Town Hall discussion to discuss diversity and inclusion** on campus. The event included students, alumni, faculty and staff totaling over 250 participants. Key topics of discussion included, “academics and course curricula; recruitment and retention of students, faculty, and staff; awareness of systemic racism; and the bias incident response process” (Kelley 2020). The panel included Bryant University President Ross Gittell, Ph.D., Stephen Bannon,

Executive Director of Public Safety, Michelle Cloutier MBA '05, Vice President for Enrollment Management, Mailee Kue, Ph.D., Assistant Vice President for Student Engagement, Tim Paige, Vice President for Human Resources, and Glenn Sulmasy, J.D., LL.M., Provost and Chief Academic Officer.



In addition to discussing opportunities for the Bryant community to come together and improve areas of diversity and inclusion, the panelists highlighted recent progress made in these areas.

- Highest percent of incoming class diversity in Bryant History (up to 20% from 14-16%).
- Additional staff dedicated to diversity & inclusion
- Increasing diversity in staffing
- The Provost 2020 Diversity initiative: Systemic Racism being addressed in new programming, including topics on diversity, equity and inclusion, summer reading initiative and training for faculty and staff (Kelley, 2020).

Bias Incident Committee
Comprising 9 faculty and staff members, the Bias Incident Committee reviews and reports on incidents on campus.

PWC Center for Diversity and Inclusion: (CDI) comprises the Intercultural Center, Hochberg Women's Center, Pride Center, Machtley Interfaith Center and Campus Ministries. The PwC Center for Diversity and Inclusion (CDI) works to advance Bryant University's commitment to developing and enhancing global perspectives by serving as a resource to empower students, staff, and faculty to be active participants in building a vibrant, diverse and collectively responsible community.

PRIDE Center: The Pride Center is a safe space for all Bryant community members to explore lesbian, gay, bisexual, transgender, ally, and related issues, through educational and social programming and serves as a resource for information and organizations dedicated to LGBTQ causes.

- **Safe Zone Program:** Our Safe Zone program is open to all interested Bryant faculty, staff, and students. The objective of this program is to nurture an open, affirming, and safe University setting for LGBTQ individuals and their allies. This program covers a broad range of information, but focuses on the key concepts of biological sex, gender orientation. Finally, Safe Zone participants will learn key knowledge and skills that will help them in their development as advocates and allies on the Bryant campus.
- **Transgender Day of Remembrance**
- **National Coming Out Week**
- **Out After Bryant**
- **Transgender Day of Visibility**
- **Day of Silence**
- **Coming out Monologues**
- **Lavender Graduation**
- **Rainbow Awards**

Intercultural Center: The Intercultural Center (ICC) is a place for conversation and a resource center for consultation on multicultural and international issues for the entire campus. The office creates programs and events to enhance appreciation for and awareness of cultural diversity within the Bryant community. The ICC is responsible for compliance with immigration regulations for the university and serves as the home of the Multicultural Student Union and the International Student Organization.



- **4Mile@bryant (Multicultural and International Leadership Experience):** Designed for first-year international and domestic multicultural students. This week of events feature team building exercises, cultural and social workshops, as well as presentations and activities to jump start success at Bryant University. Throughout the semester, students are part of a cluster and are mentored by current Bryant students. Students meet with their mentors on a monthly basis and participate in activities throughout the year that strengthen them through the transition.
- **International Education Week**
- **Celebration of Cultural History Months**
- **Global Community Hour & Global Community Building**

Hotchberg Women's Center: The Gertrude Meth Hochberg Women's Center at Bryant offers education for the entire Bryant community about issues that affect women, both on and off-campus. Annual events celebrate the diversity and contributions of women at Bryant, and around the world, and provide a forum for discussing issues facing women in business and society.



- **Advocacy Helpline Program (Women on Call):** a team of faculty and staff members who have received training as First Responders in violence crisis intervention and support and who are familiar with resources for those affected by sexual assault, stalking, domestic violence, or dating violence.

Office of Institutional Diversity, Equity and Inclusion:

The Office of Institutional Diversity, Equity and Inclusion (IDEI) focuses on campus wide strategic initiatives to create and maintain an inclusive community. IDEI works with every divisional leader to align university efforts and oversees the work of the Council for Inclusive Excellence and the Student Advisory Board for Inclusive Excellence.

Day of Understanding (Oct 2020)

“A day to learn, share, and engage around Diversity, Equity and Inclusion. The Bryant University Day of Understanding will be an opportunity to increase our collective understanding on various topics while providing spaces to discuss issues that affect us all.”

Keynote speaker, Andy Stoll, is a global citizen who speaks on the importance of cultural competency as a leadership skill for the 21st century.

The inaugural day of understanding was held on October 29, 2020. A combination of virtual and in person events were scheduled throughout the day to accommodate as many students, faculty and employees as possible. Sessions discussed topics including, the Gender Pay Gap, Understanding Students with Disabilities, Using Zoom Breakout Rooms to Increase Student interaction, and other relevant topics today. In advance of this Day of Understanding, the Business Affairs department hosted a campus wide food drive, with the Rhode Island Community Food Bank, to recognize and show support for families fighting food insecurity as a result of COVID-19.

Community Events

CHINA Town Hall (11/18/19): An annual program lead by the National Committee on U.S. - China Relations that aims to foster academic discussions on the current state of U.S. - China Relations. A must attend event for anyone interested in today's global business environment.

Guest Speaker: Nadjé Al-Ali- International Education Week (11/21/19): Gendering



Authoritarianism & Resistance: The Significance of Body Politics in the Middle East. Nadjé Al-Ali is the Robert Family Professor of International Studies and Professor of Anthropology and Middle East Studies at Brown University. Her research interests revolve around feminist activism and gendered mobilization, mainly with reference to Iraq, Egypt, Lebanon, Turkey and the Kurdish political movement.

All Roads Lead to Power: A Book Talk by Dr. Kaitlin Sidorsky '10 (2/19/20): Join Bryant Politics & Law Alumna, Dr. Kaitlin Sidorsky '10, as she discusses her new book, *All Roads Lead to Power: Appointed and Elected Paths to Public Office for US Women* (University Press of Kansas, 2019). She will discuss the different pathways and ambitions of women who have taken the appointed route to public office in comparison to the electoral route.

Human Library – Unjudge Someone (3/4/20 - 3/5/20): Bryant University’s first ever Human Library, a collaboration between the Council for Inclusive Excellence, Human Resources, and the Krupp Library. This event will bring together volunteers who serve as “books”, people who will share their stories and experiences, and “readers”, interested Bryant faculty, students, and staff to hear stories and engage one on one with the books.

Managing the Going Concern Risk in the COVID-19 Environment (6/11/20): Please join



Bryant Professors Michael Lynch and Charles Cullinan, along with Bryant alum and California State University, Chico Professor Nicholas Lynch, for a Webinar focused on analyzing regulatory guidance and economic relief for the COVID-19 pandemic. The professors provide an overview of FASB, SEC, PCAOB, and AICPA guidance regarding liquidity and going concern issues, and discuss how these standards apply to federal programs designed to aid businesses during the pandemic, particularly those created by the CARES Act.

Fireside Chat: “Global Learning, Global Experiences” (October 2020)

During Education Week October 2020, IB Program Director Jacqueline Saslawski moderated the fireside chat event: “Global Learning, Global Experiences.” Three IB seniors shared their experiences of the IB Program, study abroad, internships abroad and how the IB Program is jumpstarting their global careers.

Cooking, Cuisine and Season: The Ritualistic Aspect of The Food Globalization (10/8/20):

In this webinar presentation Dr. Xinyi Liu, Associate Professor of Archaeology, University of Washington in St. Louis, will address questions such as how plant and animal domestication developed in the context of human production and consumption, and how those early food traditions and cultural customs spread to new environments in a global context.

Melissa Michal Author Event (10/15/20): Author and newly hired English and Cultural Studies creative writing professor, Melissa Michal will offer a writing workshop (4pm) and a reading of her work (7pm). Melissa is of Seneca descent and her writing incorporates dialogues about Indigenous issues. She is the author of the short story collection, *Living on the*

Borderlines (Feminist Press, 2019), which was a finalist for the Louise Merriwether first book prize.

I am an Immigrant: Day of Celebration Panel (10/22/20)

Fireside Chat Global Learning, Global Experiences (10/27/20): Three International Business Seniors Discuss How the IB Program is Jumpstarting Their Global Careers Moderated by Prof. Jacqueline Saslawski, IB Program Director

Conversation with Elissa Washuta, author of White Magic (11/5/20): Conversation with Elissa Washuta, author of White Magic, about her publishing journey; followed by Q&A.

The Washington Center

“A partnership between Bryant University and The Washington Center in the U.S. Capital provides access to a variety of semester-long internships. Students participate in the work of leading in think tanks, the White House, the Environmental Protection Agency, and more.”

<https://departments.bryant.edu/history-and-social-sciences/noteworthy>

Hassenfeld Institute for Public Leaders

“Collaborate with dynamic faculty members from a variety of disciplines as they work to provide public officials with tools and skills needed to make informed decisions and effectively manage responsive organizations.” <https://departments.bryant.edu/history-and-socialsciences/noteworthy>

Bryant Panel at CUIBE Spring Meeting 2021



Bryant is a member of CUIBE, the Consortium for Undergraduate International Business Education. The 2021 spring meeting is focused on “Rethinking Global Capitalism: The Response from Business.” The program focuses on exploring how businesses are responding to sustainability and other macro trends that are (re)shaping global markets and the role of business in creating economic and social value. In March 2021, a Bryant panel will present on **“Integrating New(er) Topics in International Business Education: Graduating Students With Perspectives and Competencies that Create Social Value.”**

Panelist: Asli Ascioglu, Ph.D., Professor of Finance, Chair of the Finance Department, Coordinator for the Financial Markets Center and the Archway Investment Fund:

Integration of Environment, Social and Governance (ESG) Factors to a Student-

Managed Investment Fund. Many IB students participate in Bryant’s Archway Investment Fund. The student-managed fund provides Bryant University students with the opportunity to manage an investment portfolio following the principles used by financial professionals around the globe. The Equity Fund’s objective is to make superior quality long-term value investments, using both individual stocks and sector ETFs, while considering Environment, Social and Governance (ESG) factors into the investment decision process.

Panelist: Eileen Kwesiga, Ph.D., Professor of Management, Chair of the Management Department, Bryant University UNPRME Sustainability Champion and **Ganga Urumutta Hewage, Ph.D.,** Assistant Professor of Marketing, Bryant University: **Incorporating Sustainability in the IB and Business School Curriculum.**

Sustainability is a vital focus of the college of business. Bryant is also a member of the UNPRME (Principles of Responsible Management Education). All students take a firstyear global business course which focuses on the UN Sustainable Development Goals.

All IB majors take a unique, four-course junior experience that competes in a global simulation. That simulation tackles competitiveness and sustainability on a global level, by applying the simultaneous concepts learned in the four courses: international management, international marketing, international accounting, and international finance.

Panel Moderator: Jacqueline Saslawski, MPIA, JD, Director of the International Business Program, Lecturer of Management will frame the discussion and bridging it to the context of better preparing students for global careers in an increasingly uncertain future.

Faculty in the News

Economics faculty partner with the Rhode Island Foundation to discuss the current economic and political landscape.

“In a changing economy, we are preparing students with skills with competencies that carry over through different economic changes and challenges.”

(Bryant Pandemic Economics series convenes thought leaders on tough issues and opportunities for a better future, 2020).

Bryant University economist Edinaldo Tebaldi, Ph.D. plays a key role in preparing the quarterly Rhode Island Economic Indicator Briefing, a joint publication of the Center for Global and Regional Economic Studies at Bryant University and the Rhode Island Public Expenditure Council (RIPEC). RIPEC is a nonprofit public policy research and education organization. (Rhode Island’s Quarterly CEI report indicates partial recovery in Q3 2020; economy constrained by pandemic, 2020).

Conclusion

Bryant University is excited and privileged to partner with and promote the United Nations Principles of Responsible Management Education at the institutional level and incorporate these values as part of our curriculum and overall guiding philosophy of the university.

As mentioned in our Dean's letter, we have made specific commitments to ensure that the process of educating and preparing responsible, ethical leaders of tomorrow. Here are the details.

1. The College of Business has established a separate, restricted fund account with specific goal of supporting UNPRME activities into the future at the institutional level.
2. We have recruited faculty from across all departments and colleges in the university to uphold and continue our commitments.
3. We have embarked on an ambitious audit of our academic curriculum to ensure that there is a clear commitment and content of issues related to sustainability across our courses and programs.
4. We have engaged our College of Business Dean's Council (of advisors) to partner with us to promote sustainability Education.

In addition, going forward, the university plans to develop an active faculty recruitment strategy to ensure that future faculty documented experience and expertise in the areas of sustainability, social responsibility and environmental awareness and respect.

In summary, Bryant University stands committed and excited about carrying forward the Principles of Responsible Management Education in preparing leaders of tomorrow by inculcating principles of character, compassion and social responsibility.

Citations

Bryant receives STARS Silver rating for sustainability strides. (2019, October 4). Retrieved from <https://news.bryant.edu/bryant-receives-stars-silver-rating-sustainability-strides>

Bryant Pandemic Economics series convenes thought leaders on tough issues and opportunities for a better future. (2020, December 11). Retrieved from <https://news.bryant.edu/bryant-pandemic-economics-series-convenes-thought-leaders-tough-issues-and-opportunities>

Bryant selected to participate in prestigious sustainable investing competition. (2020, March 31). Retrieved from <https://news.bryant.edu/bryant-selected-participate-prestigious-sustainableinvesting-competition>

Buraczewski, J. (2020, August 24). Navigating a Crisis: Bryant faculty fast-track course in response to COVID-19 pandemic. Retrieved from <https://news.bryant.edu/navigating-crisisbryant-faculty-fast-track-course-response-covid-19-pandemic>

College of Business announces new Dean's Council members. (2020, January 17). Retrieved from <https://news.bryant.edu/college-business-announces-new-deans-council-members>

Developing Leadership. (n.d.). Retrieved 2020, from <https://www.bryant.edu/campus-andcommunity/developing-leadership>

For Bryant's Model UN club, learning goes beyond the borders of home. (2020, April 7). Retrieved from <https://news.bryant.edu/bryants-model-un-club-learning-goes-beyond-bordershome>

Kelley, D. (2020, July 23). S Bryant holds Town Hall discussion to explore diversity and inclusion. Retrieved from <https://news.bryant.edu/bryant-holds-town-hall-discussion-explore-diversity-and-inclusion>

Kelley, D. (2020, October 16). Students program A.I., humanoid robots in cutting-edge course. Retrieved from <https://news.bryant.edu/students-program-ai-humanoid-robots-cutting-edgecourse>

Student Involvement. (n.d.). Retrieved 2020, from <https://www.bryant.edu/campus-andcommunity/student-involvement>

Virtual Summer Research and Innovation Village fills need for student experiential opportunities. (2020, June 17). Retrieved from <https://news.bryant.edu/virtual-summer-researchand-innovation-village-fills-need-student-experiential-opportunities>

<https://news.bryant.edu/research-and-engagement-day-red-19-showcase-and-celebrationacademic-excellence>