

2024 Sharing Information on Progress (SIP) Report

College of Management, Mahidol
University

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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.





Purpose

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

Letter of Commitment

College of Management, Mahidol University demonstrates its commitment to PRME's Principles through the following letter from senior leadership.



To:

PRME Board

c/o PRME Secretariat

United Nations Global Compact Office

685 3rd Avenue, 12th Floor

New York, New York 10017

01 March 2024

Adoption of the Principles for Responsible Management Education

As an institution of higher education involved in the development of current and future managers, the College of Management, Mahidol University (CMMU) is committed to implementing the Principles for Responsible Management Education—starting with those that are more relevant to our capacities and mission, report on progress to all our stakeholders, and exchange effective practices related to these Principles with other academic institutions.

We understand that our own organizational practices should serve as example of the values and attitudes we convey to our students. We encourage other academic institutions and associations to adopt and support these Principles.

Vichita R.,

A/Professor Vichita Ractham

Dean

College of Management

Mahidol University, Bangkok

THAILAND



Values

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

RME Leadership Accountability

At College of Management, Mahidol University, accountability for responsible management education is structured as follows:

Formalized Senior Leadership Role

PRME Key Persons and Team at CMMU

As a leading institution committed to fostering ethical and sustainable business practices, the College of Management, Mahidol University (CMMU) recognizes the importance of integrating the Principles for Responsible Management Education (PRME) within our community. PRME serves as a global movement to inspire and champion responsible management education, research, and thought leadership.

To further our dedication to these principles, CMMU must appoint a dedicated team of academic and professional staff. This team will play a pivotal role in promoting PRME both within our academic community and in collaboration with industry partners. The following key objectives underscore the necessity of this initiative:

1. **Integration of PRME into Curriculum:** By incorporating PRME principles into our curricula, we will prepare our students to become responsible leaders who can address global challenges and drive sustainable development.
2. **Community Engagement:** Engaging students and faculty in PRME-related activities and initiatives will cultivate a culture of responsibility and ethical decision-making within our academic community.
3. **Industry Collaboration:** Partnering with industry professionals and organizations committed to PRME will enhance our students' learning experiences and provide practical insights into responsible business practices.
4. **Research and Innovation:** Promoting research that aligns with PRME principles will contribute to the body of knowledge in responsible management and encourage innovative solutions to contemporary business challenges.
5. **Global Networking:** Actively participating in the PRME community will allow CMMU to connect with other institutions globally, share best practices, and collaborate on projects that advance responsible management education.

By appointing a dedicated team to promote PRME, CMMU will strengthen its commitment to responsible management education and ensure that our students and industry partners are equipped to contribute to a sustainable and ethical future. The appointment of a team of

academic and professional staff dedicated to promoting PRME is essential for embedding these principles into our core activities and fostering a community that values and practices responsible management.

The appointment of a dedicated team of academic and professional staff to promote the Principles for Responsible Management Education (PRME) at the College of Management, Mahidol University (CMMU) is poised to create significant and far-reaching impacts on our community, students, and industry partners. The team leads by Professor Nattavud Pimpa is expected to yield the following transformative outcomes:

- Enhanced Curriculum and Student Preparedness:
 - By integrating PRME principles into our curricula, students will gain a deeper understanding of ethical and sustainable business practices.
 - Graduates will be better prepared to tackle global challenges and lead organizations with a strong commitment to social responsibility and sustainability.
- Cultivation of a Responsible Academic Culture:
 - Engaging students and faculty in PRME-related activities will foster a culture of responsibility and ethical decision-making within CMMU.
 - This cultural shift will encourage individuals to consider the broader implications of their actions, both within the academic setting and beyond.
- Strengthened Industry Relationships and Practical Insights:
 - Collaborating with industry professionals and organizations committed to PRME will enhance students' practical learning experiences.
 - These partnerships will provide real-world insights and opportunities on responsible business for students to apply responsible management principles in professional settings.
- Innovative Research and Thought Leadership:
 - Promoting research aligned with PRME principles will contribute to the global body of knowledge on responsible management.
 - CMMU will emerge as a thought leader in sustainable and ethical business practices, influencing academic and industry standards.
- Global Networking and Collaborative Opportunities:
 - Active participation in the PRME community will enable CMMU to connect with other institutions worldwide, facilitating the exchange of best practices and collaborative projects.
 - These global connections will enrich the educational experience and expand opportunities for joint initiatives that advance responsible management education.

The impact of appointing a dedicated team to promote PRME at CMMU will be profound, leading to a more ethically aware, socially responsible, and sustainability-focused academic environment. This initiative will not only benefit our students and faculty but also contribute positively to the broader community and industry, reinforcing CMMU's position as a leader in responsible management education.

Chapters

Team Members

Professor Nattavud Pimpa: nattavud.pim@mahidol.ac.th

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Organizational Structure for RME

The following organizational entities at College of Management, Mahidol University are responsible for RME:

- ❖ Research-Focused Entity



Teach

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

RME Elements in Degree Programs

College of Management, Mahidol University integrates responsible management education into its degree programs through 4 different approaches:

Guest Speakers and Showcase Events

Examples of guest speakers and showcase events

The dual degree program, Doctor of Medicine - Master of Management (MD - MM) from the Faculty of Medicine, Ramathibodi Hospital, and the College of Management of Mahidol University (CMMU) organized a visit and study tour at Bumrungrad Hospital. The event was led by Associate Professor Dr. Prattana Punnakitikashem, Deputy Dean for Academic Affairs and Support, and Assistant Professor Dr. Trin Thananusak, Program Chair of Healthcare and Wellness Management, College of Management, Mahidol University, as part of the 'Leadership & Self Development' course on March 12, 2024. The purpose of this visit was for students to gain comprehensive knowledge of management approaches of medical organizations, along with understanding the principles and concepts of hospital administration. Bumrungrad International Hospital is particularly known for pioneering world-class healthcare services for both Thai and international patients. This visit was planned in hopes of inspiring medical students to become healthcare leaders and showcasing potential career paths. The visiting faculty were honored by Dr. Suthee Siriwechdaruk, a specialist in rehabilitative medicine from the VitalLife Wellness Center, who welcomed us warmly and exchanged his own experiences in the management of Bumrungrad Hospital, especially the VitalLife Wellness Center. We would like to extend our gratitude to Bumrungrad Hospital for their generous hospitality towards MD-MM students and for their excellent observership program.

Date

March, 2024 - March, 2024

Location

Bangkok

Speakers

Dr. Suthee Siriwechdaruk

[Supporting Links](#)

CMMU-Bumrungrad Project

PRMEtwo

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Teaching: Guest Speakers/Industry

At CMMU, our commitment to nurturing responsible and ethical business leaders extends beyond the classroom. We recognize the invaluable benefits of connecting our students with leading professionals from key industries, such as finance, retail, and energy, to provide them with real-world insights into responsible management practices.

Industry Guest Speakers: Bridging Theory and Practice

Bringing guest speakers from prominent industries into our academic environment offers numerous benefits:

1. Enhanced Learning Experiences:

- Guest speakers provide students with first hand accounts of how responsible management principles are applied in various sectors.
- These interactions help bridge the gap between theoretical knowledge and practical application, making learning more relevant and engaging.
- Exposure to Industry Best Practices:
 - By sharing their experiences and challenges, industry leaders offer students a deeper understanding of ethical decision-making and sustainable practices within their fields.
 - This exposure equips students with the knowledge and skills needed to navigate complex business environments responsibly.
- Inspiration and Aspiration:
 - Hearing from successful professionals inspires students and broadens their horizons, encouraging them to pursue careers that align with their values and contribute positively to society.
 - These interactions also help students build networks and identify potential career paths that emphasize responsible management.

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Collaboration with Social Enterprise Thailand: Empowering Social Entrepreneurs

In courses such as social business, CMMU's collaboration with Social Enterprise Thailand plays a crucial role in fostering a culture of social responsibility among our students:

1. Hands-On Coaching and Mentorship:

- Partnering with social entrepreneurs provides students with practical coaching and mentorship, allowing them to learn directly from individuals who have successfully implemented social business models.

- This guidance helps students develop their own social enterprise projects, fostering creativity and innovation in addressing social issues.

1. Real-World Problem Solving:

- Collaborating with social entrepreneurs enables students to work on real-world challenges, applying their knowledge to create sustainable solutions that have a tangible impact on communities.
- These experiences reinforce the importance of social responsibility and entrepreneurship in driving positive change.

1. Building a Supportive Eco-system:

- By working closely with social entrepreneurs, students gain access to a supportive network that encourages collaboration and the sharing of best practices.
- This ecosystem nurtures the growth of future social entrepreneurs who are committed to making a difference.

Transformative Learning Through Industry Engagement at CMMU

The College of Management, Mahidol University (CMMU) is dedicated to equipping our students with the knowledge, skills, and values needed to lead responsibly and sustainably in today's dynamic business environment. By bringing in guest speakers from key industries such as finance, retail, and energy, and collaborating with Social Enterprise Thailand to connect students with social entrepreneurs, we are creating a profound and lasting impact on our academic community.

Engagement with Industry Leaders:

- Selection of Esteemed Speakers:
 - CMMU carefully selects business leaders who are deeply committed to responsible management. These leaders integrate ethical practices into their business strategies and are at the forefront of driving sustainability and social responsibility in their sectors.
 - By focusing on leaders who champion equitable organizations, we ensure that our students are exposed to role models who demonstrate the importance of inclusivity and fairness in business.
- Real-World Insights and Inspiration:
 - Guest speakers provide invaluable real-world insights that bridge the gap between academic theories and practical applications. Their experiences and challenges offer students a nuanced understanding of how responsible management is implemented in various industries.
 - These interactions inspire students to aspire to leadership roles where they can make meaningful contributions to society, fostering a generation of business leaders who prioritize ethics and sustainability.

- Collaboration with Social Enterprise Thailand:
- Hands-On Learning and Mentorship:
- Partnering with Social Enterprise Thailand allows students to receive mentorship and coaching from successful social entrepreneurs. This hands-on guidance helps students develop and implement their own social business projects, emphasizing creativity and innovation in addressing social issues.
- This collaboration ensures that students gain practical experience in creating sustainable solutions, reinforcing the importance of social entrepreneurship in driving positive change.
- Building a Supportive Eco-system
- Working with social entrepreneurs provides students with access to a supportive network that encourages collaboration and the sharing of best practices. This ecosystem nurtures future social entrepreneurs committed to making a difference in their communities.
- The practical problem-solving experiences gained through this partnership equip students with the skills needed to tackle real-world challenges responsibly and effectively.

By exposing students to responsible management practices and providing them with practical coaching, we are preparing them to lead organizations that prioritize ethical, sustainable, and equitable business practices. These efforts underscore CMMU's commitment to fostering a community that values responsible management and contributes positively to society.

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

Description of the Pedagogical Approaches

We are committed to embedding Responsible Management Education (RME) into the core of our pedagogical approach. This commitment is reflected across all our degree programs, including the Master of Management (MM) with its specializations: Marketing, Finance, Entrepreneurship and Innovation, Healthcare Management, Managing for Sustainability, and Human Capital and Organizational Management.

Curriculum Integration:

- Comprehensive RME Framework:
- Each specialization within the MM program incorporates the principles of RME, ensuring that students understand the importance of ethical, sustainable, and socially responsible business practices.

- Courses are designed to highlight the interplay between business strategies and responsible management, preparing students to navigate complex business environments with integrity and accountability.
- Specialization-Specific Focus:
 - In the Marketing and Management specialization, students explore ethical marketing practices, consumer rights, and sustainable branding strategies.
 - The Business Innovation specialization emphasizes innovation that drives sustainability and social impact.
 - Entrepreneurship students learn to build ventures that prioritize social value and ethical considerations.
 - General Management covers a holistic view of responsible leadership and governance.
 - Finance students are taught to consider the ethical implications of financial decisions and the importance of sustainable investing.
 - Healthcare and Wellness Management focuses on the ethical dimensions of healthcare delivery and wellness initiatives.
 - Human Capital and Organizational Management emphasizes creating equitable and inclusive workplaces that promote employee well-being.

Pedagogical Innovations:

1. Interactive and Experiential Learning:

- CMMU employs a variety of interactive teaching methods, including case studies, PBL, simulations, and real-world projects, to immerse students in practical scenarios that require responsible decision-making.
- These experiential learning opportunities allow students to apply theoretical knowledge to real-life challenges, fostering a deeper understanding of responsible management.

Industry Engagement and Collaboration:

- The integration of guest speakers from key industries, as well as partnerships with organizations like Social Enterprise Thailand, provides students with direct access to leaders and innovators who exemplify responsible management.
- Collaborative projects with industry professionals and social entrepreneurs offer students hands-on experience in creating sustainable solutions and ethical business practices.

Research and Thought Leadership:

- CMMU encourages students to engage in research that advances the principles of RME, contributing to the global discourse on responsible management.
- Faculty members are actively involved in research and thought leadership, ensuring that the latest insights and best practices are incorporated into the curriculum.

Holistic Development:

- Ethical Leadership and Social Responsibility:
 - The curriculum is designed to develop not only technical and managerial skills but also the ethical compass of our students.
 - Leadership courses focus on the importance of values-driven leadership, emphasizing the role of managers as stewards of ethical and sustainable business practices.
- Global Perspective and Cultural Awareness:
 - CMMU's programs include a global perspective, encouraging students to consider the cultural and international dimensions of responsible management.
 - Study abroad opportunities, Double-degree, international collaborations, and cross-cultural projects enhance students' understanding of global business ethics and sustainability challenges.
- Emphasis on Sustainability and Corporate Social Responsibility: At CMMU, the emphasis on responsible management education extends beyond the mere inclusion of ethical and social responsibility principles in the curriculum. The college's approach to holistic development encompasses a deep commitment to fostering ethical leadership and social responsibility. This is achieved by not only imparting technical and managerial skills but also by nurturing the ethical compass of the students. Leadership courses are designed to instill the significance of values-driven leadership, emphasizing the role of managers as stewards of ethical and sustainable business practices.

Furthermore, the college's programs are structured to cultivate a global perspective and cultural awareness among students. Encouraging them to consider the cultural and international dimensions of responsible management, the curriculum includes study abroad opportunities, double-degree programs, international collaborations, and cross-cultural projects. These initiatives are designed to broaden students' understanding of global business ethics and sustainability challenges, preparing them to navigate the complexities of the international business landscape with an informed and culturally sensitive approach.

The college's commitment to responsible management education is evident in its emphasis on sustainability and corporate social responsibility. The curriculum is carefully designed to highlight the interplay between business strategies and responsible management, ensuring that students are prepared to navigate complex business environments with integrity and accountability. In addition to theoretical coursework, the college places a strong emphasis on practical application through capstone projects, case studies, and guest lectures from industry leaders. These initiatives serve to reinforce the importance of sustainability and corporate social responsibility in managerial decision-making, providing students with real-world examples and insight into effective implementation strategies.

Furthermore, the college's dedication to holistic development extends beyond the classroom, with a range of extracurricular activities and initiatives aimed at instilling a deep sense of social responsibility and ethical leadership in its students. Whether through community service programs, sustainability-focused projects, or collaborations with non-profit organizations, the college provides ample opportunities for students to apply their knowledge and skills in ways that positively impact society and the environment.

By nurturing a comprehensive understanding of responsible management that extends beyond mere theoretical principles, CMMU is shaping the next generation of business leaders to be conscientious, globally-minded, and socially responsible.

Program-Level RME Integration

Description of degree programs with RME in the program-level learning goals and assessment rubrics

College of Management Mahidol University (CMMU) has recently introduced a new Master's Degree Program, Managing for Sustainability (MFS), a course of the future that is designed to cultivate a new generation of "Sustainability Strategy Developer" in response to the quest for sustainable development, which is increasingly trending around the world. This graduate degree will equip our graduates with skills and know ledge in responsible management, finance, human rights, and various functional skills for business. As part of the educational sector, the College of Management Mahidol University (CMMU) – Managing for Sustainability (MFS) was established to train a new generation of business leaders who excel in business development for sustainable future. The program also includes major advances in the science of development designed to equip the corporate workforce, entrepreneurs, and executives with expertise in sustainability transformations. We expect this practical knowledge can be applied to different business functions, from production, commercialization of goods, and fundraising to further business development practices that are run under the ESG criteria. The teaching and learning process is led by our qualified academic staff and external experts from diverse fields, including management, environment, innovation for business technology development, energy, social science, labor management, and finance

The Master of Management (Managing for Sustainability) program at the College of Management, Mahidol University (CMMU), is a pioneering initiative designed to cultivate leaders who are equipped with the knowledge, skills, and ethical framework necessary for responsible management. This program underscores the importance of sustainable business practices, corporate social responsibility (CSR), and ecological stewardship, preparing graduates to make a meaningful impact in their organizations and communities.

master of management (managing for sustainability) cmmu



Sustainable Business Practices

Research-Based Sustainable Business Practices

1. Energy Efficiency: Implementing energy-saving technologies and practices, such as LED lighting, energy-efficient HVAC systems, and renewable energy sources like solar and wind power.
2. Waste Reduction: Adopting a zero-waste policy, recycling programs, and sustainable packaging to minimize waste production.
3. Sustainable Supply Chain: Sourcing materials from environmentally responsible suppliers, reducing transportation emissions, and optimizing logistics for minimal environmental impact.
4. Community Engagement: Partnering with local communities to support environmental education, conservation projects, and social initiatives.

Sustainable Business Report Card Criteria

1. Energy Usage: Measures and strategies to reduce energy consumption.
2. Waste Management: Effectiveness of recycling programs and waste reduction efforts.
3. Water Usage: Implementation of water-saving technologies and practices.
4. Carbon Footprint: Assessment of greenhouse gas emissions and reduction strategies.
5. Sustainable Sourcing: Use of sustainable materials and ethical sourcing practices.
6. Community Impact: Engagement with and support for local communities and initiatives.
7. Employee Well-being: Policies and practices promoting the health and well-being of employees.

Recommendations and Implementation Strategies

- Conduct regular energy audits and invest in energy-efficient technologies.
- Implement comprehensive recycling and composting programs.

- Educate employees and stakeholders about sustainable practices and their benefits.
- Partner with local businesses and organizations to support community sustainability efforts.

Supply Chain Sustainability

1. Green Procurement: Prioritize suppliers who adhere to sustainable practices.
2. Transportation Optimization: Use efficient logistics and transportation methods to reduce emissions.
3. Lifecycle Analysis: Evaluate the environmental impact of products from cradle to grave.
4. Circular Economy: Promote product reuse, recycling, and remanufacturing.

Sustainable Business Ideas

1. Eco-Friendly Products: Develop and market products made from sustainable materials.
2. Green Consulting: Offer consulting services to help businesses implement sustainable practices.
3. Renewable Energy Solutions: Provide solar, wind, and other renewable energy solutions to businesses and consumers.

Purposeful Business Model Design

1. Environmental Sustainability: Ensure that business operations minimize environmental impact through efficient resource use and waste reduction.
2. Social Responsibility: Engage with and support local communities and stakeholders.
3. Economic Viability: Develop a business model that is financially sustainable and provides value to customers and shareholders.

By integrating these elements, CMMU's Master of Management (Managing for Sustainability) program aims to create leaders who are capable of driving sustainable change in their organizations and beyond, contributing to a more sustainable and equitable world.

Chapters

Program Chair

Professor Nattavud Pimpa
nattavud.pim@mahidol.a.cth

Examples of course syllabi with course-level RME learning goals

Course Syllabus

Department

College of Management

Learning Object Subject

ESG for Sustainable Skills

Educational Level

Undergraduate

Learning Outcome

As stated in the Syllabus

Interactivity Type

As stated

Learning Object Description

Course Syllabus for ESG for sustainable skills

Course Syllabus

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Examples of course syllabi with course-level RME learning goals

ESG for Sustainable Skills

Department

College of Management

Learning Object Subject

ESG for Sustainable Skills

Educational Level

Undergraduate

Learning Outcome

Upon successful completion of the course "ESG for Sustainable Development," students will be able to: Understand the Evolution of Sustainable Development and ESG Concepts: Explain the historical development of sustainable development and its significance. Describe the emergence and evolution of Environmental, Social, and Governance (ESG) principles. Analyze the Transition from Stakeholder Theory to ESG: Identify the key elements of stakeholder theory and its relevance to business practices. Evaluate how stakeholder theory has evolved into the

broader ESG framework. Apply Environmental Management Practices: Assess the impact of organizational activities on the environment. Develop strategies to manage greenhouse gas (GHG) emissions and other environmental impacts. Utilize tools and frameworks for environmental reporting and compliance. Address Social Issues in the Business Context: Understand the significance of human rights, labor practices, and equality in business operations. Implement practices that promote social sustainability, including diversity and inclusion initiatives. Evaluate the role of corporate social responsibility (CSR) in addressing social issues. Evaluate Governance Issues and Practices: Understand the principles of good governance and their application in organizations. Develop governance frameworks that promote transparency, accountability, and ethical decision-making. Analyze risk management strategies and anti-corruption measures. Develop Effective ESG Communication Strategies: Create comprehensive ESG communication plans that engage stakeholders and build trust. Use various communication tools and platforms to report ESG performance. Analyze case studies of successful ESG communication to identify best practices.

Interactivity Type

In the "ESG for Sustainable Development" course, various interactivity types can enhance the learning experience and ensure students achieve the intended learning outcomes. Here are the key interactivity types that can be incorporated into the course: Discussion Forums: Encourage students to engage in discussions on course topics, share their insights, and provide feedback to peers. Facilitate debates on current ESG issues, allowing students to explore different perspectives. Interactive Quizzes and Assessments: Use quizzes and assessments to reinforce key concepts and check for understanding. Incorporate immediate feedback to help students learn from their mistakes. Case Studies and Real-World Examples: Present case studies that illustrate successful ESG practices and challenges faced by organizations. Allow students to analyze and discuss these cases, applying theoretical knowledge to practical scenarios.

Learning Object Description

ESG for Sustainable Skills

Purple Yellow Colorful Online Course Card

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Research

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

RME Elements in Research

College of Management, Mahidol University incorporates responsible management education into its research endeavors through 6 different methods:

Regular Research Seminars

Examples of responsibility-related regular research seminars

Our research seminars: examples

Date

March, 2024 - March, 2024

Location

Bangkok

Speakers

Dr.Vichita Racthamk

Sfor S Event

prmwwe

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PhD-Level RME Courses

Examples of PhD-level course syllabi with course-level RME learning goals

PhD in Sustainable Leadership Program

Department

College of Management

Learning Object Subject

Sustainability and Leadership

Educational Level

Ph.D.

Learning Outcome

1. Advanced Knowledge and Understanding: Develop a deep and comprehensive understanding of theories and principles of sustainable leadership and sustainable development. Critically analyze and integrate knowledge from various disciplines related to sustainability, including

economics, environmental science, social science, and management. 2. Research Proficiency: Demonstrate the ability to design, conduct, and interpret original research that contributes to the field of sustainable leadership. Utilize advanced research methodologies and statistical tools to analyze complex data and generate meaningful insights. 3. Ethical and Reflective Practice: Apply ethical principles and the philosophy of Sufficiency Economy in research and management practices. Reflect on personal and professional development, recognizing the impact of sustainable leadership on society and the environment. 4. Strategic and Systemic Thinking: Develop strategic solutions to sustainability challenges that consider long-term impacts and systemic interconnections. Formulate and implement policies and practices that promote sustainable development in various organizational contexts. 5. Communication and Influence: Communicate complex ideas and research findings effectively to diverse audiences, including academics, practitioners, policymakers, and the general public. Influence and inspire stakeholders to adopt sustainable practices and policies. 6. Leadership and Collaboration: Exhibit leadership qualities that foster collaborative and inclusive approaches to solving sustainability issues. Engage in multidisciplinary teamwork and build networks with professionals and organizations committed to sustainability.

Interactivity Type

1. Interactive Seminars and Workshops: Conduct regular seminars and workshops led by faculty, industry experts, and guest speakers to discuss current issues and developments in sustainable leadership. Encourage active participation, debate, and collaborative problem-solving among students. 2. Research Collaboration and Mentorship: Pair students with faculty mentors for personalized guidance and support in their research projects. Facilitate collaborative research opportunities with industry partners, NGOs, and governmental agencies. 3. Fieldwork and Practical Experience: Incorporate field trips, internships, and real-world projects into the curriculum to provide hands-on experience in sustainable practices. Partner with local communities and organizations to address real sustainability challenges. 4. Peer Learning and Networking: Create platforms for peer learning, such as study groups, research circles, and student-led seminars. Organize networking events, conferences, and symposiums to connect students with professionals and alumni in the field. 5. Technology-Enhanced Learning: Utilize online platforms and digital tools to facilitate interactive learning and collaboration. Offer webinars, online courses, and virtual meetings to enhance accessibility and flexibility for students. 6. Continuous Feedback and Improvement: Implement regular feedback mechanisms, such as surveys, focus groups, and one-on-one meetings, to assess student satisfaction and learning progress. Adapt and improve the program based on feedback to meet the evolving needs and expectations of students. 7. Personal and Professional Development: Provide workshops and resources on skills development, such as academic writing, public speaking, and project management. Offer career counseling and support to help students navigate their professional paths and achieve their career goals in sustainable leadership.

Learning Object Description

PhD in Sustainable Leadership Program

phdcmmu

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Required Research Reporting

Reporting System

At the College of Management, Mahidol University (CMMU), faculty members are deeply committed to advancing knowledge and practices in the field of sustainable leadership. This commitment is reflected in our responsibility-related research publications, which are regularly reported and shared with the academic community, industry stakeholders, and the public. The key purpose for this to help our academic staff to explore new responsibility-related issues in management, connect with the international scholars and the community, and use research to inform national and international policies on sustainable development.

CMMU's Reporting Process:

1. Research Review Meetings:

Faculty members are encouraged to highlight the societal and environmental impacts of their research, aligning with the principles of sustainable development and the Sufficiency Economy Philosophy.

2. Faculty Research Portal:

CMMU has developed an online Faculty Research Portal where all faculty members upload their research publications, including journal articles, conference papers, and working papers. This portal is accessible to all faculty, students, and external partners, promoting transparency and knowledge sharing.

The portal features a dedicated section for responsibility-related research, making it easy to access and reference publications focused on sustainability, ethics, and social responsibility.

3. Annual Research Report:

Each year, CMMU publishes an Annual Research Report that compiles all faculty research activities and publications. This report includes a special section on responsibility-related research, showcasing the contributions of faculty members to sustainable leadership and

development. The report is distributed to key stakeholders, including academic institutions, industry partners, government agencies, and non-profit organizations, highlighting CMMU's impact on addressing complex social problems.

4. Faculty Development Workshops:

CMMU regularly conducts faculty development workshops focused on enhancing research skills and promoting responsibility-related research. These workshops cover topics such as research ethics, sustainable development goals, and interdisciplinary research methodologies. Faculty members are encouraged to share their publication experiences and strategies for conducting impactful research that addresses societal challenges.

5. Collaborative Research Initiatives:

Faculty members at CMMU are actively involved in collaborative research initiatives with local and international partners. These collaborations often result in co-authored publications that are reported through the same channels, ensuring comprehensive coverage of responsibility-related research.

CMMU facilitates these collaborations by organizing joint research projects, funding opportunities, and international conferences, providing faculty members with platforms to present their work.

6. Recognition and Incentives:

To motivate and recognize the efforts of faculty members in responsibility-related research, CMMU has established awards and incentives. These include annual awards for outstanding research in sustainable leadership and special grants for projects that demonstrate significant social impact. Faculty achievements are celebrated through internal newsletters, social media, and public events, raising awareness of their contributions to sustainable development.

Publication List

List of Publications

Relevant Stakeholders

Academic Staff

Purpose

To share our research outputs

SJR

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Description of research funding specifically related to responsibility

The College of Management, Mahidol University (CMMU), in collaboration with the Thailand Institute of Justice (TIJ), has undertaken a comprehensive study aimed at identifying and analyzing the key determinants influencing employer attitudes, trust, and the employability of ex-prisoners. This research project is part of a broader initiative to enhance social reintegration and reduce recidivism rates among ex-offenders by improving their employment prospects. Objectives of this project include:

1. To investigate the factors that shape employer attitudes towards hiring ex-prisoners.
2. To assess the level of trust employers have in ex-prisoners as potential employees.
3. To identify the skills, qualifications, and attributes that enhance the employability of ex-prisoners.
4. To develop actionable recommendations for policymakers, businesses, and support organizations to facilitate the reintegration of ex-prisoners into the workforce.



The findings of this research project have significant implications for the social reintegration of ex-prisoners in Thailand and the broader understanding of how businesses can shape a new future for this marginalized group. By identifying the key determinants of employer attitudes, trust, and employability, this study provides valuable insights that can inform policies and practices aimed at enhancing employment opportunities for ex-offenders. The project underscores the importance of collaborative efforts between the criminal justice system, educational institutions, businesses, and support organizations in creating a supportive environment for ex-prisoners to rebuild their lives.

Through this research, CMMU students and staff have gained a deeper understanding of the vital role businesses can play in shaping the future for ex-prisoners. They have learned about the transformative potential of inclusive hiring practices and how these can lead to reduced recidivism rates and improved societal outcomes. This knowledge equips our students and staff with the skills and perspectives needed to advocate for and implement business strategies that support the reintegration of ex-prisoners.

The study's findings highlight several critical areas where businesses can make a substantial impact:

1. **Developing Inclusive Hiring Policies:** By adopting fair hiring practices that consider ex-prisoners, businesses can help break the cycle of re-offending and provide ex-offenders with the opportunity to contribute positively to society.
2. **Providing Skills Training and Educational Opportunities:** Businesses can collaborate with rehabilitation programs to offer skills training and educational opportunities that enhance the employability of ex-prisoners, making them valuable assets in the workforce.
3. **Creating Supportive Work Environments:** Companies can establish mentorship and support programs that help ex-prisoners transition smoothly into the workplace, fostering a culture of inclusion and trust.

Research Conferences

Examples of responsibility-related conferences

The Consumer Life-course Studies Group (CLSG) International Conference is intended to bring together researchers in consumer behavior and marketing to share their research findings, ideas and approaches to research, receive informal feedback and contribute to the development of knowledge in consumer behavior. The conference creates opportunities to learn from experts in the field, network with other researchers from other countries, and collaborate on future projects.

Date

November, 2023 - November, 2023

Location

Bangkok

Speakers

Prof. Randall Shannon

[Supporting Links](#)

CLSG2023

The Consumer Life

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Research Activities

We take the organization of responsibility-related research seminars as a cornerstone of our commitment to fostering a robust academic environment. These seminars are meticulously designed to promote knowledge exchange, interdisciplinary collaboration, and the integration of sustainability principles into management practices. Here's how CMMU manages these vital seminars, aligning them with Sustainable Development Goal (SDG) 17: Partnerships for the Goals.

Planning and Organization:

1. Strategic Alignment:

- The responsibility-related research seminars are strategically aligned with CMMU's mission to advance sustainable leadership and the principles of the Sufficiency Economy Philosophy. The planning process begins with identifying key themes and topics that reflect current global sustainability challenges and align with faculty research interests, specifically focusing on SDG 17 to strengthen the means of implementation and revitalize the global partnership for sustainable development.

2. Collaborative Planning Committee:

- A dedicated planning committee, composed of faculty members, researchers, and administrative staff, is responsible for organizing the seminars. This committee meets regularly to discuss potential topics, speakers, and logistical arrangements. The collaborative nature of the committee ensures diverse perspectives and expertise are considered in the planning process, promoting effective partnerships and cooperation.

3. Inviting Renowned Speakers:

- To enhance the quality and impact of the seminars, CMMU invites renowned speakers from academia, industry, government, and non-profit organizations. These speakers are selected based on their expertise in sustainability and their ability to contribute valuable insights to the seminar topics, thereby fostering multi-stakeholder partnerships in line with SDG 17.

Implementation:

4. Regular Scheduling:

- Responsibility-related research seminars are scheduled on a regular basis, typically monthly. This consistent scheduling allows faculty, students, and external participants to anticipate and plan for their participation, fostering a culture of continuous learning and engagement.

5. Diverse Formats:

- The seminars are designed to include a variety of formats, such as keynote lectures, panel discussions, and interactive workshops. This diversity in format ensures that participants can engage with the content in multiple ways, enhancing their learning experience and promoting effective partnerships.

6. Integration with Curriculum:

- Whenever possible, the topics of the seminars are integrated with the curriculum of relevant courses. This integration allows students to connect theoretical knowledge with practical insights from leading experts in the field of sustainability, thereby strengthening their understanding of global partnerships.

Engagement and Participation:

7. Active Participation:

- Faculty and students are encouraged to actively participate in the seminars by asking questions, engaging in discussions, and presenting their own research. This active participation fosters a dynamic and interactive learning environment.

8. Networking Opportunities:

- The seminars provide valuable networking opportunities for participants. Faculty, students, and external attendees can connect with each other, exchange ideas, and explore potential research collaborations, thereby fostering global partnerships.

9. Technology-Enhanced Engagement:

- CMMU leverages technology to enhance engagement in the seminars. Webinars and live-streaming options are provided for those who cannot attend in person, ensuring broader accessibility. Interactive tools such as online polls and Q&A sessions are used to facilitate real-time interaction, promoting inclusivity and partnership.

10 Follow-Up and Dissemination:

- Each seminar is carefully documented through recordings, minutes, and summary reports. These documents are made available to all participants and the wider academic community through the CMMU Research Portal, ensuring transparency and knowledge sharing.

11. Post-Seminar Discussions:

- Following each seminar, post-seminar discussions are organized to delve deeper into the topics covered. These discussions are often held in smaller groups, allowing for more focused and detailed exploration of the subject matter, promoting collaborative problem-solving and partnerships.

12. Continuous Improvement:

- Feedback is solicited from participants after each seminar to identify areas for improvement. This feedback is reviewed by the planning committee and used to refine future seminars, ensuring they continue to meet the needs and expectations of the academic community.



Through meticulous planning, diverse formats, and active engagement, CMMU's responsibility-related regular research seminars create a vibrant platform for advancing sustainable leadership and strengthening partnerships. These seminars not only enhance the knowledge and skills of participants but also reinforce CMMU's dedication to addressing complex social and environmental challenges. By fostering an environment of continuous learning and collaboration, aligned with SDG 17, CMMU ensures that its academic community remains at the forefront of sustainable development research and practice, building effective partnerships for a sustainable future.



Other types of research support for faculty or PhD students

Engaging CMMU researcher and PhD Scholar with the Industry on Sustainability.

Applying sufficiency economy concept to society.



CMMU CRSL researchers speak at the international PRAISE Forum on Sustainability for Entrepreneurship

On December 9, 2023, Assistant Professor Drs. Suparak Suriyankietkaew and Ms. Waewkanee Assoratgoon, ACSDS Doctoral Research Fellow at CRSL are invited by the Thailand's Follow Father Footstep Foundation, to share their research and insights respectively on Sustainable Leadership and Sustainability Organizational Culture at the international PRAISE (Platform for Research, Application, Insights to Sustainable Entrepreneurship) Forum at the Peninsula Hotel, Bangkok. Participating in the event is also Mr. KThe PRAISE Forum annually brings together researchers, policy makers, esteemed speakers, and sustainability experts from renowned organizations, including the United Nations, The Bank of Thailand, CIMB Bank, PwC, and leading universities in Thailand and Australia. It is a hub for the exchange of knowledge, research findings, and real-life experiences in the realm of sustainability.

The Follow Father Footstep Foundation has successfully educated and empowered over 300 entrepreneurs. Its teachings are deeply rooted in the principles of the Sufficiency Economy Philosophy, as initiated by the revered late King Rama IX of Thailand

Dedicated Research Funding

Description of research awards for responsibility-related research

Project: Employment Opportunities for Ex-Prisoners

Researcher: Dr. Suparak Suriyankietkaew is a distinguished academic at the College of Management, Mahidol University (CMMU). She is currently leading a research project funded by the Thailand Institute of Justice (TIJ) with the aim of developing a program to enhance employment opportunities for ex-prisoners in Thailand. This initiative is designed to improve the quality of life, health, and overall well-being of this vulnerable population.

Background and Expertise

Dr. Suparak Suriyankietkaew holds a prominent position within CMMU and is renowned for her extensive work in areas related to social justice, sustainable development, and inclusive business practices. Her expertise and dedication have significantly contributed to advancing the Sustainable Development Goals (SDGs) focused on by CMMU, particularly those related to quality education (SDG 4), gender equality (SDG 5), responsible consumption and production (SDG 12), climate action (SDG 13), and partnerships for the goals (SDG 17).

Research Project Overview

The research project funded by the Thailand Institute of Justice is a groundbreaking effort aimed at addressing the challenges faced by ex-prisoners in reintegrating into society. The primary objectives of the project include:

Developing Employment Programs: Creating comprehensive employment programs tailored to the needs and skills of ex-prisoners. These programs will focus on providing job training, skill development, and employment placement services.

Improving Quality of Life: Enhancing the overall well-being of ex-prisoners by ensuring they have access to stable employment, which is a critical factor in improving their living conditions and health outcomes.

Reducing Recidivism: By providing stable employment opportunities, the project aims to reduce the rate of recidivism among ex-prisoners, contributing to safer communities and better societal outcomes.

Promoting Social Inclusion: Encouraging the social inclusion of ex-prisoners by helping them become productive members of society. This involves not only employment but also

Associate Professor Nattavud Pimpa, a renowned academic at the College of Management, Mahidol University (CMMU), is currently spearheading a research project funded by the United Nations Development Programme (UNDP). The project focuses on the development of a Gender Equality Toolkit for the Thai business sector. This initiative aims to provide practical tools and resources to Thai business organizations to promote the inclusion and advancement of LGBTIQ+ employees and to create safe and equitable workplaces, thereby contributing to the Sustainable Development Goals (SDGs).

Project 2: Gender Equality for LGBTIQ+ Employees

Researcher: Associate Professor Nattavud Pimpa is recognized for his extensive research and advocacy in the areas of gender equality, diversity, and inclusion within the business sector. His work aligns closely with the SDGs, particularly those focused on gender equality (SDG 5), decent work and economic growth (SDG 8), and reduced inequalities (SDG 10). His expertise and commitment to fostering inclusive workplaces have made significant contributions to the promotion of social justice and equitable business practices in Thailand.

Research Project Overview

The Gender Equality Toolkit project aims to address the challenges faced by LGBTIQ+ individuals in the Thai business sector by providing businesses with the necessary tools to create inclusive and supportive environments. The primary objectives of the project include:

Toolkit Development: Creating a comprehensive Gender Equality Toolkit tailored for Thai business organizations. This toolkit will include guidelines, best practices, and resources to promote LGBTIQ+ inclusion in the workplace.

Promoting Safe Workplaces: Ensuring that workplaces are safe and welcoming for LGBTIQ+ employees by addressing issues such as discrimination, harassment, and unequal treatment.

Enhancing Business Practices: Encouraging businesses to adopt inclusive policies and practices that support the professional development and advancement of LGBTIQ+ employees.

Supporting SDGs: Contributing to the achievement of relevant SDGs by promoting gender equality and reducing inequalities in the workplace. Support systems to aid in their transition.

Dr. Suparak Suriyankietkaew's research project, funded by the Thailand Institute of Justice, has made a profound impact on the lives of ex-prisoners in Thailand. By focusing on creating employment opportunities, this initiative has significantly improved the quality of life, health, and overall well-being of this vulnerable population. The project has led to the development of comprehensive employment programs that provide necessary job training and skill development, facilitating smoother reintegration into society.

Key impacts include:

1. **Enhanced Economic Stability:** A considerable number of ex-prisoners have gained stable employment, leading to improved financial independence and reduced reliance on social services.
2. **Improved Health Outcomes:** With stable employment, ex-prisoners have experienced better mental and physical health, reducing the burden on healthcare systems.
3. **Reduced Recidivism:** The project has contributed to a significant decrease in recidivism rates, promoting safer communities and more sustainable social development.

Associate Professor Nattavud Pimpa's project, funded by the UNDP, has been instrumental in promoting gender equality and LGBTIQ+ inclusion within the Thai business sector. The development of the Gender Equality Toolkit has provided businesses with practical resources to create safer and more supportive workplace environments for LGBTIQ+ employees.



Key impacts include:

1. **Inclusive Workplaces:** Businesses adopting the toolkit have reported a more inclusive and supportive workplace culture, leading to increased job satisfaction and productivity among LGBTIQ+ employees.
2. **Policy Adoption:** There has been a marked increase in the adoption of inclusive policies and practices within the Thai business sector, fostering greater gender equality and reduced inequalities.
3. **Business Performance:** Inclusive practices promoted by the toolkit have positively impacted overall business performance, as diverse and inclusive workplaces are known to drive innovation and employee engagement.



Partner

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

Partnership Approaches for RME

College of Management, Mahidol University partners with external stakeholders to advance responsible management education through 2 different approaches:

External Community Dialogue

Description of partnering activities that involve dialoging

In order to create partnerships for sustainability with actors from industry and academia, we initiated The Sufficiency for Sustainability (S4S) Alliance in 2024. The Sufficiency for Sustainability caucus comprises academics and industry leaders who take the concept of sufficiency into business and operation. The S4S Alliance, led by CMMU and major industry players, represents a pioneering effort to integrate sustainability into business operations through the Sufficiency Economy Philosophy. By fostering strategic partnerships, promoting research and innovation, building capacity, engaging communities, and advocating for supportive policies, the alliance aims to create a sustainable future that balances economic growth with environmental preservation and social equity.

The S4S Alliance is a dynamic coalition that brings together academic experts, industry leaders, and community stakeholders to drive sustainable development across various sectors. Guided by the late King of Thailand's Sufficiency Economy Philosophy, the alliance emphasizes moderation, prudence, and social immunity as foundational principles for achieving long-term sustainability. By leveraging the collective expertise and resources of its members, the S4S Alliance strives to create a resilient and equitable society where economic growth is balanced with environmental stewardship and social well-being.

Actions:

1. Strategic Partnerships:

- Collaboration with Industry Leaders:
- Establish partnerships with major industry players committed to sustainability, such as corporations in manufacturing, agriculture, energy, and services. These partnerships focus on integrating sustainable practices into their operations and supply chains.
- Engagement with Government and NGOs:
- Work closely with government agencies and non-governmental organizations (NGOs) to align initiatives with national and global sustainability goals, including the United Nations Sustainable Development Goals (SDGs).

2. Research and Innovation:

- Joint Research Projects:

- Conduct collaborative research projects that address critical sustainability challenges. These projects involve interdisciplinary teams from CMMU and industry partners, focusing on areas such as renewable energy, circular economy, and sustainable agriculture.
- Innovation Hubs:
- Establish innovation hubs that serve as incubators for sustainable technologies and practices. These hubs provide a platform for developing and test

Collaborative Change Action

Description of partnering activities that involve acting

Cost management has long been a universal problem among Thai farmers. Cost of logistics and inability to predict it is the major element of this crucial problem. Dr. Suthep Nimsai is an esteemed academic with extensive experience in logistics, transport management, digital government, and economic development. His work at CMMU has significantly contributed to advancing practical solutions for complex logistical challenges, particularly in the agricultural sector. His expertise is instrumental in addressing the cost management issues faced by local business owners and agriculturists in Thailand.

Project Overview

The collaboration with the Department of Land Transport is centered on developing and implementing strategies that can help local business owners reduce logistics costs and increase transportation efficiency. The primary objectives of the project include:

1. **Cost Reduction Strategies:** Identifying and implementing effective strategies to lower the logistics costs for local businesses, particularly those involved in agriculture.
2. **Efficiency Enhancement:** Improving the efficiency of product transportation through optimized logistics management practices.
3. **Integration of Disciplines:** Leveraging the integration of economics, management, logistics, and area studies to develop holistic and sustainable solutions for cost management.
4. **Support for Agriculturists:** Providing targeted support to Thai agriculturists to enhance their competitiveness and profitability through improved logistics and transportation practices.



This project has made a meaningful and lasting impact on the logistics and transport landscape for local business owners and agriculturists in Thailand. The integration of multidisciplinary approaches has led to innovative solutions that reduce costs, increase efficiency, and enhance competitiveness. Through this collaborative effort, the project has not only improved the economic prospects of individual businesses but has also contributed to the overall economic development and sustainability of the agricultural sector in Thailand.



Practice

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

RME Policy Implementation

College of Management, Mahidol University has implemented 3 policies to support its commitment to responsible management education:

Greenhouse gas emissions

Water Management at CMMU

Water is a finite resource, and effective management ensures its availability for future generations. Water management policies help CMMU to manage and conserve this vital resource, reducing wastage and promoting sustainable use. We engage students and business partners to join us on this important action.

- **Water Protection**

Efficient water management helps protect natural ecosystems. By reducing water consumption and preventing pollution, these policies contribute to maintaining healthy rivers, lakes, and groundwater systems, which are crucial for biodiversity.

- **Cost Savings**

Implementing water-efficient practices can lead to significant cost savings. Reducing water consumption lowers utility bills, and efficient systems reduce the need for expensive repairs and maintenance.

The Impact can be witnessed from these three steps:

Education and Awareness Programs

- **Campaigns:** Launch campaigns to educate the campus community about the importance of water conservation.
- **Workshops:** Organize workshops and training sessions on water-saving techniques and technologies.
- **Curriculum Integration:** Integrate water management topics into relevant courses and research projects.

Behavioral Changes

- **Encouragement:** Encourage students, faculty, and staff to adopt water-saving behaviors, such as turning off taps when not in use and reporting leaks.
- **Incentives:** Provide incentives for water conservation efforts, such as recognition programs or financial rewards for departments that achieve significant reductions in water use.

Monitoring and Reporting

- **Monitoring Systems:** Implement systems to monitor water use across campus in real-time.
- **Reporting:** Regularly report on water use and conservation efforts to keep the community informed and engaged.
- **Feedback Loops:** Use feedback from monitoring systems to continuously improve water management practices.

Policies on greenhouse gas emissions

CMMU's Report and Policies

Scope

GHGs Report

Enforcement Date

December, 2022

Revision Date

December, 2023

Number Of Pages

5

Publisher

4

Media

report

Green Blue Less Carbon Campaign Modern
Newsroom Instagram Post

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Water

Policies on water

Promotion of water usaes to staff.

Scope

GHGs Report

Enforcement Date

December, 2022

Revision Date

December, 2024

Number Of Pages

1

Publisher

mahidol

Media

a brief

Pink Modern Breast Cancer Awareness
Infographic

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Employee equity, diversity, inclusion

Policies on employee (including faculty) equity, diversity, inclusion

DEI policies from CMMU

Scope

diversity and equity

Enforcement Date

December, 2023

Revision Date

January, 2026

Number Of Pages

4

Publisher

CMMU

Media

Policy Brief

deipoliciesaam

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Institutional Aspiration Targets

College of Management, Mahidol University has set aspiration targets in 2 different areas:

- ❖ GHG Emission Targets
- ❖ 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, College of Management, Mahidol University operates with the following approach:

Full Transparency Disclosure



SIGNATORY

College of Management, Mahidol University



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