

B8580: REAP (Reentry Acceleration Program) Immersion Syllabus Overview

Spring 2021
Wednesday 12:10 p.m. – 1:40 p.m.

INSTRUCTORS

Damon Phillips (available by appointment; djphillips@columbia.edu)
Lambert Family Professor of Social Enterprise

Daniel Ames (available by appointment; da358@columbia.edu)
Ting Tsung and Wei Fong Chao Professor of Business

Sandra Navalli '03 (2M-9 Uris Hall; sn2010@gsb.columbia.edu)
Adjunct faculty and Managing Director of the Tamer Center for Social Enterprise.

COURSE DESCRIPTION

REAP (ReEntry Acceleration Program) Immersion is a 3 credit course. *B8584 REAP: Reforming Mass Incarceration and the Role of Business* (taught by Prof. Damon Phillips), a 2.5 day elective January block course, is a pre-requisite to this course. Only students who apply prior to course bidding and have been accepted can enroll in *B8580 REAP Immersion*.

In *REAP Immersion* the core organizing activity will be teaching business skills to, and advising/mentoring, incarcerated and formerly incarcerated people, working on curricular projects related to REAP teaching or fair chance hiring. This year, our focus has expanded to students drawn from underserved communities in Harlem and Washington Heights. Spring instructor teams will teach the *Fundamentals of Entrepreneurship*, and *Getting to Yes* courses.

This initiative to teach incarcerated and formerly incarcerated people has been jointly developed by **Resilience Education, Hour Children, Osborne Association**, and the **Tamer Center for Social Enterprise** at Columbia Business School, with support of the **Center for Justice** at Columbia University. This year, we started working with students at **Justice Through Code**, a joint initiative of the Tamer Center and the Center for Justice, and Columbia's **Double Discovery Center**. MBA/EMBA students will be engaged in course teaching, mentoring/advising, and other curricular development projects.

TEACHING METHOD

MBA instructors use case studies to engage and to facilitate student dialog and role-plays on business concepts that are built around a narrative of someone facing a business, educational or personal decision. Students are frequently asked to take the perspective of the case study's protagonist, and discuss, "How would you solve this problem?" or role-play from the perspective of one party in the negotiations.

SAMPLE SPRING TOPICS TAUGHT

Getting to Yes: Building Agreements and Resolving Differences covers concepts drawn from *Managerial Negotiations*. Topics include:

- Where students will likely face negotiations and why it is worth improving problem-solving and consensus building skills;
- Similarities and differences between single-issue and multi-issue negotiation; and

- How to shape and lead conversations to achieve better outcomes (including deal terms, relationships, and acting according to your values).

Fundamentals of Entrepreneurship covers how organizations work and how to start a business or social venture, with the aim of producing a concise description and short pitch. Topics include:

- The importance of leadership and values for entrepreneurs;
- Marketing and selling;
- Strategy and business planning; and
- Business model generation.