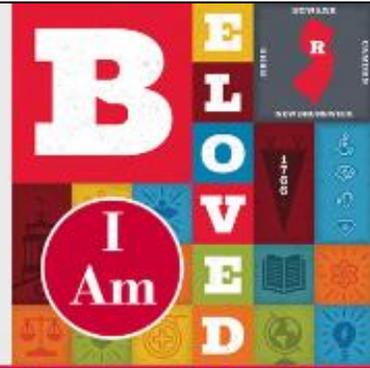


# RUTGERS

School of Management  
and Labor Relations

## DIVERSITY, EQUITY & INCLUSION NEWSLETTER

MARCH 2022

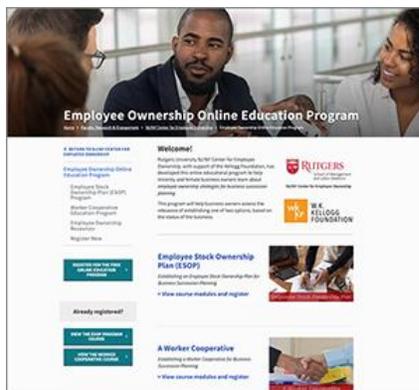
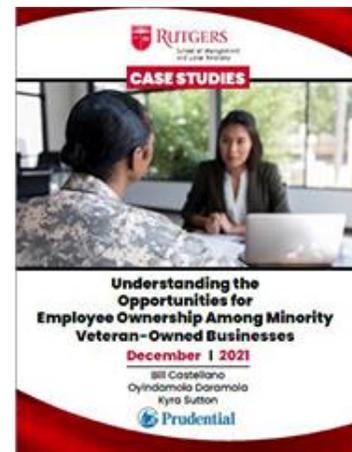


The SMLR-DEI committee is thrilled to bring you our 2nd newsletter! In the spirit of building a stronger community and showcasing the many talents of our diverse faculty and staff, this issue highlights the work of the Institute for the Study of Employee Ownership and Profit Sharing and spotlights Nancy Carvalho, one of SMLR's newest hires, and LSER faculty member Francis Ryan.

If you would like to showcase your DEI research or event or be featured in the Faculty and Staff Spotlight in an upcoming newsletter, please contact **Ludine Daux** ([ludine.daux@rutgers.edu](mailto:ludine.daux@rutgers.edu)).

### **DEI in Action** **For Retiring Business Owners of Color, an Exit Strategy That Saves Jobs and Builds Wealth**

The Rutgers Institute for the Study of Employee Ownership and Profit Sharing has been doing work with veteran-owned businesses by people of color. With support from The Prudential Foundation, HRM Professors Bill Castellano and Kyra Sutton conducted research on the current state of veteran-owned businesses. Military veterans own nearly 13 percent of small businesses. However, only eight percent of all veteran-owned firms belong to people of color. The report highlights how employee ownership strategies can help these business owners preserve wealth, benefit their employees, and keep the business open, which helps the local economy. A copy of the report is available [here](#).



In another grant, provided by the W.K Kellogg Foundation, they developed a comprehensive free online educational program to help business owners of color learn about two possible succession strategies. People of color own more than 1.1 million businesses in the U.S., but half are nearing retirement and only a third have a succession plan. Our new program, delivered by instructors of color with experience in their subject area, enables business owners to learn about employee stock ownership plans (ESOP) and worker cooperatives through a series of easy-to-navigate modules. A copy of

the press release communicating this program can be viewed by clicking [here](#). The link to the Employee Ownership Online Education Program is: <https://smlr.rutgers.edu/employee-ownership-online-education>. Please feel free to send this link to any business owners you know who may be interested in learning about these strategies.

For more information, contact Bill Castellano at [castellano@smlr.rutgers.edu](mailto:castellano@smlr.rutgers.edu).

## Faculty & Staff Spotlight

Get to know our SMLR Community



### Nancy Carvalho

Human Resources Manager, Office of the Dean

#### **Why did you choose to join SMLR?**

I chose to join SMLR because of my prior professional experience in labor relations and my experience as a SMLR graduate student. My professional goals align with SMLR's mission of promoting workplace cooperation between management and labor. It is exciting to be a part of an organization that values the contributions of every team member.

#### **What is your cultural or ethnic background and how has it shaped your work/career?**

My parents were born and raised in Portugal and I was born in New Jersey and the first in my family to attend college. I lived in a multi-generational household where I was fully immersed in my culture through food, language, and tradition. This upbringing has shaped how I embrace challenges and adversity with strength and determination, and it has also shaped how I approach my work and interactions with others. I enjoy helping others overcome challenges in the workplace and finding ways to get things done together through cooperation and respect.

#### **Who's the most famous person you've met?**

The most famous person I have met was former President George H.W. Bush when I was a consular intern at the American Embassy in Lisbon. His visit coincided with the Embassy's annual chili contest which made for a very memorable experience.



### Francis Ryan, Ph.D.

Assistant Teaching Professor & Director of Master of Labor and Employment Relations Program, LSER

#### **What do you enjoy about your role?**

What I especially like about working at SMLR are the many students I meet in the classes I teach. Rutgers students are the best I have ever worked with in my twenty-five years as a teacher. They come from many different backgrounds, from all over the world, and are mostly working class. The stories they share about their families, and their own life experiences

make the classes I do on the history of work really so engaging, and I learn a great deal from them.

### **Why did you choose to join SMLR?**

I chose to come to work at SMLR because of the great colleagues that I get to work with each day. They are so committed to their work as scholars and teachers, but they are also serious about how the knowledge they help to bring about can improve the lives of working people, by impacting public policy and by making sure the voices of working people are put into public consciousness.

### **What is your favorite book?**

My favorite book is Walt Whitman's Leaves of Grass. I am drawn to how he sings about the promise of democracy and creates poetry out of the language of ordinary horse drivers, sailors and farmers. He also speaks forcefully against slavery in his first published editions, celebrating New York as "the free city! no slaves! no owners of slaves! The beautiful city! the city of hurried and sparkling waters!" I read him in my labor history classes each semester, and it helps students connect with the voices of the past.

### **In Case You Missed It:**

If you did not attend the Centering Respect workshop on January 28, facilitated by Joan Collier and Crystal Bedley in Rutgers' DICE office, please plan to attend on April 1 from 10:00-11:30am virtually. As part of the workshop, you will have an opportunity to provide ideas to create a more inclusive culture in SMLR. You can email Maria Kraimer for the Zoom link.

Recognize one of your staff colleagues' excellence and achievement within our school community by completing the [SMLR staff recognition form](#). The Dean's office will formally recognize these individuals later in the semester.

Are you interested in professional development? Have you identified an opportunity? You can [request coverage of professional development expenses](#) by the SMLR Dean's Office.

We hope you enjoyed reading about our awesome faculty and staff helping SMLR achieve its DEI Vision:

*In support of Rutgers' strategic priority of building a more diverse, equitable, and inclusive community, SMLR is committed to recognizing, addressing, and eradicating racism and all forms of oppression. We will be a welcoming place that values and promotes diversity, provides equitable access to all opportunities, and provides an affirming environment for all faculty, staff, and students. We are united in our pursuit to be a place where we can all thrive in our work/learning and feel a sense of respect and belonging.*

### **[Check out our DEI Resources](#)**

School of Management and Labor Relations Diversity, Equity, and Inclusion Committee