



Principles of Responsible Management Education

Inaugural SIP Report - 2023



UNIVERSITY OF MIAMI
MIAMI HERBERT
BUSINESS SCHOOL

PRIME

Principles for Responsible
Management Education

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Contents

Section 1: Introduction

- 5** Executive Summary
- 7** Welcome Letter
Professor Ann Olazabal, J.D., Interim Dean
- 8** Letter of Commitment
Dr. David Kelly, Academic Director MSSB and
Mr. Daniel Hicks, Founder, Organizer & Chair
CSOSS
- 10** Letter, Ad Hoc PRME Task Force
Daniel Hicks, David Kelly, Danay Morales,
Stuart Pardau, and Cecilia Sanchez

Section 2: Welcome to Miami

- 13** University of Miami: History of Resiliency
- 15** Patti and Allan Herbert Business School:
Principled Leadership

Section 3: PRME Principles

- 17** Principle 1 – Purpose
University of Miami: Transforming Lives
Patti and Allan Herbert Business School:
Developing Principled Leaders
- 17** Principle 2 – Values
University of Miami: Core Value, Service
Standards and Leadership Expectations
Miami Herbert Business School: Inclusivity,
Innovation, and Impact
- 20** Principle 3 – Method
University of Miami:
 - Environmental Responsibilities
 - Socially Responsible: Diversity, Equity, and
Inclusion
 - Health and Well-Being
 - Collaborative Responsibility

- 22** Miami Herbert Business School:
 - Developing Principled Leaders: Student
Engagement
 - Fostering a Culture of Sustainability:
Faculty/Staff Engagement
 - Impacting Community: Local and Global
Engagement

- 32** Principle 4 - Research
Faculty: Leading the Way
 - Research
 - Teaching
 - Global Connections

- 34** Principle 5 – Partnership
Community: Extending the Culture
 - Facilities (UM and MH)
 - Events
 - Initiatives
 - Partnerships

- 34** Principle 6 – Dialogue
 - Global conversations
 - Dialogue at Miami Herbert
 - Executive Education

Section 4: Reflections and Mapping the Future

- 37** Lessons learned for the future

Appendix

- 42** Curriculum
- 48** Faculty Publications
- 51** Community Connections



Section I

Introduction

EXECUTIVE SUMMARY

The University of Miami Patti and Allan Herbert Business School (Miami Herbert Business School) is proud to present the 2023 Responsible Management Report which serves as our Initial Sharing of Information on Progress (SIP) Report for the United Nations Principles for Responsible Management (PRME).

As most clearly reflected by the school's mission: "To develop transformative scholarship and principled leaders for business and society," Miami Herbert Business School has long held the principles of ethics and responsible management at the core of our academic activities. This is reaffirmed with our more recent commitment to sustainable business and our vision *"to cultivate a premier learning community that values inclusivity, innovation, and impact for sustainable prosperity."*

This inaugural report will summarize the Miami Herbert strategic pillars supporting our PRME commitments. It will highlight efforts of the University of Miami and Miami Herbert Business School regarding each of the six principles of the PRME underscoring the work carried out in the areas of sustainable business and the environment, diversity and inclusion, governance and leadership, community health and well-being, and global responsibility. Efforts carried out by the University of Miami and Miami Herbert Business School in their own operations will also be reported.

Finally, based on initial reflections, the report identifies areas for continued improvement.

Principles for Responsible Management (PRME)

The Principles for Responsible Management Education (PRME) is a United Nations-supported initiative founded in 2007. As a platform to raise the profile of sustainability in schools around the world, PRME equips today's business students with the understanding and ability to deliver change tomorrow.

Business and management schools as well as management and leadership development institutions are among the most influential actors in the world, as they shape the skills and mindset of future leaders. PRME's mission is to transform management education and develop the responsible decision-makers of tomorrow to advance sustainable development. Its vision is to create a global movement and drive thought leadership on responsible management education.

PRME works closely with UN Global Compact to foster collaboration between business schools and business to achieve common aspirations and create collective impact.

United Nations Global Compact (UNGC)

"We aim to mobilize a global movement of sustainable companies and stakeholders to create the world we want." The UN Global Compact supports companies to: do business responsibly by aligning their strategies and operations with Ten Principles on human rights, labor, environment and anti-corruption; and take strategic actions to advance broader societal goals, such as the UN Sustainable Development Goals, with an emphasis on collaboration and innovation.





A LETTER FROM THE INTERIM DEAN OF MIAMI HERBERT BUSINESS SCHOOL

Interim Dean Ann Olazabal



Dear PRME Committee Members:

As the Interim Dean of the University of Miami Herbert Business School, it is my great pleasure to present the 2023 Responsible Management Report, which serves as our Initial Sharing of Information on Progress Report for the United Nations Principles for Responsible Management (PRME) and Initial Communication on Engagement Report for the United Nations Global Compact (UNGC) initiative.

In 2019, as Chairperson of the Miami Herbert Business Law Department (which is also responsible for teaching business ethics), I recognized the strong alignment between our school's mission of developing ethical business leaders and the goals of PRME, and I therefore championed Miami Herbert's involvement in the United Nations Principles of Responsible Management community. Not only was our then dean, John Quelch, supportive, but our faculty were as well.

In alignment with this mission, Miami Herbert has since undertaken a sustainability journey that integrates the United Nations Sustainable Development Goals, encompassing economic, social, and environmental dimensions. Part of this endeavor involved introducing a successful interdisciplinary STEM-designated Master's in Sustainable Business as well as major and minor concentrations in sustainable business for bachelor's students. These programs have led to the development of a diverse portfolio of courses that delve into crucial sustainability topics. In this inaugural report, we aim to showcase the essential elements of our sustainability journey and the various other initiatives we have undertaken to advance this cause, including achieving LEEDS Platinum certification for our 40-year-old business school building.

As we continuously strive to navigate the dynamic business and business education environment, we understand the significance of being an active member of influential networks like PRME. Our membership not only provides exceptional opportunities for collaboration, learning, and personal growth for our faculty, staff, and students, but it also underscores our unwavering dedication to integrating sustainability and responsible management principles into our educational programs and research endeavors.

Sincerely,

Ann Olazábal
Interim Dean
Vice Dean of Lifelong Learning & Executive Education
Professor of Business Law
Miami Herbert Business School, University of Miami

LETTER FROM SUSTAINABILITY LEADS

Dr. David Kelly, Academic Director and Mr. Daniel Hicks, Founder, Organizer and Chair CSOSS

We are extremely pleased to present the Miami Herbert Business School's inaugural report on the Principles for Responsible Business Education (PRME). This report represents a solid commitment by the school and University of Miami to maintain one of the most robust sustainable business programs in the United States. It further demonstrates our firm commitment on behalf of our students, faculty and administration to the six principles of the PRME framework that clearly aligns with the academic and professional impacts that our program has had in a very short amount of time.

As leading members in the Department of Economics, we point out that increased awareness of sustainable development, and the key role of business in promoting sustainability, stems from several catalysts: financial crises, climate change, social protest, public health and information technology. The school joins with investors, governments and civil societies who demand that environmental stewardship and social responsibility coexist with value creation and strategy across business models.

As the private sector has taken the lead in creating market-driven solutions to addressing challenges posed by business activities, we have witnessed a rise in healthy skepticism toward the role of American firms in driving economic reform. We are encouraged by this debate. It is a recognition of the inherent value in identifying the environmental, social and governance (ESG) factors that underpin proper risk management, ethical corporate citizenship and democratic accountability.

At Miami Herbert, the university's mission of teaching, research and service nurtures our students at both the graduate and undergraduate levels through STEM-certified coursework to instill a science-based approach to responsible business. This is reinforced through advanced research in the areas of sustainable finance, corporate governance



and climate resilience and adaptation. Moreover, our academic requirements are enhanced through applied career experience initiatives and a distinguished annual CSOSS conference that enables our school and its network of stakeholders to extend its roots and values into the broader community while connecting our emerging talent of future business leaders to the universe of sustainable marketplace opportunities.

We look forward to engaging with you in the future as our membership in the PRME deepens through this reporting process.

Best regards,

Dr. David Kelly
Academic Director
Master of Science in
Sustainable Business

Mr. Daniel Hicks
Founder, Organizer & Chair
Chief Sustainability Officer Summit & Symposium

LETTER FROM Ad Hoc PRME TASK FORCE*Daniel Hicks, David Kelly, Danay Morales, Stuart Pardau, and Cecilia Sanchez*

The preparation of this report has not been without its challenges. Leadership and staff turnover, remote work, suspension of programs and activities, shifts in responsibilities and other effects related to the global pandemic delayed the reporting process. Members of the team initially focused on the Miami Herbert Sustainability Journey. Upon further reflection, the focus was shifted to more closely align with the Six PRME Principles supporting sustainability and responsible and ethical management education which provided the fundamental reasons behind joining the PRME initiative.

Once conceptually realigned, the team took on the task with reinvigorated energy, finding inspiration in work of partner PRME institutions. Sharing institutional reports is a commendable practice allowing great ideas and best practices to be disseminated.

Information was gathered from across the broader institution, as well as from different academic departments within Miami Herbert Business School. Many impactful and innovative actions are taking place at different levels across schools and units.

While there is broad awareness of our mission, vision and major initiatives, this report helps bring awareness of these sustainable development efforts taking place in a series of different areas.

Following PRME recommendations on “Sharing Information on Progress,” a deliberate emphasis on establishing an inclusive process bringing together many isolated efforts from different stakeholders has been initiated. We agree that opening spaces where conversations regarding principles of management education, the UN Sustainable Development Goals, and elements that reinforce our mission to develop principled business leaders, strengthens our efforts, creates awareness, and inspires action and collaboration.

A Draft Report was prepared by the end of 2022, which served as a basis for open-ended consultations with faculty and staff members who provided feedback and information that served to broaden the scope of the report.

The current report demonstrates alignment with the Six PRME Principles underlying not only sustainability, but principled leadership as it relates to Purpose, Values, Methods, Research, Partnership and Dialogue.

We look forward to strengthening the internal reporting process with the SIP 2.0 process and building upon the lessons learned herein.

Ad Hoc PRME Task Force
Daniel Hicks, David Kelly, Danay Morales, Stuart Pardau, and Cecilia Sanchez





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.



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



Method: We will create educational frameworks, materials, processes and environments that enable effective learning experiences for responsible leadership.



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.



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.



Dialogue: We will facilitate and support dialogue and debate among educators, students, business, government, consumers, media, civil society organisations and other interested groups and stakeholders on critical issues related to global social responsibility and sustainability.



We understand that our own organisational practices should serve as example of the values and attitudes we convey to our students.



Section 2

Welcome to Miami

Miami is at the heart of the eighth largest metro area in the United States. Florida is the third largest state in the country. Thanks to zero state income taxes, cultural diversity, a fine climate, and a tradition of entrepreneurship and innovation, Miami is attracting an influx of wealth and talent from around the world which is transforming the local economy.

Miami is becoming a leading global technology hub in life sciences, fintech, climate resilience, green technology and digital transformation. Miami and the South Florida region continue to experience growth in the healthcare and real estate sectors. South Florida is widely considered to be ground-zero for climate action due to rising sea levels.

At Miami Herbert Business School, we believe it is vital for us to contribute to intellectual thought that addresses these and other societal and business challenges in a responsible, ethical and sustainable way.

University of Miami: History of Resiliency

In 1925, the University of Miami was chartered to meet the development needs of a young and growing community. The South Florida land boom was at its peak, resources appeared ample, optimism flowed, and expectations were high. Supporters of the institution believed that the community offered unique opportunities to develop inter-American studies, to further creative work in the arts and letters, and to conduct teaching and research programs in tropical studies.

By 1926, when the first class enrolled at the University of Miami, the land boom had collapsed, and a major hurricane dashed hopes for a speedy recovery. In the next 15 years the University barely kept afloat. The collapse in South Florida was a mere prelude to a national economic depression. Such were the beginnings of the U.

The University survived primarily due to the vision and persistence of its first president, Dr. Bowman F. Ashe. Under his administration, the institution overcame bankruptcy, reorganization, world war, and then in the post-war years, experienced tremendous growth and expansion.

Since its inception, the University of Miami (UM) has been on a trajectory to become a great private world-class international research university. Located in one of today's most dynamic, multicultural and global cities, University of Miami boasts more than 17,000 students from around the world in a vibrant and diverse academic community focused on teaching and learning, research and the discovery of new knowledge, and service to the South Florida area, the nation, and our global community.

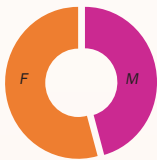
Through teaching and research, as well as overall operations, the University of Miami is committed to advancing global sustainable development goals. Under the institutional umbrella of the Office of Sustainability, the University carries out innovative programs in schools and colleges, interdisciplinary centers and institutes, and events and activities to address issues involving a wide spectrum of sustainable development concerns.

UNIVERSITY OF MIAMI

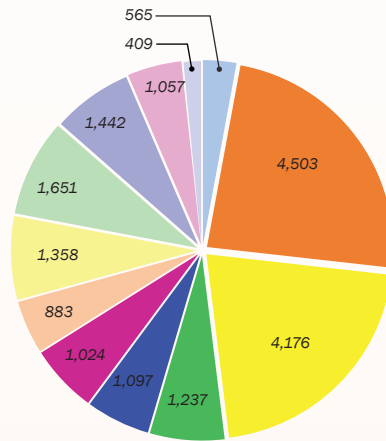
BY THE NUMBERS

#55

Best Colleges Ranking by U.S. News & World Report



Gender Ratio



Total Enrollment by Department

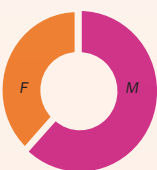
- College of Arts and Sciences
- Patti and Allan Herbert Business School
- School of Communication
- School of Education and Human Development
- College of Engineering
- Frost School of Music
- School of Law
- Miller School of Medicine
- School of Nursing and Health Studies
- Rosenstiel School of Marine and Atmospheric Science
- Division of Continuing and International Education
- School of Architecture

PATTI AND ALLAN HERBERT BUSINESS SCHOOL

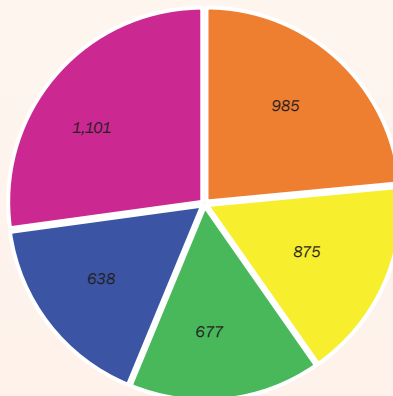
BY THE NUMBERS

#28

Best Business School in the Nation ranking by Poets and Quants



Gender Ratio



- First-year undergraduate student
- Second-year undergraduate student
- Third-year undergraduate student
- Fourth-year undergraduate student
- Graduate Student

Patti and Allan Herbert Business School: Developing Principled Leadership

As societies around the world grapple with immense economic, technological, social, and environmental changes and challenges, we believe that principled leaders must apply the concepts of sustainable growth, equitable development, and ethical business practice to make the world a better, more prosperous place through innovation, impact and inclusivity.

Founded in 1929 and named in 2019, the Patti and Allan Herbert Business School is one of 12 schools and colleges at the University of Miami, offering undergraduate, master's, doctoral, and executive education programs. Located in a global hub for international business, the School is widely recognized for its leadership in global perspective, student and faculty diversity, and engagement with business and society.

The School enrolls over 3,000 undergraduate and over 1,100 graduate students annually and has more than 44,000 alumni living worldwide.

Undergraduates choose from 17 major and 18 minor concentrations, including Sustainable Business, Global Business, Health Management and Policy, and gain hands-on experience in an array of curricular and co-curricular activities.

At the graduate level, Miami Herbert offers a variety of MBA degree programs and specialized STEM-designated ten-month master's degree programs in accountancy, business analytics, finance, taxation, and sustainable business as well as master's degree programs in international business, leadership, and health administration.

The School is home to the Center for Health Sector Management and Policy, The Johnson A. Edosomwan Leadership Institute, the Dean Fogel Entrepreneurship Hub, the Unanue Career Advancement Center, the Intelligent Computer Systems Research Institute, and the Deloitte Institute for Research and Practice in Analytics (DIRPA).

Pursuant to our mission to develop transformative scholarship and principled leaders for business and society, Miami Herbert's approach focuses on the student experience, the role of faculty, school operations, and impact on the broader community. Responsible and ethical management and sustainable business content is continuously embedded in our academic curricula and programs. Our student experience is further enhanced by the diversity of the student body, which provides broader global and cultural perspectives. Our faculty members also embody these principles, representing rich diversity, responsible and impactful research, as well as the dissemination of knowledge and teaching innovations globally. Additionally, Miami Herbert promotes interdisciplinary collaboration through five research clusters including our Sustainable Business and our Governance and Principled Leadership clusters.

In addition to research, as a responsible institution we aim to partake in global conversations addressing sustainable business and the environment, diversity and inclusion, governance and principled leadership, community health and well-being.

At a global level, Miami Herbert has chosen to join and promote many of the organizations and initiatives leading these conversations such as the Global Network of Business Schools (GBSN) and the United Nations Sustainable Development Solutions Network (SDSN). Locally, we promote these conversations and perspectives among our business community through the academic and business events that we host.

The School carries out sustainable practices in its building operations, fosters equity, inclusivity, and diversity with its internal policies, and strives to promote the values that support the SDG's in our community. To keep the School aligned with the highest academic and operational standards, Miami Herbert places great importance on its accreditation, certification and reporting efforts.



Section 3

PRME Principles

PRINCIPLE 1 - PURPOSE

Today's global challenges place growing responsibility on businesses and their leaders. The PRME global community of business schools embraces the task of preparing future business leaders with not only the tools of knowledge and skills required to create wealth, but also with the understanding that these must be accompanied by the development of principled leadership to ensure sustainable and responsible prosperity.

University of Miami

The mission of the University of Miami is to transform lives through education, research, innovation, and service.

According to our mission statement, we are committed to freedom of inquiry—the freedom to think, to question, to criticize, and to dissent.

We will pursue excellence in our research and

educational missions with the single-mindedness that marks great commitments. We will prepare our students for rewarding lifelong careers and will instill in them a continued and permanent dedication to the search for knowledge and the search for truth. We will provide them with the foundations for ethical citizenship and service to others, a respect for differences among people, and a commitment to high standards of thought and communication. We will provide service to our community and beyond, including the delivery of high-quality, compassionate care through an academic health system. We will strive to transform



The mission of the University of Miami is to transform lives through education, research, innovation, and service.

the world in positive ways through innovative education, impactful research and scholarship, and the translation of knowledge into solutions.

Miami Herbert Business School

Miami Herbert upholds the PRME principles in responsible, ethical and sustainability education. Setting the course for continued work in the development of principled leaders, in 2021 the School mission and vision were carefully reviewed and updated.

Aligned with the University's mission to "Transform lives", then, the School's mission is to develop

transformative scholarship and principled leaders for business and society.

PRINCIPLE 2- VALUES

The University of Miami and the Miami Herbert Business School

embrace a series of core values intentionally shaping the foundations for ethical citizenship and service to others, a respect for differences among people, and a commitment to high standards of thought and communication.

University of Miami

The University of Miami Mission is carried out in a context within a common set of values, leadership expectations and service standards to foster a values-based and purpose-driven organization that strives to create a culture of belonging where every person feels valued.

The Office of Institutional Culture promotes these principles among various units, programs and initiatives throughout the institution.

Core Common Values

The “DIRECCT” Common Values provide a framework for all university constituents across the different activities of university operations.

- Diversity: Valuing and including people from all cultures and backgrounds in the pursuit of our common goals.
- Integrity: Demonstrating honesty and fairness in our words and actions.
- Responsibility: Exhibiting pride and accountability in the performance of duties and ensuring the long- term success of our university.
- Excellence: Striving to accomplish our goals with quality, rigor, passion, and distinction.
- Compassion: Behaving in a caring, humane, and empathic way.
- Creativity: Embracing innovation, flexibility,



and originality in the pursuit of our vision and mission.

- Teamwork: Engaging and working well together to achieve optimal results.

Leadership Expectations

Similarly, the University has identified the aspirational traits of our leaders. They should adhere by the following expectations and behaviors: Serves Others; Inspirational; Builds Trust; People Developer; Visionary; Courageous; Decisive; and Business Acumen.



Providing for the welfare and peace of mind for all.

Behaviors

- Know and follow all safety procedures in your area.
- Identify and help address potential safety hazards.
- Educate others on safe behaviors.
- Protect privacy of information.



Treating every person with respect and dignity.

Behaviors

- Listen to the needs, wants, and expectations of the people I serve.
- Know or find answers for the people I serve.
- Treat everyone with courtesy and respect.



Delivering the highest level of quality service with the optimal use of time and resources.

Behaviors

- Offer others help when needed.
- Address issues that negatively impact service.
- Reduce waste of time and resources.
- Look for ways to continuously improve and innovate.
- Treat everyone with courtesy and respect.



Exhibiting quality in our physical environments and personal behaviors.

Behaviors

- Maintain an appearance appropriate to my role.
- Present an orderly and clean work environment.
- Display a positive, solution-oriented attitude.

Service Standards

Finally, providing a framework for university employees are the service standards which include Safety, Caring, Responsiveness and Professionalism.

Miami Herbert Business School

Today's global challenges continue to place greater responsibility on businesses and their leaders. The PRME global community of business schools embraces the task of preparing these future business leaders with not only the tools of knowledge and skills required to create value and wealth in business, but also with the understanding that these must be accompanied by tools to ensure sustainable prosperity for society at large.



The mission of Miami Herbert Business School is to develop transformative scholarship and principled leaders for business and society.

Aligning with the University's mission to "Transform lives", the School's revised mission is to *develop transformative scholarship and principled leaders for business and society* and our vision is to *cultivate a premier learning community that values inclusivity, innovation, and impact for sustainable prosperity*.

INCLUSIVITY: Cultivate an institution that values and fosters diversity

Miami Herbert Business School values a culture of belonging, recognizes the value in all people and diversity of perspectives. Our stakeholders go beyond students, faculty, staff, and alumni, to include businesses, communities, governments, as well as supporters, partners, and other external constituents.

We wish to:

- Create research and learning opportunities that value diversity.
- Cultivate a perspective to facilitate an international impact for all stakeholders.
- Prepare students to contribute and thrive in a diverse business environment.
- Embrace the diverse and multicultural community in the broader Miami region to enrich the experience of stakeholders.
- Leverage our location at the gateway of the Americas to expose students to business practices in multiple global contexts.

INNOVATION: Develop and disseminate innovative intellectual capital

Our faculty conducts cutting-edge research, shares these ideas with students, and disseminates them to thought leaders and business leaders worldwide. As a premier learning community, we choose to identify and pursue a select group of areas of excellence reflecting our faculty's collective expertise.

We will:

- Recruit, develop, and retain world-class faculty by fostering a culture that encourages high-quality innovative research.
- Develop pedagogical innovation to deliver the best learning experiences both inside and outside the classroom.
- Disseminate our research and teaching innovations internationally.
- Cultivate connections with the world of practice to generate innovation in teaching and research.

IMPACT: Build global recognition in fostering sustainable prosperity

We will distinguish ourselves by fostering a community of scholarship that makes an impact through its research, teaching, and service.

- We develop internationally recognized research that helps the world achieve sustainable prosperity.
- Through our teaching, we develop principled leaders who positively influence global business and society.
- As a globally responsible organization, our professional service activities contribute to sustainable and ethical business.

PRINCIPLE 3 - METHOD

The following section provides a summary of the approach and action items carried out by the University of Miami and Miami Herbert Business School, which address the Principles of Responsible Management Education (PRME) and the United Nations Sustainable Development Goals (SDG).

University of Miami

Roadmap to Our New Century

The Roadmap to the New Century is the strategic plan of the University of Miami as it approaches its centennial in 2025. It proposes actions to enable the University to achieve its greatest aspirations. Guided by its mission to transform lives through education, research, innovation, and service, the University of Miami invests in its people to mobilize the power of knowledge, to better understand and address the most important challenges of our times.

Environmental Responsibility

Green U, launched in 2005, aggregates efforts to increase sustainability throughout the University, while educating its community to be better stewards of the environment.

The Office of Sustainability's efforts are coordinated through the Department of Facilities, Operations and Planning. Green U works with staff, faculty, students, alumni, the Master of Science in Sustainability program, and community partners to promote a culture of environmental stewardship and sustainable development; its mission is to spread sustainable behaviors, practices and policies that will minimize our impacts on natural resources, reduce our carbon footprint and foster a more balanced relationship between humans and their surrounding environment.

In 2007, President Donna Shalala was an original signatory of the 2nd Nature - American College and University Presidents' Climate Commitment, sending a strong and unequivocal message about university's dedication to sustainability. The commitment provides a framework and support for America's universities to become carbon neutral.

Pursuant to the Climate Commitment to reduce greenhouse gases, the University of Miami:

- Established policy that all construction be built to the US Green Building Council's LEED Silver standard or above.
- Adopted energy-efficient appliance purchasing policy requiring ENERGY STAR certified products in all areas for which such ratings exist.
- Encouraged use of and provided access to public transportation and alternative mobility for faculty, staff, students, and visitors at our institution.
- Launched a waste minimization campaign based on the 3 Rs: Reduce, Reuse, Recycle.

In 2009 the University of Miami released its Climate Action Plan outlining steps to fulfill long-term goals of greenhouse gas emission reductions.

In 2015, President Julio Frenk signed the "We Are Still In" agreement, joining many national elected officials and CEOs committed to carbon neutrality.

The University of Miami received Platinum certification, the highest recognition in our municipality, Coral Gables', Green Certification Program. The University has showcased exemplary efforts in reducing carbon emissions and making buildings ecofriendly. University of Miami was selected in "The Princeton Review's Guide to 353 Green Colleges: 2015 Edition" which profiles colleges with exceptional commitments to sustainability based on their academic offerings and career preparation, campus policies, initiatives, and activities.

In 2016 the University of Miami was awarded the Coral Gables Chamber of Commerce "Green Means Green" Awards - Outstanding Non-Profit Business recognizing community member's priority on sustainability and green practices.

University of Miami has earned a STARS Gold rating in recognition of its sustainability achievements from the Association for the Advancement of Sustainability in Higher Education (AASHE). STARS, the Sustainability Tracking, Assessment & Rating System measures and encourages sustainability in

all aspects of higher education. The University of Miami 2022 STARS report is [here](#).

In 2022, the U.S. Environmental Protection Agency (EPA) ranked the University of Miami No. 8 on its Top 30 College and University list of green power users. On Earth Day 2022, the Climate Resilience Academy was launched to be a functional unit in interdisciplinary, problem-driven research and education to train the next generation and deliver solutions to climate change impacts and other environmental stressors. In partnership with industry, government, universities, and other stakeholders, the Academy leverages expertise across UM to address a variety of problems: Infrastructure and Environment; Human and Societal Health; and Economic Development.



“As the only university recognized on Indeed’s list of inclusive companies, we should all feel an immense sense of pride for the community effort put into the important challenge of promoting a more diverse, equitable, and inclusive workplace culture”

-Mary Harper Hagen, vice president of Human Resources.

online working and learning and was customized to focus on bias and microaggressions in the workplace. Nearly 300 University leaders attended, with an overwhelming 100 percent favorable rating. Employees have participated in sessions to enhance understanding of, and exposure to, issues that impact diversity and inclusion in the workplace emphasizing the importance of action, even in cases of little apparent significance. This places the responsibility on all individuals, leading to a more inclusive and educated community.

To ensure a diverse and inclusive procurement process, the Business Development Program was implemented. The Program strives to enable minority and women owned businesses’ to navigate the University’s procurement process.

Socially Responsible: Diversity, Equity and Inclusion

To strengthen the institutional response to diversity, equity and inclusion, an action plan was developed. In July 2020, President Frenk outlined a series of initiatives to revitalize the institutional commitment to diversity, equity, and inclusion with special attention on racial justice, including appointees with specific roles, student and faculty support, research and scholarship, and community outreach. These measures have enhanced diversity, equity and inclusion in faculty, staff and student recruitment, in procurement processes and have improved awareness and understanding through training in implicit bias and increased accountability.

The Diversity Interactive Theatre program went virtual in November of 2020 to accommodate

Commitment to Health and Well-being

The University of Miami Health System (UHealth) is committed to the health and well-being of the community and plays a critical role in addressing these needs for everyone. UHealth includes Sylvester Comprehensive Cancer Center, Bascom Palmer Eye Institute, UHealth Tower, and 31 outpatient sites providing comprehensive care in more than 100 subspecialties across South Florida. Our strength in research as the region’s only academic health system is frequently recognized, but it is also in our mission to promote the health and well-being of our community.

In 2020 UHealth embarked on an ambitious Community Health Needs Assessment (CHNA) initiative with Jackson Health System and Nicklaus Children’s Hospital. This is the first collaborative CHNA in Miami-Dade County, aimed at gathering input to facilitate a prioritization of the needs in

order to build strategies that address challenges and affect positive changes in community health across Miami and throughout South Florida.

Collaborative Responsibility - Hemispheric University Consortium (HUC)

In April 2018 presidents from universities across Latin, America the Caribbean, Canada and the United States convened to discuss the concept of a hemispheric consortium to facilitate problem-based collaborations in education, research and innovation that would generate the knowledge and solutions necessary to confronting the key challenges facing not only the hemispheric but also the globe including: Public Health, Wellbeing and Human Prosperity; Climate Change, Sustainability and Resilience; Entrepreneurship and Inclusive Innovation; Crime, Conflict, and Corruption; Technology and Innovation for Education. Collaborations through the Hemispheric University Consortium are based on the shared recognition of the pressing developmental challenges that confront our societies and the consequent imperative that the members jointly reflect, align and act upon the United Nations Sustainable Development Goals (SDGs) 2030.

Miami Herbert Business School

Developing Principled Leaders and Transformative Scholarship

The Miami Herbert Business School, within the University of Miami ecosystem, assumes a leadership role in nurturing responsible and ethical leaders. It achieves this by emphasizing the importance of balancing economic and sustainability goals, promoting community awareness, operating sustainably, embracing global commitments and challenges, and fostering impactful



The vision of Miami Hebert is to cultivate a premier learning community that values, inclusivity, innovation and impact for sustainable prosperity.

research. Through these efforts, the School equips its students with the necessary tools to become leaders who can drive positive change in the business world and beyond.

This section provides an overview of ways that Miami Herbert Business School is implementing the PRME principles at the student, faculty, and stakeholder levels:

- Developing Principled Leaders: Student Engagement
- Fostering a Culture of Sustainability: Faculty and Staff Engagement
- Impacting Community: Global and Local Engagement

1. Developing Principled Business Leaders

Miami Herbert is developing the capabilities of students to be future generators of sustainable value for business and society at large and to work for an inclusive and sustainable global economy. The school teaches students how to achieve both economic and sustainable development goals, and indeed that these goals are not necessarily in conflict and can support each other.

By imparting this crucial skillset to students through curriculum and practice, the Miami Herbert Business School fosters an understanding of the significance of harmonizing economic prosperity with social and environmental stewardship.

Miami Herbert Business School is addressing this objective by embedding key sustainability and responsible and ethical management principles

across curricular and non-curricular programs. The School provides opportunities for students to apply principles in real-world settings through Miami Herbert experiential learning programs. Also, students are encouraged to engage

in opportunities provided through an array of student-led initiatives, clubs and projects that embrace the traits of principled leadership, empowering students on their learning journeys.

Embedding Principles: Programs and Curriculum

Miami Herbert Business School has a long history of incorporating ethical decision and responsible management content in its core curriculum. Its commitment to sustainability was further strengthened with the launch of sustainable business programs at the undergraduate and graduate level, which catalyzed a new series of academic content.

Traditional approaches of business ethics and compliance along with more holistic features through the broader lenses of Environmental Social Governance (ESG), and perspectives on stakeholder capitalism is embedded in the range of programming targeted not only to students, but to the broader institution and community at-large. Recent efforts have included a focus on technology and data:

- A female CEO of a private equity-backed data analytics firm speaking in person to students and faculty about “Current Technology Trends and Topical Business Ethics Issues in the Data Analytics Industry.”
- Workshop on “Ethical, Legal and Regulatory Implications of Business Data Collection and Use” with participants including compliance officers from industry, attorneys, and scholars.
- Four-part in-class guest lecture series on “Video Games and Law” highlighting some ethical issues in each of the presentations, open to the community.
- Three-part film series with themes that implicate business ethics and value-based decision-making.
- New undergraduate course on Technology and the Law addressing ethical issues and dilemmas around the implications of Generative AI tools such as ChatGPT along with information security and data privacy issues across the large social media platforms.

Since the renewed emphasis on sustainability, the Miami Herbert Business School has hosted seminars by sustainability leaders from both

industry and academia, including:

- Chief Sustainability Officers (CSOs) Lisa Jackson (CSO Apple); Suni Harford (CSO UBS); Hans Sauter (CSO Del Monte); Nancy Mahon (SVP for Sustainability Estee Lauder); Paul Polman (fmr CEO Unilever), among others.
- Academic Seminars by George Serafeim (Harvard); Jeffrey Sachs (Columbia); Jeffrey Hales (UT-Austin); Christopher Costello (UC-Santa Barbara), and others.
- Conferences and special events with panel discussions and speakers from both academia and industry, including our annual Chief Sustainability Officer Summit and Symposium (CSOSS) and a conference on Sustainable Ocean Business.

Regarding the Miami Herbert curriculum, with the vision to create an undergraduate sustainable business program, the course “Introduction to Corporate Sustainability” was first offered in Spring 2017. A minor and later a major concentration in Sustainable Business were established for the growing number of students interested in the subject matter.

At the graduate level, the Master of Science in Sustainable Business was launched in Fall 2019. Leveraging courses from the Rosenstiel School of Marine Atmospheric and Earth Science and newly developed sustainable business courses, the program attained STEM certification. Many of the courses enable graduate business students from other programs to also benefit from the sustainable business curriculum at Miami Herbert.

Also, the Miami Herbert Sustainability Advisory Committee, composed of industry leaders from eighteen (18) companies including EY, Bacardi, AutoNation, ERM, and others helps ensure that the curriculum remains aligned with the business community’s needs and the latest industry trends.

The Master of Health Administration and the well-established Executive MBA for Health Policy and Management, with its own advisory council, contribute valuable academic content, research, and innovation in the health and wellness space.

Linking Concepts and Practice: Experiential Learning

Crucial to the future of business and fundamental within the mission of developing principled leaders, a host of events, student organizations, and other opportunities at Miami Herbert and across the University of Miami are made available as a means for students to actively engage in ways that address the SDGs. Encouraging participation in sustainability-focused internships, projects, and field experiences are encouraged, as is engagement in social entrepreneurship and innovation activities enabling students to apply sustainability principles in real-world settings. The experiential learning approach provides students the opportunity to use the values, knowledge and skills instilled throughout their education.

One such activity is the International Business Ethics and Sustainability Case Competition (IBESCC) where Miami Herbert students participate. Founded by the College of Business Administration at Loyola Marymount University, IBESCC gathers student teams to address a wide array of business ethics issues and is considered the nation's most prestigious event of its kind. In 2022, the University of Miami (non-business students) team won first-place. In 2023, Miami Herbert MBA students garnered first-place, competing against some of the top academic institutions in the world.

Applied Career Experience (ACE) program, formally Global Consulting Business Project, enables students to have impact in developing countries by addressing client-based initiatives with viable business solutions. Students have worked with companies around the region including in Guyana, Mexico, Puerto Rico, and other Caribbean nations. During the COVID-19 pandemic, students successfully completed their projects virtually. Recent partnerships with IXL and Pro-Colombia match students with companies in Brazil and Colombia.

Specific to sustainable business undergraduate and graduate students, project work enables students to identify and implement market solutions to corporate sustainability while

developing job-related skill sets. Student teams have completed projects for companies including Office Depot (hazardous waste disposal), AutoNation (electric vehicle charging station strategy), Miami-Dade Public Schools (greenhouse gas accounting and net-zero strategy), Calamos Investments (creating impact investing funds), and others. One especially relevant project was a team consulting for American Tower, a global company with cell towers across Africa and Latin America. MBHS students worked on projects that promoted SDGs in Latin America.

Created in 2020, the Miami Herbert Volunteer Corps matches Miami Herbert graduates on an ad hoc basis with non-profit organizations in need of support, especially those impacted by the COVID-19 crisis.

After Hurricane Dorian, Miami Herbert joined forces with University of the Bahamas and small businesses affected by the disaster in the Bahamas Consultancy Project. Graduate students from across the University worked to develop resiliency strategies with business owners providing them perspectives to help them rebuild while giving students a taste of social impact in action. Building upon this experience, Miami Herbert has proposed duplicating the project in other areas in the Caribbean.

Miami Herbert's Nonprofit Summer Internship program incentivizes students to consider careers in the social sector by interning with a nonprofit organization to work on projects that benefit the community. Selected students with unpaid socially-conscious internships are awarded a monetary stipend to cover their food, lodging, transportation, and other incidental expenses.

On the entrepreneurial front, one of the School's strategic pillars focuses on global engagement for local impact in areas of Sustainability, Real Estate, Blockchain/Crypto, Gaming/Big Data, and Wellness. Miami Herbert's efforts here involve recruiting scaleups from all over the world to participate in weeklong Miami residencies, contributing to inclusive and equitable quality education including teaching skills for employment

and entrepreneurship pursuant to SDG 4. The first cohort welcomed start-ups from Palestine, Finland and Spain in February 2022.

The Social Ideas Challenge is an initiative within the Hemispheric University Consortium led by Miami Herbert Business School and Universidad de Chile that promotes entrepreneurship with social impact in participating university communities. The best ideas are sought at an early stage to help solve problems that affect society. The first two contests saw winning teams compete at eMerge Americas in Miami, hosted by Miami Herbert Hyperion Council students on the University of Miami campus, enabling students interested in social impact from different countries to share their perspectives and establish connections.

Student Empowerment

Participation in experiential learning opportunities that demonstrate impact empowers students on their journey towards principled leadership. Taking part or leading a student organization can be another transformative component in a student's formation.

Miami Herbert is home to more than a dozen student organizations at both the graduate and undergraduate levels. Students can also become involved in the more than 400 student-led groups registered through the University of Miami Committee on Student Organization (COSO).

These groups foster leadership development, interpersonal relationships, multicultural competency, communication, collaboration and intellectual growth. Many focus on community outreach and social change, health and wellbeing, multicultural and identity-based, and religious and spiritual. A list of Miami Herbert organizations and the related SDG's is found in the Appendix. Below are some examples of Miami Herbert student-led group activities promoting responsible, ethical and/or sustainable principles.

The Sustainable Business Club's efforts have focused on helping to create a solar energy co-op for underserved areas of Miami, beach cleanups, fundraisers for Cleo Institute. The Cleo Institute is

a women-led non-profit dedicated to climate crisis education and advocacy.

The Hyperion Council supports micro and small for-profit and non-profit enterprises in at-risk communities both locally and abroad as they improve their business practices. Costa Rica, Peru, Jamaica, Guyana, Antigua and most recently Belize and Barbados are a few of the countries where MHBS Hyperion Council students have impacted the communities while putting in practice their leadership skills and business acumen.

The Ethics Society stimulates discussion and debate about the ethical implications of our academic, professional, and social environments. Members endeavor to spread an understanding of ethics and critical thinking throughout society—in law, medicine, politics, business, information technology, and other fields.

Women in Business (WIB) is designed to foster an inclusive perspective about the issues that uniquely affect women in the workplace. The club also offers professional development and networking opportunities with senior female executives. Additionally, members place a priority on community service.

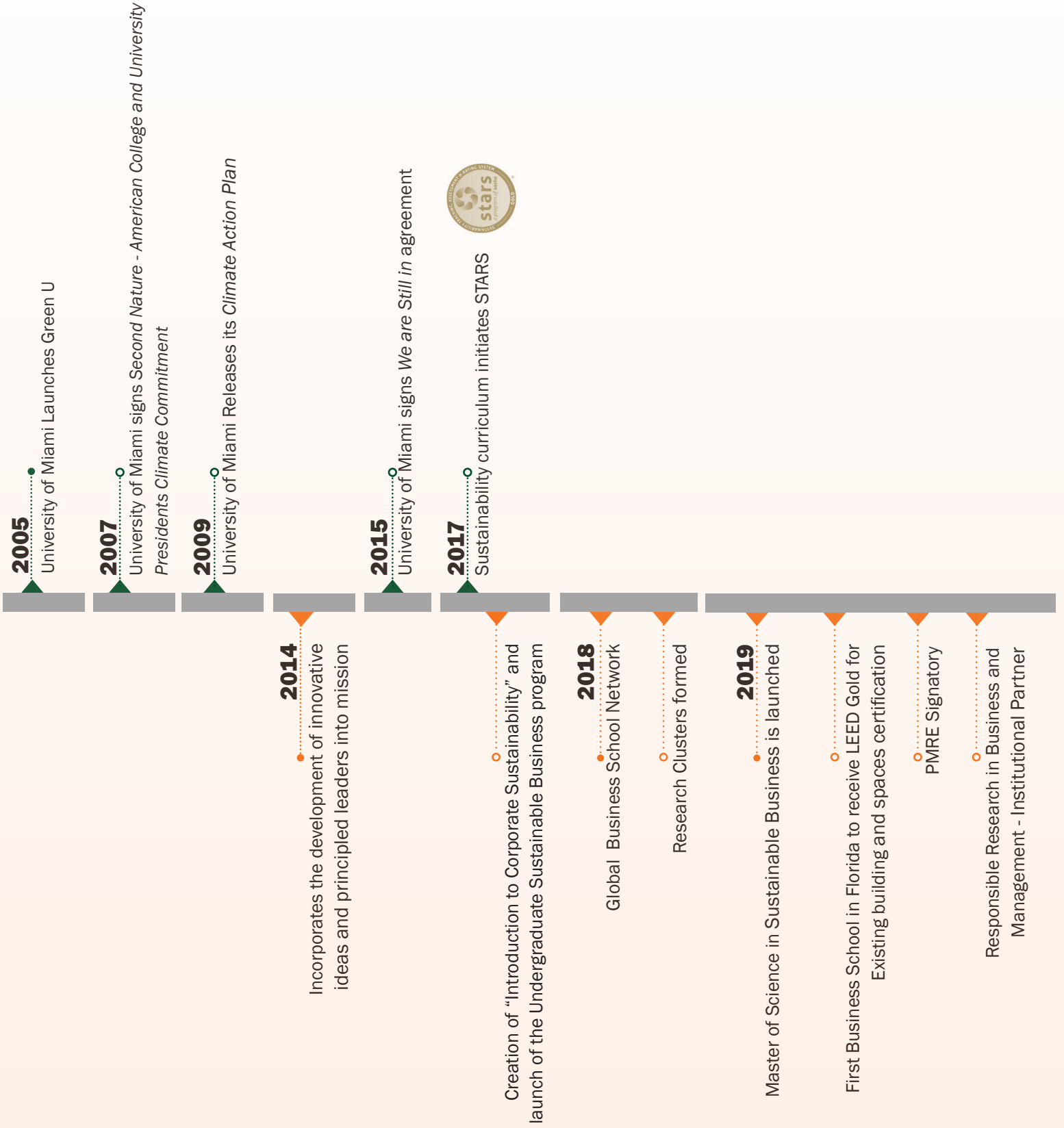
2. Cultivating Sustainability: Faculty and Staff Engagement

To fulfill its unwavering dedication to responsible, ethical, and sustainable practices, the Miami Herbert Business School strives to establish a pervasive culture of sustainability. Recognizing the vital role that faculty and staff play, the School emphasizes the need for collective effort in upholding these principles and driving meaningful change.

Impactful Research

Faculty members are encouraged to integrate principles of sustainability into their teaching methodologies, research endeavors, and scholarly publications. By doing so, they inspire students to think critically and innovatively about sustainable business practices, while simultaneously advancing the academic discourse surrounding sustainability.

INITIATIVES RELEVANT TO UNPRME



2020

University of Miami president, Julio Frenk, outlines action items to strengthen diversity, equity and inclusion - with special focus on racial justice

2021

Better World MBA Ranking: Miami Herbert ranked #6 nationally and #21 internationally

Miami Herbert signs "UN Women's Empowerment Principles"

Miami Herbert Updated Mission and Vision

2022

US Environmental Protection Agency ranked the University of Miami No. 8 on it's top College and University list of green power users

Climate Resilience Academy launched

Miami Herbert Business School earns "triple crown" accreditation which closely align with sustainability, responsibility and ethical objectives

Miami Herbert Business School earns highest rating for existing buildings in Florida: a Leadership in Energy and Environmental Design (LEED) Platinum Certification for Operations and Maintenance (O&M).

2023

PRME Inaugural Report

University of Miami initiative

Miami Herbert Initiative

Research carried out in subject areas related to sustainability, ethical and responsible management, social impact, and the United Nations Sustainable Development goals has steadily increased among Miami Herbert faculty over the past few years.

Enhancing Awareness

Demonstrating steadfast commitment to diversity, equity, inclusion, and social impact, Miami Herbert Business School hosts conferences bringing together leaders from a variety of industries and academia to address the challenges and share lessons learned. In 2022-2023, these included the International Corporate Governance Society (ICGS) Conference and the North America Summer Meeting of the Econometric Society (NASMES), as well as the annual Chief Sustainability Officer Summit and Symposium (CSOSS) and The Business of Healthcare annual conferences.

Also housed at Miami Herbert, the First International Network on Trust (FINT) Seminar Series was created to connect trust researchers across the globe to advance understanding of interpersonal and systems trust. This scholarly series is intended to help maintain connection and engagement among those in the FINT community, as well as to build new connections with scholars across disciplines who are interested in micro or macro scholarship related to trust within and between organizations.

In partnership with the University of Miami Office of Civic and Community Engagement, Miami Herbert began in 2022 inviting faculty to reflect upon how to collectively contribute to positive social change in our local, national, or international community. In this spirit, program fellows shared their experiences and insights while encouraging prospective fellows and the faculty at large to incorporate service learning in their courses.

Nonacademic staff is key in cultivating a community that values inclusivity, innovation and impact for sustainable prosperity. The MHBS Staff Advisory Committee creates activities to foster these values among staff. This group has sponsored a series of activities cultivating values of inclusivity and impact bringing sustainability

awareness. This has enabled staff participation in several beach clean-up events. Staff has also participated in tree-planting activities, including the planting of a tree in place of one lost during a previous storm and taking native seedlings which were provided during Arbor Day, to plant in their own yards.

Other staff initiatives include raising funds, collecting food items and coming together to make sandwiches for a local community homeless project and participating in a sustainability project through “Gold Standard”, an organization that supports projects for a safer climate around the world.

Operating Sustainably

Aligning with the mission and the sustainability commitment over the past few years, Miami Herbert has made changes to operate more sustainably. Building operations have been adjusted to promote energy efficiency and waste reduction (especially food waste), integrate sustainable procurement practices, and promote a culture of sustainability among faculty, staff, students, and other stakeholders. Staff members are invited to actively participate in sustainability initiatives within the school and beyond, including energy-saving measures, promoting waste reduction, recycling efforts, and organizing sustainability-focused events. Measures have also been implemented to ensure equity in faculty compensation.

In 2020 Miami Herbert was the first domestic business school to receive the Leadership in Energy and Environmental Design (LEED) GOLD and in 2023 earned the only (LEED) Platinum for existing building and spaces certification in Florida. (LEED is an internationally recognized green building certification system.)

Miami Herbert continues to excel in meeting the PRME goals by maintaining the highest academic and operational standards. To ensure the highest level of quality, Miami Herbert embarked on and was able to achieve the revered “Triple Crown,” adding to the long-standing US-based Association of American Colleges and Schools of Business (AACSB) with the European Foundation for Management Development (EFMD) EQUIS, which

DEVELOPING PRINCIPLED LEADERS AND TRANSFORMATIVE SCHOLARSHIP



Student Organizations

- Alpha Kappa Psi
- American Marketing Association
- Amino Healthcare Consulting Club
- Beta Gamma Sigma
- Canes Finance Association
- Delta Sigma Pi
- Economics Club
- Entrepreneurship Club - U Start
- Ethics Society
- Hyperion Council
- Mock Trial
- Model UN
- National Association of Black Accountants
- Real Estate and Finance Association
- TAMID at Miami
- Target 'Canes
- Women in Business

Case Competitions

- Business Plan Competition
- Florida CFA Institute Challenge
- Heavener International Case
- Hult Prize
- Impact Investing in Commercial Real Estate
- International Business Ethics & Sustainability
- Leadership Challenge
- National Black MBA
- Social Ideas Challenge
- INFORMES Business Analytics

Special Programs

- Beyond COP26:What Businesses Must Do
- Cobb Leadership Lecture Series
- Edosomwan Leadership Institute Lecture Series
- HBCU-Start
- Foote Fellow Program
- Knight Venture Leader Series
- MGT-100 Team Leaders
- Professional Development Student Leader (PDSL) Program
- The Latina Project
- The Future of Leadership: A CEO Speaker Series
- The Henry Family Endowed Speaker Series in Economics
- The Miami Herbert Half Hour
- UVENTURE
- Well-being Wednesdays at Miami Herbert
- Student led workshops

Conferences

- CSO Summit & Symposium
- Business of Blockchain Technology Conference
- Business of Healthcare Conference
- Real Estate Impact Conference
- Business ForUM

Student, Faculty and Staff initiatives

- Canes Day of Service: Miami Herbert Beach Clean-up
- Tree planting initiative
- Bagged lunch for those in need
- Partnership with Breakthrough Miami
- Supported sustainability project Gold Standard, organization that carries out projects for a safer climate around the world
- Annual workshop for Sunset Elementary Students
- Promote volunteer involvement: Born Free pet rescue; Ronald McDonald House Charities; International Clean Up Day
- Food drives for Project Upstart and Feeding South Florida

See Appendix for more details. .

recognizes business schools that are trying to make an impact beyond their domestic frontier; and the Association of MBA's (AMBA) accreditation which ensures the highest quality of MBA programs based on curriculum, student quality and experience. Miami Herbert also earned the outcome-focused EQUAA accreditation based in Latin America. All of these international accreditation agencies are placing greater emphasis on responsible, ethical and sustainable practices of member institutions.

3. Impacting Community: Local and Global Engagement

Miami Herbert Business School is cultivating a culture that will facilitate global impact for all stakeholders by hosting events, joining commitments, and supporting initiatives that underscore our vision of innovation, integration and impact.

Impacting Community: Globally and Locally

On the global front, in addition to joining PRME, Miami Herbert Business School became a member of the Global Business School Network (GBSN), supporting its vision to enable business schools to profoundly impact sustainable development worldwide - through education, research, and community engagement. Miami Herbert has also committed to the Women Empowerment Principles, which offers guidance to business on how to promote gender equality and women's empowerment in the workplace, marketplace and community. MHBS additionally has applied to the United Nations Global Compact, which aims to mobilize business and stakeholders to be a force for good.

Miami Herbert Business School was also invited to be a member of the Sustainable Development Solutions Network (SDSN), a UN-based organization that promotes sustainable development.

One effort with important impact came just a few days after the Taliban took over control of Afghanistan; Miami Herbert offered full-tuition scholarships beginning in January 2022 to two individuals forced to evacuate that country. The Global Crossing Airlines Graduate Business Scholarships were made possible through a

generous gift from Global Crossing Airlines Group, Inc. (GlobalX) which was directly involved in the evacuation efforts of Kabul.

Similarly, in 2022 Miami Herbert obtained funds to finance two full tuition scholarships for individuals directly affected by the war in Ukraine.

At the hemispheric level, Miami Herbert Business School is an active member of the Hemispheric University Consortium (HUC) created by fourteen universities from Latin America, the Caribbean, Canada and the United States to facilitate problem-based collaborations in education, research and innovation to generate the knowledge and solutions necessary to confronting the key challenges including in; Public Health, Wellbeing and Human Prosperity; Climate Change, Sustainability and Resilience; Entrepreneurship and Inclusive Innovation; Crime, Conflict, and Corruption; and Technology and Innovation for Education. Collaborations are based on the shared recognition of the pressing developmental challenges that confront societies and the consequent imperative that the members jointly reflect, align and act upon the United Nations Sustainable Development Goals (SDGs) 2030.

Miami Herbert has partnered with Pontificia Universidad Catolica Madre y Maestra (PUCMM) in the Dominican Republic to replicate the Women in STEM Entrepreneurship (WISE) program developed by Austral University IAE Business School with the Interamerican Development Bank (IDB). We are working to expand the program and to include the English-speaking Caribbean community. Leveraging work developed by HUC partners, Miami Herbert together with PUCMM, is carrying out the "WISE" Latin America project aimed at providing support for women entrepreneurs including training, networking, mentoring, and strengthening the STEM entrepreneurial ecosystem in Dominican Republic.

Miami Herbert played a facilitating role in having the University of Miami host "Premios Verdes," a regional contest promoting environmental entrepreneurship and innovation held in Miami. Miami Herbert faculty member Professor David

Kelly took part in the conference, while Miami Herbert students attended the three-day high-level event promoting environmentally focused entrepreneurial projects across the Latin American and Caribbean region. Environment Ministers from several countries in Latin America, the Caribbean and Europe shared perspectives on challenges they face and policies they are pursuing.

During the GBSN 2021 Annual Conference, the Department of Health Management and Policy of Miami Herbert partnered with Universidad Los Andes in “Race2Imagine” to lead a session on healthcare facilitating the exchange of impact stories from different perspectives: students, faculty members and leaders from different institutions shared their stories about an initiative they have undertaken within their local community that addresses a challenge.

Leveraging MHBS dean’s invitation to moderate a round table on Human Rights and Business during the Oslo Freedom Forum (OFF) held in Miami, students were invited to the Conference, which was focused on addressing some of the world’s most difficult human rights challenges.

Promoting Diversity

In alignment with Miami Herbert’s values, the School launched a pledge for diversity which is a commitment to promoting diversity, equity, and inclusion in all aspects of the School. It includes initiatives to recruit and retain underrepresented students, faculty, and staff, as well as to create an inclusive and welcoming environment for all members of the community.

In this spirit, Miami Herbert Business has partnerships with several organizations, including:

- **National Black MBA Association (NBMBAA)**, which is dedicated to developing partnerships that result in the creation of educational, wealth-building, and growth opportunities for those historically underrepresented throughout their careers as students, entrepreneurs, and professionals.
- **Prospanica**, which has advocated for Hispanic business professionals for 30 years. Prospanica’s mission is to empower and enable

Hispanic MBAs and business professionals to achieve their full educational, economic, and social potential.

- **Reaching Out MBA (ROMBA)** - Miami Herbert’s partnership with ROMBA created The Reaching Out MBA Fellowship, which provides for two ROMBA fellows. ROMBA is the national organization that for two decades has been dedicated to increasing the influence of the LGBTQ+ community in business, through educating, inspiring, and connecting MBA students and alumni.
- Partnering with **AUCA (American University China Association)** to deliver professional development activities virtually and in-person.
- Collaboration with National Association of **Asian American Professionals (NAAAP)** Miami.
- **Project Destined** – MHBS and its Real Estate Advisory Council partner with Project Destined to improve diversity, racial equality, and inclusion in commercial real estate. Project Destined teaches underserved urban youth about the real estate industry and provides them with the opportunity to invest in real estate deals. The program is designed to help bridge the wealth gap and provide access to wealth-building opportunities for young people from underrepresented communities.

Having signed The Hispanic Promise, which focuses on broadening opportunities for Hispanic and Latino businesspeople, MHBS co-hosted the Hispanic Leadership Summit in July 2022. Miami Herbert also co-hosted the Inaugural Latina Rising in Human Resources (HR) conference, providing a space for Hispanic women in business. The School also was awarded the Prospanica Brillante Award for Educational Excellence 2022 for its commitment to cultivating a diverse MBA student population and for its dedication to helping Hispanics in pursuing higher education.

In June 2023, in support of the newly established student Association of Latin Professionals for America (ALPFA) chapter at University of Miami, Miami Herbert co-hosted the ALPFA “Excellence Is a Choice” event with reknown speaker Kaplan Mobray.

In Spring 2023, the second iteration of USTART@MiamiHerbert took place. The program aimed at future entrepreneurs from historically black colleges and universities (HBCUs) and minority-serving institutions (MSIs) across the United States and the Caribbean. The weeklong education and mentoring program culminates in a business plan competition with cash prizes for the best startups or business ideas.

Contributing to a Principled Business Community

Open to the university and business community, the Miami Herbert distinguished leaders lecture series promotes fundamentals of leadership by featuring responsible business leaders and their journeys. Directly related to sustainable business and environmental sustainability, were lectures by Jeffrey Sachs, Director of the Center for Sustainable Development at Columbia University and Paul Polman, Co-founder and Chair of IMAGINE, a social venture accelerating business leadership to achieve the Global Goals and Member of this PRME Board, and Nancy Mahon, SVP Global Citizenship and Sustainability at Estée Lauder.

Other lectures focus on diversity, inclusion and equity, including talks by Kerwin Charles, Dean of the Yale School of Management, Indra Nooyi, former Chairperson & CEO of PepsiCo, Betsy Atkins, Baja Corp CEO and Founder and Nely Galán, Latina author and entrepreneur. These talks aim to bring insights from the national conversation and life experiences, to hold solutions-oriented conversations around key issues and opportunities.

The Miami Herbert Business School recognizes that sustainability is an ongoing journey of improvement. It encourages open dialogue and collaboration among all stakeholders, fostering an environment where ideas can be shared, feedback can be provided, and innovative solutions can be collectively developed. By engaging the entire community in this process, the School harnesses the power of collective wisdom and strengthens its capacity to make a lasting impact.

In summary, the Miami Herbert Business School understands that cultivating a culture of sustainability requires the active participation and commitment of everyone within its community.

By involving faculty, non-academic staff, and students in this endeavor, the School ensures that sustainability principles are not only taught but also practiced. By fostering an inclusive environment where sustainability principles are valued, the School paves the way for responsible, ethical, and sustainable practices to become an integral part of our community's identity and thereby contributes to a better future for business and society as a whole.

PRINCIPLE 4 – RESEARCH

Consistent with the School's mission, Miami Herbert's strategy is keenly focused on encouraging high-quality, innovative, and impactful research. In that regard, Miami Herbert Business School gauges faculty performance and intellectual contributions each year.

Miami Herbert faculty members produced 920 intellectual contributions, including 339 peer-reviewed journal articles between 2019 and June 2022. The school is currently (2017-2021) ranked 47th in North America on the UT Dallas Top 100 Business Schools Rankings, based on research productivity. Faculty members are also leading policy and practice. For example, Khrystna Bochkay, Associate Professor of Accounting, is an academic fellow at the International Sustainability Standards Board (ISSB).

In 2019, Miami Herbert joined Responsible Research for Business and Management (RRBM), which is dedicated to inspiring, encouraging, and supporting credible and useful research in the business and management disciplines to improve the lives of people in our societies. Another reason that research carried out in subject areas related to sustainability and the United Nations Sustainable Development goals has steadily increased among Miami Herbert faculty, is the advent of innovative "Interdisciplinary Research Clusters" in following areas:

1. Behavioral Decision-Making: This cluster covers the contexts, motivations and processes that lead individuals and groups to make decisions. Faculty in the cluster come from Business Law (ethical decision-making), Economics (behavioral economics), Finance (behavioral finance), Health Management

- and Policy (human resource and health care decision-making), Management (organizational behavior), and Marketing (consumer behavior), as well as the Law School, the Rosenstiel School of Marine, Atmospheric, and Earth Science, the Psychology Department, among other University of Miami academic units.
2. **Business Analytics:** Data science, grounded in statistics and machine learning, is fundamental to business analytics. The Master's in Business Analytics, with its combined emphasis on data science and applications, now entering its fifth year, is a high-enrollment, STEM certified graduate program. The Deloitte Institute for Research and Practice in Analytics (DIRPA) is the center through which the Management Science department works on interdisciplinary projects with other Miami Herbert departments (notably Business Technology, Economics, Finance, and Marketing) and reaches out to the departments of Computer Science and Mathematics, the Engineering School, the Medical School, and others within the University.
 3. **Global Operations:** Global Operations covers cross-border activities that can be studied at both a very macro level (e.g. international trade and investment, economic integration, country competitiveness) and a very micro level (e.g. leadership, culture or behavior of teams, employees and customers). The corporation itself can also be the unit of analysis, as in merger and acquisitions, and the geographical context can vary from global to regional to two-country dyad. MHBS has a strong tradition of internationalism in its faculty and student mix, the transformation of global business and society is central to the Miami Herbert mission, we offer a Master's in International Business, and Miami Herbert is well-represented in the leadership of the Academy of International Business and on the editorial boards of its journals.
 4. **Governance and Leadership:** This cluster directly supports our mission's commitment to develop "principled leaders." Several of Miami Herbert's leading scholars work in this broad interdisciplinary area. Governance and Leadership research includes research on incentives, executive compensation, public board and family firm governance, managerial ethics, negotiations, corporate/securities regulations, executive leadership styles, and global leadership effectiveness. Faculty from multiple departments including Accounting, Business Law, Finance and Management work on these issues. Law School faculty are also involved in related research.
 5. **Sustainability:** Sustainability means meeting the needs of the present without compromising the ability of future generations to meet their needs. Broader definitions include human and ecological health, social justice and secure livelihoods. Corporations are increasingly embracing sustainability programs that cover human capital, product durability and sustainable supply chains, in addition to managing the environmental impacts of their activities. Corporate sustainability programs aim to create long-term value for both shareholders and other stakeholders by embracing opportunities and reducing risks deriving from economic, environmental and social developments. These guiding principles have provided a foundation for continued collaboration and research.
- Miami Herbert's climb in rankings that value sustainability and social responsibility is due in part to impactful research carried out by Miami Herbert faculty. In the 2022 annual Better World MBA Ranking, released by Corporate Knights, Miami Herbert ranked No. 3 nationally and No. 15 internationally. The Better World MBA Ranking evaluates accredited MBA programs' commitment to equipping graduates with the skills necessary to solve pressing business and social challenges in order to succeed in a rapidly evolving global business climate.
- To determine the ranking Corporate Knights evaluated 147 programs around the world based on their integration of sustainability into the curriculum, research, and centers related to sustainability, and faculty diversity. The Miami Herbert Business School was also ranked #5 in the US and #17 in the world in Corporate Social Responsibility by the Financial Times in 2021.

PRINCIPLE 5 – PARTNERSHIPS

Building Alliances

Embracing United Nations Sustainable Development Goal #17 “Strengthening the means of implementation and revitalize the Global Partnership for Sustainable Development,” Miami Herbert Business School continues to actively participate in global conversations on topics related to social impact and sustainability, business analytics and technology, behavioral decision-making, governance and principled leadership. The School attempts to leverage its network of global and local alliances bolstering our efforts to develop principled business leaders. As described more fully in previous section on impacting community, globally, Miami Herbert partners with:

- European Foundation for Management Development (EFMD)
- Association of MBA’s (AMBA)
- Global Business School Network (GBSN)
- Business School Alliance for Health Management (BAHM)
- Women’s Empowerment Principles (WEPs)
- First International Network on Trust (FINT)
- Hemispheric University Consortium (HUC)
- The Latin America Council of Management Schools (CLADEA)
- Business Associations of Latin American Studies (BALAS)
- Inter-American Development Bank (IDB)
- Premios Verdes
- Oslo Freedom Forum (OFF)
- Principles For Responsible Management Education (PRME)

Locally, our partners support many of the programs and research carried out at Miami Herbert Business School. Some alliances contribute to the promotion of these principles, and others provide different learning and experiential opportunities for students.

- Americas Society/Council of the Americas (AS/COA) – University Membership
- Association of Latin Professionals for America (ALPFA) - Miami Chapter
- The Hispanic Promise
- Hispanic Association of Colleges and Universities (HACU) – University Membership
- Brazilian-American Chamber of Commerce
- Mexican-American Chamber of Commerce

- Spanish-American Chamber of Commerce
- Pro-Colombia
- Colombian-American Chamber of Commerce
- Pro-Ecuador
- Adonel Concrete (Latina Project)
- Boston Scientific (Business in Healthcare Conference)
- Calamos Investments (Chief Sustainability Conference)
- Global X (Afghan Scholarships)
- Florida Blue (Business in Healthcare Conference)

PRINCIPLE 6 - DIALOGUE

Miami Herbert Business School is committed to playing a proactive role in fostering discussions surrounding business practices that have a positive social impact, promote sustainability, and uphold principles of governance and principled leadership.

The School takes pride in providing various platforms that facilitate meaningful dialogues on these important topics. We also strive to be proactive in other conversations that address the intersection of business and social impact around the world. Our aim is to encourage students, faculty, industry professionals and other stakeholders to engage in thoughtful discussions about how businesses can contribute to society in a responsible and sustainable manner. By promoting an open dialogue, we aim to inspire innovative ideas and solutions that address pressing social and environmental challenges.

To facilitate these discussions at Miami Herbert, the school provides a range of platforms and forums. These include the nine Miami Herbert lecture series, annual conferences such as the Business in Health Care and Chief Sustainability Officer Symposium and Summit Conference, centers and institutes, as well as special events mentioned throughout this report which bring together experts, thought leaders, and industry practitioners to share their insights and engage in collaborative dialogue.

Miami Herbert Business School benefits from the guidance of advisory councils, which provide an external perspective while offering input on the School’s strategic direction and overall objectives.

Council members are a vital link to the broader business community, and serve as advisors and advocates for Miami Herbert Leadership. These include the Dean's Advisory Committee, Latin America and Caribbean Initiative, as well as disciplinary councils in Accounting, Economics, Entrepreneurship, Health Management and Policy, Real Estate, Marketing and Sustainable Business.

Our facilities have enabled us to foster the exchange of ideas on some of the most pressing business issues of the day. The labs, centers, and institutes include: 'Canes Behavioral Laboratory, a state-of-the-art research facility designed for advanced, technology-driven marketing research; Center for Health Management and Policy which serves as a resource for businesses and policy-making bodies; Deloitte Institute for Research and Practice in Analytics (DIRPA) is an initiative funded by Deloitte and designed to bring together students and faculty from the University of Miami in a cross-disciplinary effort to better understand the business and analytic needs, challenges, and opportunities of industry and community organizations across the globe; the Johnson A. Edosomwan Leadership Institute delivers leadership-focused programs, products, and services with a unique combination of diversity and intellectual richness. Moreover, MHBS's location at one of the world's most vibrant cultural and economic crossroads, creates an ideal environment for developing leaders who can best meet the unique opportunities and challenges facing business leaders today.

Miami Herbert Business School also promotes dialogue through the development and dissemination of impactful research and teaching innovations. We believe in the power of knowledge and strive to contribute to various discussions on topics that are crucial for the future of business and society. Our faculty members lead, propose, and moderate discussions on a wide range of important subjects, including for example sustainable business practices, the rebuilding of the Caribbean economy, cryptocurrency, career preparation, multicultural leadership, and the intersection of human rights and business.

Teaching and research also reach constituents

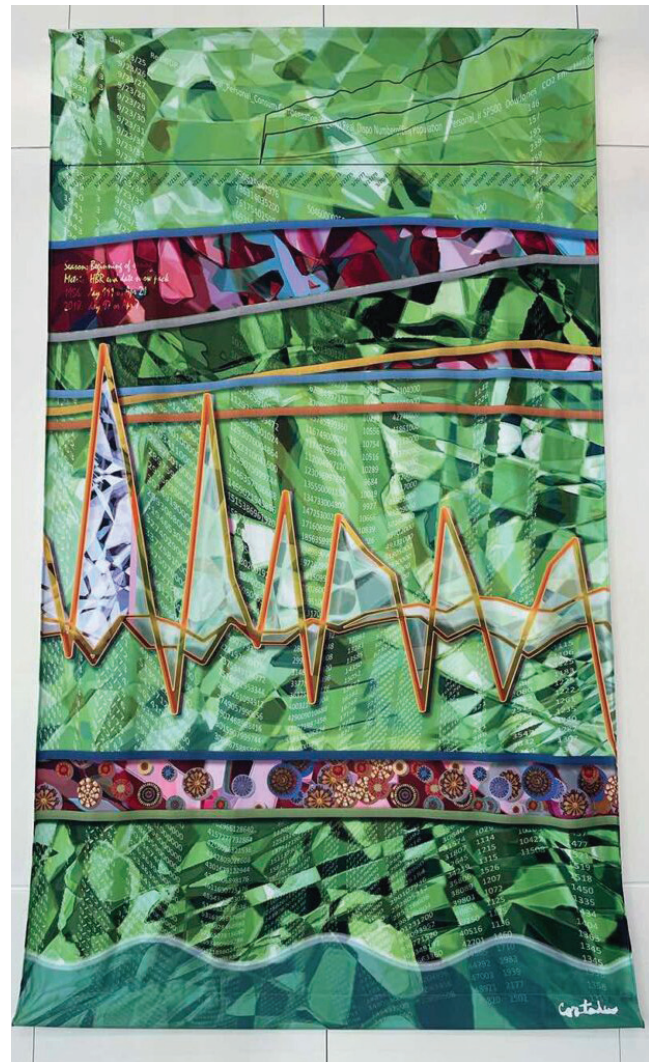
through partnerships such as Business School Alliance for Health Management (BAHM), which comprises health management programs at top business schools that have shown a commitment to research and teaching (led by research-focused faculty), as well as service in the health sector. These discussions are designed to bring together experts, practitioners, and thought leaders to explore innovative ideas and generate actionable insights.

In recent years, faculty have collaborated with partners at other academic institutions, organizations, corporations, and start-ups in Argentina, Australia, China, Ecuador, Germany, Guyana, Mexico, Norway, Spain, United Kingdom, to name a few. We have also actively participated in forums such as the Council of the Americas, IBD Lab Forum, BALAS Annual Conference, GBSN Annual Conference: Beyond Borders, the Oslo Freedom Forum, AMBA Annual Conference, and the World Strategic Economic Conference.

For example, at a recent conference hosted by the University of Miami, sustainability professionals from Americas Society/Council of the Americas including Professor David Kelly signed a document to work together to achieve sustainability goals. These platforms allow us to showcase our research and teaching innovations, exchange knowledge with global peers, and contribute to the broader discourse on critical issues shaping the business landscape.

Executive Education is another platform fostering dialogue and disseminates important topics such as diversity with corporate partners and other educational institutions. Notably, our Diversity Leadership Executive Education program was developed to address the unique multicultural needs of emerging business leaders, particularly Black, Hispanic, and women, to prepare them to exceed their potential in the workforce of the future by creating a sense of belonging for minority leaders and providing them with fundamental skills necessary for organizational advancement.

Finally, Miami Herbert is also focusing on ways stakeholders can have a positive impact on the environment and society at the local level. Xavier



Cortada is a triple Cane, professor, artist and activist. Miami Herbert commissioned and proudly displays four art pieces depicting sea level rise in Miami in each of the four seasons over the last fifty years. The data used was provided by business analytics students. Cortada also facilitated planting of indigenous trees among staff and emphasizes environmental perspective among incoming EMBA students.



FOUR SEASONS: WINTER, SUMMER, SPRING, AND FALL
Xavier Cortada, "The Four Seasons: Winter, Spring, Summer and Fall," digital tapestry/sublimation dye on fabric, 12' x 7', (University of Miami Miami Herbert Business School, Coral Gables, FL), 2018.



Section 4

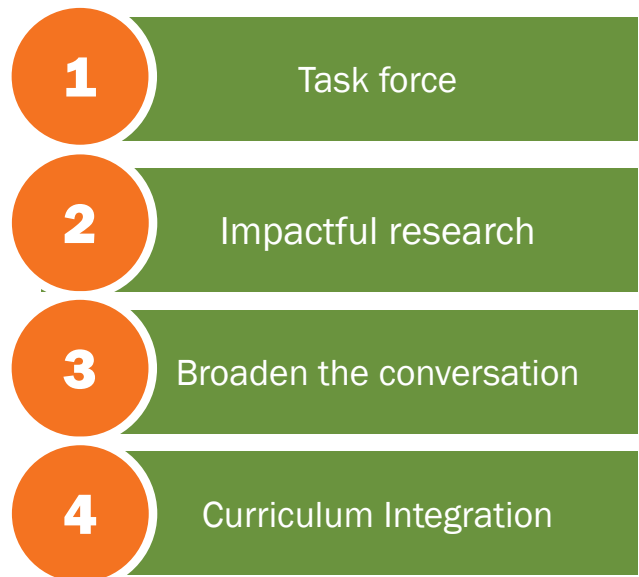
Reflections and Mapping the Future

The Miami Herbert Business School is recognized as the No. 7 most diverse business school by Bloomberg Businessweek's first-ever Diversity Index ranking and No. 3 in the US in Corporate Knights' 2022 sustainability ranking the US. Also in 2022, Miami Herbert became the first building in the State of Florida to obtain Platinum LEED Certification.

These accomplishments, together with the decision to strengthen our accreditation efforts to ensure adherence to the highest standards and to join initiatives such as Principles in Responsible Management Education (PRME), reflect our unwavering commitment to the mission of developing principled leaders and transformative scholarship for business and society.

Significant strides have been made laying the foundation for our sustainability journey focused on sustainable business and responsible and ethical management, but important areas still require strengthening, particularly the formulation of mechanisms to better collect, monitor, assess and report the many activities taking place across Miami Herbert Business School.

In this section, we identify some next steps to address the aforementioned shortcomings. These, together with the updated PRME reporting mechanisms, these will help ensure a greater awareness of the work being carried out at Miami Herbert Business School.



Next Steps

Miami Herbert Business School is committed to upholding the principles of the United Nations-supported Principles for Responsible Management Education (PRME). Building upon our existing efforts, we aim to further integrate responsible management education and sustainable development into our curriculum, research, and community engagement initiatives.

1. Task Force

For the preparation of this initial report, several ad hoc groups and individuals were tasked with the gathering of input. Members of the faculty and administration shared perspectives. Building upon this work, the School will establish a taskforce to address responsible, ethical, and sustainable management. This will provide a platform for the fluid exchange of information to better report, strategize, leverage, and promote the work being carried out by different groups and individuals in the Miami Herbert community and the University of Miami, at large.

The task force will also establish mechanisms to monitor and evaluate the progress and impact of sustainability initiatives and their alignment with the PRME principles. In this context, periodic assessments are to be carried out to better reflect the outcome impact of initiatives and activities.

2. Impactful Research

Miami Herbert Business School is committed to conducting research that advances the understanding of responsible management practices and that contributes to sustainable development. We will actively support faculty research projects that focus on topics such as



social impact, sustainable business models, ethical decision-making, and the integration of environmental, social, and governance (ESG) factors into business strategies. Through our research, we aim to generate actionable insights and thought leadership that can inform both academia and the business community. Miami Herbert also aims to continue strengthening the work of the Interdisciplinary Research Clusters.

3. Broaden the Conversation:

We will continue to raise awareness about responsible management education and sustainable development among our students, faculty, staff, and our wider community. We will organize events, workshops, and guest speaker series that both highlight the importance of responsible business practices and inspire action. Additionally, we will actively participate in relevant conferences, forums, and networks to advocate for responsible management education and to contribute to the broader global dialogue on sustainable development.

4. Curriculum Integration:

By equipping our students with the knowledge and skills to address complex societal challenges, we strive to develop responsible leaders who can drive sustainable change in organizations and communities. Therefore, we will continue to embed responsible management principles and sustainable development concepts throughout our curriculum. This includes incorporating topics such as ethics, corporate social responsibility, environmental sustainability, and social impact into core courses and specialized programs. Through our continued commitment to responsible management education and sustainable development, Miami Herbert Business School aims to foster a new generation of leaders who can create positive social, environmental, and economic impacts. By embracing PRME principles, we strive to contribute to a more sustainable and inclusive future for businesses and communities worldwide.























Appendix









Sampling of Initiatives






The following section contains tables reflecting sampling of research, curricular and engagement efforts and noting connections to one or more sustainable development goals (SDG).





Curriculum







Sampling of courses connected to one or more sustainable development goals.







Course Name/#	Description	SDG
ACC336/Integrated Reporting	The focus of this course is on the intersection between sustainability reporting, financial reporting, and corporate operations. As an accounting course, we will approach these issues with an emphasis on the identification, measurement, and reporting of environmental, social, and governance (ESG) issues. The course is primarily designed for undergraduate students seeking a major with a focus on sustainability, but it can also be taken by students pursuing a career in professional accounting or financial services.	   
ACC666/Accounting for Sustainability	Most large firms now report metrics of progress towards the firm's goals with respect to environmental, social, and governance (ESG) aspects of sustainability, often integrating sustainability reporting with financial reporting. The course examines the value of sustainability reporting in terms of indicating efficiency, risk, and brand capital. The course analyzes emerging metrics for sustainability and emerging reporting systems. The course also examines SEC and other regulations for reporting sustainability, and how such reporting is viewed by stakeholders.	    
BUS200/Introduction to Business	Businesses today operate in an exceedingly complex environment. Such factors as commodity prices, labor and capital markets, as well as trends in tastes and preferences are constantly changing. This course will explore many of the key issues facing business decision makers in the contemporary environment, including an introduction to business ethics and corporate social responsibility. The course will take an interdisciplinary perspective, touching on essentially all of the business functions including economics, finance, accounting, marketing, management, and business communications. Using approaches from different business disciplines, students will gain insight into the structures and systems of business, as well as the strategies that firms use to compete effectively in the global business environment.	
BUS 204/Intro to Corporate Sustainability	This course introduces students to issues associated with business and sustainability, through the lens of corporate governance and corporate citizenship. Readings, class sessions, and assignments are designed to instill in students a practical understanding of key corporate sustainability frameworks, challenges and opportunities, institutions, and actors in the global corporate context. Students will learn to apply alternative decision making models to current business activities.	 
BUS 255/Business and Society: Inquiry and Discourse	This course will explore the relationships between business firms and their regulatory, ethical, political, cultural, and social environments. Students will be exposed to a wide range of source materials and academic activities, with the objective of developing their capacity for principled professionalism.	 
BSL212/Introduction to Business Law and Ethics	Introduction to business law and ethics for the undergraduate student. Topics include business ethics, contracts (the nature and requisites, formation, interpretation, performance and breach, and remedies), and sales (Uniform Commercial Code, Convention on the International Sale of Goods, transfer of title, warranties, and rights and remedies of buyers and sellers).	 
BSL305/Legal and Social Aspects of Regulation	An introduction to the legal and ethical issues arising out of business and the regulatory environment. Topics include business ethics and subjects as environmental law antitrust, securities, administrative process, consumer protection, and employment regulation.	 

BSL306/Introduction to Corporate Sustainability	This course introduces students to issues associated with business and sustainability, through the lens of corporate governance and corporate citizenship. Readings, lectures, class discussion, and student projects are designed to instill in students a practical understanding of key corporate sustainability frameworks, challenges and opportunities, institutions, and actors in the global corporate context. Students will learn to apply alternative decision-making models to current business activities.	
BSL420/Employment and Labor Law	This course explores the legal, public policy, and ethical issues associated with the hiring, management and termination of employees, independent contractors, and other business representatives. The course will explore contractual, tort, statutory, and regulatory concepts and structures which govern the relationship between employers and employees. The course also touches on issues associated with organized labor and collective bargaining. Students will be introduced to the framework and vocabulary of employment and labor law, as well as a systematic method of legal analysis and practice in resolving employment-related dilemmas that have legal, ethical, and practical business dimensions. Specific factual employment law issues and cases, as well as hypothetical employment case scenarios are used to present the relevant substantive rules and concepts, and to sharpen the students' problem solving and critical thinking skills.	
BSL455/Business and Society	Business and society are highly interdependent. Business activities impact not only the firm's stakeholders but also other institutions, the environment, and society at large. At the same time, a variety of societal actors affect business and its choices both directly and indirectly. This course prepares the future business manager to navigate evolving regulation, public policy, and social and ethical concerns, equipping them to identify and address the challenges and opportunities posed by the complex relationship between business and society.	
BSL460/Health Care Law and Ethics	This course is designed to offer students an appreciation of the legal foundations and ethical considerations in healthcare administration in the U.S. The readings and classroom discussion assist the student in (1) understanding the legal framework of relationships and institutions in healthcare, and (2) appreciating some of the particularly delicate ethical implications of decision-making in this field. Case study will promote the ability to analyze both. Special emphasis is placed on discussion of ethical issues in healthcare administration, including access to care, allocation of scarce resources and privacy.	
BSL 690/Responsible Business	BSL 690 explores the law's role in regulating responsible business and the impact of law on managerial decision-making. Students will evaluate whether the law engineers responsible, sustainable business, focusing on tort, compliance, and criminal law as examples of the law as regulator. Critical to this analysis is the degree to which ethics and corporate social responsibility are vital gap fillers. Students will achieve a firm grasp on and will practice using ethical decision-making models. Other topics include, for example, contract law as a means to achieve mutually agreed-upon responsible conduct in business.	
BSL 695/Responsible Business	Law and legal process are examined as they mix with the politics and ethics of business, including the weight given to legal implications in the executive decision-making process.	
BSL 696/Legal and Ethical Implications in Executive Decision Making	Business and public administration cases requiring identification of the legal, ethical, and social elements as well as the determination of the weight such elements should have in setting policy are discussed. Integration of law and ethics with public and business administration is also included.	
BUS428/Multidisciplinary Action Projects	The University of Miami Business School's Multidisciplinary Action Projects course (UMAP) places students with organizations throughout the world to address pressing organizational challenges. Students work in teams with guidance from faculty advisors to develop actionable and valuable recommendations for sponsoring organizations.	

<p>ECO345/Environmental Economics</p>	<p>This course determines the appropriate way to regulate economic activity so as to achieve an optimal balance between competing environmental and economic goals. Economic reasoning is used to evaluate causes and consequences of environmental problems. The course rigorously evaluates various types of environmental regulation, including "cap-and-trade," command and control mandates, and pollution taxes. Other specific topics include public goods, externalities, cost benefit analysis, non-market valuation, and international trade and development and the environment.</p>	
<p>ECO351/Economics of Development</p>	<p>This course studies factors underlying economic development, measures of and goals for development, principles applicable to problems of development, the role of markets and planning in development, social, cultural, and political factors affecting economic development, and comparative rates of progress in different countries.</p>	
<p>ECO379/The Political Economy of Growth</p>	<p>This course studies the causes of economic growth such as geography, culture, institutions, human and physical capital, as well as technology. It examines the role they play in the development process, casting light in their order of importance for growth and into which growth determinants are amenable to policy change.</p>	
<p>ECO613/Microeconomics of Sustainability</p>	<p>The course examines production and costs from a sustainability perspective, emphasizing the tradeoffs associated with reducing energy and other natural resources in production processes. Conditions under which reducing natural resources while using more of other inputs reduces total costs without sacrificing production are derived. Extensions are studied in which the same conditions are derived under a more general definition of costs which includes the costs of natural resource use to society and to brand reputation. The course then examines consumer demand for energy efficient products, emphasizing financing arrangements which allow the household to avoid the up-front fixed costs of energy efficient durable goods. Finally, the course examines externalities: actions by the firm which impose costs or benefits to society in a way which is not accounted for by prices.</p>	
<p>ECO614/Valuing Public Goods</p>	<p>While the costs of becoming more sustainable are relatively straight forward for the firm to quantify, the benefits to society (social benefits) are more difficult to determine. Nonetheless, assessing how clientele and other external stakeholders value sustainable practices is important if firms are to prioritize their efforts. This course will introduce students to the world of non-market valuation: the valuation of goods and services for which no true market exists with prices to reveal how much consumers are willing to pay. This class will provide a solid foundation for any manager to begin to understand how to appropriately value sustainable practices, enabling the firm to choose projects that provide the most social benefit net of implementation costs.</p>	

<p>EC0615/Managing Regulation Compliance</p>	<p>Sustainability initiatives must be integrated with a complex set of government regulations. Regulation systems such as standards, tradeable permits, and taxes are analyzed from the firm’s point of view. Regulation systems are also studied when compliance costs are uncertain or changing over time. Many modern regulation systems allow firms to earn credits by over-complying, which can be sold or banked for future use. The course will study compliance/credit management, including over the business cycle and when regulation changes over time. The value of compliance/over-compliance to the firm’s brand and to society/external stakeholders is integrated into the optimal compliance decision.</p>	
<p>EC0616/Sustainability and Market Dynamics</p>	<p>The course studies the impact of sustainability initiatives on the organization of firms in the market. The course derives conditions under which sustainability initiatives favor market entrants over incumbent firms and the reverse. The course studies the use of sustainability initiatives by firms to segment the market. The value of sustainability initiatives in oligopolistic versus competitive markets are also studied. Finally, the value of sustainability initiatives to external stakeholders and to the firm’s brand is integrated with the benefits and costs of changes in the competitiveness of the market resulting from the sustainability initiatives.</p>	
<p>EC0617/Enterprise Risk Management</p>	<p>Tools for the measurement and mitigation of risk are developed. Measurement tools include value at risk measures, expert opinion, and the use of market prices. Mitigation tools include catastrophe bonds, derivatives such as weather derivatives, and adaptations (building resilience). Risks that are relevant to sustainability, such as fat tailed risk and environmental catastrophes, are emphasized. The value of environmental risk reduction to the firm and society are derived.</p>	
<p>FIN336/Sustainability and Finance</p>	<p>Sustainable finance is an emerging subfield of corporate finance. Today’s investors and firms are dealing with the risks and opportunities of environmental, social and governance (ESG) issues. Meanwhile, more and more investment managers have stepped in to offer impact products in their portfolios as investors begin to evaluate how they can invest in ways that can meet financial goals and support social and environmental change. Bridging the gap between traditional capitalism and a new context of shared economic and social value, sustainable finance is quickly becoming a core part of the mission of financial institutions and companies. This course couples established and emerging theory on how finance can be used to address sustainability challenges. Students build upon the skills developed in a traditional investments course and study traditional investment topics from the lens of impact investing. Specifically, using the analytical tools of financial investments and portfolio management, students learn to identify and evaluate the impact of social factors on portfolio decisions. In addition, students learn about the psychology of impact investing, as impact preferences may influence the tradeoffs between financial and social returns. Potential asset pricing implications of investor preference for impact are also discussed. It covers diverse aspects of sustainable finance, including ESG measurement, socially responsible and impact investing.</p>	

<p>FIN654/Impact Investing</p>	<p>The course provides an introduction to the emerging field of impact investing, where traditional investment objectives are modified to include social and environmental considerations. The first part of the course exposes students to portfolio theory, asset pricing, and the analytics tools of portfolio management. Subsequently, using these traditional tools of financial investments, students learn to identify and evaluate the impact of social factors on portfolio decisions, financial risk, asset prices, and performance evaluation. Students also learn about the psychology of impact investing that influences the tradeoffs between financial and social returns.</p>	
<p>FIN672/Sustainable Finance</p>	<p>Businesses of today are increasingly dealing with the risks and opportunities of environmental, social, and governance (ESG) issues due to the scarcity of resources, labor relations, and climate change. This course couples established and emerging corporate theory to study these sustainability challenges. It covers diverse aspects of sustainable finance, including ESG measurement, socially responsible and impact investing. After establishing the benchmarks in understanding the core corporate finance principles, the course quickly moves on to understanding responsible investing from the shareholder perspective and how that affects firm performance and how that can be then used as a tool to establish a comparative advantage in the product market. The course also explores the meaning and importance of sustainable business practices that respect and adhere to ethical social responsibility standards through several case studies and simple econometric analyses.</p>	
<p>HMP310/Population Health</p>	<p>Population health is emerging as a field of study of health determinants, a concept of health, and a goal of achieving measurable improvements in the health of a defined population. These populations can encompass geographic regions, such as communities, states, or nations, but can also be groups, including groups based on need, employees, ethnicity, members of Accountable Care Organizations, and other populations with relevance to policymakers. In this course, students will gain an understanding of the determinants of population health, health outcomes of the population, and policies and interventions that link the determinants and outcomes.</p>	
<p>HMP321/Applied Health Policy for Business</p>	<p>This course examines the role of people and institutions in health promotion, risky behaviors, health care delivery, and health insurance. We will explore the theoretical and practical reasons for intervention in health-related decisions and health care markets, the related empirical evidence, and the effects of these interventions on health outcomes and social welfare. Students will understand how and why government and society in general attempts to influence health-related behaviors and health insurance markets, and the resulting effects on individuals' choices, expenditures, health outcomes, and overall quality of life.</p>	
<p>HMP460/Health Care Law and Ethics</p>	<p>This course is designed to offer students an appreciation of the legal foundations and ethical considerations in healthcare administration in the U.S. The readings and classroom discussion assist the student in (1) understanding the legal framework of relationships and institutions in healthcare, and (2) appreciating some of the particularly delicate ethical implications of decision-making in this field. Case study will promote the ability to analyze both. Special emphasis is placed on discussion of ethical issues in healthcare administration, including access to care, allocation of scarce resources and privacy.</p>	
<p>HMP620/Population Health</p>	<p>Population health is emerging as a field of study of health determinants, a concept of health, and a goal of achieving measurable improvements in the health of a defined population. In this course, students will gain an understanding of the determinants of population health, health outcomes of the population, and policies and interventions that link the determinants and outcomes while exploring the business case for health.</p>	

<p>HMP687/Health Care Organization, Economics, and Ethics</p>	<p>The course will allow understanding and analysis of issues associated with scarce resource allocation and the evolutionary movement from patient focused to population focused to patient centered care including Accountable Care Organizations and the concept of value vs. volume. Students will understand and analyze the organizational structure, behavior, interactions between structure and behavior, and the resultant performance of the various sectors of the health care industry, including models of hospital management behavior, operations of alternative services markets, physicians as small businesses, group practices and employees, the market for physician services, the market for nurses, the issue of risk and risk sharing, and the impact of government on organization, behavior and performance in the market place. Principles of medical ethics will be learned and understood and application, analysis and creative resolution of ethical dilemmas will be undertaken. The relationships between organization, incentives, and ethical performance will be analyzed using modern issues and cases that health care managers, policy makers and providers face in the industry today. The interrelationships between managerial and system goals, economic parameters, and moral and ethical considerations will be applied and analyzed as well.</p>	
<p>MGT617/Leading Across Cultures</p>	<p>This course examines what constitutes “effective” leadership across cultures. Skills and behaviors that are perceived as effective leadership in one culture are not necessarily those that will be effective in a different culture. By exploring the ways in which specific cultural values and leadership prototypes are seen across different cultures, students will be prepared for cross-cultural adjustment and effective leadership. These skills may be applied to work assignments in a culture that is not their own or to leading diverse followers in their home country. The goal of the course is to help prepare students for leadership in multicultural environments.</p>	
<p>MGT646/Sustainable Supply Chains</p>	<p>This course analyzes problems and solutions associated with building sustainable supply chains. Students will study how to design a supply chain so as to maximize the cost of monitoring suppliers for compliance with sustainability initiatives. The course will develop optimal formal/informal incentive contracts for promoting investment by suppliers in sustainable capital and equipment, including product testing equipment. Supply chain problems such as the hold-up problem, delegation vs. control of suppliers’ sustainability practices, and supplier auditing are considered in the context of developing sustainable supply chains. Sustainability issues associated with suppliers in developing countries are also considered, including private versus state owned suppliers and the degree of enforcement of local regulations.</p>	
<p>MGT667/Leadership for Sustainable Organizations</p>	<p>This course covers the essentials of front-line leadership in sustainability, from integrating sustainability into an organization, executing organizational strategy, and committing to it for a lifetime. It is an exploration of the most prominent issues in the field of leading for sustainability; for example, leader traits required to promote and support change, how to deal with real world constraints, and ethical considerations.</p>	
<p>MGT690/Sustainable Business Operations: Value Creation and Environmental Considerations</p>	<p>This doctoral level course is intended to familiarize students who are not environmental specialists with relevant facts and analyses on sustainable evolution: What are the key concepts? What is at stake? Who are the key stakeholders? Who is leading the way in reshaping operations strategies as well as public policy? What are some key lessons learned from successes and failures to integrate the environmental component? Specifically, the course will draw extensively from the rich literature in supply chain operations, international business and marketing on how firms interact with one another to create and offer sustainable products and services to consumers.</p>	
<p>MKT653/Sustainable Marketing of Goods and Services</p>	<p>The course considers the creation, pricing, promotion, and consumer targeting for sustainable products. Starting with a broad view considering prosocial marketing and corporate social responsibility, the course then goes into specifics around sustainability. Topics include identifying and segmenting the sustainably-minded consumer, nudging consumers towards sustainable consumption, and sustainability as a signal. Students also consider issues of pricing sustainable products and sustainability as an externality. Materials include published cases as well as analyses of current sustainability-focuses businesses. This course also includes a group project wherein students will tackle a real-world issue of sustainability.</p>	

Faculty Publications

Sampling of faculty publications connected to one or more sustainable development goals. 30 percent of BI faculty have published on topics related to sustainability. 80 percent of the SDG-relevant publications are journal articles, and 40 percent of these are in highly ranked journals (ABS rank 3 or higher).

Title of Article	MHBS Authors	Non-MHBS Co-Authors	Journal
A conceptual model of small business owners' unique retirement decisions; Multilevel antecedents and retirement adjustment consequences	Alterman, V.	Froidevaux, A. , Fasbender, U, & Xie, J.	Work, Aging and Retirement
Best not to know: Pay secrecy, employee voluntary turnover, and the conditioning effect of distributive justice	Alterman, V.	Bamberger, P.A.; Wang, M.; Loopmann, J.; Gitter, E.; Shi, J.	Academy of Management Journal
Leveraging age diversity for organizational performance: An intellectual capital perspective	Alterman, V.	Li, Y.; Gong, Y.; Burmeister, A.; Wang, M.; Alonso, A.; Robinson, S.	Journal of Applied Psychology
Hyperbole or Reality? Investor Response to Extreme Language in Earnings Conference Calls	Bochkay, Khrystyna	Hales J.; Chava S.	The Accounting Review
Media Freedom in the Shadow of a Coup	Boleslavsky, Raphael	Shadmehr, M.; Sonin, K.	Journal of European Economic Association
Monetary Stimulus and Bank Lending	Chakraborty, Indraneel	Goldstein, I.; MacKinlay, A.	Journal of Financial Economics
Psychology of Word of Mouth Marketing	Chen, Zoey	Yuan, M.	Current Opinion in Psychology
Why Unhappy Customers are Unlikely to Share Their Opinions with Brands	Chen, Zoey	Chris H.; Kurt C.	Journal of Marketing
Prozac for depressed states? Effect of mood on local economic recessions	Chhaochharia, Vidhi.; Korniotis, George.; Kumar, Alok		Review of Financial Economics
The Generation and Function of Moral Emotions in Teams: An Integrative Review	Dasborough, Marie	Hannah, S. T.; Zhu, W.	Journal of Applied Psychology
The Dark Side of Low Financial Reporting Frequency: Investors' Reliance on Alternative Sources of Earnings News and Excessive Information Spillovers	De George, Emmanuel	Salman, A.M.	The Accounting Review
Food insecurity, health care utilization, and health care expenditures	Dean, Emma; French, Michael; Mortensen, Karoline		Health Services Research
Discussion of: Trust and Compliance Effects of Taxpayer Identity Theft: A Moderated Mediation Analysis	Falsetta, Diana		The Journal of the American Taxation Association
Analyzing the Effect of Commuting Time on Earnings among Young Adults: Compensating Wage Differentials for Traveling to Work	French, Michael	Popovici, I.; Timming, A.R.	Applied Economics
Cost-effectiveness analysis of a large jail-based methadone maintenance treatment continuation program in New Mexico	French, Michael	Horn, B.P.; Li, X. ; McCrady, B.; Guerin, P.	Journal of Substance Abuse
Development of a Hospital Medical Surge Preparedness Index Using a National Hospital Survey	French, Michael	Marcozzi, D.E.; Pietrobon, R.; Lawler J.V.; Mecher, C. ; Peffer, J. ; Baehr, N.E.; Browne, B.J.	Health Services and Outcomes Research Methodology
Even without a pandemic, we balance public-health concerns and the economy every day	French, Michael	Gumus, G.	Miami Herald
Hormone Therapy and Discrimination in the Labor Market: Emerging Experimental Evidence on the Economics of Endocrinology	French, Michael	Timming, A.R.	Endocrine Research

Hot or Cool Processing? Adolescent Decision-Making and Delinquency	French, Michael	Kuptsevykh-Timmer: Antonaccio A.O.	Justice Quarterly
The Effect of Genetic Versus Non-Genetic Parental Care on Adult Children's Income and Wealth Later in Life: An Evolutionary Analysis	French, Michael	Timming, A.R.	American Journal of Human Biology
Psychological Distress and Coronavirus Fears During the Initial Phase of the COVID-19 Pandemic in the United States	French, Michael; Mortensen, Karoline	Timming A.R.	Journal of Mental Health Policy and Economics
Early initiation of marijuana use, education, and earnings of young adults	French, Michael; Robins, Philip	Beulaygue, I.	Journal of Children and Poverty
On The Welfare Cost Of Consumption Fluctuations In The Presence Of Memorable Goods	Hai, Rong	Krueger, D.; Postlewaite, A.	Quantitative Economics
Uncertainty-driven Cooperation	Hwang, Ilwoo; Kaya, Ayca	Cetemen, D.	Theoretical Economics
When Consumption Regulations Backfire: The Role of Political Ideology	Irmak, Caglar	Murdock, M.; Kanuri, V.	Journal of Marketing Research
Lowering the Minimum Donation Amount Increases Consumer Purchase Likelihood of Products Associated with Cause-Related Marketing Campaigns	Irmak, Caglar; Tsiros, Michael		Journal of Marketing Research
A Tale of Two Evaluations: The Dynamic Effects of Cause-Related Marketing	Khan, Uzma	Pond, C.	Journal of the Association for Consumer Research
Big Fish in a Small Pond: Locally-Dominant Firms and the Business Cycle	Korniotis, George; Kumar, Alok	Jannati, S.	Journal of Economic Behavior and Organization
Terrorist Attacks, Analyst Sentiment, and Earnings Forecasts	Kumar, Alok	Antoniou, C.; Cuculiza, C.; Maligkris, A.	Management Science
Weighted estimators of the complier average causal effect on restricted mean survival time with observed instrument-outcome confounders	Lehmann, Doug	Dharmarajan, S., Li, Y., & Schaubel, D	Biometrical Journal
Adaptive learning in international business	Luo, Yadong		Journal of International Business Studies
International springboard as an entrepreneurial act	Luo, Yadong	Maksimov, V.	Journal of World Business
Making geographic dispersion work for emerging market MNEs	Luo, Yadong	Maksimov, V.; Bu, J.	Journal of International Management
The Cultural Relevance of Composition-based View	Luo, Yadong		Asia Pacific Journal of Management
On the Relation between Financial Reporting Quality and Country Attributes: Research Challenges and Opportunities	Nanda, Dhananjay (DJ)	Isidro, H.; Wysocki, P.	The Accounting Review
More than a feeling? Toward a theory of customer delight	Parasuraman, A.	Ball, J.; Aksoy, Lerzan, A.; Lee, T.; Zaki, M.	Journal of Service Management
On Repositioning Customer Support Services: Some Food for Further Thought	Parasuraman, A.	Ball, L. Aksoy, T.L. Keiningham, and Zaki, M.	European Journal of Marketing
Reply to Sorting Through Global Corruption Determinants: Institutions and Education Matter - Not Culture (World Development, 2018)	Parmeter, Christopher	Jetter, M.	Public Finance Review
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Community Connections

Sampling of student, faculty and staff community connections related to one or more sustainable development goals.

Student Organizations	
Student Organization	Description
Alpha Kappa Psi	Alpha Kappa Psi was founded in 1904 on the principles of promoting institutions of business education, developing future leaders, and fostering an appreciation for higher ideals in business. Today the fraternity has grown to become the oldest and largest professional business fraternity in the world. With nearly 240,000 initiated members and more than 200 chapters, it is among the 20 largest college fraternities. The men and women of AKPsi reflect the world's diversity and are united by a common interest in business
American Marketing Association	AMA is the leading organization for undergraduate students at the University of Miami who are passionate about marketing. Through professional development such as consulting, guest speakers, panels, workshops, agency visits, and real-life case studies, we provide members with the resources to take their college career to the next level and get hired after graduation.
Amino Healthcare Consulting Club	The mission of Amino Healthcare Consulting is to help healthcare businesses of all sizes solve their complex problems. We utilize the diverse academic backgrounds of our e-board and analysts to create high quality deliverables for our clients.
Beta Gamma Sigma	Beta Gamma Sigma is an international business honor society. Founded in 1913 at the University of Wisconsin, University of Illinois and the University of California, it has over 980,000 members, selected from more than 600 collegiate chapters in business schools accredited by AACSB International.
Canes Finance Association	The Canes Finance Association seeks to promote financial literacy across campus, build long-lasting relationships with members and established financial experts, as well as help construct a strong supportive community of young professionals. Covering topics such as capital markets, venture capitalism, stock market strategies, and valuation we truly hope to create a strong financial foundation at the University of Miami.
Delta Sigma Pi	Delta Sigma Pi is a professional fraternity organized to foster the study of business in universities; to encourage scholarship, social activity and the association of students for their mutual advancement by research and practice; to promote closer affiliation between the commercial world and students of commerce, and to further a higher standard of commercial ethics and culture and the civic and commercial welfare of the community.
Economics Club	The Economics Club aims to enhance its members' educational experience by enabling them to supplement their theoretical education with practical applications of investing, microeconomic concepts and tools, and macroeconomic decision-making. Through networking events, club activities, and guest lectures, the Economics Society aims to assist its members in preparing for future careers by solidifying economic concepts and terminology to improve analytic thinking for all business fields.
Entrepreneurship Club - U Start	The purpose and mission of uStart at the University of Miami is to further the spirit and knowledge of entrepreneurialism, innovation, and creativity, to sponsor educational and social events at which the knowledge and skills in organizing, operating and assuming the risk of a business venture can be obtained, to facilitate friendships between multi-disciplinary students who have similar interests, and to establish the networks that have become critical to success in the business world after graduation.
Ethics Society	The UM Ethics Society endeavors to spread understanding of ethics and critical thinking throughout society – in law, medicine, politics, business, and all other aspects of life. Students delve into these issues mainly through competitive debate, but also through special programs, panel discussions and collaborations with student orgs. The topics covered are relevant to all majors and tracks including pre-law, philosophy, political science, pre-med, business, and ecosystem science & policy.

Hyperion Council	A LEGACY OF LEADERSHIP At the School of Business Administration at the University of Miami, we've dedicated ourselves to educating managers who have strong core values and are ready to meet the needs of a diverse, global business environment. The Hyperion Council encourages undergraduate business students to gain leadership experience by developing projects that strengthen the bonds between the local business and university communities.
Mock Trial Association	UM Mock Trial Association is a competitive team that trains students in the fields of litigation and trial advocacy, as well as providing a unique learning-through-doing experience. Practice in public speaking and professionalism help develop skills that are essential for careers in Law, Politics, Public Administration, Communications, and more. Our team travels around the country to participate in tournaments against other universities while fostering teamwork and collaboration.
Model United Nations	University of Miami Model United Nations works to provide students with a high quality experience in Model United Nations that exposes them to various professional development experiences.
National Association of Black Accountants	The mission of NABA, Inc. is to address the professional needs of its members and to build leaders that shape the future of the accounting and finance profession with an unfaltering commitment to inspire the same in their successors. The vision of NABA, Inc. is to serve as a resource for greater participation by African Americans and other minorities in the accounting and finance professions and help them achieve their academic and professional goals. The goals of UMiami NABA include, but are not limited to: helping develop professional skills, improving camaraderie within the business school's minority student population, and promoting financial literacy and fiscal responsibility throughout our student population.
Real Estate and Finance Association	The Real Estate and Finance Association club provides unique social, career-oriented, and networking opportunities with real estate industry professionals and other dedicated UM Students. The purpose of the Real Estate and Finance Association is to provide networking opportunities, career development activities, and educational functions in order to jump-start careers in real estate for students at the University of Miami.
TAMID at Miami	TAMID provides semester-long opportunities to consult for international companies, internal research roles within a student-managed investment fund, and a quantitative finance portfolio management program. Additionally, TAMID offers a summer-long fellowship where students work and live abroad in Israel, known to be a vibrant startup ecosystem.
Target 'Canes	TargetCanes is a mentorship and development program, where underclassmen are given the opportunity to utilize the knowledge and guidance of successful upperclassmen to prepare for the internship recruiting process. The club will serve to create an organized system where fellow 'Canes help each other, in order to become competitive candidates for the top Business internships. The intention is to direct the talent of the incoming students and provide them with the resources to prepare and succeed in a highly competitive industry. Our mission is to build a dynamic network between 'Canes (and Alumni), so that University of Miami's students are better prepared to secure positions in top firms and increase UM's presence substantially.
Women in Business	The purpose of Women in Business is to support and prepare women on campus for the professional world and the obstacles they may face. Women in Business is an organization that is dedicated to the promotion and development – both personal and professional – of women in the business school and women in other predominantly male industries. We provide valuable networking opportunities and offer a forum to openly discuss issues and challenges faced by women in the professional workplace and strive to develop solutions and create awareness.
Case Competitions	
Event Name	Description
Business Plan Competition	The Miami Innovation Adventure is a startup business competition that encourages all UM students and Alumni (graduation years 2009-2019) to create something “out of the ordinary” by closing the gap between a market need and a real solution to TAKE MIAMI (or your preferred city) to the NEXT LEVEL. It fosters pitches, workshops, mentoring and judge interaction while giving student-entrepreneurs real-world experienc
Florida CFA Institute Challenge	The CFA Institute Research Challenge is an annual global competition that connects university students with investment professionals from within the CFA Society® network. The competition provides students with hands-on mentoring and intensive training in financial analysis and ethics and tests participants' analytical, valuation, reporting writing, and presentation skills.

Heavener International Case Competition	This case competition provides students the opportunity to experience how the way business is conducted by understanding different cultures is an invaluable resource in a globalizing economy. The Heavener International Case Competition ("HICC") provides competitors a week of business experience in Florida.
Social Ideas Challenge	The HUC Social Ideas Challenge (SIC) is a contest developed by the Hemispheric University Consortium and the Pontificia Universidad Católica de Chile, which seeks to promote entrepreneurship with social impact through university communities. In this contest, the best ideas are sought at an early stage to help solve problems that affect our society. In this first version, institutions participating include: University of Miami (USA), Universidad Austral (Argentina), Universidad Andrés Bello (Chile), Universidad San Francisco de Quito (Ecuador), Tec de Monterrey (Mexico) and Pontificia Universidad Católica (Chile). This year, the contest will focus on socio-environmental challenges, within the framework of the UN Sustainable Development Goals. Thus, ideas are sought to improve people's life quality and the environment that surrounds us. We invite all students from the aforementioned universities to participate in the contest by submitting their proposals which should be at the conceptual level (ideas), not developed business plans or models!
Hult Prize	The Hult Prize challenges young people around the world to solve the planet's most pressing issues through social entrepreneurship.
Impact Investing in Commercial Real Estate	Each team of students must identify a vacant or significantly under-utilized commercial property. Properties that are currently for sale or those that have been for sale in the past year will be particularly useful as targets for the case because offering memorandums will be available for these sites. ³ Alternatively, students may identify an appropriate property and determine if ownership would be willing to assist in providing building specific information to assist in the preparation of the case study. Once a site has been chosen each team must propose a use or uses for the site that includes at least one component that is socially impactful or environmentally impactful. ⁴ Existing or in-process projects that serve as examples for future developments may be included as part of a group's submission as long as they are accompanied by a proposal for an additional site.
International Business Ethics & Sustainability	The International Business Ethics and Sustainability Case Competition (IBESCC), consists of three separate competitions: a 25-Minute Presentation followed by Q&A and feedback; a 10-Minute Presentation and a 90-Second Presentation. Teams compete in all three competitions, which require different skill sets. The competition provides students an opportunity to view how business, and ethical reasoning within business, must constructively engage the moral imperatives of sustainable development and the responsibility business has to be a force for good.
Leadership Challenge	The Miami Leadership Challenge is a corporate crisis simulation program designed by the University of Michigan that prepares students to lead in high-pressure, high-stakes situations. Students are immersed in a simulated business and media crisis where they test their ability to strategize through extreme turbulence, think on their feet, and demonstrate poise under pressure.
Social Ideas Challenge	The objectives of the competition is to generate ideas for solutions to socio-environmental problems. Relying on the sustainable development goals as a guide, students deepen their comprehensive training and position on social and sustainable entrepreneurship.
Programs and Conferences	
Event Name	Description
eMerge Americas	The University of Miami is proud to be a global sponsor of eMerge Americas, an annual B2B tech conference expo where attendees from Latin America, North America, and Europe present their latest ideas, products, and enterprises. The event occurs at the Miami Beach Convention Center on March 30-31, 2020. University of Miami students, faculty and staff receive complimentary TECH passes by using the code GLUMTE.
Healthcare Conference	Hosted by the Miami Herbert Business School and the Center for Health Management and Policy, this annual impact conference brings the most relevant topics in the business of health care. The 2020 conference brought together (virtually) industry leaders, including heads of the major U.S. medical and insurance associations, at a time when global health threats such as the coronavirus and the future of U.S. health care reform are at the center of public discourse. The event successfully explored innovative ways to address the increasingly complex social, political, and economic challenges shaping the availability, quality, and cost of care today.
HBCU-START	HBCU-Start@MiamiHerbert (formerly UStart@MiamiHerbert) is Miami Herbert's residential program for aspiring entrepreneurs from underrepresented groups. This six-day program is open to students from state-wide and national HBCUs (Historical Black Colleges and Universities) and Caribbean schools and universities. The experiential learning opportunities include an introduction to design technologies, exposure to the frontiers of computing and wearables, field visits to small- and medium-sized business incubators, and South Florida cultural content. The Team Pitch project asks students to develop and pitch their own business ideas collaboratively at the end of the week. Students will receive expert guidance from local and regional entrepreneurs, Miami Herbert faculty, and our sponsoring corporate executives, before presenting developed business proposals to a live panel who will select one winner and two runners-up to receive cash prizes.
Miami Herbert Lecture series	The Miami Herbert Lecture series includes: Beyond COP26: What Businesses Must Do, Cobb Leadership Lecture Series, Edosomwan Leadership Institute Lecture Series, The Future of Leadership: A CEO Speaker Series, The Henry Family Endowed Speaker Series in Economics, The Miami Herbert Half Hour, Knight Venture Leader Series that bring leaders from across the world to speak on current issues and upcoming trends.

NASMES Economic Conference	Miami Herbert Business School will be hosting the 2022 North American Summer Meeting of the Econometric Society from June 16-19, 2022. This will be the first fully in-person Econometric Society meeting since 2019. The Econometric Society is a leading international economics organization. Its membership includes the world's top economists and academic institutions. Its global reach extends beyond its 7,000+ members, who represent more than 125 countries and 3,800 institutions. It works in all regions of the world – Africa, Asia, Australasia, Europe, Latin America, and North America – each year holding a total of nine regional meetings and six schools across the globe.
Real Estate Impact Conference	MIAMI MOMENTUM The groundswell and momentum that was unleashed by the COVID-19 pandemic accelerated the pace of change and triggered a reconsideration of how we conduct virtually every aspect of our daily lives. The pandemic challenged longstanding assumptions, required rapid adaptation by businesses and municipalities, and fueled a wave of rethinking and innovation in every sector of the real estate industry in virtually every nation. Nowhere is this more evident than in South Florida, where an unprecedented influx of entrepreneurs, venture capital and technology-based companies has amplified Miami's global connections and drawn international attention.
Student Led workshop	Student leaders come together to identify needs for additional support and propose, coordinate and manage workshops on relevant topics such as personal finances, time management, among other topics.
The Latina Project	The program primarily offers mentoring and career preparation to first-generation Latina women and is led by Susy Alvarez-Diaz, senior lecturer at UM. It was established with the support of Ana Teresa Rodriguez, chief executive officer of ATR Luxury Homes, Coldwell Banker Realty and her husband Luis Garcia of Adonel Concrete.
Ustart	The purpose and mission of uStart at the University of Miami is to further the spirit and knowledge of entrepreneurialism, innovation, and creativity, to sponsor educational and social events at which the knowledge and skills in organizing, operating and assuming the risk of a business venture can be obtained, to facilitate friendships between multi-disciplinary students who have similar interests, and to establish the networks that have become critical to success in the business world after graduation.
UVENTURE	The Entrepreneurship Initiative at the University of Miami Herbert Business School is a globally-renowned program that specializes in helping students bring their business ideas to fruition. With resources to help with everything from idea validation to launching your business, the Entrepreneurship Program at the Miami Herbert Business School can help developing businesses every step of the way.
Wellbeing- Wednesdays at Miami Herbert	Well-Being at Miami Herbert series provides opportunities for students, faculty, and staff to partake in events and workshops that help address the well-being of the mind and body.
Miami Herbert Community efforts	
Bagged lunch for those in need	During the summer of 2022 Miami Herbert Staff raised funds and gathered food items needed to prepare sandwiches to donate to a local community group that provides food to the homeless.
Tree planting initiative	In the Spring of 2022 Miami Herbert staff came together to add to our tree canopy by planting a tree in place of one that had been lost during a past hurricane. Careful attention was paid to the selection of the species so an equal or similar to the one lost was selected.
Canes' Day of Service	'Canes Day of Service offers University of Miami alumni, students, families, and friends an opportunity to give back to their communities by participating in local service projects. Hosted by 'Canes Communities around the country, these projects support the University's mission to transform lives through education, research, innovation, and service.
Partnership with Breakthrough miami	Breakthrough Miami provides an academic enrichment program that uses a student-teaching-students model to ensure that motivated, under-resourced 5th – 12th grade students have access to excellent educational opportunities, graduate from high school on time, and attend college. Miami Herbert partners with Breakthrough Miami for a day of entrepreneurship and pitch preparation.
Sunset Elementary Day of Leadership	The fifth grade student honor society at Sunset Elementary partners with Miami Herbert for a day of Leadership. Miami Herbert students, faculty and staff come together to deliver experiential workshops and exercises that promote ethical leadership principles, communicating effectively and managing a team.



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