

# **Report on the implementation of PRME at the University of Economics and Human Sciences in Warsaw 2020-2021**

PRME are six principles which ensure that business universities enable future leaders to gain the skills necessary to balance their economic goals with sustainable development. The present report comprises six chapters, each of which demonstrates how the University of Economics and Human Sciences in Warsaw is implementing said six principles.

## **1. Developing 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**

This chapter presents actions undertaken by the University in order to generate sustainable value for business and society at large, such as School of Business Practitioners and the project “Czas na Staż”. The endeavours to internationalise the University are also described, as well as the work of the Persons with Disabilities Bureau, which helps persons with disabilities to take up and continue their studies in order to include them in the life of the community.

### **1.1. School of Business Practitioners**

Within the framework of the project “University Closer to Business – A Complex Development Programme for the University of Finance and Management in Warsaw”, a unique programme will be created to ensure that students are taught in an effective and practical way. It will take the form of a 60-hour course titled “School of Business Practitioners”. The course will comprise 10 modules, each of which will include theoretical classes – lectures (3 hours) as well as practical classes – workshops (3 hours). In each field of study, 5 modules, adapted to the field in question, will be implemented. Fifty per cent of the classes will be conducted by highly accomplished practitioners in the given field. Classes will be conducted exclusively by renowned specialists and experts in the field, who will instruct the students on how to apply the knowledge they have gained in real work environment, in a way that is tailored to the current needs of the job market.

Participating in the designing of effective solutions, planning of projects and creating innovative ideas will foster students’ practical skills and allow them to gain work experience while they are still at university. As a result, it will facilitate their entry into the job market: prospective employers will gain employees with expert knowledge and desirable skills, while students will be able to obtain a satisfying job.

Within the “School of Business Practitioners” programme, a teaching model will be implemented which is based on practical stages of learning, including: workshops with practitioners, study visits, and high-quality internships. Practitioners will conduct lectures and

workshops using innovative methods and technologies: simulations, projects, and case studies in specially adapted classrooms (created within the framework of the project). Subsequently, they will familiarize students with real work environment during study visits and, in order to strengthen the effects of teaching – students will be offered high-quality internships which will prepare them to enter the job market.

In connection with this task, four modern classrooms have been created to enable students to experience real professional situations and to simulate processes typical for the work environment:

- a) a courtroom,
- b) a public speaking and press conference room,
- c) an interactive room,
- d) a room for simulating bank and financial processes.

### **1.2. “Czas na staż” project**

One of the tasks comprised in the project is organising 358 paid, high-quality internships in the fields of Administration, Finance and Accounting, Management, and Computer Science for students who started their studies in academic years 2020/2021 and 2021/2022. All internships will comprise 120 hours of tasks (a minimum of 20 hours of tasks per week). They will be aimed at students in their final two semesters of BA studies.

The objective of the internships is to increase students’ professional opportunities, and to prepare them to enter the job market. All internships will be conducted in specialised companies which have a long history of cooperation with the University of Economics and Human Sciences in Warsaw. Most of them will take place in Warsaw. The place of internship will be selected taking into account each student’s needs and competencies, while employers will ensure a high quality of the experience. Internships will be completed according to each student’s career path, which will enable them to gain adequate professional experience and to receive the most effective support available. Internships will be assigned to students in a transparent way in order to guarantee that they will be able to acquire new skills and experience in a new work environment. Internships will be directly connected with teaching effects postulated for the fields of Administration, Finance and Accounting, Management, and Computer Science.

### **1.3. Internationalisation of the University**

The University of Economics and Human Sciences in Warsaw extends its offer to foreigners who wish to study in Polish as well as in English. Table no. 1 shows the number of overseas students as compared to the total number of students in the years 2019-2021. In said period, the number of students exceeded 6,000. An increase in the percentage of overseas students is clearly noticeable. The number of foreigners studying in English more than tripled.

**Table: Changes in the number of students at the University of Economics and Human Sciences in Warsaw between 2019 and 2021**

Students	30.11.2019	30.11.2020	30.11.2021
Total number of students	6104	6223	6542
Overseas students	2963	3985	3030
including those studying in English	594	1425	2055

Source: own data

Among overseas students, the predominant part hail from former Soviet republics, such as Ukraine and Belarus. Some of our students also come from former Soviet republics located in Asia, such as Azerbaijan, Uzbekistan, Kazakhstan, or Tajikistan. Other students come from Africa, from countries such as the Congo, Zimbabwe, Kenya, Nigeria, Cameroon, South Africa, or Ethiopia. A substantial number of our Asian students hail from India. Changes in the number of overseas students as compared to the total number of students are clearly illustrated in Graph no. 1. In 2019, forty per cent of our students came from abroad. In 2021, overseas students constituted more than 45% of the total number of students. Between 2019 and 2021, the percentage of overseas students studying in English tripled. A detailed report listing the number of students per country constitutes an attachment to the present document.

**Table: Percentage of overseas students studying at the University of Economics and Human Sciences in Warsaw between 2019 and 2021 (in %)**

	2019	2020	2021
Students studying in Polish	21.9	22.9	31.4
Students studying in English	9.7	18.2	14.9

Source: own data

The University of Economics and Human Sciences in Warsaw has signed agreements with partner universities regarding dual degree programmes. The agreements enable us also to forge closer bonds with our partner universities, to organise projects together - such as international conferences or staff exchanges - and to exchange ideas. Currently, the University has dual degree agreements with the International Teaching University of Management and Communication Alterbridge located in Tbilisi, the Kazakh University of Economics, the Finance and International Trade in Kazakhstan, the International University of Kyrgyzstan in Bishkek, the East European University in Tbilisi, and UNI-PRIZREN in the Republic of Kosovo.

What is more, the University has also signed cooperation agreements with the following academic centres:

1. International Teaching University of Management and Communication "ALTERBRIDGE", Tbilisi- 20.07.2021- Collaboration Framework Agreement;
2. University "Fehmi Agani"- Gjakove-14.05.2021- Collaboration Framework Agreement;
3. Northern University, Armenia- 14.05.2021- Collaboration Framework Agreement;
4. "BEDER" University College, Tirana-13.05.2021- Collaboration Framework Agreement;
5. Euroasia International University, Yerevan- 11.02.2021- Collaboration Framework Agreement;
6. Universitas Islam Indonesia, Indonesia, 08.07.2021- Collaboration Framework Agreement;
7. European Scientific Institute, 10.09.2021- International MEMO of Understanding;
8. Universidad De La Frontera, Chile, 18.06.2019- Agreement of International Cooperation;
9. Universidad De Talca, Chile, 02.07.2019;
10. The American University of Central Asia, Bishkek, 30.04.2019- Collaboration Framework Agreement;
11. Caucasus International University, Georgia, 04.06.2019 - Collaboration Framework Agreement;
12. Azerbaijan State University of Economics, Albania, 08.07.2019 - Collaboration Framework Agreement.

### **Erasmus+ Programme**

Within the framework of the Erasmus+ programme, the University of Economics and Human Sciences in Warsaw enables students' mobility in order to complete their internships or work experience and to complete a part of their studies at universities abroad, as well as academic staff mobility in order to enable them to teach or train in other countries. Participants of mobility programmes receive a grant from the funds of the Erasmus+ programme. The current list of partner universities can be viewed at the website <https://erasmus.vizja.pl/uczelnie-partnerskie/>

Additionally, the University offers students the opportunity to visit a partner university as participants of a student exchange programme. The list of available countries includes, among others, Kazakhstan, Colombia, and Malaysia. Students do not need to cover any extra administrative fees and they continue to pay their tuition at their University; however, all other costs incurred in connection with the visit must be covered by the student.

## **International Classroom**

The International Classroom is a milestone within the internationalisation strategy of the University of Economics and Human Sciences in Warsaw. The aim of the project is to increase and develop intercultural competencies of the academic staff and of the students through international academic and business cooperation. The main objective is to engage students in purposeful interaction with diverse persons and ideas in order to foster a universal approach and attitude towards other people, develop their own personality and career, and increase their capacity of creating change. For the teaching staff, the International Classroom will serve as a platform for exchanging ideas, seeking research partners, or expanding their professional network.

The International Classroom project is aimed at achieving numerous purposes. Its main idea is to enable our students to expand their horizons, to promote the culture of integration and respect among all students, regardless of their cultural provenance and, obviously, prepare students to join the global job market. On the other hand, the project offers the teaching staff an opportunity to establish new professional relations and find partners for brainstorming.

### **1.4. “A Remarkable University” – a project conducted by the Persons with Disabilities Bureau**

The University of Economics and Human Sciences conducts numerous campaigns aimed at enabling its students and doctoral candidates with disabilities and special needs to fully participate in the process of education. The University’s Persons with Disabilities Bureau is a special unit concerned with accessibility which provides support in education of persons with disabilities and special needs. The Bureau is located in an easily accessible area and it guarantees the availability of all procedures, as well as privacy during appointments and consultations. The area where it is situated is free of all architectural barriers. The Bureau has its own website, where information can be found about forms and conditions of support available: [www.bon.vizja.pl](http://www.bon.vizja.pl). Participation in all forms of support provided by the Bureau is free of charge.

In 2019, 104 of the University’s students were persons with disabilities, including 26 persons with a mobility impairment who were able to walk, 9 persons with a mobility impairment who

were unable to walk, 16 blind persons/persons with a visual impairment, 14 deaf persons/persons with an auditory impairment, and 39 persons with other types of impairment (such as chronic illnesses, mental disorders, Asperger's Syndrome). In turn, in 2020, there were 96 persons with disabilities studying at the University, including: 22 persons with a mobility impairment who were able to walk, 7 persons with a mobility impairment who were unable to walk, 15 blind persons/persons with a visual impairment, 14 deaf persons/persons with an auditory impairment, and 38 persons with other types of impairment (such as chronic illnesses, mental disorders, Asperger's Syndrome). In 2021, 190 students with disabilities initiated their studies, including: 26 persons with a mobility impairment who were able to walk, 11 persons with a mobility impairment who were unable to walk, 19 blind persons/persons with a visual impairment, 16 deaf persons/persons with an auditory impairment, and 118 persons with other types of impairment (such as chronic illnesses, mental disorders, Asperger's Syndrome).

Apart from those persons, there are also students at the University with special needs, who also require the Bureau's support (such as persons suffering from anxiety, depression, or grieving after the death of a loved one). Those students, due to their external or internal characteristics, or due to their circumstances, must take extra measures or apply extra solutions in order to overcome their obstacles and be able to participate in various areas of community life as fully as other persons.

The measures undertaken by the Persons with Disabilities Bureau are described below.

#### **1.4.1. Support of a teaching assistant**

The assistant's help consists in providing ad-hoc aid in activities which students with disabilities or special needs are unable to perform on their own during classes, such as note-taking, doing activities or presentations, communicating, completing formalities at the faculty office or the Rector's office; they provide help during consultations with lecturers, thesis supervisors, and at the library; they help with copying or printing educational materials and provide help in other matters as required by students.

#### **1.4.2. Assistance of a sign language interpreter**

Sign language interpreters can support deaf students and students with an auditory impairment during all classes and exams included in the programme of studies and during cultural and

educational events organised at the University, as well as accompany said students while they complete various formalities at the University.

### **1.4.3. Specialised equipment for rent**

The Persons with Disabilities Bureau offers modern, specialised equipment for rent, which facilitates learning and access to information:

- Laptops with special software,
- Notebooks with special software,
- Tablets with special software,
- Amigo FM transmitters and receivers (to support students with auditory impairments),
- Braille typewriter,
- Electronic magnifying glasses,
- Digital voice recorders,
- Portable induction loops,
- Braille monitors.

### **1.4.4. Equipment for persons with disabilities**

The University has specialised computer stations adapted to various requirements of persons with disabilities and special needs. The University's library is equipped with four specialised computer stations.

All computer labs are equipped with computer stations adapted to the requirements of persons with disabilities and special needs. The computer stations also have specialised software to assist the blind and the deaf.

The University plans to purchase interactive boards and lecterns adapted to persons with disabilities and special needs (to be used in auditoriums) and multimedia kiosks and terminals, as well as to put up signs in Braille in its halls (in November 2021).

### **1.4.5. Support programmes for persons with disabilities**

One of the support forms offered to persons with disabilities are grants available to students who hold a disability certificate issued by a competent authority. All students with a disability may apply for such a grant; a grant is awarded to each applicant.

The University offers the possibility to participate in free-of-charge, individual consultations with a psychologist, psychotherapist, or life coach. Each session lasts approximately 50-60 minutes; they take place on the University premises or online. Psychological assistance is granted to students whose functioning in the academic community and in social life is for some reason limited or made difficult.

Another way in which the University takes care of its students with disabilities are physical education classes and gyms adapted to persons with disabilities. The University has created a Centre for Sport and Relaxation adapted to different requirements of persons with disabilities and special needs, which is to implement the “Iron Student” programme. The aim of the programme is to create conditions enabling persons with disabilities and special needs to do sport by opening sports sections adapted to their individual needs and interests. The Centre boasts four sports rooms: a fitness room, a corrective gymnastics room, relaxation room, and the main gym, where various physical education classes and sports activities (such as climbing, yoga, fitness training, Boccia) as well as individual and group sessions with physiotherapists and rehabilitators (such as corrective gymnastics or relaxation) will take place.

The University is currently in the process of implementing the “Gym for the Mind” programme, the aim of which is to foster concentration, logical thinking, learning and communication techniques, and mindfulness. It will give students an opportunity to take part in games and activities which stimulate the brain. Students with disabilities or special needs can take advantage of various educational and therapeutic games, chess for the blind, dice in Braille, tactile checkers, cards in Braille, and Rubik’s cube for the blind.

The University conducts awareness and inclusion campaigns, such as trainings in etiquette towards persons with disabilities and special needs, trainings in inclusive/intercultural education, courses aimed at raising awareness of issues concerning persons with disabilities and special needs, including persons with mental disorders, and rules of communication with them.

Students who, due to their disability or other obstacles, cannot fully participate in language classes are offered individual consultations with a teacher of their chosen foreign language. The consultations are conducted using methods and forms adapted to students' possibilities and needs.

One of the structures functioning at the University is the "Academic Housing Network", which offers students flats of varying surface and standard for rent. The offer is fully available to persons with disabilities and special needs, as the buildings and rooms are adapted to persons in wheelchairs. Persons with disabilities or special needs should notify the University of their needs and expectations (regarding architectural, technical, or transport facilities); next, together with the appointed coordinator, they select an appropriate room or flat. Each student's case is examined on an individual basis, and the University promptly reacts to the needs of persons with disabilities or special needs in order to ensure that their housing is fully accessible and adapted to their type of disability or special need. The University also supports students with disabilities by providing them with transportation from their accommodation to the University.

## **2. Incorporating into our academic activities, curricula, and organisational practices the values of global social responsibility as portrayed in international initiatives such as the United Nations Global Compact**

The organizational culture of the University of Economics and Human Sciences in Warsaw, in terms of programmes of studies as well as in organizational practices, is characterized by social responsibility. For example, in 2019 a new, modern building was inaugurated, holding both offices and classrooms, which makes it easier for students and teaching as well as administrative staff to perform their duties and which has a positive impact on its environment. The building is made of materials which comply with all the guidelines related to the impact on the natural environment. Materials ensuring the highest quality of thermal insulation were used, which allows us to minimize the amount of electricity we use. The whole building uses LED lighting, which, in addition to its feature of intelligent control, also helps to reduce power consumption. All ventilation systems recover heat, thanks to which less energy is necessary to heat the building. The building offers comfortable work conditions thanks to ergonomic chairs, benches, desks, desktops, as well as ventilation and air-conditioning. All rooms are equipped with modern audio and video equipment to support the learning process, such as projectors, projection screens, sound system (in bigger rooms). Computer labs are equipped with new and

modern computers, including systems for simulation of stock market processes. The building also boasts a cafeteria, where users can have a meal and spend their free time in an enjoyable way.

The University of Economics and Human Sciences in Warsaw undertakes actions aimed at eliminating cases of infringement of rights and discrimination. It is a friendly university, fully accessible for persons with disabilities and special needs. The University allows everyone to take part in the admission process, regardless of sex, age, disability, race, ethnic origin, religion or beliefs, or sexual orientation. The terms of admission are the same for all candidates, regardless of whether they are fully able-bodied, disabled, or have special needs. The rules for ensuring a full accessibility of the university at the stage of admission are established in the document entitled “A Support Programme for the Admission Process to BA, MA, Postgraduate, and Doctoral Studies at the University of Economics and Human Sciences in Warsaw for Persons with Disabilities and Special Needs”. The University has established guidelines for counteracting bad practices in the academic community, such as discrimination, plagiarism, infringement of principles of morality and social norms, etc., as well as terms and conditions of providing support for persons with disabilities.

The Rector of the University of Economics and Human Sciences in Warsaw has appointed a Rector’s Representative for Equal Treatment, who is responsible for:

- Striving to ensure equal treatment of women and men, preventing discrimination against students and employees of the University of Economics and Human Sciences in Warsaw.
- Promoting and publicizing good practices observed at the University, related to the fostering of equality and diversity, by raising awareness of the importance of the issue of equality.
- Helping in the development of academic careers of persons whose careers have been slowed down or restricted due to systemic reasons.
- Supporting parents who combine their professional careers with raising a family by broadening the offer of day care for young children through the development of infrastructure on the Campus.

- Initiating actions to raise awareness of the importance of respecting the equality principle, in particular, organizing meetings and trainings aimed at the academic community.
- Collaborating with NGOs which work to prevent discrimination of all sorts.
- Working to eliminate and mitigate the consequences of violation of the equality principle.
- Representing the Rector of the University of Economics and Human Sciences in Warsaw before institutions and NGOs which are concerned with equality issues.

The University has also created a Legal Clinic. Its objective is to provide legal advice, free of charge, to people facing difficult life situations who cannot afford to pay a lawyer's fee. The Clinic is a unit of the Law and Administration Faculty. It provides legal advice in administrative, criminal, and civil law cases. The advice is provided free-of-charge, using forms adopted by the Clinic, exclusively in writing. The Legal Clinic also organizes seminars and workshops for students who are involved in its activities, such as: professional ethics workshops, interpersonal communication workshops, extra seminars in law, and meetings with accomplished lawyers. Thanks to the Clinic, people in need of legal aid receive professional legal advice free of charge, while students, supervised by a staff member, gain valuable experience and knowledge. Students who provide legal advice are supervised and assisted directly by members of the teaching staff with a degree in Law.

One of the initiatives of UN Global Compact is to foster a preventive approach to environmental issues and to take up initiatives promoting a greater environmental responsibility. On 15<sup>th</sup> November 2021 at 1.30 pm, the University hosted EN-ROADS climate workshops aimed at its students. The workshops were conducted in English by Climate Hub Hamburg, which is a group of climate educators who believe that humanity can prosper in a sustainable way. Their goal is to help people understand the causes and methods of prevention of climate change, to enable participants to gain knowledge about factors impacting climate change as well as about solutions and possible ways of counteracting climate change, in a just and effective way, and of achieving international climate goals, as well as to motivate them to undertake actions to actively help the climate.

As an answer to another UN Global Compact initiative connected with the fostering of development and popularizing eco-friendly technologies, the University has implemented an integrated IT system for managing the University. The objective of the system is to enable

effective information management and circulation of documents, advanced analyses and exchange and presentation of data for students and employees. The system is used by all units comprised in the University's structure. In order to ensure its effective functioning and security, the system uses designated servers equipped with advanced backup systems. It enables, among others, presentation of data for students and lecturers through specially designed websites, which can also be accessed on mobile devices. Thanks to this system, the amount of paper used at the University has been greatly reduced.

### **3. Creating educational frameworks, materials, processes and environments that enable effective learning experiences for responsible leadership**

The University creates educational frameworks, materials which enable effective learning of responsible leadership by increasing the number of studying effects for particular fields of study in terms of social competencies planned in the syllabi, as well as by introducing changes to all study programmes, which consist in enabling students studying all fields to take part in classes on selected main issues of social sciences (first term) and interdisciplinary lessons for related fields of study (second term).

In order to accustom students to taking responsibility for their own career and to satisfy their expectations and preferences, the University has decided to increase the amount of available hours of elective courses. Thanks to this, students have the freedom to organise their own study programme, which becomes more flexible and open to the current needs of the socioeconomic environment.

All BA programmes of study involve a Social Sciences project related to the needs of the local or regional community. The project may be prepared by students individually or in groups of two or three. It is then presented before a committee during the diploma exam. It is a new initiative, the goal of which is to replace a written diploma thesis with a project having an actual impact on the student's environment, under the watchful supervision of the teaching staff of the University of Economics and Human Sciences in Warsaw.

The University has initiated a cycle of open lectures, which can be attended on its premises and are also available online, on modern social, legal, and economic problems. They are conducted

in order to promote science and its achievements, as well as scientists' work and scientific research and development.

New international teaching programmes offer 15,000 hours of workshops, lectures, and consultations for 400 students, among which there is to be a minimum of 90 foreigners. The subjects include issues related to modern methods of forecasting, innovative financial analyses, and modern trends in management. Classes will be conducted by several highly accomplished, as scientists and professionals, lecturers, hailing from abroad. Overseas students will receive, within the project, an additional support in the form of a monthly grant (1000 PLN per person), while students holding a certificate of disability will be able to rely on the assistance of the Persons with Disabilities Bureau. New, innovative programmes are adapted to the requirements of employers. During their time at university, students will gain practical knowledge and competencies which are highly sought after on the job market and, as graduates of our University, will be given a competitive advantage.

Last year, on the occasion of the University's 20<sup>th</sup> anniversary, the first edition was held of the competition organised by the University under the name "Złote Indeksy". The participants were required to write an essay on a topic related to the current environmental situation. This year, participants have been asked to plan and write an essay on the following topic: "Social media – the chances they offer and risks they pose". The competition is aimed at this year's high-school graduates who are planning to take up university studies. The winner will be awarded a discount of 100% on the tuition fee of the University of Economics and Human Sciences in Warsaw.

**4. Engaging 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**

The involvement of the University's employees in conceptual and empirical research is manifested in their research into the area of Social Sciences, which is often of a holistic and interdisciplinary nature. Much of it concerns issues of management in Polish and global companies, leadership and human resources management, internationalisation and globalisation strategies, entrepreneurship and business ethics, marketing management, financial decision-making and finance management, the economic growth of Poland and other EU countries, or

the impact of modern technologies on management. The results are published in renowned Polish and international journals and scientific monographs, as well as presented during key national and international conferences and scientific seminars, such as the International Business Information Management Association Conference (IBIMA), The International Conference “Global Economy and Governance”, and “Conference of Entrepreneurs and Entrepreneurship Challenges and Opportunities”. Employees who teach Management students occupy positions of responsibility in national and international committees (for example, in the Scientific Committee of the Polish Academy of Sciences), councils of 17 scientific journals (such as “Przeгляд Organizacji”, “Studia BAS”, and “Contemporary Economics”), as well as in various public institutions and management and supervisory entities (for example, at PKP Cargo S.A.). In the ranking of universities published by Perspektywy publishing house in 2020, the University of Economics and Human Sciences in Warsaw was ranked 6<sup>th</sup> among all non-public universities in Poland, while in the category “Participation of best-qualified individuals in the teaching staff” the University was ranked 1<sup>st</sup> among all universities functioning in Poland. What is more, since 2007, the University has published, in English, an international scientific journal titled “Contemporary Economics”, which deals with issues relating to economics and financing, as well as management and quality sciences. The quarterly is listed as a scientific journal, 100 credits are awarded for a publication printed in it, and it is also listed in the databases Web of Science and Scopus (for more information, please visit <https://ce.vizja.pl>). The articles published are subsequently used by teachers to educate students and by students to prepare their diploma theses, mainly during their MA studies.

More and more members of the research and teaching staff working in the field of Management publish their articles in scientific journals with a high impact factor and take part in prestigious international scientific conferences, which allows them to popularise the results of their research in other countries. A good example of the University’s international involvement is also the second edition of the prestigious international conference “Challenges of the Contemporary Economics”, hosted by our University in the academic year 2019/2020, amid the coronavirus pandemic.

- 5. Interacting 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.**

On 1<sup>st</sup> October 2020, a Business Council was formed, the main objective of which is to forge a close, permanent research and didactic cooperation between the University and the business environment: companies, associations, such as those of employers and employees, governing bodies and NGOs. As a result, the University has been able to adapt its scientific, research, and teaching activities to the requirements of companies and employees and exchange know-how with the socioeconomic environment, as well as to adapt graduates' knowledge and skills to employers' expectations. The Business Council participates in creating and evaluating objectives and effects of learning, as well as in evaluating and improving teaching programmes in the field of Management in order to adapt them to the needs of the job market and to improve the quality of teaching. Its mission is to bring members of the research and didactic community and the business environment, as well as public institutions, together. Members of the Council also strive to establish adequate forms of cooperation in order to rationally use the resources and potential at their disposal to enable them to reach a balance between the partners' needs. The Business Council also organises activities which foster the shaping of competencies.

As for the University's cooperation with external stakeholders, it involves, among others, formulating opinions and recommendations regarding the adjustment of the educational offer to the requirements of the job market, including: consulting programmes of studies with the socioeconomic community, opening specializations which meet the needs of the external environment, forging a closer link between the teaching process at the University and economic practice by conducting classes based on case studies, designed in collaboration with practitioners, guest lectures conducted by practitioners, etc.; conducting research for the needs of companies, conducting research projects together, preparing expert opinions, providing advice to the socioeconomic community; supporting and participating in the selection of topics of diploma theses; facilitating access to reference materials for theses; formulating recommendations regarding organisation, on request of other entities, of competitions for authors of diploma theses created within the framework of classes such as, in particular, diploma seminars, whose results are passed on to ordering parties; collaborating in the designing of teaching materials based on real business practice, exchanging innovative ideas, experiences, and establishing professional relations thanks to, among others, students' visits at various organizations; collaborating in organizing work experience and internships for students; undertaking joint initiatives to bring together science and business by organizing conferences and seminars and otherwise promoting the idea; organizing trainings and postgraduate studies meeting the needs of the socioeconomic community (both open and closed).

Our socioeconomic partners include representatives of business and NGOs who have been actively collaborating with the University since 2020, such as Grupa Cichy-Zasada, DrWeigert Polska, Innovation Group Poland, PIAP Space, Grupa Pracuj sp. z o.o., Admedic sp. z o.o., Business Centre Club, Centrum Edukacyjne Żelazna, Polska Federacja Stowarzyszeń Zawodów Nieruchomościowych, K.O.T. sp. z o.o., Soft – Biuro Usług Informatycznych, PORR S.A., and other independent partners and consultants.

For a few years now, and also in the current academic year 2020/2021, the University has collaborated with other groups of external stakeholders apart from those hailing from the business environment. They include, among others, representatives of institutions of secondary education, local authorities, Warsaw Regional Bar Association, Ombudsman for Children, Central Prison Authority, Children’s Friends Association, Legal Clinics Foundation, and Polish Badminton Association.

In the academic year 2020/2021, the University collaborated with its stakeholders within the framework of student work experience. Our partners were, among others, the National Institute of Telecommunications, TE Vizja High School with Bilingual Classes, the Office for Foreigners, N42 Sp. z o.o.; the Department of Retirement and Pensions of the Ministry of the Interior and Administration, Mamiński & Partners Sp. K.; “Przystań” Psychological and Pedagogical Counselling Centre, Centre for Education and Development, Association of Therapists – Centre for Social Integration, John Paul II Centre for Rehabilitation for SM Patients in Borne Sulinowo, Non-Public Psychological and Pedagogical Counselling and Rehabilitation Centre of the Vizja Educational Association, international kindergarten “My First Academy” of the Vizja Educational Association; Cargo Connect; Innovation Group Poland.

Additionally, in the academic year 2020/2021, the University held various meetings with business practitioners. For instance, in December 2020, Management students were invited to a meeting with representatives of Danone. The topic concerned marketing in pandemic times and the Mars Open Talks event, which involves a cycle of meetings dedicated to careers in the FMCG industry.

In the academic year 2020/2021, the University also hosted guest lectures conducted by practitioners. For example, at Business Link at the National Stadium a lecture was given by Paweł Darmochwał, the topic of which was “Proposal of Value in Theory and in Entrepreneurial Practice”. Another lecture, given by Professor Andrzej Blikle, concerned management in teal organizations.

**6. Facilitating and supporting dialog and debate among educators, students, business, government, consumers, media, civil society organisations and other interested groups and stakeholders on critical issues related to global social responsibility and sustainability**

One of the measures undertaken by the University in order to promote dialog related to sustainable development and social responsibility were the EN-ROADS climate workshops, described in an earlier part of the present document. They took place on 15<sup>th</sup> November 2021. Almost forty people participated in the workshops, those being students of the University of Economics and Human Sciences and students from several of Warsaw’s high schools with which the University collaborates.

The exchange of experiences and promotion of dialog with representatives of business has been made possible, among others, by the creation, in 2020, of the Business Council. Its objective is to bring together the research and teaching community on the one hand and business community and public institutions on the other, and to find a way of collaboration which will allow for a rational use of the resources and potential available in order to ensure a balance between the partners’ needs.

The University often takes the initiative, trying to expand and nurture its network of contacts within its environment. The University serves the local community by making its library resources available to the public. The users are mostly inhabitants of the Wola district, where the University has its premises. On its Youtube channel - <https://www.youtube.com/c/AEHwWarszawie> – the university shares webinars available to all interested Internet users. They mostly concern social issues from areas such as law or psychology.

## Attachment

**Table 1. List of countries of origin of students of the University of Economics and Human Sciences as of 30/11/2021**

Country of origin	Number of students
Poland	3512
Ukraine	666
Turkey	418
Azerbaijan	351
Uzbekistan	309
Belarus	216
Zimbabwe	179
Rwanda	102
Kyrgyzstan	92
Nigeria	78
Tajikistan	62
Russia	51
India	49
Ghana	41
Ethiopia	38
Kazakhstan	36
Syria	29
Burundi	26
Turkmenistan	21
Mozambique	20
Kenya	18
Democratic Republic of the Congo	17
Cameroon	16
Republic of South Africa	15
Morocco	14
Algeria	12
Tanzania	12
Vietnam	10
Georgia	7
Yemen	7
Uganda	7
Saudi Arabia	6
Iraq	6
Iran	6
Congo	5
Sierra Leone	5
Italy	5

China	4
The Gambia	4
Norway	4
Romania	4
Bangladesh	3
Egypt	3
Guinea	3
Spain	3
Jordan	3
Mali	3
Portugal	3
Sri Lanka	3
Zambia	3
Dominican Republic	2
France	2
Lithuania	2
Malawi	2
Germany	2
Pakistan	2
Somalia	2
Afghanistan	1
Albania	1
Armenia	1
Brazil	1
Philippines	1
Gabon	1
Colombia	1
Kuwait	1
Liban	1
Macedonia	1
Malaysia	1
Morocco, Ukraine	1
Mongolia	1
Palestine	1
Central African Republic	1
Swaziland	1
Sweden	1
Thailand	1
Taiwan	1
Hungary	1
Great Britain	1

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**Source: own data**

