

Fairleigh Dickinson University: Mission Statement

The University's Mission

Fairleigh Dickinson University is a center of academic excellence dedicated to the preparation of world citizens through global education. The University strives to provide students with the multi-disciplinary, intercultural, and ethical understandings necessary to participate, lead, and prosper in the global marketplace of ideas, commerce and culture.

Silberman College of Business: Mission Statement

Mission Statement

The mission of the Silberman College of Business at Fairleigh Dickinson University is to be a center of learning committed to the education of tomorrow's leaders today, to prepare our students to succeed in a global environment, and to advance the understanding of business.

Vision

The Silberman College of Business will be recognized globally, by stakeholders and peers, for its excellence in teaching, intellectual contributions, and programs that expand knowledge to promote the practice of business management. We will be a benchmark program for business education excellence in teaching and scholarship, and for enabling our students to function effectively in a challenging and dynamic multi-cultural work environment.

Shared Values

Consistent with the mission of Fairleigh Dickinson University, Silberman College helps students reach beyond themselves and toward an engaged life in the dynamic global market.

- We are committed to highly effective teaching and engaging students as partners in learning.
- We commit to personal and professional integrity and high standards of ethical conduct.
- We are committed to instilling proper leadership responsibilities, including social, economic and environmental.
- We are results-oriented and committed to our students' individual and organizational success.
- We value diversity, open-mindedness, and mutual respect and believe they are critical to the success of our programs.
- We support and encourage our students, faculty, and staff to engage in civic endeavors, community outreach, and greater global understandings.
- We value continuous improvement and our graduates being life-long and engaged learners.
- We remain responsive to the changing needs of a global, multi-cultural business environment.

- We consider our alumni as important partners and value the involvement of multiple stakeholders in our learning environment.
- We are a dedicated community of teacher-scholars and value the role of scholarship in enhancing the role of teaching.
- We believe business education integrates outreach, economic, social, and environmental responsibilities.
- We value an appreciation of other cultures and viewpoints.
- We believe that active and collaborative learning are important tools in making the learning experience more relevant, interesting, and useful.

Brief Overview

Silberman College of Business is a tri-campus college of the University, offering undergraduate and graduate programs. The Silberman College of Business is accredited by AACSB International - the world's preeminent accreditation authority for collegiate schools of business. AACSB accreditation has been earned by less than 35 percent of the business schools in the United States.

The College aims to achieve regional recognition as a leading provider of high-quality, innovative education in business management through the applied research and professional activities of the faculty.

Over the past several years the FDU's Institute for Sustainable Enterprise (ISE), Center for Human Resource Management (CHRMS), Rothman Institute for Entrepreneurship, professors, students, and local corporations have all partnered together to extend the value of a sustainability emphasis both to the university and the surrounding community. This report focuses on the last 24 months. Fairleigh Dickinson University is committed to upholding the Principles of Responsible Management Education.

Principals for Responsible Management Education

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

Students have participated in service-learning projects attuned to serving constituencies and engendering a deeper view of global sustainability issues and personal compassion. These projects include:

- Touch the World, an organization that provides education to recued child soldiers in Uganda
- Ronald McDonald House, an organization that provides support to families of seriously ill children during their treatment.
- Operation Smile, an organization that provides surgeries to children born with cleft lips and palettes in developing countries.
- The Town of Roseland – what specifically was done with the town?
- Market Street Mission in Morristown that provides services for the homeless
- St. Hubert’s Animal Shelter in Madison NJ
- March of Dimes
- Jersey Battered Women’s Services
- Make-a-Wish Foundation, Monroe, NJ
- New Concepts for Living, Rochelle, NJ
- Chinese Student Friendship Association
- Recycling Textiles with the support of the AJAB World Foundation, Fairview, NJ

MBA Course on Managing Sustainably: This course was introduced in the 2013 progress report and continues to be offered to our MBA students. The course is required for all Management Majors in the MBA program. About 20 students have taken the course in the Academic Years 2013-14 and 2014-15.

Cohort based MBA program: A new MBA program in a blended format (partially online) was introduced in fall 2012. The program includes 5 enrichment courses that are focused on the themes of innovation and sustainability. Every student in this program is required to take courses in Managing Sustainably and Financial Decisions for the Sustainable Enterprise. About 50 students have taken these courses so far.

Executive MBA program: Students in the Executive MBA program are required to take a 1.5 credit course in sustainability. About 50 students have taken this course during the period of this SIP.

Undergraduate Course on Managing Sustainably: A new course was introduced as a requirement for Management majors. Offered for the first time in fall 2014, 10 students have taken the course so far.

Aspen Case Competition: Five teams from FDU participated in the 2014 Aspen Case Competition focusing on sustainability.

In addition, several faculty have embedded sustainability concepts and practices in their courses. For example:

- For a pilot program in the Advanced Business Planning class in spring 2015, a social enterprise, Women's Center at County College of Morris, has been chosen for a consulting project. Students will develop strategies and a business model for the firm's proposed "Real Solutions" program where funders, universities, and beneficiaries will be brought together to give university-based training to disadvantaged women in occupations that have skills shortage.
- Several faculty incorporate Corporate Social Responsibility in their course work, cases and other educational tools used in the classroom.

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.

Courses

Several courses in the graduate and undergraduate program have the principles and values of social responsibility embedded in them. Two service learning courses at the undergraduate level and the Managing Sustainably course at the graduate level (which are required for Management majors) emphasize the current global social and environmental issues and the responsibilities of individuals and corporations in that context. The service learning courses have supported many deserving causes both local and international.

The Executive MBA students are required to take a course that requires them to travel to an emerging economy (Destinations have included China, India, Brazil, Argentina, Chile and Vietnam). The course is designed to expose students to issues relating to sustainable development and the role of business.

United Nations

FDU is the first university to have consultative status with the UN Economic and Social Council (ECOSOC) as an NGO. Faculty from the Silberman College of Business serve on some of the NGO committees that are constituted under the umbrella of the Committee of NGO's. One faculty member served as the co-chair on the NGO Committee for Sustainable Development for part of the period of this SIP.

United Nations Principles for Responsible Management Education

One faculty member played a leading role among an international team of academicians in organizing a conference entitled "Leveraging Innovative and Cross-Country Learning for Poverty Reduction: Climbing the Economic Ladder -- Examples from and for Nicaragua." This conference was sponsored by INCAE - a leading International Business school and a leader in sustainability education, UNPRME, and its anti-poverty working group. The conference was held at the INCAE campus in Managua, Nicaragua in July 2014.

Principle 3 | Method

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

TRANSITIONING to GREEN (TTG) Certificate Program

ISE co-sponsored the Transitioning to Green Foundation's **Green Careers Certificate Program** offered through the Petrocelli College of Continuing Studies. The TTG Forum was held on August 14, 2013; TTG Workshops on **August 27, September 9** and **September 23**; and TTG Group Sessions on **August 29, September 17** and **September 30, 2013**.

TTG's LeaderShip for Sustainability Program

TTG's "**LeaderShip for Sustainability Program**" sponsored by ISE, a triple bottom line systemic approach to developing innovative, resilient leaders who can succeed in taking their business forward from a People, Profit and Planet perspective, is held in collaboration with GlobStrat utilizing their state-of-the-art proven business simulation. TTG's sustainability leadership development program inspires, prepares, and grooms organizations' future leadership. Participants experience the equivalent of six years of leading and implementing sustainable business practices.

LeaderShip for Sustainability, fall 2013, was hosted by the Morris County Chamber of Commerce (MCCC) and was held on **Oct. 25, Nov. 8, and Nov. 22** from 8:30 a.m.-5 p.m. at the Morris County Chamber of Commerce and also met online on **Oct. 30, Nov. 6, Nov. 13, and Nov. 20** from 7:30-9:30 pm. A second program was held at the US Chamber of Commerce in Washington DC on July 30, 31, and August 1, 2014, with follow up online **Sept. 16, October 10, and November 19, 2014** from 11am-1pm. The session was sponsored by the US Chamber of Commerce Foundation.

FDU Sustainable Campus Project

ISE has continued the sustainability efforts on both FDU campuses by supporting grassroots student/faculty groups and working with facilities departments to raise environmental awareness, search for energy and waste savings opportunities, and help recycle materials from our dorms, offices and administrative buildings (supported by past grants from the Alcoa, First Energy, and PSEG Foundations). Specifically, ISE has...

- Continued supporting our Student **Green Clubs**
- Actively supported the annual **Green Day/Fest** on both campuses which actively engages hundreds of students from FDU and local high schools.

STUDENT GLOBAL AMBASSADOR PROJECT (SGAP)

Global Leadership & Sustainability Challenge Conference for High School Students

FDU faculty and student facilitators have engaged visiting students from Barack Obama Green Charter High School, Rahway High School, Morristown High School STEM Academy, Randolph High School, and Bergen Academies (Engineering) and their teachers at conferences twice each year on both FDU campuses. These challenge conferences have focused on renewable energy and social entrepreneurship. In April 2015, STEM high school students were immersed in a real world planning experience in which mixed-school teams designed a solar PV system for their schools 1) to increase its use of renewable energy and 2) reduce its energy costs. [Randolph High School located in Randolph, New Jersey](#) was highlighted as a model case story. In fall 2015, high schools students will be challenged to outline business plans for social ventures in their communities.

FDU's School of Education Partnering with ISE on SUSTAINABILITY EDUCATION PROGRAM

ISE is partnering with the School of Education on Alcoa and Bayer Foundation grants totaling \$55,000 as part of our K-16 Sustainability Education program. The goal is to provide training and support to primary, middle, and secondary school teachers and administrators, on how to develop and implement problem-based interdisciplinary units focusing on local and global sustainability issues that benefit their communities. The 3rd annual summer workshop will be held on July 1 and 2 to help teams of teachers from local public schools in northern New Jersey develop and implement their problem-based units into their classes.

ROTHMAN INSTITUTE FOR INNOVATION AND ENTREPRENEURSHIP

- The Rothman Institute continues to offer its “Veterans Launching Ventures” program, which was launched in 2010. This 10-week program helps veterans who wish to start their own businesses. Veterans with significant business experience participate as mentors to each cohort of students. The ninth cohort in this program was welcomed to class on April 9, 2015. Thirteen veterans are participating with various business ideas that they hope to launch with the help from the VLV program. Several of the alumni from the program have gone on to start companies that include a wine tasting room and bistro, an HVAC design business, a medical software services company and a consulting business serving municipalities.
- The Rothman Institute partners with organizations and individuals from the entrepreneurial ecosystem to help “...innovators and entrepreneurs to succeed”. To that end, the Institute hosts two Meetup groups at the Florham Campus: the Morris Tech Meetup and the LaunchNJ: Women Entrepreneurs Hub. Both of these meetup groups are very popular; the Morris Tech Meetup attracts 80-90 participants, while LaunchNJ: Women Entrepreneurs Hub attracts 15-20. Each has a goal of bringing to campus entrepreneurs to share ideas, network and build a community of support. The venue is provided by the Rothman Institute and financial support is extended by participating

companies. The purpose of the Women Entrepreneurs Hub is to provide a space for women with startup ideas to obtain access to networks and leading ideas about women and entrepreneurship.

- The New Jersey Business Idea Competition for high school students that has a special category focused on innovations in sustainability. Students are given the challenge of creating a business idea that is judged by a panel comprised to university professors and experts in business and entrepreneurship. Students with the most innovative ideas and business proposals will be awarded scholarships, certificates and cash prizes and are recognized at an awards ceremony. In 2015 there were 595 student participants, 594 in 2014 and 650 in 2013. The Female Entrepreneur Lecture, run in conjunction with the New Jersey Business Idea Competition awards ceremony, is an event that provides entrepreneurs with the opportunity to access speakers on issues affecting their business, specifically female entrepreneurship. The 2015 female entrepreneur is Rita Gurevich, CEO of SPHERE Technology Solutions. Past presenters include Betty Manetta, President & CEO of Argent Associates in 2014 and Karen Martinez, Founder, President & CEO of BRAVO! Building Services in 2013.

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.

The following list of publications focus on the period April, 2013-March, 2015.

- Harmon, J., D. Scotti, & P. Himsl (2015). “The New Jersey Health Initiatives: Bridging the Divide between Health and Social Work.” *Health & Social Services*, 40(1), 59-63
- Twomey, D., Twomey, R. Farias, C., Farias, G. & Harris, D, Fracking: Blasting the bedrock of business, *Journal for Competitive Studies* (2015, forthcoming)
- Farias, G. & Farias C., Making Sustainability Sustainable. Paper accepted for the 2015 annual Eastern Academy of Management meeting, Philadelphia, May.
- Twomey, R., Twomey, D., Farias, G., Farias, C. & Twomey, T. Unholy Alliances. Paper accepted to the writers’ workshop of the 2015 annual Eastern Academy of Management meeting, Philadelphia, May.
- Harmon, J. & Fairfield, K. (2014) “[Relative Effect of Geographic Context and International Strategic Approach on Sustainability Management.](#)” *International Journal of Sustainable Strategic Management*. 4 (3), 221-246.
- Farias, G. & Jones, G. Toward a Leadership-Driven model of CEO pay, *Competition Forum* (2014)
- Swartz, E., Amatucci, F. and Coleman, S. (2014) “Using Digital Social Networks To Explore Term Sheet Negotiation Styles Of Women Entrepreneurs”, Paper accepted for presentation at the Academy of Management Conference, Philadelphia, Pennsylvania, August 1 – 5, 2014.
- DeMotta, Y., Hildebrand, D., Valenzuela, A. & Sen, S. Consumer Evaluations of Corporate Relief Efforts to Disaster Victims: When Controllability Matters” with, Association for Consumer Research Conference, Baltimore, October 2014
- Farias, G. (2014) Innovations in poverty alleviation: The stories of three Indian Social Entrepreneurs. Published in the proceedings of the UN PRME conference on leveraging cross country learning on poverty reduction, INCAE campus, Managua, Nicaragua.
- Wirtenberg, J. (2014) *Building a culture of sustainability*, Santa Barbara: Praeger.
- Harmon, J. & Fairfield, K. (2013) "Implementing Sustainability Strategies: How much does geographic context matter." Presented at the International Eastern Academy of Management Conference. Seville, Spain: Eastern Academy of Management, June 2013

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.

ISE/CHRMS Executive Roundtables 2013- 2015

Roundtable Series in Healthcare Sustainability

The Roundtable series are a forum where issues in sustainability that are either industry or discipline specific are explored in greater depth so participants can learn from each other. An introductory roundtable focusing on the healthcare industry was held in October 2014. Based on the topics identified at this session a second roundtable was held in December 2014 focusing on Purchasing and Waste followed by “Action Workshops for achieving Triple-Bottom-Line Benefits in Hospital Waste Management” in March and May 2015.

Roundtable Series in Sustainable Supply Chains

This series of four roundtables which were begun in 2012 continued into 2013 were held focusing on sustainable supply chain management in multiple sectors and were held in the offices of Becton Dickinson an ISE corporate partner.

ISE/CHRMS-New Jersey Public Policy Network (NJPPN) Partnership

ISE/CHRMS partnered with NJPPN and co-sponsored the following events in New Jersey focusing on important sustainability related topics.

- **February 20, 2014: Communicating with Others on Climate Issues- Meet the 6 Americas** The speaker was **Geoffrey Feinberg** of the Yale Project for Climate Communications (YPCC) and the Garrison Institute.
- **February 19, 2015: Energy Visions: Three Compelling Cases for Conservation and Transition to Renewable Energy. The speakers were:**
 - **Prof. Mark Jacobson** of Stanford University is well known for his widely acclaimed, state-by-state vision to transition our nation to 100% wind, wave and solar power by the year 2050;
 - **Dan Sosland**, President of the non-profit Acadia Center, spearheads pragmatic implementation plans to reduce carbon emissions throughout New England.
 - **Capt. Leo Goff**, U.S. Navy (Ret.), illustrated how the military is confronting the impact of climate change in order to streamline logistics, cut fuel costs, improve military readiness and enhance our nation’s security.
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Principle 6 | Dialogue

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

ISE/CHRMS Seminar Series

The Institute for Sustainable Enterprise (ISE)/The Center for Human Resource Management Studies (CHRMS) hold regular seminars during the academic year on current topics in the areas of sustainability and human resource management. These seminars are briefly presented below. Presentation materials used in these seminars are available at the ISE website at www.fdu.edu/ise

ISE/CHRMS Seminar Series 2013

- **"Why Good People Can't Get Jobs: The skills gap and what companies can do about It"**; Wednesday, April 10, 2013; **Speaker: Peter Cappelli**, George W. Taylor Professor of Management Director, Center for Human Resources at The Wharton School, and Professor of Education, *University of Pennsylvania The Wharton School*, (Attendance: 43 – included 6 faculty, 6 grad students and 7 undergrads)
- **"The Flourishing Enterprise: Connecting Spirituality and Sustainability"**; Wednesday, May 15, 2013; **Speaker: Chris Laszlo**, Author of book by same title with Judy Brown; Associate Professor of Sustainability, Strategy and Organizational Behavior, and the Faculty Research Director of the Fowler Center for Sustainability Value, *Weatherhead School of Management, Case Western Reserve University*. Also, Managing Partner, [Sustainable Value Partners](#). (Attendance: 54, included 5 faculty, 13 grad students and 8 undergrads)
- **"Environmentally Conscious Small Business"**; Wednesday, June 19, 2013; **Speaker: Anthony Sblendorio**, Founder, Back to Nature Home and Garden (Attendance: 27 – including 1 faculty member and 6 undergrads)
- **"Wealth and Wellbeing: Profit and Values"**; Wednesday, **October 16, 2013**; **Speaker: Imdat Solak**, Author of Wealth and Wellbeing Series and formerly with Nokia (Attendance: 34 – included 4 faculty, 1 grad student and 10 undergrads)
- **"Advancing Sustainability: One Company's Journey"**; Friday, **November 1, 2013**; **Speakers: Joseph Wolk**, Vice President, Finance, *Johnson & Johnson Supply Chain*; **Daniel Aronson**, Director and Practice Leader of Sustainability Transformation, *Deloitte Consulting*, and **Erol Odabasi**, Director, MD&D Sustainability, *Johnson & Johnson*. (Attendance: 55 – included 3 faculty, 1 grad student and 1 undergrad)
- **"Breaking New Ground: Corporate Sustainability in the Spotlight"**; Friday, **December 13, 2013**; **Speaker: James Gowen**, Vice President, Supply Chain Operations and Chief Sustainability Officer, *Verizon* (Attendance: 33 – included 4 faculty, and 1 grad student and 2 undergrads.)

ISE/CHRMS Seminar Series 2014

- **“Flourishing: A Frank Conversation about Sustainability”**, Wednesday, **March 5, 2014**; **Speaker: John Ehrenfeld**, Author and former Director of the MIT Program on Technology, Business and Environment. (Attendance: 57 – included 6 faculty, 2 outside grad students and 5 undergrads (2 outsiders))
- **“The Big Pivot: Doing Business in a Hotter, Scarcer, More Open World”**; **Friday, May 2, 2014**; **Speaker: Andrew Winston**, CEO, Winston Eco-Strategies, LLC and Author, “The Big Pivot” (Attendance: 56 - included 8 faculty, 1 grad student and 8 undergrads).
- **“Today’s Diverse & Dispersed Workforce: the Debate Continues”**; Thursday, **October 9, 2014**; **Panel Facilitator: Meryl Rosenthal**, Co-Founder, *FlexPaths*®; **Panelists: Beverly Winkler**, Director, Organizational Engagement, Leadership & Development, *PSEG*; **Jeff Martin**, Change Management Program Manager, *Wells Fargo*. (Attendance: 59 – included 3 faculty, 19 grad students and 17 undergrads)
- **“Building A Culture For Sustainability at Sanofi: Putting The Patient First”**; Friday, **October 24, 2014**; **Panelists from Sanofi: John Spinnato**, Vice President, North America Corporate Social Responsibility; **Kathleen Castore**, Director, Corporate Initiatives, Supplier Diversity and Sustainability; **Michael Sokol, M.D.**, Vice President and Chief Wellness Officer; **Peter Lalli**, Senior Director, North America Corporate Social Responsibility. (Attendance: 37 – included 3 faculty, 2 grad students and 7 undergrads)
- **“Building A Culture For Sustainability at BASF: Creating Chemistry for a Sustainable Future”**; Friday, **December 5, 2014**; **Panelists from BASF: Charlene Wall-Warren**, Director, Sustainability; **Brooke Weizmann**, Manager, Corporate Sustainability Branding & Communications; **Caitlin Harmon**, Human Resources Generalist, Catalyst Division (Attendance: 63 – included 5 faculty, 1 grad student and 3 undergrads.)

ISE/CHRMS Seminar Series 2015

- **“Gender Balanced Leadership: The smart and right thing to do”**, Thursday, **March 12, 2015**; **Speaker: Kevin Maggiacomo**, President and Chief Executive Officer, *Sperry Van Ness International Corporation*. (Attendance: 38 – included 4 faculty, 14 FDU grad students and 11 FDU undergrads)

Morristown Revitalization through Sustainability Project funded by grants from Dodge Foundation

ISE continues its leadership role in Sustainable Morristown - educating, engaging and supporting municipal government and business stakeholders. Highlights/impacts accomplished since 2011 include:

- Refined and focused vision, making tangible progress towards implementing sustainability-oriented goals and practices to shift the community’s culture and ensure Morristown’s highest quality of life – with the potential to become a model for other NJ

communities interested in increased government and business performance and life quality.

- Collaborated with municipal leaders and Planners to produce an integrated Sustainable Master Plan for Morristown. The integrated plan included hosting community visioning events that creatively engaged the citizens and other stakeholders, and aligned long-term Sustainable Master Plan initiatives with near-term Municipal Government goals, process changes and implementation capacity.
- Worked with Town Administrator, Sustainability Office and Municipal leadership to design an innovative performance management program, “Morristown Performs.” Evolving out of prior sustainable management efforts, the initiative reviewed community and Municipal Government goals and identified performance measures, and data collection processes and technology, for cost effective and efficient performance measuring and reporting. This system is also the cornerstone for long-term accountability and culture change.
- Conducted training sessions and provided ongoing support to municipal government departments reviewing sustainability stakeholder findings and introducing Morristown Performs.
- Continued efforts to engage business community. A sustainable business registry and website of tools and a network of support resources was developed in conjunction with the NJ Department of Environmental Protection and the statewide non-profit Sustainable Jersey to support businesses as they begin to implement sustainability-aligned opportunities.
- ISE and Morristown also supported Sustainable Jersey as it conducted research and developed a series of thought leading position papers in advance of a new Gold level community certification process. The Gold level certification requires communities to implement performance measures that align with strong sustainability conditions for the State.

ROTHMAN INSTITUTE FOR INNOVATION AND ENTREPRENEURSHIP

2013 Innovation Summit: Innovation and Entrepreneurship in Education: Challenges for Today, Results for Tomorrow

- Speaker was Mr. Kurt Landgraf, President and CEO of ETS.

2014 Innovation Summit: The Crime of the 21st Century, the Growing Problem of Counterfeiting and Intellectual Property Piracy

Speakers

- Ron Guido, Independent Healthcare Consultant
- Brian Johnson, Sr. Director of Supply Chain Security at Pfizer
- Kiron Sharma, Professor of Computer Science and Director of Special Projects at the Becton College of Arts and Sciences
- Anthony Orosz, Assistant Director of the Pharmaceutical Center of Excellence and Expertise at the U.S. Customs and Border Protection

Future Perspectives/Key Objectives

The Silberman College and its Institutes at FDU will continue to focus on the ongoing seminars and other activities described above. In addition the following efforts are underway:

1. A new concentration and minor in sustainability management has been designed and is currently going through the approval process. This interdisciplinary program will also be offered to the liberal arts and science students of the Petrocelli, University, and Becton Colleges of Fairleigh Dickinson University.
2. An interdisciplinary sustainability major for our MBA programs is being developed for approval.
3. Faculty at FDU will be participating in a newly launched initiative (co-sponsored by PRME) called the Flourish Prizes which is designed to recognize innovations in sustainability.
4. The Institute for Sustainable Enterprise and the Rothman Institute for Entrepreneurship will jointly sponsor and conduct programs in Social Entrepreneurship for the Student Global Ambassador Project (SGAP)
5. Faculty research focusing on sustainable enterprise will continue in future.