



## PRINCIPLES FOR RESPONSIBLE MANAGEMENT EDUCATION (PRME)

### SHARING INFORMATION ON PROGRESS (SIP) REPORT

2017 – 2019

**PRME**

This is our **Sharing Information on Progress (SIP)** Report on the Implementation of the **Principles for Responsible Management Education**

Authors:

Mikolaj Pindelski, PhD, head of Center for Sustainable Research in Business at SGH

With sound support of:

Jacek Prokop, Professor, Vice Rector for International Relations

Rafał Mrówka, Professor

SGH Warsaw School of Economics

January 2020

## A message from the Rector

As the first Polish university signatory to PRME, I am delighted to reaffirm our lasting commitment to the Principles for Responsible Management Education.

Since its foundation, SGH Warsaw School of Economics has been educating generations of transformative, socially conscious leaders who have shaped Polish economic and political landscape and has served as a center of research excellence, advancing knowledge and contributing to social development.

Rich with over a century of experiences, we recognize that in today's global environment our responsibility to students, business community and a society at large is greater than ever. Sound, sustainable and socially sensitive management is key to effectively addressing complex challenges faced by the global community. Here at SGH, we embrace these values and place them at the core of our activities, infusing them into our curricula, research and outreach programs.

Our aim for the future is to become a regional leader in responsible management education and research, supporting business community and policy-makers in seeking solutions to new societal challenges while promoting PRME principles among higher education institutions in Central and Eastern Europe.

In this SIP report which I am pleased to share, we summarize how SGH Warsaw School of Economics has been adopting PRME principles since the last report in 2017.

*Prof. Jacek Prokop PhD, hab.  
Vice-Rector for International Relations*

## Table of Contents

A message from the Rector .....	2
About SGH Warsaw School of Economics.....	4
Principle 1: Purpose.....	10
Principle 3: Method.....	18
Principle 4: Research .....	22
Principle 5: Partnership .....	23
Principle 6: Dialogue.....	23

# About SGH Warsaw School of Economics

Established in 1906, SGH Warsaw School of Economics is Poland's leading university of economics and management enrolls over 12.000 undergraduate and graduate students offering them a broad range of more than 1.200 courses conducted both in Polish and in foreign languages. Addressing new market demands and aiming to further increase its graduates' employability, SGH has developed a suite of full-time English programs:

- Bachelor's programs
  - Global Business, Finance and Governance
  - International Economics
  - Management
  - Quantitative Methods in Economics and Information Systems
- Master's programs
  - Advanced Analytics – Big Data
  - Finance and Accounting
  - Global Business, Finance and Governance
  - International Business
  - International Tourism, Hotel Management and Leisure Services
- PhD program
  - Management and Economics

Szkoła Główna Handlowa w Warszawie (SGH Warsaw School of Economics) is the oldest business and economics university in Poland. Today, the SGH Warsaw School of Economics is an autonomous state institution well positioned within the higher education system in Poland. SGH offers courses leading to Bachelor's and Master's degrees for both full-time and extra-mural students. It caters for needs of talented, and knowledge seeking Polish and foreign students. SGH has the right to confer the Ph.D. degree as well as the degree of habilitated doctor (doctor habilitatus) in management economics and finance. Graduates of SGH and of other universities in various disciplines of economics and management are offered doctoral and postgraduate programs.

Along with excellence in teaching, reflected by a growing number of international accreditations received, SGH is renowned for its research activity. The School's 700 faculty conduct leading research in areas linked to economics and management. Increasingly internationalized, research activities are carried out in multinational groups, international academic partnerships and through European-financed grants allowing us to bring the deeply researched as well as very recent knowledge and global awareness into the classroom.

Embracing globalization processes, SGH continues to strengthen its efforts in building a truly international academic community, here in Warsaw. The School is one of the leaders in student

mobility annually hosting over 400 international students from more than 60 countries. 6 double degree programs, 5 Erasmus Mundus projects, the CIEE program and two summer schools in English and in German are among many of our international initiatives. In addition, the School is a proud member of the CEMS Master in International Management global program, consistently ranked by the Financial Times among Top 10 Master's in Management programs.

SGH Warsaw School of Economics is the best Economic university in Poland according to Polish rankings and one of the leading business schools in the CEE region. SGH Warsaw School of Economics is an internationally recognized institution, whose graduates and faculty members are among ministers and top advisors committed, throughout the decades, to the development of Poland. Through its participation in various international initiatives (such as research and educational projects as well as memberships of international organizations and networks) SGH has built an international reputation for its innovative approaches to business education.

In recognition of its international reputation SGH has been invited and is an active member of two very prestigious, global network organizations:

- PIM (Partnership in International Management) which is the oldest network of 65 top business schools worldwide fostering student exchanges since 1973,
- CEMS – Global Alliance in Management Education network of 32 leading business schools and over 70 corporate and social partners that offer a joint Master's in International Management Program (CEMS MIM). CEMS MIM is ranked #8 in the FT Ranking of MSc Management programs in 2019. The Other MSc program run by SGH is ranked #58, 2019.

Apart from being member of CEMS (since 1998), PIM (since 2001) and EFMD (since 2001), AACSB (since 2017) SGH Warsaw School of Economics is also an active member of other organizations and networks such as: the EUA (European University Association), EADI (European Association of Development Research and Training), IIE (Institute of International Education), CIRET (Centre for International Research on Economic Tendency Surveys), SAR Network (Scholars at Risk Network), EDAMBA (European Doctoral Programs Association in Management and Business Administration), EUCEN (European Universities Continuing Education Network), BUP (Baltic University Program) and Santander Universidades network.

SGH Warsaw School of Economics is also involved in several joint and double degree programs and exchanges with over 300 partner universities (exchanging each year over 500 students each way). At the moment SGH offers 12 master's and 4 bachelor double degree programs in conjunction with international partners.

**The School seeks to provide students with the latest knowledge, solid working skills and a sense of responsibility to the society.**

Within the teaching environment ethical content is provided. It is honest and compatible with academic values. The process is also subordinated to the principles based on mutual respect. Academic staff is expected to deliver programs which are based on current achievements of science and are considered to provide relevant knowledge in the field of economics, management and the other supporting disciplines. The quality and relevance of programs is monitored by the Senate Curriculum Committee. The teaching process is monitored by the Senate Didactic Committee. The principles and procedures are described in the SGH Statute. The Statute is voted by the SGH Senate (quorum and a 2/3 threshold is needed for any change). Before the implementation of all procedures and regulations their compatibility with the operations and administration of the entire SGH fraternity are controlled through the procedures and measures written in the SGH Study Rules outlining and describing the organization of studies.

The ethical behavior in research is regulated by general norms which are written in respective parliamentary acts and ministerial regulations. Internally, SGH monitors the implementation of all these administrative procedures according to the law and through the establishment of committees at the university and college level to monitor research activities, and react in the case of any suspicious unethical behaviors. Persons subject to sentence by these bodies are able to appeal.

The ethical behavior in the area of administration is embedded within the SGH Organization Rules. They clearly describe the duties and obligations as well as appropriate measures. The employees' rights are also protected by them and these reflect in the case of possible incidents, evaluation and promotion. At SGH there are three trade unions which are able to represent every employee. During the current term there has only been one intervention.

These principles and instruments guarantee that SGH is responsible in all the foreseeable and unforeseeable dimensions. SGH is an institution which is responsible in offering its teaching and expert services based on sound research and the implementation of the newest research achievements. SGH is responsible for the trust of students who invest their time and efforts in studying. SGH is also responsible for the trust of the state, the funds from which allows SGH to function. This responsibility is a result of the SGH mission which reflects the aspiration to create alumni who will participate in building the Polish economy, who are capable of ensuring the development of the country and its significant position in the world.

The sustainability of the responsible SGH ethical dimension is proven by 110 years of outstanding achievements in difficult times and sometimes under very dramatic circumstances even. This is a result to the obedience of the rules with regards to the highest academic standards. SGH has introduced and included in its Statute the above mentioned strong mechanisms which stabilize the high quality of the teaching and research processes through the principles of honest research critique, knowledge-based

teaching offered accordingly with students' preferences and aspirations, and finally – a transparent and accountable institutional management.

The principal highlights of the SGH's mission and objectives are as follows:

1. in education:

- to sustain and improve implementation of the Bologna Declaration;
- to offer best quality education to students with above-average academic credentials (thus the number of students admitted to SGH is limited);
- to focus on graduate studies;
- to develop quality of doctoral studies including limited admissions to outstanding candidates;
- to expand postgraduate studies, including MBA programs;
- to continue offering core education subjects of economics, for which the School has attained an international reputation.

2. in research:

- to conduct fundamental and applied research in management and in economics regarding the PRME principles;
- to sustain the upgrading process of the research infrastructure (library resources, digitalization and network access of the School);

3. in relationship to public and private sectors:

- to involve the faculty and staff in enhancing cooperation with private and State economic and social institutions, as well as leading corporate entities;

4. in internationalization:

- to promote the international dimension through increased exchanges by faculty, support international networks of researchers including SGH faculty, increasing mobility of students;
- to compare and benchmark the School's programs with those of renowned European and international schools highly ranked in international and global context;
- to actively participate in the creation of the European academic networks and areas of common academic work.

SGH Warsaw School of Economics' main goal is to remain the best economics and business University in Poland and become the best high education institution in the field in the CEE region. We intend to achieve this goal by meeting the following objectives:

- ▶▶ Quality of teaching – in order to achieve this objectives the School is systematically evaluating its professors' performance.
- ▶▶ Internationalization is the primary development strategy for SGH and the university's policy focuses on adding an international dimension to all aspects of its operations. SGH has developed several international programs taught in English at the bachelor, graduate, postgraduate and doctoral levels. Between 2010 and 2016 the number of foreign students enrolled in SGH more than doubled.
- ▶▶ Ethical behavior: The SGH puts a great deal of emphasis on ethical behavior of our students and staff. In our curriculum, we have more than 30 lectures on ethics, above 20 lectures in Polish and 15 in English, obligatory course on academic behavior and University rules dealing with issues of ethics in different economic and university contexts. Several books on ethics authored by SGH faculty impact a wide extramural audience promoting ethical attitude in professional life. To strengthen this impact, we have organized conferences tackling ethical problems. External regulations (legal) are rigorous and provide stringent procedures in cases where unethical behaviors occur at universities.
- ▶▶ Social responsibility activities: Within the framework of social responsibility SGH Warsaw School of Economics has developed several programs such as University for Seniors, University for Children, University for Teenagers (under university age)
- ▶▶ Continuity: SGH Warsaw School of Economics strategic objective is to ensure its continuous development under the conditions of unfavorable demographic trends similar to other European countries.

To conclude SGH Warsaw School of Economics strategic objectives can be summarized as follows:

- ▶▶ In the short-term is to maintain the very strong reputation and branding, SGH Warsaw School of Economics currently enjoys in the Republic of Poland and CEE countries.
- ▶▶ In the medium-term strategic objective is to upgrade the School's branding and image widely internationally where its current reputation is to be developed and sustained. The international accreditations, those already acquired by the School (CEEMAN, CeQuint, ACCA, AMBA) as well as those that we are currently striving to acquire (AACSB, EQUIS) are, in our opinion, pre-requisites to achieving the above strategic objectives.

It is also to be mentioned, that the recent SGH mission, accepted by the SGH Senate and the SGH community reflects our deepest engagement in the social issues and ethical behavior.

## **Mission of SGH**

*SGH Warsaw School of Economics is an innovative economic university that develops intellectual potential and creates leaders in response to the challenges of the future. It is an influential center for academic research, new ideas and initiatives undertaken by the academic community and alumni, as well as by business representatives, NGOs and public administration. As an autonomous and socially responsible university, SGH promotes ethical citizenship through its teaching, research and social engagement activities.*

## Principle 1: Purpose

*We will develop 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.*

*We are still improving and incorporating next steps and quality levels of the values of global social responsibility into our academic activities and curricula as portrayed in international initiatives such as the United Nations Global Compact., PRME related activities and*

SGH has long been committed to educating global citizens and leaders. We equip our students with the newest knowledge and skills to prepare them for challenges of the global economy while fostering in them a sense of social responsibility and a commitment to civic service. These values, directly resonating with PRME principles, guide our growth and everyday activities of all the SGH community members.

Promotion of responsible management education is key element of SGH Warsaw School of Economics strategy. We do it on every level of education feeling responsibility for changing attitudes connected with these issues in the society. Because of that we organize and co-organize:

- University for Children
- University for Teenagers
- Polish National Entrepreneurship Contest for Teenagers (as the main partner)
- University for Seniors.
- Science Festival offering open lectures for everyone.

Topics connected with sustainable development and social responsibility of business are parts of curricula in all these forms of education.

In order to ensure that students develop an understanding of global social responsibility, sustainability and ethics, SGH has introduced curricular changes into the existing programs as well as has designed a new curriculum dating from 2012 with launching and since that moment now developing of new interdisciplinary specialization as part of the School's graduate portfolio **Eco-innovations in the urban regeneration projects** which comprises 6 created courses:

- Eco-cities
- Green project funding
- Green urban regeneration projects

- Making the 21st century cities
- New models of urban entrepreneurship
- Planning and management in eco-cities

In the academic years 2017-2019 it launched several programs and classes on sustainability and social responsibility in business and public administration. The course is also offered online (e-learning). Several trainings have been also offered to faculties and staff members.

Starting from 2018 SGH has prepared an e-learning course in Corporate Social Responsibility and made it mandatory for all students. The course comprises the following thematic modules:

- The Origins and Evolution of Corporate Social Responsibility
- Theoretical Framework; Social Responsibility and Dialogue with Stakeholders
- Business and the Natural Environment
- NonFinancial Reporting
- CSR in Organisations
- Diversity Management.

On e-sgh (our e-learning platform) we offer two e-learning courses in Diversity: Moreover, the University has prepared two e-learning courses in the field of diversity - a diversity training course: The Principle of Gender Equality and Equality of Opportunity - for employees participating in EU projects and the training course Equality and Diversity in the Contemporary World - Impact on the Teaching Process, a course for students of the Pedagogy program and young teachers.

Sustainable development issues are an important part of curricula in our executive education programs, too (in MBA and postgraduates studies).

Last period SGH continues to strengthen its efforts in building a truly international academic community, here in Warsaw. The School is one of the leaders in student mobility annually hosting over 800 international students from more about 50 countries (among them we have students from poor countries or from areas of armed conflicts e.g. east Ukraine, Syria, Pakistan, Iraq). Double degree programs, Erasmus Mundus projects, the CIEE program and several editions of summer schools in English and in German are among many of our international initiatives, enabling this process. Between 2012 and 2019 the number of foreign students enrolled in SGH more than doubled.

We are leaders in researches connected with CSR and sustainable development in Poland. In 2016 we established a Research Center of Responsible Business transformed into the Center for the Research on Sustainable Business, which is dedicated to conduct researches and organize conferences about CSR, sustainability and ethics in business. Every year we organize a plethora of national and international conferences on Corporate Social Responsibility in different areas of academic research eg. in the new economy, accountancy, management, finance, marketing.

Also our students are leaders of many social activities. We have more than 60 active students clubs and organizations (as for October 2019), all of them fulfilling important role in their environment. Most of this organizations organize social projects. Among them are e.g.:

- OIKOS Warsaw,
- CSR@SGH – the biggest students CSR project in Poland, active partner of main CSR-promoting NGO Forum of Responsible Business,
- Student research organization of the Relationship with the East,
- EkoStudent days,
- Enactus and Enactus International Competitions gathering more than 70 students from SGH and more than hundreds from foreign universities to work on solving ecological problems in business,
- Aegee co-organizing NGO's days at SGH aimed at development of awareness of ecological and social issues among NGO's.

This environment gives a possibility and opens routes to our students and other stakeholders to dive in sustainable world. It creates new way of thinking of society leaders taught by us.

**Progress made in last 2 years:** We continued processes started earlier, but number and scale of activities have significantly increased. Proof of that is greater number of international students, especially from countries facing military conflicts (e.g. Ukraine), higher number of students initiatives, starting new projects e.g. the Research Center of Responsible Business, embedded social issues into several educational programs, courses and researches.

## Principle 2: Values

*We will incorporate into our academic activities and curricula the values of global social responsibility as portrayed in international initiatives such as the United Nations Global Compact.*

In order to ensure that students develop an understanding of global social responsibility, sustainability and ethics, SGH has been introducing constantly curricular changes into the existing programs.

On the undergraduate level, topics strongly related to PRME principles are included in the first-year core course taken by all students: *Economic and Social Policy* and the online course on *CSR and Sustainability*. Furthermore, new courses in Sustainable Development are being created, sustained and developed.

At the graduate level, *Business Ethics* course forms part of the core curriculum in Master's program in Finance and Accounting and in International Business. Two new core major course have been developed and sustained to broaden students' knowledge on social and economic sustainability: *International Leadership and Natural Environment* and *Energy: International Conflicts and Challenges*.

The range of elective courses linked to PRME principles is growing and currently includes, among other, following undergraduate and graduate courses:

- Responsible investing in real estate
- Challenges of CSR (Corporate Social Responsibility) in practice
- Climate Change Policy and UNFCCC Model
- Environmental Economics
- Environmental Policy of the European Union
- International Environmental Protection
- Ethics and Institutions in the Global Economy
- Globalization and Regionalization in International Relations
- International Business Ethics
- International Environmental Protection
- Sustainable Development

The courses are taking on importance among our faculty and students who got involved in its development. Several faculty and students take active part in the transfer of the courses insights into the business life by eg. inviting business guest speakers and organizing practical in-company

classes for students. SGH pays a sound attention to its development and accordance to the newest achievements in the field of sustainability, ethics and responsibility issues.

As we believe that our coursework has to complement our role of integrating education, business and society numerous other courses, such as *Organizational Behavior*, *Marketing Strategies and Negotiations*, *Transnational Corporations and Transition in Central and Eastern Europe*, *Business Leadership* focus on the importance of PRME principles, debating CSR topics with students.

The salience of social responsibility is also broadly discussed in many postgraduate diploma programs, which all together enroll over 5.000 professionals. Examples of such include *Ethics in Marketing*, *Institutions and Ethics in International Competitiveness*, *Ethics in Administration*, *Public Relations*, *Ethics in Coaching and Corporate Social Responsibility in Business*.

The matters related with sustainable development, social responsibility and business ethics are increasingly dealt with in several courses in SGH MBA Programs, too. The growing importance of these issues in MBA Programs curriculum is a result of including them in the mission statement of SGH Warsaw School of Economics.

Examples of programs related to PRME Principles being offered and developed at SGH:

#### I. Global Business, Finance and Governance

In 2017 the new program *Global Business, Finance and Governance* on bachelor and master level was established. Since that moment it is developed and embedded into our academic life. As the teaching results, graduates are to be aware of the global dynamics of trade and markets shaped by the forces of globalization and appreciate how they affect both individual organizations and entire country-level economies. They are to understand the transnational cooperation and marketing demands facing organizations operating internationally. Thanks to the course students acquire skills enabling them to perform essential financial and marketing analyses as required in business, governmental and non-governmental organizations. The program aims to prepare for entry level and junior specialist jobs in financial, sales, logistics and marketing departments of business and non-business organizations including NGO's as well as central and local governmental entities. In the areas named by PRME Principles, as results of teaching the course, the alumni:

- Obtain the knowledge on methods of CSR oriented business environment analysis. Have the broad scope of analysis including institutional, cultural, legal and technological environmental dimensions concerning local societies and their needs.
- Are familiar with global and local corporate best practices, including CSR activities and practices.
- Possess sound awareness and knowledge on sustainability and sustainable business development and its requirements.
- Are sensitized to ethical issues in particular within business environment.

- Are able to interpret and make use of CSR related rankings.
- Have knowledge on entering developing and emerging markets' strategies with regard of local societies needs.
- Understand social leadership and its application to NGOs.

The study path of the course in PRME Principles is aimed at shaping managerial skills in the areas:

- Work and cooperation within interdisciplinary and intercultural teams.
- Organization of work and effective communication within both high and low contextual environments.
- Lead "win-win" negotiations following the fair play rules with fully respecting negotiations partners.
- Diversity management.
- Implementation of sustainable development in all the industries.
- Understanding and ability of interpretation of CSR, ethics and sustainability biased stock exchange indexes (eg. RESPECT GPW S.A.).

Competences socially valuable to PRME and gained by the GBF&G alumni during the study path:

- Openness to different cultures understanding.
- Elimination of the SRC syndrome (self-reference criterion).
- Ability to work individually, self-actualization, critically analyse information from a variety of sources.
- Ability to act on both strategical and tactical levels on emerging markets (BRICS in particular).
- Ability to make decisions ethically and socially driven in global scope.
- Ability to implement ethical, socially responsible and sustainable rules and patterns in company's life in the international scope.

On the basis of the success of that course several other courses are to be shaped, developed and implemented into SGHs curricula.

## II. Eco-innovations in the urban regeneration projects

In 2015 the project **Eco-innovations in cities** was continued. „Eco-innovations in cities” is a project commissioned by the Polish National Center for Research and Development in the frames of the European Union grant to SGH Warsaw School of Economics. The aim of the project was to create a teaching program on green and socially responsible innovations in cities. The one-year program entitled „Eco-innovations in the urban regeneration projects has been created and includes following topics:

1. Eco-cities
2. Green urban regeneration projects

3. Green project funding
4. Planning and management in eco-cities
5. New models of urban entrepreneurship
6. Making cities of the 21st century

Since that moment the course is developed and sustained among SGH curricula. The main objective of this specialization is to enhance students' knowledge on eco-cities and give them sufficient information and discuss case studies on the subject – how these cities should planned, developed and managed. It is achieved by:

- Developing course in the blended-learning system with up to date case studies about green/sustainable urban projects focused not only on buildings, but also on transportation, society and other issues concerning temporary cities;
- Organizing a one-month apprenticeship for all MA students taking part in the project in companies and organizations active in the field of eco-innovations in Poland and offering 10% of the best students internships in academic research units across the EU.

Project was supported by academics from Florida Atlantic University (USA), Idaho State University (USA), Northeastern Illinois University (USA), and Fontys University (Netherlands).

### III. Responsible management – e-learning

The e-learning course established in 2016 and commenced in 2017 on *Responsible management* in cooperation with University of Illinois, Springfield USA, is being developed and takes sound place in our curricula.

As we believe that our coursework has to complement our role of integrating education, business and society numerous other courses, such as *Organizational Behavior, Marketing Strategies and Negotiations, Transnational Corporations and Transition in Central and Eastern Europe*, focus on the importance of PRME principles, debating CSR topics with students. We nominated Mikolaj Pindelski, PhD, one of our faculty to become a head of board of the PRME CEE Chapter to undertake activities supporting PRME principles implementation in education in Central and Eastern Europe Region. SGH made him responsible for PRME – SGH further cooperation and CSR teaching programs development.

The salience of social responsibility is also broadly discussed in many postgraduate diploma programs, which all together enroll over 5.000 professionals. Examples of such include eg. *Socially Responsible Sales Management, CSR and CSV in management, CSR in coaching, Ethics in Marketing, Institutions and Ethics in International Competitiveness, Ethics in Administration, Public Relations, Ethics in Coaching and Corporate Social Responsibility in Business*.

As we recognize the need to broaden our curriculum towards PRME areas of focus even more, one of our objectives for the future is further integration of sustainability and responsibility themes into all our business curricula.

It is being introduced a public power use monitoring system to reduce the use of power and the carbon footprint of every department and entity within SGH.

SGH revitalizes also its surroundings turning it into green fields though these are not the property of SGH but the municipality. The field is open to public and local society.

**Progress made in last 2 years:** We developed, enlarged and sustained numerous obligatory and complimentary courses connected with PRME principles on every level of education SGH provide to Polish and international students. We increased importance of teaching topics connected with PRME principles in executive MBA programs. We started new programs of studies closely connected with sustainable development. We provide sound support to embedding PRME values into teaching, research and academic life of SGH.

As we still recognize the need to broaden our curriculum towards PRME areas of focus. One of our objectives for the future is further integration of sustainability and responsibility themes into all our business curricula (on all levels of education).

## Principle 3: Method

***We will create educational frameworks, materials, processes and environments that enable effective learning experiences for responsible leadership.***

The value-based perspective which SGH integrates into its curricula, as presented in Principles 1 & 2, is also fostered outside the classroom. The School infuses PRME values into co-curricular activities, school initiatives, organizations, activities, and events.

For the past decade, SGH has been at the forefront of internationalization process, developing its study abroad offer and investing in programs and services to attract international students. Today, we are proud that SGH students enjoy a plethora of opportunities for global exposure and intercultural experiences not only abroad but also here in Warsaw. SGH keeps it's national leader position in non-European mobility allowing students to learn about cultures on all continents and supporting them in gaining international experience in many fields with regard of sustainability and CSR principles. We believe that this international outlook helps our students develop their global capabilities and foster their cross-cultural sensitivity, which are key to sustainable and socially responsible business.

Aiming to create a diverse and dynamic forum for education, in which students have opportunities for self-exploration and self-learning, SGH supports dozens of student organizations and clubs. Students clubs whose activities directly support PRME themes include: Polish chapter of OIKOS (Students for Sustainable Economics and Management), Students for Energy Club, GoodWILL, and Student Association: Research on Competitiveness and Student Association: Marketing.

SGH mentors and financially supports numerous student-led initiatives committed to promoting sustainability and social responsibility. Since 2015, two such key events are annually repeated **EcoStudent** and **CSR@SGH**. EcoStudent is a one-week event including dozens of meetings, lectures and activities aimed at raising eco-awareness and promoting eco-friendly attitudes among the academic community. In 2018, SGH hosted its 12<sup>th</sup> edition. The CSR@SGH since it's first edition in 2014 reached 5<sup>th</sup> edition in 2018. It encompasses a series of lectures and roundtables with prominent business leaders and non-profit activist working in the sphere of corporate social responsibility. As examples are Aiesec Global Volunteer Project aimed on engagement of young people into the solving of social, ecological and ethical problems of contemporary world. Oikos Student Organization for Sustainable Development aimed at several activities promoting sustainable development among SGH students.

The Ethics Club of SGH led by Prof. Anna Karmanska developed and promotes a Tool-Kit for Ethics Selfassessment and publishes Appeals for a global ethics framework.

Our faculty members create many tools used to educate students in topics connected with PRME principles. With the support of SGH Open Education Center several e-learning courses were created, e.g. business ethics, responsible management. Our faculty members wrote many case studies connected with CSR, sustainable development business ethics. Some faculty members to teach PRME principles use oxford style debates.

We have some examples of preparing some charity/social projects. For example, students of CEMS course Strategy Development in Practice with McKinsey Co. prepare project solving real problems of main children hospital in Warsaw. Students of one of executive MBA programs prepare strategy using design thinking method for partner NGO.

SGH and it's authorities are involved in several gremia on sustainability and social responsibility being invited to panels, conferences and both national and international events to present the approach to the topic, recent research results, and best practices eg. the each year presence of SGH authorities to the Krynica Forum of wide global range. At Krynica Forum SGH's representatives present ethical, responsible and sustainable approach to business and public sectors. SGH is involved in PRME activities having it's representative in PRME CEE Chapter Board and organizing trainings and conferences together with PRME.

In this field administrative authorities have also run an analysis of the salaries received by the University staff. Discrepancies in average salary levels have been identified, however they appear minor and higher remuneration is earned both by men and women depending on the job group position. In the reported period SGH launched also some activities aimed at optimizing the use of utilities as well as effective management of its premises: energy valuation surveys were commissioned along with a technical check aimed at a realistic verification of the technical condition of infrastructure including installations. Following these, a classification of actions to be taken in order to optimize the use of utilities without compromising user comfort was conducted. At the same time, the University renovated heating substations in one of the teaching buildings and in the Library, in all buildings the settings of the heating curve were changed and a large-scale modernizing of the lighting system to switch to LED lighting was performed. Moreover, motion detectors and illumination controllers were installed in the toilet and staircase sections of the selected buildings. Additionally, in the faculty building the attic ceiling was insulated and windows were sealed. An important step was also made by designing procedures for efficient management of University buildings. In the reported period the University implemented a general system of sorting litter by ensuring individually labelled litter sorting containers in all common spaces allowing for various materials to be collected for recycling

In addition to dedicated initiatives, SGH hosts and organizes many events promoting social engagement and commitment. Each year, in collaboration with the Polish Red Cross we host a blood

drive. In April 2018, SGH students, faculty and administrative staff of SGH collect money for a local orphanage. Our students are among the most proactive and engaged, volunteering for numerous not-for-profit organizations. The spirit of civic engagement is also permeating faculty and staff who organize food and clothing donations and organically start run fundraising initiatives.

On the institutional level, SGH has initiated actions promoting sustainability throughout its campus. In 2015, the School organized and presented results of the architectural design competition **Sustainable Campus** to learn about new, environmentally friendly solutions for its revitalization. The results have been discussed and will form part of a larger public debate about the future of the historical district of Mokotów, part of Polish capital, the SGH is located in. In 2020 it is planned to start the eco-friendly, green and socially oriented campus development with raising of the “green” new SGH building covered with natural plants.

For the years 2017- 2019 the School has been decreasing electricity usage in all its buildings and has been encouraging faculty and staff to improve their recycling behaviors by placing paper recycling bins throughout all its premises in years 2015 - 2018. Since that moment several actions have been undertaken to promote the initiative. 2018 almost all the trash bins have been replaced with trash segregating containers.

Since 2013 now SGH has run and keeps on development of the internal e-shop for all office supplies reducing its paper waste. Moreover, the School is promoting ‘biking to work’ initiative starting to place new bike racks for students and faculty outside of all its buildings.

2017 SGH placed 6 hives on the roof of one of the main buildings. Since that moment bees are maintained by two of our faculty members. It is to settle down bees in the middle of the city and promote a green lifestyle in accordance with nature being replaced from cities.

2018 the SGH gardens were developed and new plants were placed to attract staff and students to spend more time outside of the buildings.

Every year is being offered a participatory budget. The participatory budget is aimed at students, faculty and staff member wellness. Several projects are listed and all the SGH members are to choose the most preferable one. Some examples of winning projects are “Fruit Mondays” – every Monday set of fresh fruits and vegetables are offered free to faculty and employees, “Benches in the garden” were to place rest places in SGH gardens for all the academic community.

We plan to develop the central printing system to further reduce the paper and prints waste and use.

In the future, we plan to undertake more actions aimed at reducing our institutional carbon footprint.

**Progress made in recent years:** We continued most activities started in earlier report periods, but many new tools and methods were created, too. Our faculty members increased number of used PRME principles related case studies, were engaged in preparing possibilities for students to take part in

activating projects, charity/social projects. Process of internationalization were continued resulting in more cross-cultural environment creating. The School continued to support students initiatives, clubs, events.

## Principle 4: Research

*We will engage 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.*

At SGH, one of the top research universities in the country, research is of key importance to our activities, providing foundation for teaching and underlying our engagement with business community and policy-makers at national and international levels. Following recent organizational changes, there has been an increase in research activities, in particular of international and interdisciplinary character.

In the 2015-2019 period, our faculty has been continuing its involvement in research supporting PRME principles, primarily through publications (mostly in Polish and thus not included in this SIP report) and through active participation in conferences in Europe and globally. The majority of relevant research activities is conducted within:

- Institute of International Economics
- Institute of International Management and Marketing
- Department of Management Theory (prof. Maria Aluchna, Department Head, has been one of the pioneers of CSR research in Poland)
- Department of International Finance
- Institute of Management
- Department of Tourism
- Department of Project Management
- Institute of Foreign Trade and European Studies
- Department of Financial Markets
- Department of Innovation City
- Institute of Enterprise
- Institute of International Competitiveness
- Institute of Value Management
- Institute of Human Capital
- Center for Research on Sustainable Business
- SGH Collegia.

SGH is an active research institution that coordinates and participates in international projects connected with PRME principles such as:

- The Horizon 2020 (e.g. ROUTE-TO-PA – Raising Open and User-friendly Transparency-Enabling Technologies for Public Administrations, I3U – Investigating the Impact of the Innovation Union);
- The EU 7th Framework Program (e.g. Small Area Methods for Poverty and Living Conditions Estimates (SAMPLE); Sustainable Urban Metabolism for Europe (SUME), Governance of Educational Trajectories in Europe (GOETE), European Integration Process in the New Regional and Global Settings (EUintegRATIO), Development of a Strategic Roadmap Towards a Large-Scale Demonstration Project in European Logistics and Supply Chain Security (LOGSEC); Changing families and sustainable societies: Policy contexts and diversity over the life course and across generations (FamiliesAndSocieties); Socio-economic implications for individual responses to Air Pollution in EU +27 (SEFIRA); Ageing Europe: An application of National Transfer Accounts (NTA) for explaining and projecting trends in public finances (AGENTA);
- research projects for international organizations such as the European Commission, EACEA - Education, Audiovisual and the Culture Executive Agency, EUCEN - European University Continuing Educational Network, the Foundation for Polish-German Cooperation, the Max Planck Institute for Demographic Research, and within various funds and schemes i.e. the European Regional Development Fund (ESPON), the Lifelong Learning Program - European Commission, the Erasmus+ Program, the Visegrad Fund, the ERSTE Foundation, CERGE-EI and the Polish-Norwegian Research Fund etc.

### **Examples of research projects supporting PRME principles**

#### Collegium of Business Administration

- *Human capital as an element of company's value*

Project implemented under EU ESF Human Capital Operational Programme – Priority II Development of human resources and adaptive potential of enterprises and improving the health of workers. The key aim of the project is to change the perspective of employers on the profits of in-company human capital investments through the creation of human capital measurement tool (NKL), its testing and implementation by the end of the project duration. As part of this project an innovative tool for measuring human capital – NKL – will be prepared. Inexpensive and user-friendly, combining quantitative and qualitative data, it will be used to raise the employers' awareness about salience of human capital development. By showing business community the benefits of investing in employee development it will raise the understanding that spending on training should be treated as an investment rather than a cost, fostering future investment in employees.

#### Collegium of World Economy

- *New phenomenon in marketing: CSR implementation in Polish medium-sized companies*
- *Effectiveness of CSR communication on the consumer goods market in Poland*

- *Human capital and innovation as factors of long-term competitive advantage in international trade – conclusions for Poland*

#### Collegium of Management and Finance

- Social responsibility in the new economy (several editions), under supervision of Prof. M.Aluchna and Prof. P.Ploszajski
- Implementation of Corporate Social Responsibility in Central Europe, International project, grant EU No 2018-1-FR01-KA204-047996, with supervision of Prof. Maria Aluchna and Mikolaj Pindelski
- Social responsibility of projects, KZiF/S/55/17 pt. under supervision of prof. Michal Trocki
- Maturity of Project Social Responsibility research project, under supervision of prof. Michal Trocki
- Unethical behavior on behalf of the organization, under supervision of prof. S.Winch, J.Tabor Blazewicz, PhD, KZiF/S/11/19

#### Collegium of Economy Analysis

- SAIL - Sustainability Applied in International Learning - courses for university teachers onboard the Polish tall ship STS Fryderyk Chopin while cruising European coastal waters (Przemyslaw Polak, PhD), organized by the Baltic University Programme (BUP). SGH is a member of the BUP.
- The main aim of the BUP is to enhance strong regional educational and research communities, but also to foster a greater awareness on its focus areas. The BUP focuses on questions of sustainable development, environmental protection, and democracy in the Baltic Sea region. It supports the key role that universities play in a democratic, peaceful and sustainable development.
- The Faculty (P. Polak) attended "Assessing the quality of information on the Internet", and 2019 had a presentation on "The phenomenon of big data: dangers and possible applications".
- Participation in the Baltic University Programme (BUP) 2017 SAIL (Sustainability Applied in International Learning) course for teachers, on-board tall ship Fryderyk Chopin (Z. Gontar).
- Completing the BUP Teachers Course 2017-2018. Education for Sustainable Development (ESD) in Higher Education. Participation in the BUP Network of Sustainable Tourism.

## **Selected English publications supporting PRME principles**

1. C. Sołek-Borowska (2016) Managing small and medium enterprises concerning sustainable development, [in] A. Skowronek-Mielczarek (ed.), Difin, Warsaw, 2016.
2. C. Sołek-Borowska (2016) Exploring values and attitudes towards CSR amongst CEMS SGH students in Poland, , Rzeszow University of Technology, 2016, 21 (XXI), Vol.23 Iss. 3, pp.167-182
3. Gontar Z. (2016) Sustainable tourism. Strategic selection of ICT projects, Zrównoważona turystyka. Strategiczny wybór projektów ICT) in Wydawnictwo Uniwersytetu Łódzkiego
4. C. Sołek-Borowska (2017) Socially responsible management in small and medium enterprises, [in] A. Skowronek-Mielczarek (ed.), Publishing House of Warsaw School of Economics, Warsaw, 2017
5. Skowronek-Mielczarek A. (2017) Sustainable development and using chosen economic analysis in small and medium enterprises, in: Jubilee book to Professor Maria Romanowska, Publishing House of Warsaw School of Economics, 2017.
6. Trocki M., Juchniewicz M. (2017) Social responsibility of projects – the essence and results of survey, in: Management in the time of networks, cross-cultural activities and flexible organisations, scientific editors J. Teczkę and P. Buła, International Management Foundation, Cracow University of Economics, Cracow.
7. Szumiak-Samolej J., (2018), Case Studies of Pioneer Sustainable Business Models in Poland, Editors: Moratis L., Melissen F., Idowu S. O., Sustainable Business Models. Principles, Promise, and Practice, Springer International Publishing AG, Cham.
8. Gontar Z. (2018) Smart Grid Analytics for Sustainability and Urbanization, [in] IGI Global, 2018.
9. Gontar Z. (2018) "Towards challenge-driven sustainability education" in Studia Peregetica, 23/2018
10. Bachnik K., J. Szumiak-Samolej, (2018), Social Initiatives in Food Consumption and Distribution as Part of Sustainable Consumption and Sharing Economy, Editors: Starnawska M., Brzozowska A., Social Entrepreneurship and Social Enterprise Phenomenon: Antecedents, Processes, Impact across Cultures and Contexts, Journal of Entrepreneurship, Management and Innovation (JEMI), Volume 14, Issue 2, 2018. Fundacja Cognitione, Wyższa Szkoła Biznesu National -Louis University.
11. Szumiak-Samolej J., (2019) Social Media for Corporate Social Responsibility Strategy Creation and Communication in Poland, Editors: Dlugopolska-Mikonowicz A., Przytula S., Stehr Ch., Corporate Social Responsibility in Poland. Strategies, Opportunities and Challenges, Springer International Publishing AG.

12. Mirońska D., Zaborek P., (2019) „NGO – Business Collaboration: A Comparison of Organizational, Social and Reputation Value from the NGO Perspective in Poland”, Nonprofit and Voluntary Sector Quarterly, 2019, nr 48(3), pp. 532-551.
13. Mirońska D., Steuwe I., (2019) “Creating Shared Value –Theoretical Shortcomings and Ways to Overcome them in Practice”, Journal of Corporate Responsibility and Leadership, vol. 5, nr 2, pp. 79-92.
14. Trocki M. (2019) Social responsibility of project activities, Oficyna Wydawnicza SGH, warsaw

**Courses conducted:**

- Corporate social responsibility (master's degree studies),
- Business ethics (master's degree studies, postgraduate studies),
- Ethics and behavior at the University (bachelors' and master's degree students, compulsory)

**Other activities**

At several seminars at World Economy Faculty at SGH, including the visit of Timo Hamalainen Ph.D. from SITRA (Helsinki) as well as prof. Stefano Zamagni (economic advisor to Popes: John Paul II, Benedict XVI and Francis). Above - mentioned sessions have discussed the concept of common good, well-being and the role of dialogue in economic life. They have been organized together with John Paul II Research Centre (Tomasz Dotęgowski is also the member of their Scientific Council).

Together with SGH-Warsaw School of Economics and John Paul II Research Center he has coordinated some scientific events and seminars, particularly „The Court of Dialogue” (dialogue between science and religion and believers and unbelievers).

**Progress made in recent years:** We keep the level and number of publications connected to PRME principles. SGH started researches connected to PRME principles. There is reported increase in presence of SGH academics taking active part at conferences and congresses on CSR, sustainability and ethics.

## Principle 5: Partnership

*We will interact 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.*

Close links with business and industry are one of SGH's distinctive features. As Polish leading university of economics and management, we play a key role in addressing needs of the business community, preparing market-ready graduates, sharing our research and supporting businesses with our expertise. For this purpose, SGH has created the SGH Corporate Advisory Board and the SGH Corporate Partners Club. Some of the Corporate partners participate in the green inventory shaping in classrooms and building interiors (eg. Deloitte, DB Schenker, Mastercard). The cooperation is assisted and serviced by the SGH Corporate Centre.

SGH maintains over 300 cooperation agreements with other universities and business schools in over 50 countries worldwide. The agreements and close cooperation allow students and staff to gain international experience (educational, scientific, cultural and linguistic) as well as to enrich the process of university internationalisation. This creates room for learning about other universities' initiatives in the field of sustainable development, diversity, different approaches to ethics and ecology, eg. global warming impact on different parts of the world.

The Advisory Board, comprised of business executives representing national companies and multinational corporations, meets regularly with the School's leadership to discuss ways in which SGH could serve business through its activities and how companies could support the School in its educational and research engagements. As a result, the School has introduced new or revamped existing professional postgraduate diploma programs, has conducted numerous workshops and seminars for companies as well as has designed tailored courses for both business and public administration. The Department of Theory of Management, one of the SGH's leading units in CSR research, conducted workshops and seminars on *Corporate social responsibility as a tool to increase competitiveness* for small and medium size enterprises as part of a larger project organized by the Polish Agency for Enterprise Development.

The SGH Corporate Partners Club, run by the External Relations Office, is on the other hand a service offered to companies, encompassing, among others, recruitment and employment branding. The School uses the Club as a resource to survey employers' needs and to gauge their opinions. It helps us better shape our coursework and thus enhance our graduates' employability. Representatives of

corporate partners conduct numerous meetings, seminars and webinars with our students, helping them to better understand the realities and responsibilities of today's global business environment.

There are four main channels of contact with a corporation: at the rector's level, at collegium levels (involving departments or institutes), at an individual level and at the level of students' organizations.

The impact of the links at the rector's level is visible in strategic advice and annual donations to SGH offered by Corporate Partners. They are familiarized with the current problems and strategically advise academic authorities during multilateral and bilateral meetings with them. They initiate cooperation at lower levels.

The impact of links at a collegium and individual level is visible in the numerous undertakings reflected in the wide offer of post-graduate studies containing contents connected to PRME principles, cooperation with companies in creating courses and case studies referring to PRME principles (some examples were described in principle 3 section, e.g. CEMS course Strategy Development in Practice with McKinsey Co. preparing project solving real problems of main children hospital in Warsaw). The teaching offer is created as a consequence of individual interactions between firms resulting in the identification of the demand in this part of the education services sector. The result of these interaction is then transformed into a program offered to a wider audience. It is worth of mentioning that interaction also results in the hiring of outside teaching staff. Our postgraduate studies employs more than 800 external teaching staff each year. Usually for a few teaching hours per program and an individual teacher. To create a more effective learning environment for students, these business leaders and practitioners are invited to take an active part in classes, sharing their know-how and experiences. In addition, some courses are entirely designed in collaboration with companies, in particular *Developing a Winning Sales and Marketing Strategy* delivered together with L'Oreal Poland and *Management in a Logistics. Company of the Future* in collaboration with DB Schenker, and Ethics and Corporate Social Responsibility with Price Waterhouse Coopers (leading teacher: Justyna Szumiak-Samolej, PhD).

The courses on ethics, CSR and sustainability has been launched at several post MSc programs and professional training programs at SGH (eg. Sales Management Program, Product & Services Management, Managers Academy).

Another result of interaction is the identification of demand for expert services. Each year our faculty members deliver close to 400 expert reports to the corporate world, support international organization as experts (e.g. World Bank, many EU councils, UN Global Compact), advice to developing countries governments.

The SGH Corporate Centre assists all subjects involved in these activities. The main streams of SGH CC activities are servicing Corporate Partners in building their visibility at SGH (e.g. conferences, fairs) and facilitating the internal activities of researchers involved in expert activities (including the financial and legal aspects of cooperation).

Numerous contacts at the level of students' organizations have a different nature – they occur one at a time and mainly support students' social projects with the participation of practitioners and funding. Representatives of corporate partners conduct numerous meetings, seminars and webinars with our students, helping them to better understand the realities and responsibilities of today's global business environment.

Moreover, SGH has been among pioneers in integrating fully experiential learning modules into its curriculum. As part of the CEMS MIM program, a joint degree granted by a global alliance of leading business schools, students conduct a business project course. Throughout a semester small group of students engage with companies in solving live case studies, which often are linked to PRME major themes of social responsibility and sustainability.

In partnership with companies eg. Deloitte and Mastercard classrooms have been renovated and equipped with "green walls" covered with grass, living plants and supplied by special watering system. The green classrooms are to bring nature into the walls of our school and improve the wellness of students, staff and faculty. It is also to strengthen the concept of green, living cities and buildings built close to nature and in accordance to the environment.

**Progress made in recent years:** We continued most activities, but we enlarged the number of joint activities with business environment connected with PRME principles.

Thanks to the support of rectors of SGH as well as the Center for Research on Sustainable Business, SGH has developed initiatives on CSR research and conferences.

## Principle 6: Dialogue

***We will facilitate and support dialogue and debate among educators, students, business, government consumers, media, civil society organizations and other interested groups and stakeholders on critical issues related to global social responsibility and sustainability.***

In the past two years, SGH has strongly engaged in facilitating broad dialogue and public debate around PRME themes as well as in disseminating responsible management values. The School has organized multiple national and international conferences linked to social responsibility and sustainability, while our faculty presented at conferences from Dublin to Sydney. Highlight of selected conferences hosted at SGH include:

- 31<sup>st</sup> Asian – Pacific Conference on International Accounting Issues, Warsaw, 13-16 October 2019, with broad number of sessions related to CSR and sustainability issues. Organized by Accountancy Institute and SGH Ethics Club led by Prof. Anna Karmanska.
- 10th Nationwide Scientific Conference “Social Responsibility of Organizations. Profit vs. Common Good”, Wrocław, December 13 – 14, 2018. Organizers: Department of Sociology and Social Policy, Wrocław University of Economics, Department of Management Theory, Warsaw School of Economics, Department of Marketing Strategies and Department of Standardized Management Systems, Poznań University of Economics and Business. With PRME panel run by M. Pindelski, Head of PRME CEE Chapter.
- National conference Ethics – ideology, April 19<sup>th</sup>, 2018, Warsaw School of Economics, Warsaw.
- 2<sup>nd</sup> International Conference Eumigro, Migration and refugee crisis in the EU and its member states between self-interest and goodwill, 21<sup>st</sup> March 2018, Warsaw School of Economics, Warsaw.
- Family policy and pension systems, Organized by Collegia of Economics Analysis and Society Congress of Women, December 11<sup>th</sup> 2018, Warsaw School of Economics.
- 2<sup>nd</sup> International Conference “The Future of Management. Management in the Age of Digital Transformation”, with PRME and ABIS Panels. Warsaw, Warsaw School of Economics, October 9-10, 2017
- PECSA Roundtable Debate, “The Role of European Values in Times of the Political and Socio-economic Challenges in Europe”, May 25<sup>th</sup>, 2017, Warsaw School of Economics.

- National Conference, "Sharing Economy, New Age of Entrepreneurship development", March 16<sup>th</sup>, 2017, Warsaw School of Economics.
- National conference „Polish labour market. What do we learn about unemployment patterns from the administrative individual data”, April 8th, 2016, Warsaw School of Economics.
- International conference „Economic recession, family and fertility in Europe”, April 8th, 2016, Warsaw School of Economics.

Along with strong research activity, SGH's faculty is increasingly participating in national and international organizations promoting PRME values in education, business and broader society whilst the School is involved in the global SDG Accord.

#### **Selected list of faculty engagement with PRME-linked bodies and organizations**

Mikolaj Pindelski, PhD - Head

Head of PRME CEE Chapter

Head of Center for Research on Sustainable Business at SGH

Prof. Halina Brdulak – expert

Global Compact United Nations Development Program

Prof. Tomasz Dołęgowski – member

European Spirituality in Economics and Society Forum

Prof. E. Dulinięc – member

Scientific Council, Respect Index and Rating at Warsaw Stock Exchange encompassing companies committed to socially responsible business

Prof. Rafal Mrowka – member, advisor

Member of Advisory Board of School for Leaders Foundation

Prof. Elżbieta Lissowska – expert

Diversity Index and Equal Rights – a project run by the Government's Office for Equality and Polish Confederation Lewiatan

Wojciech Rogowski, PhD – member

Research with Batory Foundation on business ethics, in particular whistle blowing in business

Zbigniew Gontar, PhD – member

Przemysław Polak, PhD – member

the Baltic University Programme,

Sustainability Applied in International Learning

Prof. M. Rószkiewicz – member

Scientific Council, Respect Index and Rating at Warsaw Stock Exchange encompassing companies committed to socially responsible business

Prof. J. Cygler

Expert in Ministry of Development

Our faculty members very often acted last 2 years as experts in media helping to understand the complex economic issues (more than 20000 media contacts per year).

Committed to service we reach out beyond the academic community to disseminate PRME principles and share its values. Through activates and courses organized as part of the Young Economist Academy and the Third Age University we contribute to improving sustainability literacy among youth and seniors and to sensitizing them about global challenges ahead.

As activities aimed at local society SGH offers free courses, events and contests for children, youngsters and retired. This take place every year and meet broad interest of local society. This are:

- Children's University of Economics (since 2008),
- Academy of Young Economists
- Olympic Games for Young Entrepreneurs for Primary Schools
- Olympic Games for Young Entrepreneurs of Secondary Schools
- Contest on Social Sciences Knowledge for Primary Schools
- Summer Academy for Young Economists (summer program for teenagers)
- 3<sup>rd</sup> Age University for seniors and retired with combined lectures and sport activities.

Every year is being issued the e-Mentor special issue on children's education to highlight the problems of education and to develop methods of solving them.. The e-Mentor scientific journal is widely known in the academic and business society.

University authorities organised a special collection of donations for the needy families singled out by a specialised public benefit organisation. Moreover, the University collected funds to provide teaching aids to a rural primary school which was named in honour of the late SGH Rector Prof. Janina Józwiak. Rector Józwiak was a graduate of this school.

2018 the SGH organised tailored courses in healthy diet for staff and students and thanks to organising a participation budget the action Fruity Mondays has just been launched. Under this initiative fresh fruit and vegetables are provided every Monday in all social rooms. It is also to be mentioned, that social rooms have been created and equipped with facilities to be open for staff and faculty and make breaks at work more comfortable.

**Progress made in recent years:** We continued most of the activities. We increased our activity in PRME structures taking part in creating and organizing first activities of PRME CEE Chapter.