

JULY 2023

SHARING INFORMATION ON PROGRESS FOR PRME



At The Anisfield School of Business



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Message From The Dean

In 2017, the Anisfield School of Business (ASB) was delighted to codify our mission-driven adherence to diversity, integrity, social responsibility, global awareness, and continuous improvement by becoming a signatory to Principles of Responsible Management Education (PRME). This report constitutes our third communication on Sharing Information on Progress (SIP), although action on social responsibility has been baked into our DNA from the founding of our sustainability-committed host institution, Ramapo College, in 1969. As in 2019 and 2021, this report formally reiterates the Anisfield School of Business's commitment to PRME.

Over the past two years, ASB has continued to make significant progress in advancing the PRME mission. Perhaps the most notable feature of this 2023 SIP is the focus on infusing Positive Societal Impact into our strategic planning process and outcomes. In addition, we have continued to develop innovative PSI-oriented learning experiences, at the undergraduate and graduate levels. Faculty PSI-related scholarship continues to be robust, and we have made progress with special programming through our Small Business Development Center.



**Dr. Ed Petkus, Jr.,
Dean**

Our Ramapo College Story

Our Mission

Ramapo College is New Jersey's Public Liberal Arts College, dedicated to providing students a strong foundation for a lifetime of achievement. The College is committed to academic excellence through interdisciplinary and experiential learning and international and intercultural understanding. Ramapo College emphasizes teaching and individual attention to all students. We promote diversity, inclusiveness, sustainability, student engagement and community involvement.

Our Vision

As the region's premier public liberal arts college, Ramapo College of New Jersey prepares students to be successful leaders for a changing world through its distinctive commitments to hands-on learning and faculty-student mentoring.

Our Values

Ramapo College is the Public Liberal Arts College of the state of New Jersey. The work of the College and its members is conducted with integrity. Our Values are:

- Teaching, learning, and mentoring - we are actively engaged in and out of the classroom.
- Developing the whole person - we are scholars, we are creators, we are local and global citizens, and we are individuals.
- Respecting each other and our environment - we are an open, inclusive, supportive, and sustainable community.

"We are an open, inclusive, supportive, and sustainable community."



BOLDLY ASCENDING

RAMAPO COLLEGE STRATEGIC PLAN 2023-2029



GOAL 1

Academic Excellence & Student Success Achieve academic excellence and student success through the advancement of intercultural, global, and interdisciplinary education, experiential learning, and individualized student-centered resources.



GOAL 2

Inclusive Community Foster a diverse, empathetic, and vibrant community that inspires a culture of inclusivity, accountability, and collaboration.



GOAL 3

Agile Stewardship Drive institutional distinction, sustainability, and pride by galvanizing our community members and partners, and building organizational agility, accountability, and resilience.



RAMAPO COLLEGE SUSTAINABILITY APPROACH

Since its founding in 1969, Ramapo College of New Jersey has had a clear commitment to sustainability. As the world around us has come to realize the importance of renewable energy, pollution control, the elimination of waste and the adoption of “green practices”, we have renewed our commitment to sustainability.

Creating a more sustainable campus

Since its founding in 1969, Ramapo College of New Jersey has had a clear commitment to sustainability. As the world around us has come to realize the importance of renewable energy, pollution control, the elimination of waste and the adoption of “green practices”, we have renewed our commitment to sustainability.

PRiME Principles for Responsible Management Education

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Principle 1 | Purpose: We will develop the capabilities of students to be future generators of sustainable value for business and society at large and to work for an inclusive and sustainable global economy.



Principle 2 | 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.



Principle 3 | Method: We will create educational frameworks, materials, processes and environments that enable effective learning experiences for responsible leadership.



Principle 4 | Research: We will engage in conceptual and empirical research that advances our understanding about the role, dynamics, and impact of corporations in the creation of sustainable social, environmental and economic value.



Principle 5 | Partnership: We will interact with managers of business corporations to extend our knowledge of their challenges in meeting social and environmental responsibilities and to explore jointly effective approaches to meeting these challenges.



Principle 6 | Dialogue: We will facilitate and support dialogue and debate among educators, students, business, government, consumers, media, civil society organizations and other interested groups and stakeholders on critical issues related to global social responsibility and sustainability.



Principle 1 | Purpose

The Anisfield School of Business promotes our PRME purpose through our mission to educate responsible contributors and leaders and our vision to graduate professionals who can add value across societal sectors

Mission Statement

The mission of the Anisfield School of Business of Ramapo College is to provide students with a strong educational foundation for a lifetime of learning and for career achievement as responsible contributors and leaders. A student's intellectual development is of paramount importance and takes place within a supportive learning environment where engaged faculty bridge theory and practice.

Vision Statement

We aspire to be broadly recognized within the Greater New Jersey/New York metropolitan area for our exemplary record of graduating career-ready professionals who can immediately add value to, and are actively sought after by, both for-profit and nonprofit organizations.



Principle 2 | Values

The Anisfield School of Business promotes our PRME values, emphasizing diversity, integrity, social responsibility, and global awareness. We have put special focus on Positive Societal Impact via our recent strategic planning process.

GOAL 1: CONTINUOUS IMPROVEMENT: TEACHING & LEARNING

Objective 1: Mission/vision/core values-driven continuous improvement in teaching & learning

Objective 2: Intentional increase in learning experiences that address positive societal impact (PSI)

Goal 2: CONTINUOUS IMPROVEMENT: FACULTY DEVELOPMENT & SCHOLARSHIP

Objective 1: Enhancement of existing faculty development efforts

Objective 2: Enhancement of existing faculty scholarship/research activity

Goal 3: CONTINUOUS IMPROVEMENT: COMMUNITY ENGAGEMENT

Objective 1: Promote the United Nations Sustainable Development Agenda

Objective 2: Enhance partnerships with the local business community, high schools, and community colleges

Core Values:

Consistent with the norms of Ramapo College, the learning environment of the Anisfield School of Business is based on core values that emphasize academic excellence, professionalism, and experiential learning. The school embraces diversity, integrity, social responsibility, global awareness and continuous improvement as cornerstone principles.



Principle 3 | Method

The Anisfield School of Business promotes our PRME method by creating new courses framed by sustainability concerns, hosting teaching roundtables on Positive Societal Impact, providing tools for Postsecondary schools, developing labs, assigning class projects where students consult local businesses on social impact, as highlighted below



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PROFESSOR OF
INTERNATIONAL BUSINESS

MBAD 630 - LEADING SUSTAINABLE BUSINESS

Businesses operate in an environment of increased expectations, changing environmental constraints, and regulatory upheaval. By investigating the complex set of interrelationships among business, the natural environment and other stakeholders, this course will explore the challenges of leading a business sustainably in a manner that generates competitive advantage, while maintaining responsible practices to protect People, Planet and Profits. Throughout this course, students will explore strategies that lead to opportunity, sound corporate governance, and sustainability through socially responsible activities. Finally, students will be learning about, what Rae Andre argues is, a strong rather than weak sustainability approach, by focusing on leadership for the planet rather than leadership for individual companies alone.

The Covid-19 pandemic presented unprecedented challenges to global markets, reinforcing the importance of strong leadership in the international business community. To develop leaders of the future, it is essential that courses focused on global business empower our students with an understanding and competency to seize the reins of leadership. To meet this challenge, and with the support of the MBA Office and the Dean of ASB, I have redesigned our existing Managing Global Business and created a new course called Managing Responsible Global Business.

Globalization has proven to be a means for companies to supplement profits by exploiting lower labor and other production costs in developing nations, and by expanding the market for their goods and services. The newly designed course aims to help students gain an understanding of today's global economy and the people, institutions, and environmental elements that underlie international and global commerce. It will expand the students' abilities to manage diversity and national differences. The course added a Green Business Lab simulation and Six ESG/Sustainability case studies to the previous global business curriculum.



Additional effective learning experiences

01 Faculty Teaching Roundtable

Incorporating PSI in the Curriculum; Nov. 2022

02 Dr. Fariba Nosrati: Business Analytics Virtual Lab Project

This project involved developing a virtual lab to help the traditional face-to-face (F2F) students review and practice what was discussed during class and also to help the online students to practice as if they are in a F2F course. Five Ramapo students were grant funded and trained to create 72 tutorials in eight virtual lab modules for the topics of the INFO 310 Business Analytics course.

03 Dr. Tammi Redd

faculty representative Ramapo College of New Jersey has been selected as one of only three public 4-year colleges across the country to launch the inaugural cohort of Tools for Postsecondary Schools: Putting Evidence to Work for Student Supports workshop series and learning community hosted by nonprofit research organization MDRC.

04 Dr. Rikki Abzug's Organizational Analysis class

- Social Impact Management Proposal by Faith Chang for Albert Chou, CPC Med Group; Fall 2022
 - Social Impact Management Proposal by Nicole Cerasi for Lou Maldera, Chiarello's Deli; Fall 2022
 - Social Impact Management Proposal by Brandon Allen for Greg Allen, GJA Developers LLC; Spring 2023
 - Social Impact Management Proposal by Devin Alejado for Linda McDevitt, Managing Member, Tax Advisors LLC; Spring 2023
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Principle 4 | Research

The Anisfield School of Business promotes our PRME Research by encouraging individual faculty, faculty collaborations and student/faculty research in line with the United Nations Sustainable Development Goals as highlighted here



Gladys Torres-Baumgarten & Thierry Rakotobe-Joel, 2023. "Sustainability Discourse in Emerging Market multinationals: The Case of South Africa's Largest Firms," Journal of African Business, Taylor & Francis Journals, vol. 24(2), pages 188-213, April.



Nuñez, E. (2020). "Integrating Sustainability into a Strategy Course – Life Cycle Assessment of the Beauty and Personal Care Industry", Fifth UN PRME Northeast Conference, Sustainable Development Goals: Transforming Business Education and Practice, Rutgers University, NJ, October.



Nuñez, E. (2020). "Sustainable Fashion – Revitalizing an Exhausted Industry Model", Fifth UN PRME Northeast Conference, Sustainable Development Goals: Transforming Business Education and Practice, Rutgers University, NJ, October.



Rosita Nunez: Rahmati, R., Sidhu, V., Nunez, R., Datta, R., & Sarkar, D. (2022). Correlation of Phosphorus Adsorption with Chemical Properties of Aluminum-Based Drinking Water Treatment Residuals Collected from Various Parts of the United States. Molecules, 27(21), 7194. MDPI AG.



Vince Vicari: "Actions Taken and Lessons Learned by the Small Business Development Network (SBDC) Economic Recovery Task Force Initiative During the Covid 19 Global Pandemic" and "Training Entrepreneurs Using Perspectives of Art, Science and Craft" have been accepted for presentation at the Academy of Business Research Conference (Nov. 2021)



Rikki Abzug, "Using Conditional Inference Trees to (Re)Explore Nonprofit Board Composition" accepted for publication Nonprofit and Voluntary Sector Quarterly. (Feb 2022)

Principle 5 | Partnership

The Anisfield School of Business promotes our PRME Partnerships by launching and nurturing long and short term relationships with responsible like-minded partners as showcased here



SBDC Director Vince Vicari named “Hometown Hero” by Congressman Josh Gottheimer. The Westfield Garden State Plaza mall in Paramus has teamed up with the New Jersey Small Business Development Center (SBDC) at Ramapo College to create the Small Business Success Program, which gives small businesses, either established or startups, the opportunity to rent a kiosk or inline store space at the 2.1 million-square-foot mall.

ASB joins BUSDEIC
(Business School
Diversity, Equity, and
Inclusion Collaborative)
Nov 2022

Dr. George Gonpu launched a non-profit,
African Democratic Movement for
Liberia (ADML), which is incorporated in
both NJ and in Liberia; mission is to
facilitate building democratic
institutions for leadership and
governance in Liberia. (Spring 2022)

Principle 6 | Dialogue

The Anisfield School of Business promotes our PRME Dialogs by holding fora and other events where responsible managers and leaders, across sectors, can come together with ASB students and faculty as showcased here

**Ramapo College Enactus
Presents:
The 5th Annual
WOMEN ENTREPRENEURSHIP WEEK**



OCTOBER 16 – 22, 2022

MONDAY, OCTOBER 17



**THURSDAY, OCTOBER 20
WOMEN ENTREPRENEUR
ROUND-TABLE & PANEL
DISCUSSION**