

Slippery Rock University
School of Business
Haverlack College of Business

United Nations Principles for Responsible
Management Education (PRME)



Sharing Information on Progress (SIP)
2025 PRME Report

PRME Principles for Responsible
Management Education

an initiative of the United Nations Global Compact

Sharing of Information on Progress Report

Academic Years 2023-2025

Celebrating 9 years of Responsible Management Education



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Letter from Dr. Prasad Vemala, Dean of the Haverlack College of Business



December 2025

Dear PRME colleagues,

I am honored to share this update in my first year as dean of Slippery Rock University's newly named **Haverlack College of Business**. SRU was the first institution in Pennsylvania's State System to sign the U.N. Principles for Responsible Management Education (PRME), and that commitment continues to shape our culture and operations today. In our recent AACSB accreditation review, peer evaluators highlighted the breadth and relevance of our programming and our emphasis on positive societal impact.

As an AACSB-accredited school, we align teaching, scholarship, and partnerships with key **UN SDGs** including Quality Education; Decent Work and Economic Growth; Industry, Innovation and Infrastructure; Responsible Consumption and Production; and Partnerships for the Goals. Faculty embed responsible management across the curriculum, from data-informed decision making to client-based projects that deliver real value for our region.

PRME provides a framework that helps us deepen this work. Our Sustainable Enterprise Accelerator (SEA) pairs student innovators with community and business partners to advance sustainable ventures and practices. Looking ahead, we will continue to scale experiential learning, strengthen employer and community collaborations, and report our progress transparently through PRME.

Thank you for your leadership in this global movement and welcome to The Rock!

Dr. Prasad Vemala,
Dean, Haverlack College of Business

PRME Overview

The Principles for Responsible Management Education (PRME) is a United Nations initiative founded in 2007 at the UN Global Compact Leaders' Summit in Geneva by an international task force comprised of deans, university presidents and official representatives of leading business schools and academic institutions. With over 850 signatories across the globe, PRME creates a bridge between the United Nations and academia, specifically universities with management programs to communicate and collaborate among the stakeholders. PRME's goal is to inculcate the United Nations' Sustainable Development Goals (SDGs) into responsible management curriculum and programs in higher education.

The Sustainable Development Goals are listed below. Slippery Rock University School of Business, as a signatory, has committed to the Six PRME Principles and this report will highlight some of the progress.



Slippery Rock University

Background

[Slippery Rock University](#) (SRU), founded in 1889, is one of ten institutions of higher education within the [Pennsylvania's State System of Higher Education](#). (PASSHE). PASSHE serves more than 82,000 students, mostly from the Pennsylvania tri-state region. SRU is a four-year, public, coeducational, comprehensive university offering a broad array of undergraduate and select graduate programs. Enrollments in fall 2024 were 6,853 undergraduate and 1,541 graduate students. Fall 2024 first year enrollments were the highest since 2019. The University is shaped by its normal school heritage and characterized by its commitment to intellectual development, leadership, and civic responsibility.

Since the last SIP, there have been several changes in administration and organizational structure. Dr. William Behre served as President until 2023, when Dr. Karen Riley was appointed as the University's 18th President. In Academic Affairs, following Provost Phillip Way, Dr. Abbey Zink was appointed as Provost and Vice President for Academic Affairs in June 2020. Dr. Michael Zieg later served as Interim Provost in 2022 and after was officially named Provost in 2023. From 2015 to 2024, the Dean of the College of Business was Dr. Lawrence Shao and under his term SBUS earned initial AACSB accreditation in 2020. In spring 2025, Dr. Joseph Cali served as the interim Dean and in May 2025, Dr. Prasad Vemala became the new Dean of the College of Business. The five colleges within the University are: College of Business, College of Education, College of Liberal Arts, College of Health Professions (created in 2022), and the College of Engineering and Science. In 2025, the College of Business was renamed the [Haverlack College of Business](#) after a \$5 million donation from Elliott T. and Rhonda Haverlack.

Strategic Plan

SRU has undergone a rigorous University-wide strategic planning process during the past three years. The current SRU [Strategic Plan](#) was launched in the Spring of 2024.

SRU Vision

Slippery Rock University is committed to becoming a first-choice. Slippery Rock University will excel as an accessible, inclusive and engaging community, centered on student learning, positively shaping the future of the region, through the lives of our graduates.

SRU Mission

SRU is committed to providing the highest quality education at the lowest possible price. SRU offers accessible and affordable, broad-based education, through scholarly and creative endeavors, and empowering community engagement. Educating learners at both the undergraduate and graduate levels, Slippery Rock University fosters an environment of belonging, while ensuring the economic mobility of our graduates. The university is committed to enhancing the quality of life of our learners and our region.

Four Pillars:

- Committed to a Robust, Supportive and Inclusive Culture
- Committed to Academic Discovery and Human Growth
- Committed to Community Impact and Collaboration
- Committed to Financial Sustainability and Resource Stewardship

SRU is regionally accredited and a member of the [Middle States Commission on Higher Education](#). The University is continuously recognized with awards, rankings and accolades for excellent educational programs. See [Awards and Rankings](#) for a complete list. In a 2025 article in the Pittsburgh Business Times, SRU was recognized as the #2 selective colleges and universities in Pittsburgh and #11 in Pennsylvania. In 2020 SRU earned the Carnegie Community Engagement Classification.



Haverlack College of Business

Background

As mentioned earlier, the Haverlack College of Business is one of the five Colleges within the University. The five departments within the College are as follows: the School of Business (SBUS); Safety; Management; Communication, Media, and Sport Management; and Military Science. Since the last SIP, SBUS has undergone several reorganizations that started with centralization as one organizational unit to three departments, then two departments, and effective fall 2025 back to one organizational unit. In 2024, there were thirty-two tenured or tenure-track SBUS faculty. In the Fall of 2024, there were approximately 975 full-time and part-time undergraduate students and 89 graduate students enrolled in SBUS. The degree programs offered within SBUS are as follows:

- Bachelor of Science in Business Administration: with majors in Accounting, Economics, Finance, Information Systems, Management and Marketing
- Bachelor of Science in Information Systems
- Master of Business Administration

SBUS has a partnership with Quanzhou University of Information engineering (QUIE) to deliver a BSIS to students in that region. To date over 350 students have been enrolled in the program.

Strategic Plan

SBUS has been engaged in an ongoing strategic planning process since 2016. Vision and mission statements were revised at a faculty retreat in November 2022 to reflect changes in the external environment and the SBUS need to maintain an effective alignment. An updated 2023-2027 plan was developed at a faculty retreat in the Fall of 2024.

Vision Statement

We will provide transformational educational experiences as an inclusive community that equips students to be lifelong learners who engage the world as knowledgeable, universal principle-centered and responsible global citizens.

Mission Statement

The School of Business is an inclusive community at Slippery Rock University that prepares students to be career-ready emerging leaders by developing competencies for success professionally and personally. All our academic programs are student-centered with high levels of engagement in an environment where student learning is enhanced through faculty scholarly activities. The School of Business also serves as a catalyst for regional economic development through outreach and partnerships. This includes a focus on collaboration and lifelong connections.

School of Business Core Values

- Collaboration • Innovation
- Engagement • DEIB
- Respectful, caring community • Integrity
- Social Responsibility • Impact
- Quality • Connection

Strategic Goals

#1 Curriculum: SBUS is committed to providing high quality curriculum designed to make students ‘career ready’. We emphasize excellence in teaching, incorporating high impact practices to facilitate student engagement.

#2 Student Success: SBUS faculty and staff in conjunction with the University administration are highly engaged in the recruitment and retention of quality and diverse students, as well as providing the highest quality education possible.

#3 Qualified Faculty and Scholarship: SBUS strives to recruit and retain academically qualified, experienced, and diverse faculty and staff. SBUS faculty conduct scholarship that enhances student learning.

#4 Global Citizenship and Community Outreach: SBUS strives to develop principle-centered students who are responsible global citizens. SBUS is engaged in partnerships with faculty, students, advisory boards, University staff and other external stakeholders.

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.

[Office of Sustainability](#)

SRU has a long tradition of embracing core values that are consistent with PRME principles. The [Legacy of Sustainability](#) at SRU goes back to meeting the sustainability goals outlined in our [Climate Action Plan](#). In 1990, the Robert A. Macoskey Center for Sustainable Systems Education and

Research was founded. The Pennsylvania Climate Action Plan detailing what the state will undertake to reduce greenhouse gas emissions was completed in 2009. SRU's former President, Robert Smith, was the first signatory in The State System to commit the University to net climate neutrality. SRU has been a member of the Association for the Advancement of Sustainability in Higher Education (AASHE) since 2009 and has maintained silver status.

We are proud of our achievements to date, which include:

- Consistently making the Sierra Club's Top 100 Cool Schools list, the Princeton Review's Guide to Green Colleges, and ranking in the top 100 schools in the University of Indonesia's International Green Metric Survey
- Being the first 4-year college in Pennsylvania to be named a Green Ribbon School by the U.S. Department of Education
- Reducing our net GHG Emissions by approximately 30% since 2005
- Achieving the Silver Rating by the Association for the Advancement of Sustainability in Higher Education (AASHE) - see our latest [AASHE STARS report](#) for a complete description of all our sustainability initiatives and curricula.
- Regularly exceeding our EPA Green Power Partnership minimum green power purchasing requirement.
- Achieving the “2018 *Governor's Award for Environmental Excellence*” for the EPA Environmental Summer Camp and Community Projects Incubator program. View our [student-produced highlights video here](#).

Sustainability initiatives and resources at SRU are coordinated through the SRU Office of Sustainability, which coordinates and leverages the efforts of all sustainability and environmentally related SRU organizations and groups. The SRU Office of Sustainability is also responsible for collecting data on sustainability curriculum, co-curricular activities and events, research, and publications; reporting our progress in all these areas; and providing community outreach for all sustainability initiatives on and off campus. The President's Commission on Sustainability is comprised of a cross-section of representatives from the SRU community to advise the President on sustainability initiatives, strategies, and policies. For more information, please visit [Sustainability at SRU](#).

The [Robert A. Macoskey Center](#) at SRU: The Robert A. Macoskey Center for Sustainability Education and Research was created in 1990 to promote sustainability at SRU and in the local community. The Center is located on 83 acres of the University campus and enacts its mission in three ways: education about sustainability, physical demonstration of sustainable technologies and systems, and supporting sustainability-focused academic initiatives and research. The Harmony House is a newly renovated facility certified LEED-Silver for existing buildings: operation and maintenance and serves as a classroom and public meeting space.

Several of the sustainability initiatives at SRU during the past decade are described in the following paragraphs.

Energy Conservation: In 2011, SRU formally adopted an [Energy Conservation Policy](#) which is reviewed and updated regularly; other ongoing initiatives to identify new ways to conserve our

resources include the standing Energy Conservation Committee, the "Small steps. Big payoff." Energy Action Pledge campaign, and the [Green Fund Grants](#) program.

Alternative Transportation: To help reduce automotive use on campus, SRU offers free bus service (sponsored by the Student Government Association), as well as a free green bike loan program (which provides free "loaner bikes" to interested students for an entire semester). In addition, the Facilities department has begun replacing traditional pick-up trucks with electric club cars for use by various grounds and labor crews, and has begun producing a limited amount of biofuel from used dining hall cooking oil for use in grounds maintenance equipment such as the Equestrian Center tractor.

Waste Minimization & Recycling: SRU has an active recycling program, typically recycling more than 200 tons of material each year that would have been sent to landfills. This has allowed us to reduce the amount of material sent to landfills by over 25% since our base year of FY 2005. [Check out this chart that shows a 25% reduction in landfill waste generated by our campus since 2005!](#) In addition to our recycling efforts, 16 tons of pre-consumer food scraps are taken from campus dining halls and, combined with leaves collected from Slippery Rock Borough's annual free leaf collection program, is used to make compost that is then used for campus beautification and/or organic gardening projects. SRU also provides filtered water bottle refilling stations at most of our major buildings in an effort to reduce the use of single-use disposable plastic bottles. By using reusable water bottles, Slippery Rock students save \$1.69 per bottle or more at current retail price and, in the first two years of the program, avoided using over 250,000 plastic bottles - many of which wind up in landfills or waterways!

Climate Change & Global Warming: Today, scientists widely agree that global climate change is already causing major environmental effects, such as changes in the frequency and intensity of precipitation, droughts, heat waves and wildfires; rising sea level; water shortages in arid regions; new and larger pest outbreaks afflicting crops and forests; and expanding ranges for tropical pathogens that cause human illness. [Check out this chart that shows our decrease in greenhouse gas emissions on campus since 2005!](#)

Alternative & Renewable Energy: SRU currently uses a variety of small-scale renewable energy systems, including several solar photovoltaic systems and a wind turbine. The grid-connected solar PV system serving the Harmony House at the Macoskey Center produces approximately 2,500 kWh per year and uses a net metering system to feed excess electricity into the local utility grid when production exceeds the amount of energy needed at any given time. A demonstration wind turbine of approximately the same capacity is also located at the Macoskey Center. In the meantime, SRU also purchases Renewable Energy Credits (RECs) equal to approximately 25% of our annual electrical usage to support the alternative energy industry.

Environmental Preservation: The Bartramian Audubon Society, a local chapter of the National Audubon Society that was started by three Slippery Rock students in 1983, has been active in identifying, assessing, and monitoring SRU's Audubon Wildlife sanctuaries. Slippery Rock University has received a Conservation Award from the Bartramian Audubon Society for establishing four new [Audubon wildlife sanctuaries](#) since 2005. The sanctuaries, part of the University's green landscape and outdoor learning initiative, preserve 266.2 acres, including

151.2 acres on campus. The sanctuaries include 70.8 acres at the Robert A. The Macoskey Center for Sustainable Systems Education and Research, 73 acres behind the Old Stone House (off campus), 42 acres of Miller forest on Wolf Creek (off campus), 16 acres of old growth forest off South Main Street, 10 acres at Wally Rose Ballpark, 23.7 acres at the Storm Harbor Equestrian Center, and 30.7 acres at the Branchton Road Sanctuary. The SRU Office of Sustainability manages the Land Use Project Request process, in which appropriate groups such as the Environmental zoning Committee are requested to review proposed temporary or permanent outdoor property use by campus organizations and make recommendations to the President regarding whether the use is appropriate or requires restrictions to protect the natural environment.

Sustainable Agriculture & Permaculture: SRU's [Robert A. Macoskey Center](#) for Sustainable Systems Research and Education is our flagship site for sustainable agriculture research and demonstration programs. On this 80 acre site (just across Harmony Road from our main campus) can be found the LEED Silver certified Harmony House, organic gardening demonstration areas, a solar-powered greenhouse, a market garden, community gardens, free range chickens, a windrow composting site utilizing community leaf collections and dining hall food waste used to make compost for gardening and campus beautification projects.

Green Jobs, Green Careers: For an overview of SRU's sustainability programs and green career background info, view [Preparing Our Students for a Green Economy](#). To find the latest info on green careers, education/skills required, and salary ranges in the following fields, go to the [U.S. Bureau of Labor Statistics green careers](#) website.

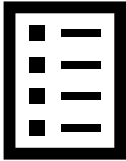
Slippery Rock University is also an institutional member of the Ph.D. Project (www.phdproject.org) demonstrating a strong commitment to diversifying the faculty, staff, and student populations by encouraging minorities to become part of the SRU community.

SRU School of Business understands our role to help inculcate the PRME principles into the curriculum.

Resource Database for Faculty: A resource database by discipline is being updated for faculty to assist in further revising their course content to incorporate issues related to the sustainable development goals.

Student-Led Activities and Organizations: Student organizations such as Society for Human Resources Management (SHRM), Alpha Kappa Psi, American Marketing Association, the Sustainable Enterprise Accelerator, and Finance and Economics Club provide opportunities for discussing sustainability topics.

2026-2028 Principle 1 Goals:



- Continuously assisting faculty members in obtaining information about best practices in curriculum development related to sustainability through the resource repository.
- Encouraging faculties to integrate sustainability across various business functional areas.
- Enhancing communication with student organizations to incorporate global citizenship values into their activities.

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.

Values of Global Social Responsibility at the University Level

During the last University strategic planning cycle, the University emphasized its commitment to principles associated with social and environmental justice. The prevalence of courses related to these topics in the Rock Studies program is evidence of the University's position on relative importance. As mentioned in the previous section, the University has a legacy of commitment to environmental concerns which are facilitated through the [Office of Sustainability](#), the [Macoskey Center for Sustainability Education and Research](#), the [Center for Community Engagement](#), and the [President's Commission on Sustainability](#).

Alignment of the Values between PRME and The School of Business

The participation of SBUS at Slippery Rock University as a signatory institution in the U.N. Global Compact's *Principles for Responsible Management* education has important implications for curriculum content. Faculty members are challenged to incorporate not only PRME principles but also the newly promulgated U.N. sustainable development goals into the business school curriculum. SBUS is the first business school in the State System to make this commitment.

The SBUS is aligned with the values of the PRME as the strategic management processes associated with being mission-driven and developing a strategic planning process have become embedded. Moreover, these processes are expected to be continued. The SBUS has a well-developed mission statement that serves as a basis for instituting innovation, engagement, and impact into the culture.

Curriculum Development

Slippery Rock University has been progressive in terms of adopting a curriculum that addresses sustainability concepts and processes. The Robert A. Macoskey Center, McKeever Environmental Learning Center, Sustainable Enterprise Accelerator, and the Weather and Air Quality Observatory all offer non-credit educational programs related to environmental

protection. There are many programs and courses which either are devoted entirely to sustainability or have sustainability content. [The Certificate in Sustainability](#) is an interdisciplinary certificate that provides foundations in sustainability that diverse student groups may not be introduced to in their degree programs. The Hospitality, Event Management and Tourism (HEMT) department offers three courses in Sustainability: HEMT114 Sustainability in the Hospitality Industry; HEMT210 Ecotourism; and HEMT314 Sustainable Planning for Tourism. The Geography, Geology, and the Environment (GG&E) department offers several courses in Sustainability: GES 235 Conservation; GES 355 Earth's Changing Climate; GES 215 Planning for Sustainable Communities; GES 324 Environmental Law and Policy; and GES 362 Applications in Sustainability.

To benchmark the coverage of sustainability topics within the business program, the 2020 UN Sustainable Development Goals were utilized to map sustainability coverage across the core business curriculum. The business faculty was surveyed as to which development goals were covered in various courses, and at what level. The levels chosen were text chapter (T), module within a chapter (M), a topic box within the text (TB), current events discussion (C), and/or as part of a graded assignment (A). Not all of the core courses had coverage reported. The results for those that did report coverage of at least one topic are found in Table 1 below. All the topics were covered in at least one of the core courses and many were covered in significant detail. Table 2 lists business courses that cover significant amounts of sustainability in their content.

Table 1. UN Sustainable Development Goals and SBUS Core Curriculum

	A340	B303	B458	E201	E202	M320	M351	MK330
No Poverty		M,TB,A		T,M,C,A	T,M,C		M	C
Zero Hunger		M,C			TB			C
Good Health and Well-Being		M,TB	M	M,C,A	T			C
Quality Education		M		M,C	M		C	C
Gender Equality			C	TB	M,C		M	C
Clean Water and Sanitation		C			M,C			C
Affordable and Clean Energy		M,TB,C		M				C
Decent Work and Economic Growth		T,C,A		T,M,C,A		M	M,C	TB
Industry, Innovation and Infrastructure		T,C,A	C	T,M,A	T,M,A	M	C	M,TB,C
Reduced Inequalities		M,C		T,C	T,C		M,C	
Sustainable Cities and Communities					M,C			C

Responsible Consumption and Production		TB,C	T,M		M,C	M		M,C
Climate Action		M			M,C			C
Life Below Water		M,TB,C			C			C
Life on Land		M,TB,C	T		C			C
Peace, Justice, and Strong Institutions	T	T,M,C,A		T,M,C,A	T,M,C		T,M,C	C
Partnerships for the Goals		M,C	T		M			

Note, T: Text Chapter, M: Module within a Chapter, TB: Topic Box, C: Current Events, A: Assignment

A209: Financial Accounting

A340: Legal Envir. of Business

B303: Issues in Global Business

B458: Business Capstone

E201: Macroeconomics

E202: Microeconomics

M320: Operations Management

M351: Organizational Behavior

MK230: Principles of Marketing

Table 2. 2025 Sustainability Courses Taught at the School of Business*

Course #	Title	Description
ECON 315	Economics of Sustainable Development	Economic causes and effects of pollution are discussed along with the issue of sustainable economic development. Government policy with respect to the environment and renewable energy is surveyed. The connection between sustainability and the core functions of business for profit are presented.
MGMT 370	Sustainable Entrepreneurship and Innovation	This integrative course introduces students to issues related to sustainable new venture creation and the design of sustainable business models, industry/market analysis, resource acquisition and disposition, assessing a venture's financial strength, and ethical/legal issues. Students learn the entrepreneurial process while acknowledging multiple stakeholders and addressing social, economic, and environmental concerns.
MGMT 459	Sustainable Business Consulting	In this course student teams engage in field-based consulting to analyze actual problem situations involving sustainability for regional businesses.

Although there is no separate Ethics course, many courses discuss the issues of Ethical Leadership, Business Ethics and Organizational Culture. Ethics is one of the learning objectives of the *Bachelor of Science Degree in Business Administration* (BSBA) programs in five majors: Accounting, Economics, Finance, Management, and Marketing. Students graduating with a

degree in business administration will demonstrate an understanding of the legal environment and ethical standards of business and an awareness of the implications of their behavior and actions as a business professional.

2025 Sustainability-Related Courses Taught*

Course #	Title	Description
MGMT 303	Issues in Global Business	This course focuses on fundamental issues in the modern global business environment. The topics covered include comparisons of different economies with respect political economy, culture, and standard of living. The role of international trade in economic development is also discussed. Finally, principled decision making on the part of multinational firms, which includes sustainability issues, is covered in detail.
MGMT 456	Management and Society	This course engages students in exploring the social, ethical, environmental, economic, and political/legal restraints on organizational decision-making that managers face. Students develop critical thinking, communication, and management skills necessary to be effective in a global business setting where multiple stakeholder interests must be addressed.

Cultural Diversity

SBUS students are exposed to values associated with cultural diversity and social justice in many ways through the curriculum. The 45 credit Rock Studies requirement for all University students advances SRU's commitment to diversity, equity and inclusion (DEI) within its curriculum. Since fall 2022, undergraduate students are required to take a three-credit course that meets the DEI designation. Students are also required to take a Social Science Inquiry course that provides a foundation for an informed and engaged citizenry who can contribute to the public good within their communities. Finally, Rock Studies offers a sustainability thematic thread which focuses on how society can become more sustainable in its use of, and impact on, our natural environment. Students gain an understanding of the 'triple bottom' line of environmental stewardship, social responsibility, and economic success.

In the SRU Rock Studies core curriculum that all University students must complete, the Human Institutions and Interpersonal Relationships goal states that the student will:

- Identify and evaluate issues and problems within human institutions and interpersonal relationships using ethical criteria.
- Demonstrate how ethical criteria can be used to foster cooperation and promote respect for diversity.
- Evaluate social, emotional, cognitive, and/or biological aspects of personal development within human institutions and interpersonal relationships and explain how these affect human beliefs and behavior in everyday life.
- Analyze and evaluate how globally diverse contexts affect beliefs and behaviors of individuals, groups, organizations, and human institutions and how these contexts influence civic engagement.

Students are also required to take two non-US courses in the Global Community area that will:

- Describe how values, attitudes and beliefs affect the ability of people to relate to that which is different
- Evaluate general theories, models, arguments or perspectives that explain contemporary or historical relationships among social, political, economic or environmental systems
- Communicate an understanding of how language or culture affect one's perception of the world

2026-2027 Principle 2 Goals:



- To make progress on incorporating sustainable development goals and practices into the curriculum
- To increase curriculum content related to gender, ethnic, cultural diversity and international experience.

PRINCIPLE 3 – METHOD

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

Office of Sustainability:

The domain and activities of the Office of Sustainability were described in the previous section.

Mackoskey Center for Sustainability Research and Education

The domain and activities of the Macoskey Center for Sustainability and Research were described in the previous section.

Sustainable Enterprise Accelerator (SEA)

Slippery Rock University maintains one of the world's few sustainable business accelerators, known as the Sustainable Enterprise Accelerator (SEA). Its mission is to promote economic development through applied student learning opportunities in new venture creation and business consulting. SEA provides resources for students to work on projects and entrepreneurs to initiate and grow their businesses with sustainable business practices. Students get an opportunity to work on real-world applications through projects and interact with actual clients. Some local businesses that they have worked with are: North Country Brewing, MAPS Technologies, Little Butler Theater, Argos HR, Transforming Culture Consultants, 2031 Tortillas (Reyna Foods), Roosters Coffee, Slippery Rock Golf Club/Apple Butter Inn, Game Rogue, Brown Shuggas, LLC, the

SCN2A Foundation, Totalus, the Book Nook, Vintage Coffee House, and the Downtown Bagel House.

The SEA Five-Year 2020-2025 report lists the following activities:

Number of individuals receiving direct services:	Number of individuals providing service:	Sponsored workshops or speakers:	Number of students involved in experiential learning:
<ul style="list-style-type: none"> •University students: 110 •University faculty: 7 •Community residents: 110 •High school students: 12 	<ul style="list-style-type: none"> •University students: 42 •Faculty: 6 •Staff: 3 	<ul style="list-style-type: none"> •Number of sessions: 15 •Total number of participants: 342 	<ul style="list-style-type: none"> •1826

GAGO, APEX Accelerator (formerly Government Contracting Assistance Center, GCAC)

GACO, APEX Accelerator at Slippery Rock University, supports the University's mission to meet economic and social needs in the community. GACO is an economic development program funded through a cooperative agreement between PennWest University California, Slippery Rock University of PA, and the Department of Defense Office of Small Business Programs. DoD funds APEX Accelerator programs across the country to support local businesses interested in selling their products and services to federal, state, and local government agencies and prime contractors. Since 1989, the Slippery Rock University GACO program has:

Supported the University's mission to meet economic and social needs in the community

Acted as a regional education hub for government contracting assistance

Considered outreach to be a vital part of the program

Remained a highly visible and highly regarded regional program for government contracting assistance

Supported diversity through targeted outreach to minority, women, and veteran-owned businesses

In its Annual Program Report for 2022-2023, the GACO, APEX Accelerator at SRU lists the following achievements:

- 30 new clients
- 519 counseling sessions
- 41 outreach events attended by 1,773 participants.
- \$17,318,740 of 417 federal, state and contracts/subcontracts awarded to SRU clients.

Curriculum

ECON 302: Microeconomic Analysis and ECON 602 (MBA): Managerial Economics:

In collaboration with SRU's Macoskey Center, students served as economic consultants for the Center's store and programming—developing pricing models, practical data-tracking recommendations, and approaches to balance financial sustainability with social/educational goals. The partnership also extended to co-curriculars through the Finance & Economics Club.

ECON 324: Game Theory, Behavioral & Experimental Economics:

Students designed and ran charitable-giving experiments in collaboration with Grove City Area Pet Rescue, employing treatment/control designs, collecting and analyzing data, and presenting results. All funds raised through the experiments were donated to the Rescue.

MGMT370 Sustainability, Entrepreneurship and Innovation

Without prerequisites, this course is open to all University majors. It covers the fundamentals of entrepreneurship, sustainability, and innovation in new and existing corporations. Typically, students develop a new venture proposal for a [b Corporation](#). They also examine sustainability and innovation in larger corporate settings.

MGMT454: Management Seminar:

MGMT454 is the capstone course for management majors. This course utilizes high impact practices through service learning with external stakeholders every semester. Students work collaboratively in a semester-long project to assist community members and small business owners solve operational issues, market their respective business, create a social media presence, etc. Organizations include working with Good 501 to assist the entrepreneurial owner in developing a variety of business aspect form a database, to social media / Convert to Earn to create a fund-raising opportunity for bands and athletic organizations as well as working with social entrepreneurs, the *Pittsburgh Passion*, a women's American football league located in Pittsburgh, Pennsylvania, owned by Teresa Conn and former Pittsburgh Steeler Franco Harris.

Volunteer Income Tax Assistance (VITA):

Effective in Fall 2022, an internship or Volunteer Income Tax Assistance (VITA) participation is required for accounting majors. The VITA program offers free tax preparation, is a great service to the community and a fantastic learning experience for Slippery Rock students. Individuals and families earning less than \$50,000 in annual income are eligible for this free program. The students are IRS-certified volunteers and provide free basic income tax return preparation with electronic filing – for both federal and state taxes. In Spring 2025, 21 students participated in the VITA service-learning course and helped complete 2,109 tax returns, which resulted in \$2,550,526

refunds for low-income families. From the VITA course feedback, students often said their favorite part every year is serving their community.

Non-Curricular Activities

Student Clubs and Organizations

Beyond classrooms, SBUS students have many opportunities to enrich their experiences through academic clubs and professional organizations. SRU offers over 160 registered student organizations empowering students to explore a wide variety of involvement opportunities revolving around advocacy, governance, media, marketing culture, religion, service, arts, sports, and more. Organizations serve to enhance your education and offer a forum for leadership development, critical reflection, and civic engagement.

A summary of SBUS student organizations is provided in the following paragraphs.

[Alpha Kappa Psi](#) is the oldest and largest professional business fraternity in the world. We are Co-ed and open to all majors, not just business majors. Its core values are Brotherhood, Unity, Knowledge, Integrity, and Service. The fraternity seeks to develop principled leaders through professional speakers, networking events, and philanthropy events. The value of brotherhood is emphasized in each activity and makes us different than any other organization on campus! The Iota Upsilon Chapter of Alpha Kappa Psi was founded at Slippery Rock University on April 28, 1978. It has around 25 members who are actively involved in organizations across campus. The chapter is funded by a scholarship created by two alumni, Jerry and Sandy Connolly, to financially support Alpha Kappa Psi members. Alpha Kappa Psi partnered with the Victim Outreach Intervention Center in Butler. The organization provides confidential services at no cost for survivors of domestic violence, sexual assault, and other crimes. Alpha Kappa Psi donated over 80 items to the household items.

The American Marketing Association (AMA) Collegiate [Chapter at SRU](#) won third place in the Collegiate National Case Competition in Spring 2025. The SRU team was formed from a class project in the 400-level Marketing Seminar class last fall, where students apply marketing concepts, conduct in-depth primary and secondary research, and develop data-driven marketing recommendations to the case sponsor. SRU student teams consistently place as finalists in the annual [AMA Case Competition](#) held in New Orleans each year.

The [Beta Gamma Sigma \(BGS\)](#) is an International Business Honor Society for AACSB accredited universities and SRU Chapter was established in 2020 after our successful initial accreditation. [BGS SRU Chapter](#) was recognized for earning High Honors in 2023-2024. The club meets regularly and in the past conducted annual hygiene drives to donate to [Butler SUCCEED](#) as well as used clothing drives in collaboration with the First Presbyterian church in New Castle, PA..

The [Finance and Economics \(F&E\) at SRU](#) and [Rock-Solid Investment \(RSI\) club](#) have annual trips to New York and Washington, DC. They have opportunities to network with industry professionals from BlackRock, KPMG, City National Bank, etc. They also have educational experiences by touring the New York Federal Reserve Bank, Wall Street, New York Stock Exchange, Department of Treasury, and Bureau of Engraving and Printing.



The [Rock-Solid Investment club](#) (RSI) holds regular weekly meetings to teach their members about investment and financial decisions. They have a stock pick challenge to engage their members and reward them for their efforts in learning about trading stocks. In 2024, the club received a generous \$25,000 donation to start a real-money investment account, which gives them hands-on experience in analyzing and trading stocks. The Joseph D. and Pamela M. Finney '85 endowed scholarship was created to support first generation students who demonstrate interest and competence in finance.

The SRU Chapter of the [Society for Human Resource Management](#) (SHRM) is focused on elevating human resources to empower people and workplaces to maximize human potential. The objectives of the SHRM Student Chapter at SRU are to help members obtain knowledge of the business/HR field, to encourage growth in the field, to provide a pool of HR leaders, and to promote the exchange of work-related experience from business professionals with the academic perspectives of student and faculty members. The SRU Chapter meets regularly and has developed several events to effectively communicate the value of effective human resource strategies.

[The Student Accounting Association](#) (SAS) meets regularly and invites guest speakers to their membership meetings to create networking opportunities for their members. They also went on an educational field trip to Cleveland, Ohio to visit the Federal Reserve Bank of Cleveland. It is dedicated to helping students learn about career opportunities in the accounting field, through speakers and presentations. It also provides networking opportunities with past SRU graduates and local accounting businesses.

[The Sales Club](#) (Selling Achievements & Learning Expressive Strategies) at SRU emphasizes self-branding as well as learning sales techniques to use in the real world. It is a place to discuss

marketing, sales, and business among peers to prepare for a successful career path. Selling yourself in terms of your resume and online profile is important when pursuing the job search. Its main objectives are networking with professionals in the business world, advancing skills in personal brand development and creating strong relationships as a team.

Emerging Leaders Advisory Board.

Composed of finance and economics alumni within ten years of graduation, the board provides timely insight on workforce needs, reviews curriculum touchpoints, and supports classroom-to-career transitions through mentoring and panels. In Fall 2025, we hosted an Emerging Leader Board panel event; board members also returned twice this year to interact with students, share workplace experiences, and offer practical guidance on career readiness during college (networking, internships, and early skill-building).



A new Women in Business student organization has been created in the fall of 2025.

2026-2028 Principle 3 Goals:



- Increase student engagement in University and SBUS Activities
- Increase awareness of SDGs in both curricular and non-curricular activities

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.

Slippery Rock University School of Business has a strategic focus on research and the role of responsibility and sustainability. Faculty produced over 401 intellectual contributions of a variety of types during the past five years. One hundred sixty were peer reviewed journal articles. An examination of the content of these journal articles related to the SDGs is below.

Faculty Scholarship and SDG Emphasis

The following table provides a list of faculty publications related to the seventeen sustainable development goals (SDGs) developed by the United Nations, plus other research from 2020 through June 2025.

Analysis of Faculty Scholarship and SDG Emphasis		
S9	Industry, innovation, and infrastructure	17%
S8	Decent work and economic growth	16%
S10	Reduced inequalities	9%
S4	Quality education	7%
S3	Good health and well being	6%
S5	Gender Equality	6%
S12	Responsible consumption and production	6%
S7	Affordable clean energy	3%
S13	Climate action	3%
S6	Clean water and sanitation	1%
S11	Sustainable cities and communities	1%
S14	Life below water	1%
S15	Life on land	1%
S1	No poverty	0%
S2	Zero hunger	0%
S16	Peace, justice and strong institutions	0%
S17	Partnerships for the goals	0%

Dr. Shahriar Gias has published several articles on post-pandemic marketing, digital marketing and corporate social responsibility. His research has enhanced his teaching of a variety of marketing courses as he shares his intellectual activities with the marketing students. The newly formed student organization, The Sales Club, (Selling, Achievements & Learning Expressive Strategies) evolved from his interest in self branding and sales techniques used in the real world. Dr. Gias is also a very active reviewer of marketing-related professional organizations and conferences.

Dr. Benjamas Jirasakuldech has published several articles related to the U.S. Housing Market, investing in the ETF World, and economic policy. Much of her research is applied and shared with students in finance classes. She and **Dr. Thuy Buy** were awarded a \$15,000 grant from the Center for Rural Pennsylvania for a project entitled “Comprehensive Analysis of the Supply, Demand, and Affordability of Senior Housing in Rural Pennsylvania”.

Dr. Baek-Kyoo (Brian) Joo is a prolific author in the areas of human resource management and organizational behavior. His research on leadership, learning organizations, and trust are valuable topics easily for classroom discussions. He is a faculty advisor for students in the human resource concentration and minor. He serves on several editorial boards and has shared

his expertise in serving as a reviewer for many journals and human resource professional organizations.

Although **Dr. Sunita Mondal's** primary affiliation is Economics, she has collaborated with several other colleagues from other disciplines, including **Dr. Diane Galbraith** in Management and **Dr. Pavani Tallapally** in Accounting. They have published several articles on teaching and learning in higher education, the impact of COVID-19 on women-owned businesses, and labor markets. Dr. Mondal received a grant in 2021 from the Pennsylvania Economic Association for a project entitled "Pennsylvania Agriculture Analyzing Trends, Conditions and Future Profitability." She is the past-President of the Pennsylvania Economic Association and serves on the editorial advisory board of the International Interdisciplinary Business-Economics Advancement Journal.

These are just a few examples of our outstanding faculty and the intellectual contributions they have made to their disciplines. Their scholarly accomplishments have given SBUS a solid reputation for delivering high-quality research that can be transferred to the classroom to enhance our students' educational experience. These examples illustrate the capability of SBUS faculty to engage in both applied and teaching-related research that is aligned with the mission of the school and consistent with PRME principles.



2026 - 2028 Principle 4 Goals:

- Encourage scholarly activities related to the sustainable development goals
- Continue to emphasize need for financial support for research from administration.
- Promote research opportunities to SBUS faculty related to sustainable development goals

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.

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.

Inside the classrooms, students experience a comprehensive learning environment, inspired by passionate faculty members, and guided by caring support services. Outside the classrooms, through partnership to connect with stakeholders and the community, students experience the difference they can make by applying their knowledge and skills. The difference students experience comes from all the stakeholders in the SRU community -- the current students, faculties, staffs, alumni, organizations, business partners.

Internships

While students learn the knowledge and skills in the classroom, the best way to internalize and consolidate them is to apply in the real world. Internship is an important component of the Rock Solid education. Faculty believe internships are vital for student work experience and promote internship for students. Each major has an option for an internship as required or elective for 3 to 12 credit with working between 120 and 480 hours. During the last five-year period, there were 260 internships with local organizations.

Two long-term internship partners are highlighted here:

SEA Internships: With Sustainable Enterprise Accelerator (SEA) internship program, student interns serve a variety of regional clients and help to solve a variety of cases. The SEA internship provides students extensive networking opportunities and a real chance to improve the face of business with sustainable objectives, and help students start building careers in the sustainable business area.

VITA Internship via Partnership with the Internal Revenue Service: The School of Business at Slippery Rock University has partnered with the Butler County Center for Community Resources for the past 14 years, in conjunction with the federal Internal Revenue Services' Volunteer Income Tax Assistance (VITA) program. The VITA program offers free, federal income tax preparation services to individuals and families earning approximately \$50,000 or less annually. VITA interns are IRS trained and certified prior to preparing taxes. From 2021, VITA program stands in our curriculum as a service-learning class. In spring 2025, twenty-one students participated in the VITA course and helped complete 2,109 tax returns which resulted in \$2,550,526 refunds for low-income families.

SBUS students are encouraged to take internships with local, regional, national, or international organizations. Students and their respective organizations understand the value of the internship as they can be mutually beneficial. Through the partnership with local and national businesses and organizations, the students are exposed to how the organizations operate and can apply what they have learned in college to solve business problems from the real world. The interns are mentored and evaluated by the supervisor and received a final written evaluation report. The positive interactions between our internship partners, students and faculties sometimes can lead to formal job offers to School of Business students directly.

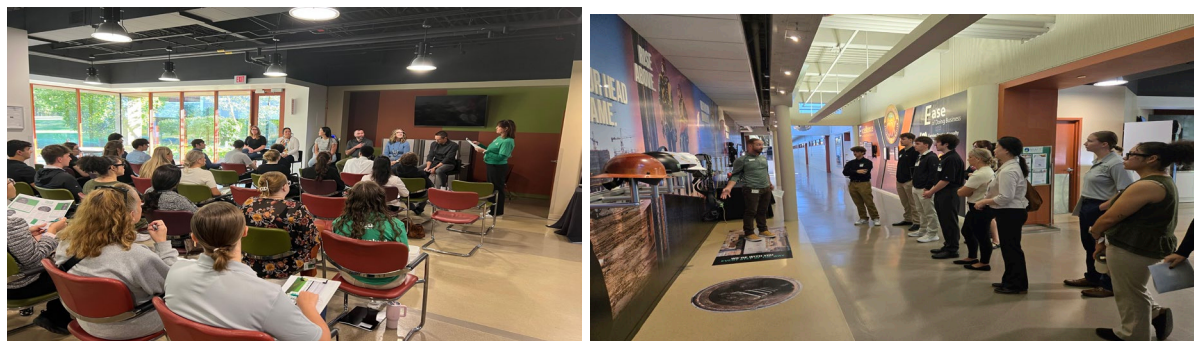
[Office of Career Education and Development at SRU](#)

The School of Business has long-term partnerships with the [Office of Career Education and Development](#) at SRU to better assist students preparing and starting their careers in the business industry upon their graduation. The career office helps students to determine a major, work on their resumes and interviewing skills, establish their online professional profiles and prepare for the job fairs. Dr. John Rindy also does guest lectures during the semester at the meetings of student clubs, is a guest classroom speaker in classes such as **Dr. Diane Galbraith's** HR class and gives lectures to business students on etiquette and professional manners during the semester.

Business Community

Business advisory councils are crucial in our business education. Our advisors in the field are business leaders from the public, private and nonprofit sectors, and offer us insightful feedback about the industry. Based on that, we continuously revise and improve our curriculum to meet the changing needs of industry and the current market. They play an important role supporting the students and programs of the SBUS and advocating for curriculum and experiential learning opportunities. We have multiple advisory boards within and across departments, discipline specific or generalized department ones, to address different needs. For example, we have an Accounting Advisory Board, Finance and Economics Advisory Council, the Management Advisory Board, and the Information Systems Board of Visitors. In addition, some of our business partners are recruiters at their respective companies (for example, from Allegheny Health Network and UPMC), and have worked with SRU applicants to place them in various positions. Usually, each advisory boards meets every semester or academic year. There are sixty-six advisory council members across the four advisory councils that represent a significant number of companies. During SBUS week, our Advisory Council members meet on campus and interacts with students and faculty through a variety of activities, including mock interviews, resume building, guest lectures, etiquette meals, etc.

[MSA Safety](#) is a global organization that develops, manufactures, and supplies safety products. SRU students had a chance to visit their corporate office in Cranberry Township in September 2025 and learn about the internship and career opportunities that are available at MSA. Students also had a wonderful networking event with the alumni who work at MSA and learn about their career journeys. During the visit day, students got to tour the facility, the manufacturing space, have hands-on experience with the safety equipment, and listen to the business processes that are happening on a day-to-day operation at MSA.



Local and regional Chambers of Commerce

SBUS has had a partnership with the Pittsburgh North Regional Chamber of Commerce, whereby many faculty members belong, and students are afforded a free membership. (Add more here.) Our business partners help our students to understand the real world and the challenges in the companies as well as their respective industries at both micro and macro levels. In the past few years, SBUS students have had guest lecturers from Alumni and others through the Direst Selling Foundation CEOs, Joseph Gabriel Joseph Fink, Fastenal, Sales Biz, Ron Antonucci, Federated Investors, NY Life, Alcoa, Packer, Naval Audit Service, Affordable

Housing Accountants, Hill Barth King, CCR Butler PA, Brian Kalmar (Principal Software Architect), UPMC Fellows Panel Event.

Additionally, numerous faculty sit on external boards in the business community. A sample list includes Board of Visitors, Board of Directors- Education Partnerships, Board of Directors- Pittsburgh American Marketing Association (AMA), Board for Valley Points YMCA, Deer Lakes Council, North East Ohio (NEO)Tech Collaborative, Director of Mentorship for the Project Management Institute's Pittsburgh Chapter etc.

Service Learning

We also embed the real-world experience into the curriculum of School of Business, service-learning courses. In those courses, students work on semester-long projects as consultants with external stakeholders to solve business problems. Under the faculty's supervision, such projects are a win-win by offering students opportunities to apply what they learn in the real world as well as assisting the respective organizations to tackle their problems.

For example, other than VITA program mentioned above, other organizations include Central Blood Bank of Pennsylvania, Boy Scouts of America, Butler Eagle Newspaper, Convict Choppers, Eat N' Park Incorporated, National Marrow Donor Foundation, Northeast Ohio (NEO) Tech Collaborative, Beyond Plastics Poster Session (President's Commission on Sustainability), Sustainable Business Consulting Students (North Country Brewing), Butler County YMCA, Valley Points YMCA, Outdoor Immersion, National Grind Coffee & Tea, Irene Hooks and Tabea Ohle, Conquer Entertainment, Pittsburgh Passion, LEONE Foundation, Electronic Payment System, AI Chabot System- Giant Eagle, SRU-Energy Conservation Committee, Information Systems Board of Visitors, Quality Life Services, Grove City Medical Center, etc.

Management majors in **Dr. Diane Galbraith's** Management Seminar work with external stakeholders every semester on a semester-long service-learning project to benefit the organization and hone the students' skills in teamwork, collaboration, communication, etc. Projects and partners vary, but all culminate in a presentation to the business owner at the conclusion of the class.

The impact of incorporating those service-learning projects by business faculties are student's understanding of numerous aspects of cultural diversity, social awareness, accountability, as well as their critical thinking and decision-making ability under uncertainty.

Dr. Sunita Mondal, an economics professor in the School of Business, is bringing real world into the classroom through her has research into Pennsylvania labor market changes since the COVID-19 pandemic, while also implementing the programming language Python in economics classrooms. Her approach has revealed new, dynamic approaches to economics education that better prepare students for the current job market.

Professional Associations

In addition to our business advisory councils, numerous internships, job opportunities, exciting programs, speakers, and events in campus are generated from our partnership with the professional associations. The professional association affiliations help our disciplines and programs to keep current as well as providing networking opportunities for our students and the university.

Dr. Jeananne Nicholls and **Dr. Kurt Schimmel** serve as Co-Chairs for SRU's AMA student chapter of the American Marketing Association. They work with students who yearly participate in AMA's Annual Plan competition, the national Collegiate Case Competitions, and sales competitions all as part of the yearly AMA International Collegiate Conferences held in New Orleans. The cases often focus on issues related to the SDGs. SRU's AMA Chapter also participates yearly in the AMA Pittsburgh Regional Case Competitions and always places in the top five. The SBUS AMA student chapter has also hosted numerous professional panels on a variety of career focused topics and has also hosted marketing and other professionals offering many professional development opportunities for members and other students.

Accounting faculty are currently partnered with the Institute of Management Accountants with faculty serving as campus advocates, and award up to 10 scholarships to take the Certified Management Accountant (CMA) exam. They also partner with the Institute of Internal Auditors to promote awareness of audit careers, including speakers on campus and participation of faculty and students in their annual Fraud Seminar. Another partnership is with the Association of Certified Fraud Examiner (ACFE) Anti-Fraud Education. **Dr. Theresa Phipps** adopts the ACFE education materials in her forensic accounting and auditing class to teach. Students in the auditing class participated in the Institute of Internal Auditors (IIA) Pittsburgh Chapter student case competitions and fraud seminar along with faculty. Teams have repeatedly placed favorably in annual competitions.

Students Clubs and Organizations

While some partnerships are faculty initiated, target specific programs or classes, lots of partnership are developed via student clubs and organizations. Student clubs are student initiated and oriented organizations where faculties serve as advisors. Other than classes, student clubs are also the direct partnership between faculties and students.

Alpha Kappa Psi partnered with the Victim Outreach Intervention Center in Butler. The organization provides confidential services at no cost for survivors of domestic violence, sexual assault, and other crimes. Alpha Kappa Psi donated over 80 items to the household items.

2026-2028 Principle 5 Goals:



- ✓ Continue to increase and leverage partnerships within the university and with external stakeholders
- ✓ Search for additional community partners to further the PRME initiatives

PRINCIPLE 6 - DIALOGUE

We will facilitate and support dialogue and debate among educators, business, government, consumers, media, civil society organizations and other interested groups and stakeholders on critical issues related to global social responsibility and sustainability. The School of Business has remained active in pursuing a dialogue about PRME principles.

Business Advisory Council

There are four advisory councils representing various disciplines within SBUS. These are Management, Accounting, Finance & Economics, and Information Systems. They meet every academic years to update advisory council members and solicit information about curriculum, strategic planning, assurance of learning, and other important topics.

School of Business Week

Business Student Round Table was formed to promote events and opportunities to the School of Business students. The Round Table includes all student organizations and clubs identified previously. The mission is to create opportunities for students to connect with their major, their peers, and to their professors in addition to a showcase to the rest of the university. To support this mission Business Round Table hosted a week-long celebration for the School of Business, which is held in April, culminating in the School of Business Awards Banquet. The Awards banquet is a dinner and celebration of our best and brightest students with scholarship award winners, Outstanding Seniors, Case Competition winners and more. Students, family members, and faculty are invited to honor the incredible accomplishment of our students.

School of Business

PRME initiatives and outreach were discussed at various department meetings and presented at the faculty retreat in the School of Business. They also have been discussed in various advisory council meetings with external stakeholders. **Dr. Frances Amatucci** provided a presentation on the SDGs, AACSB and PRME during the School of Business Research seminar series.

Sustainable Enterprise Accelerator (SEA): The projects sponsored by the SEA have been previously described.

Volunteer Income Tax Assistance (VITA): The VITA program has been previously described.

2026-2028 Principle 6 Goals:



- ✓ Continue dialogue with internal stakeholders (students, other Colleges within the university, etc.) and external stakeholders (advisory council members, Chamber of Commerce members, etc.) about the sustainable development goals.
- ✓ Develop partnerships toward the attainment of the SDG's.