

## B8580: REAP (Reentry Acceleration Program) Immersion Syllabus Overview

Spring 2022  
Wednesday 12:10 p.m. – 1:40 p.m.

### INSTRUCTORS

Sandra Navalli '03 (2M-9 Uris Hall; [sn2010@gsb.columbia.edu](mailto:sn2010@gsb.columbia.edu))

Adjunct faculty and Managing Director of the Tamer Center for Social Enterprise.

Daniel Ames (available by appointment; [da358@columbia.edu](mailto:da358@columbia.edu))

Ting Tsung and Wei Fong Chao Professor of Business

Damon Phillips (available by appointment; [djphillips@columbia.edu](mailto:djphillips@columbia.edu))

Former Lambert Family Professor of 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 August 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 incarcerated and formerly incarcerated people, or advising students on their career portfolio for employment. Spring instructor teams will teach the *Fundamentals of Entrepreneurship*, and *Getting to Yes* courses.

This initiative to teach and advise 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. We also teach formerly incarcerated students who have taken or have applied for **Justice Through Code**, a Python coding and interpersonal skills building course which is a joint initiative of the Tamer Center and the Center for Justice. 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?".

### 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.