

# 2024 Sharing Information on Progress **(SIP) Report**

European Business School (EBS)

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## About the Principles for Responsible Management Education (PRME)

The Principles for Responsible Management Education (PRME) is a United Nations-supported initiative founded in 2007 that aims to raise the profile of sustainability in their classrooms through Seven Principles focused on serving society and safeguarding our planet.

PRME engages business and management schools to ensure they provide future leaders with the skills needed to balance economic and sustainability goals, while drawing attention to the Sustainable Development Goals (SDGs) and aligning academic institutions with the work of the UN Global Compact. Driven by its mission to transform management education, PRME equips today's business students with the understanding and ability to deliver change tomorrow. As a voluntary initiative with over 800 signatories worldwide, PRME has become the largest organized relationship between the United Nations and management-related higher education institutions.



“*The PRME initiative was launched to nurture responsible leaders of the future. Never has this task been more important. Bold leadership and innovative thinking are needed to achieve the Sustainable Development Goals (SDGs).*

**Antonio Guterres**

Secretary-General (2017 - Present)

United Nations

”

## Principles of PRME



### Purpose

We advance responsible management education to foster inclusive prosperity in a world of thriving ecosystems.



### Values

We place organizational responsibility and accountability to society and the planet at the core of what we do.



### Teach

We transform our learning environments by integrating responsible management concepts and practices into our curriculum and pedagogy.



### Research

We study people, organizations, institutions, and the state of the world to inspire responsible management and education practice.



### Partner

We engage people from business, government, civil society, and academia to advance responsible and accountable management education and practice.



### Practice

We adopt responsible and accountable management principles in our own governance and operations.



### Share

We share our successes and failures with each other to enable our collective learning and best live our common values and purpose.

## The Sustainable Development Goals (SDGs)

In September 2015, all 193 Member States of the United Nations adopted a plan for achieving a better future for all – laying out a path over the next 15 years to end extreme poverty, fight inequality and injustice, and protect our planet. At the heart of Agenda 2030 are 17 Sustainable Development Goals (SDGs) and 169 related targets that address the most important economic, social, environmental and governance challenges of our time. The SDGs clearly define the world we want – applying to all nations and leaving no one behind. Successful implementation of the SDGs will require all players to champion this agenda; the role of higher education is critical to this.





# Values

We place organizational responsibility and accountability to society and the planet at the core of what we do.

## **RME Leadership Accountability**

At European Business School (EBS), accountability for responsible management education is structured as follows:

Yes, but the role is formalized elsewhere within the PRME signatory's organization (e.g., center/institute leader, faculty/staff member), but not in senior leadership team

## **Organizational Structure for RME**

The following organizational entities at European Business School (EBS) are responsible for RME:

- ❖ Teaching-Focused Entity
- ❖ Community Engagement Entity



# Teach

We transform our learning environments by integrating responsible management concepts and practices into our curriculum and pedagogy.

## **RME Elements in Degree Programs**

European Business School (EBS) integrates responsible management education into its degree programs through 5 different approaches:

Course-Level RME Learning Goals

Program-Level RME Integration

The signatory's pedagogical approach, which includes RME in all degree program design and pedagogical innovations

RME is in the signatory's educational vision, so that it drives the signatory's business model and all educational efforts, courses, programs, degrees, and non-degrees

Guest Speakers and Showcase Events



# Research

We study people, organizations, institutions, and the state of the world to inspire responsible management and education practice.

## RME Elements in Research

European Business School (EBS) incorporates responsible management education into its research endeavors through 4 different methods:

### Regular Research Seminars

#### **Responsibility-related regular research seminars**

EBS Faculty members have a strong research presence in the disciplines of management, finance, operations, economics, marketing, and psychology. The research results of the members of the EBS Impact Institute have been published in various renowned international academic journals such as the Academy of Management Journal, The Review of Financial Studies, Organization & Environment, Journal of Management Studies, Emotion, Human Relations, Journal of Business Ethics, Journal of Management, Motivation & Emotion, and Psychological Reports.

Started in 2021, the impact themed research colloquiums draw interested scholars, students, faculty, and friends. In the last two years, we have welcomed several impact scholars to our beautiful campus, presenting their current projects on the topic of impact.

Research is a principal component of our concept, guaranteeing direct knowledge transfer. In practice, this means that at our three schools – [EBS Business School](#), [EBS Law School](#), and [EBS Executive School](#) – in addition to the general and basic study content, immense importance is attached to a strong practical orientation. By closely cooperating with renowned companies and experts with many years of professional experience and broad expertise. Thanks to their research results, our [institutes, centers and labs](#) can generate decisive advances in knowledge on all topics of the business and corporate world. For sustainable and far-sighted decisions made by today's and tomorrow's leaders.

### Research Conferences

### Required Research Reporting

#### **Research Publications**

#### **RME related Publications in 2022**

**BANI-HAROUNI, N., HOMMEL, U., REICHE, E., ROBERS, D. I., BLUME, T.** (2022). Governance von Corporate-Venture-Capital- Investitionen. Stellschraube für den Unternehmenserfolg? Corporate Finance, 07-08, pp. 236-240.

- DAMBERG, S., HARTMANN, J., HEESE, S.** (2022). Does bad press help or hinder sustainable supply chain management? An empirical investigation of US-based corporations. *International Journal of Production Economics*, 249, 108504. doi:10.1016/j.ijpe.2022.108504.
- ECKERT, C., HOHBERGER, J.** (2022). Addressing Endogeneity without Instrumental Variables: An Evaluation of the Gaussian Copula Approach for Management Research. *Journal of Management*, 1-36. doi:10.1177/01492063221085913.
- ECKERT, C., VAN HEERDE, H., WETZEL, H., HATTULA, S.** (2022). Spotlight Personnel: How Hiring and Turnover Drive Service Performance versus Demand. *Journal of Marketing Research*, 59 (4). doi:10.1177/00222437211068049.
- EGGERT, J., HARTMANN, J.** (2022). Sustainable supply chain management – a key to resilience in the global pandemic. *Supply Chain Management: An International Journal*. doi:10.1108/SCM-10-2021-0463.
- EICHINGER, M., BECHTOLDT, M., BUI, I. T. M., GRUND, J., KELLER, J., LAU, A. G., HEINZEL, S.** (2022). Evaluating the Public Climate School—A School-Based Programme to Promote Climate Awareness and Action in Students: Protocol of a Cluster-Controlled Pilot Study. *International Journal of Environmental Research and Public Health*, 19 (13), 8039. doi:10.3390/ijerph19138039.
- GOCHMANN, V., STAM, D., SHEMLA, M.** (2022). The boundaries of vision communication—The effects of vision-task goal-alignment on leaders' effectiveness. *Journal of Applied Social Psychology*, 52 (5), 263-276. doi:10.1111/jasp.12855.
- HARTMANN, J., BENOIT, S., SICHTMANN, C., WETZELS, M.** (in press). The Differential Effects of CSR and CSI on Consumer Willingness to Pay: Implications for Service Providers and Retailers. *Journal of Service Management Research*, 6 (2/2022).
- HARTMANN, J., FORKMANN, S., BENOIT, S., HENNEBERG, S. C.** (in press). A consumer perspective on managing the consequences of chain liability. *Journal of Supply Chain Management* (formerly: *International Journal of Purchasing and Materials Management*), 1-32. doi:10.1111/jscm.12279.
- HARTMANN, J., INKPEN, A., RAMASWAMY, K.** (2022). An FsQCA exploration of multiple paths to ecological innovation adoption in European transportation. *Journal of World Business*, 57 (5), 101327. doi:10.1016/j.jwb.2022.101327.
- HARTMANN, J., INKPEN, A., RAMASWAMY, K.** (2022). The oil and gas industry: finding the right stance in the energy transition sweepstakes. *Journal of Business Strategy*, 43 (1), 17-27. doi:10.1108/JBS-07-2020-0156.
- HEEB, F., KÖLBEL, J., PAETZOLD, F., ZEISBERGER, S.** (2022). Do Investors Care about Im-pact?. *The Review of Financial Studies*, 00, 1–51. doi.org/10.1093/rfs/hhac066
- HEIN, P., ANSARI, S.** (2022). From Sheltered to Included: The Emancipation of Disabled Workers from Benevolent Marginalization. *Academy of Management Journal*, 65, 749–783. doi:10.5465/amj.2020.1689
- JAROCINSKA, E.** (2022). Discretionary Grants and Distributive Politics: Evidence from Spain. *Comparative Economic Studies*.

**KLEIN, J.-F., MERFELD, K., WILHELMS, M.-P., HENKEL, S., FALK, T. (2022).** Buying to share: How prosumption promotes purchases in peer-to-peer asset sharing. *Journal of Business Research*, 143, 171-183. doi:10.1016/j.jbusres.2022.01.047.

**KRAGL, J., PALERMO, A., XI, G., BLOCK, J. (in press).** Hiring Family or Non-Family Managers When Non-Economic (Sustainability) Goals Matter? A Multitask Agency Model. *Small Business Economics*.

**KREUTZER, K. (2022).** On the Discursive Construction of Social Entrepreneurship in Pitch Situations: The Intertextual Reproduction of Business and Social Discourse by Presenters and Their Audience. *Journal of Business Ethics*. doi:10.1007/s10551-022-05161-7.

**NIENDORF, E., KREUTZER, K., & DIEHL, M.-R. (2022).** Switching From Corporate to Nonprofit Work: Career Transitions of Commercially Imprinted Managers. *Nonprofit and Voluntary Sector Quarterly*, forthcoming.

**NIENDORF, E., KREUTZER, K., KARNA, A. (2022).** Organisational Responses to Social-Business Tensions in Social Entrepreneurship: Findings from the Scaling up of an Affordable Housing Finance Firm in India. *Journal of Social Entrepreneurship*, 1-29. doi:10.1080/19420676.2022.2152858 .

**PAETZOLD, F., BUSCH, T., UTZ, S., KELLERS, A. (2022).** Between impact and returns: Private investors and the sustainable development goals. *Business Strategy and the Environment*. doi:10.1002/bse.3070.

**WANG, B., ANDREWS, W., BECHTOLDT, M., ROHRMANN, S., DE VRIES, R. E. (2022).** Validation of the Short Clance Impostor Phenomenon Scale (CIPS-10). *European Journal of Psychological Assessment*. doi:10.1027/1015-5759/a000747.

## Publications in 2023

**DORES CRUZ, T. D., VAN DER LEE, R., BECHTOLDT, M., BEERSMA, B. (2023).** Nasty and Noble Notes: Interdependence Structures Drive Self-Serving Gossip. *Personality and Social Psychology Bulletin*, 014616722311710. doi:10.1177/01461672231171054.

**EGGERT, J., & HARTMANN, J. (2023).** Sustainable supply chain management – a key to resilience in the global pandemic. *Supply Chain Management: An International Journal*, 28(3), 486-507. <https://doi.org/10.1108/SCM-10-2021-0463>

**HEEB, F., KÖLBEL, J. F., PAETZOLD, F., ZEISBERGER, S. (2023).** Do Investors Care about Impact? *Review of Financial Studies*, 36 (5), 1737-1787. doi:10.1093/rfs/hhac066.

**HEINZEL, S., TSCHORN, M., SCHULTE-HUTNER, M., SCHÄFER, F., REESE, G., POHLE, C., ... BECHTOLDT, M. (2023).** Anxiety in response to the climate and environmental crises: validation of the Hogg Eco-Anxiety Scale in Germany. *Frontiers in Psychology*, 14. doi:10.3389/fpsyg.2023.1239425. (3), 156-160. doi:10.2478/wd-2023-0045."

- IHMELS, A., HASLAM, S. A., SHEMLA, M., WEGGE, J.** (2023). Through a Glass Cliff Darkly. *Zeitschrift für Arbeits- und Organisationspsychologie A & O* (formerly: *Psychologie und Praxis. Zeitschrift für Arbeits- und Organisationspsychologie*), 67 (2), 107-115. doi:10.1026/0932-4089/a000406."
- JUNGK, S., WALDKIRCH, M.** (2023). When crises meet grand environmental challenges: Navigating intertemporal tensions in European manufacturing family firms. *Entrepreneurship and Regional Development*, 1-25. doi:10.1080/08985626.2023.2275065.
- KORTUS, L., GUTMANN, T.** (2023). How do firms build dynamic capabilities to develop sustainable products? A multiple case study in the manufacturing industry. *Journal of Cleaner Production*, 415, 137887. doi:10.1016/j.jclepro.2023.137887.
- KRAGL, J., PALERMO, A., XI, G., BLOCK, J.** (2023). Hiring family or non-family managers when non-economic (sustainability) goals matter? A multitask agency model. *Small Business Economics*. doi:10.1007/s11187-022-00706-6.
- LÖFFERT, R., DIEHL, M.-R.** (2023). A psychological contract perspective to managing the employment relationship during the COVID-19 pandemic in the aviation industry. *International Journal of Human Resource Management*, 34 (15), 3023-3050. doi:10.1080/09585192.2023.2215387."
- MLADJAN, M., MARKOVIC, D.** (2023). Moral Capital as an Element of Successful Transitions. *Economic Analysis*, 56(2), 84-100. doi:10.28934/ea.23.56.2.pp 84 -100."
- NIENDORF, E., KREUTZER, K., & DIEHL, M.-R.** (2023). Switching From Corporate to Nonprofit Work: Career Transitions of Commercially Imprinted Managers. *Nonprofit and Voluntary Sector Quarterly*, 52(4), 1077-1098. <https://doi.org/10.1177/08997640221115649>
- SINGH, P., NAGABHATLA, N., & KREUTZER, K.** (2023). Water Stewardship—Bridging the Knowledge and the Financial Gaps. In D. Gramlich, T. Walker, M. Michaeli, & C. Esme Frank (Eds.), *Water Risk Modeling: Developing Risk-Return Management Techniques in Finance and Beyond* (pp. 121-151). Springer International Publishing. [https://doi.org/10.1007/978-3-031-23811-6\\_5](https://doi.org/10.1007/978-3-031-23811-6_5)
- STOLLBERGER, J., SHEMLA, M., DE CREMER, D., YANG, Y., SANDERS, K.** (2023). Does emotional restraint or exuberance get you the job? How and when enthusiasm intensity is related to perceived job suitability. *Human Resource Management*, 62 (2), 141-158. doi:10.1002/hrm.22134.
- THORP, S., LIU, J., AGNEW, J., BATEMAN, H., ECKERT, C., ISKHAKOV, F.** (2023). Feeling comfortable with a mortgage: The impact of framing, financial literacy and advice. *Journal of Financial Literacy and Wellbeing*, 1 (1), 47-78. doi:10.1017/flw.2023.3.
- TIMMER, S., MERFELD, K., & HENKEL, S.** (2023). Exploring motivations for multimodal commuting: A hierarchical means-end chain analysis. *Transportation Research Part A: Policy and Practice*, 176, 103831. <https://doi.org/https://doi.org/10.1016/j.tra.2023.103831>
- VONGSWADI,, P., LEROY, H., SHEMLA, M., HOEVER, I.** (2023). Influencing Diversity Beliefs Through a Personal-Testimonial, Promotion-Focused Approach. *Journal of Organizational Behavior*, 44 (1), 1-18. doi:10.1002/job.2664

In the past year, the institute members have published highly cited articles and book chapters on topics such as impact investing, nonprofits, and climate change transition. We are proud to foster impact and disseminate knowledge for practitioners and academics.

## Research Awards Program



# Partner

We engage people from business, government, civil society, and academia to advance responsible and accountable management education and practice.

## **Partnership Approaches for RME**

European Business School (EBS) partners with external stakeholders to advance responsible management education through 3 different approaches:

External Community Dialogue

Collaborative Problem Solving

Collaborative Change Action



# Practice

We adopt responsible and accountable management principles in our own governance and operations.

## **RME Policy Implementation**

European Business School (EBS) has implemented 1 policy to support its commitment to responsible management education:

No, but RME is stimulated organically rather than through policies (a narrative explaining why will be prompted with this option)

## **Institutional Aspiration Targets**

European Business School (EBS) has set aspiration targets in 2 different areas:

- ❖ Student EDI Targets



# Share

We share our successes and failures with each other to enable our collective learning and best live our common values and purpose.

## **Performance Disclosure and Transparency**

Regarding transparency in RME performance disclosure, European Business School (EBS) operates with the following approach:

Limited Transparency Disclosure

SIGNATORY

# European Business School (EBS)

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## Website

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