In response to the changing relationship of business to the environment and society, Saint Joseph's introduced the Leadership, Ethics, and Organizational Sustainability major in 2010. The major is designed to develop globally responsible leaders, who enable businesses to serve the common good and contribute to the transformation of business and the economy. If you are looking for an academic program that will help you learn concepts and skills to be a leader who cares about long-term, sustainable effectiveness, you have come to the right place.

While most business schools wait to introduce this kind of leadership development until the graduate curriculum, Saint Joseph's introduced the Leadership, Ethics, and Organizational Sustainability major to encourage undergraduate students to re-examine business practices in light of social, environmental, political and economic shifts. The objective of the major is to develop leaders whose goal is to lead and work for the greater good. This includes several components, including leadership, social responsibility, ethics and justice. Leading for the greater good involves an awareness of, and striving for success as defined by, the widely accepted sustainability principle: the triple bottom line of people, planet, profit. This triple bottom line encompasses the need for efficient use of natural resources, lifestyles that minimize pollution, organizations that are socially responsible, societies that recognize the importance of fairness and principled individuals who behave in an ethical manner.

LEARN MORE ABOUT THE LEADERSHIP, ETHICS, AND ORGANIZATIONAL SUSTAINABILITY MAJOR:

- Visit the Leadership, Ethics, and Organizational Sustainability website: [http://www.sju.edu/int/academics/hsb/leo/index.html](http://www.sju.edu/int/academics/hsb/leo/index.html)
- Visit the Haub School of Business Leahy Advising Center, located in Mandeville 289
- Contact the Management Department to schedule a meeting with a faculty member by calling 610-660-1630
- Speak with current students in the major
- Schedule an appointment with the Career Development Center by calling 610-660-3100

WHAT CAN I DO WITH A MAJOR IN LEADERSHIP, ETHICS, AND ORGANIZATIONAL SUSTAINABILITY?
Whatever you put your mind to! You can learn much more at [www.onetonline.org](http://www.onetonline.org). Following are descriptions of just a few of the careers you might pursue:

**Chief Sustainability Officer**: Communicates and coordinates with management, shareholders, customers, and employees to address sustainability issues. Enacts or oversees a corporate sustainability strategy.

**Non-Profit Operations Manager**: Responsible for planning, organizing, supervising, and controlling all activities within the non-profit facility. Manages all personnel and are typically involved with their local community to promote the organization. Depending on the size of the organization may also be responsible for all accounting functions, including reporting financial information to the board of trustees or board of directors.

**Sustainability Specialist**: Addresses organizational sustainability issues, such as waste stream management, green building practices, and green procurement plans.
**HOW CAN I ENGAGE MY INTEREST IN LEADERSHIP, ETHICS, AND ORGANIZATIONAL SUSTAINABILITY OUTSIDE THE CLASSROOM?**

There are so many opportunities to get involved at Saint Joseph’s University – and to develop experience in your major while doing so! Here are just a few:

- Cooperative Education Program
- Delta Sigma Pi
- Entrepreneurship Society
- Internship Program
- Net Impact (SJU Student Chapter)

**OUTCOMES – A CLOSER LOOK AT SJU GRADUATES WITH DEGREES IN MANAGEMENT:**

The general major in management, graduates of which serve as the basis for the outcomes data below, has recently been replaced by new major offerings in business administration; leadership, ethics & organizational sustainability; family business & entrepreneurship and managing human capital. As depicted in the chart below, the majority of new graduates have started their careers in the financial services and insurance fields. Many others have selected a variety of industries. (Data from Saint Joseph’s University Career Development Center’s Post-Graduation Survey, 2008 – 2012.)

![Management Majors' Chosen Industries](chart)

*Other industries include: Education; Government; Healthcare/Medicine/Biotech; Human & Community Service; Law; Not-for-Profit; Pharmaceuticals; Real Estate/Construction; Transportation/Shipping/Logistics*

Here is a sampling of positions our graduates have accepted:

- Accountant
- Analyst
- Assistant Manager
- Associate
- Assurance Associate
- Audit Associate
- Auditor
- Consultant
- Corporate Accountant
- Credit Analyst
- Financial Advisor
- Financial Management Officer
- Fund Accountant
- Hedge Fund Analyst
- Junior Accountant
- Lieutenant
- Outsourcing Manager
- Project Accountant
- Property & Casualty Accountant
- Realtor
- Revenue Field Auditor Trainee
- Royalties Administrator
- Staff Accountant
- Systems & Process Assurance Associate
- Systems Analyst
- Tax Analyst
- Tax Associate

Organizations that have hired our graduates include:

- Amper, Politziner & Mattia
- Deloitte
- ARAMARK
- U.S. Department of Revenue
- PENN Capital Management
- The Pew Charitable Trusts
Some of the graduate schools in which our students have continued their education, in programs including Business and Law:

- George Mason University
- LaSalle University
- Rutgers University
- San Diego State University
- State University of New York
- Temple University
- University of Notre Dame
- Villanova University

### Average Starting Salary – Management Majors – Classes of 2008 – 2012

<table>
<thead>
<tr>
<th>Graduation Year</th>
<th># of Respondents</th>
<th>Average Salary</th>
<th>Average Bonus</th>
<th># of Bonuses</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012</td>
<td>Too little data to report (number of respondents was less than 5)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2011</td>
<td>9</td>
<td>$38,600</td>
<td>N/A</td>
<td>0</td>
</tr>
<tr>
<td>2010</td>
<td>16</td>
<td>$51,000</td>
<td>$2,600</td>
<td>5</td>
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<tr>
<td>2009</td>
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<td>$46,300</td>
<td>$3,600</td>
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<tr>
<td>2008</td>
<td>45</td>
<td>$50,600</td>
<td>$3,700</td>
<td>26</td>
</tr>
</tbody>
</table>
GETTING THE JOB – SAMPLE LEADERSHIP, ETHICS, AND ORGANIZATIONAL SUSTAINABILITY MAJOR RESUME:

FULL NAME
1000 Overbrook Avenue, Philadelphia PA 19131
610-111-1111 • firstlastname@email.com

EDUCATION

Saint Joseph's University, Erivan K. Haub School of Business, Philadelphia, PA
Bachelor of Science in Business Administration, May 2014
Major: Leadership, Ethics, and Organizational Sustainability
GPA: 3.4
Honors and Awards:
Recipient, Presidential Scholarship
Member, Delta Sigma Pi Business Fraternity
Dean’s List, Fall 2012 – present
Member, National Society of Collegiate Scholars, Spring 2013 – present

Gonzaga-in-Florence, Florence, Italy
Study Abroad, Fall 2012

SERVICE AND LEADERSHIP EXPERIENCE

Net Impact, Saint Joseph’s University, Secretary: Spring 2013 – present
• Attend Net Impact National Conference and help create the undergraduate chapter
• Organize and host events and career services, participate in community outreach through social and environmental change

Students for Peace and Justice, Saint Joseph’s University, Vice President: Fall 2012 – present
• Helped facilitate monthly meetings where local, national, and international issues were addressed.
• Designed and facilitated programs to foster community service and Jesuit ideals.

Hand in Hand, Saint Joseph’s University, Community Relations Committee Member: Fall 2012 - present
• Coordinate buddy/volunteer pairs; facilitate the events and make sure everything runs smoothly.
• Communicate with undergraduates and local schools to recruit volunteers.

WORK EXPERIENCE

Follett / Saint Joseph’s University Bookstore, Philadelphia, PA
Sales Associate, Summer 2013- present
• Restock floor apparel, help customers with text and filling orders, run register, and file paperwork as needed
• Developed skills in communication, customer service and organization
• Receive consistently positive feedback from supervisor on excellent attention to detail and strong work ethic

FURTHER ASSISTANCE WITH YOUR MAJOR AND CAREER OPTIONS:
The Career Development Center can help you with the process of choosing a major and exploring your career options. For assistance, please call 610-660-3100 to schedule an appointment to meet with a Career Counselor.