

2025 Sharing Information on Progress **(SIP) Report**

TSIBA Business School

December 2025

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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.

SUSTAINABLE DEVELOPMENT GOALS





Getting Started

This section provides foundational information about TSIBA Business School, including key details and basic institutional data.

Graduates & Enrollment

2024 Statistics	Number
Graduates	159
Faculty & Staff at the University	12
Faculty & Staff at the Institution	12
Student Enrollment at the University	500
Student Enrollment at the Institution	500
Undergraduate Attendance	350
Masters-Level Postgraduate Attendance	0
Doctoral Student Attendance	0
Certificate, Professional Development, or Continuing Education Attendance	0

Degrees Offered

Bachelor Programs

- ✉ Bachelor of Business Administration (B.B.A.)

Additional

- Higher Certificate in Business Administration (HCBA)
- Post Graduate Certificate in Business Administration (PGDBA)



Purpose

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

Letter of Commitment



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To: PRME Board
c/o PRME Secretariat
United Nations Global Compact Office

23 December 2025

Adoption of the Principles for Responsible Management Education at TSIBA Business School

As a purpose-driven institution of higher education committed to developing ethical, competent, and socially responsible managers, TSIBA Business School affirms its commitment to the Principles for Responsible Management Education (PRME). These Principles are implemented in a manner that is aligned with TSIBA's mission, institutional capacity, and socio-economic context, with deliberate focus on areas where the School can achieve meaningful and measurable impact.

TSIBA recognises that responsible management education extends beyond the curriculum. Our governance practices, teaching and learning approaches, research orientation, and stakeholder engagement are intentionally designed to reflect the values, accountability, and ethical leadership that TSIBA seeks to instil in its students.

TSIBA is committed to continuous reflection, transparent reporting, and ongoing improvement in the integration of the PRME Principles across its academic and operational activities, ensuring that its organisational practices consistently reinforce the standards and responsibilities communicated to current and future managers.

A handwritten signature in black ink, appearing to read "G. Whitehead".

Gia Whitehead
CEO

A handwritten signature in black ink, appearing to read "Dr Peter Ayuk".

Dr Peter Ayuk
Dean

Directors: S Susman (Chairperson), G Whitehead (CEO), Dr. P Ayuk (Dean), Ross Faragher-Thomas, L Meinert, K Kammies, Prof D Ramjugernat, M Kajee.

TSIBA Education NPC is registered and accredited with the Department of Education as a Private Higher Education Institution No:2007/HE08/001 Company Reg. 2004/005126/08 | PBO No:930014613 | NPO No:043-720-NPO | B-BBEE Level 1

Definition of Purpose

Purpose, in the context of PRME and at TSIBA Business School, is defined as educating responsible, work-ready leaders who combine academic competence with ethical judgment, social awareness, and entrepreneurial capability, enabling them to contribute meaningfully to inclusive economic development and responsible management practice within a global context

Institutional Engagement

26% - 50%

of faculty at TSIBA Business School actively contribute to our work with PRME, advancing responsible management education, or addressing sustainable development challenges through their work.



Values

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

How We Define Values

Values, in the context of PRME and at TSIBA Business School, are defined as the ethical principles that guide teaching, learning, and institutional conduct. These include integrity, accountability, inclusivity, and social responsibility, which are embedded in curricula, governance practices, and the development of responsible leaders.

Who Champions Responsible Management Education at Our Institution

- ❖ Individual leader
- ❖ Student contributor
- ❖ Disciplinary efforts within business school

Student Awareness

26% - 50% of students at TSIBA Business School are aware that we are a PRME Signatory Member.

Student Engagement

26% - 50% of students at TSIBA Business School actively contribute to our work with PRME, advancing RME, or addressing sustainable development challenges through their work.



Teach

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

How We Define Teach

Teach, in the context of PRME and at TSIBA Business School, is defined as creating engaged learning environments that combine academic rigour with ethical reflection and practical application, enabling students to develop critical thinking, professional competence, and responsible decision-making skills applicable in a global business context.

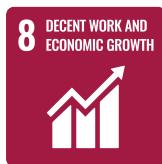
Courses that support RME

TSIBA Business School reports 1 course in 2024 that support responsible management education and sustainable development goals.

Corporate Finance | COF-300

In the Corporate Finance course at TSIBA Business School, responsible management principles are integrated into both the curriculum and everyday teaching practice to develop financially competent and ethically aware decision-makers. Core topics such as financial markets and institutions, agency costs, time value of money, discounted cash flow analysis, capital budgeting, financing decisions, mergers and acquisitions, valuation, and bond and equity risk and return are taught using practical examples drawn from real business situations.

Students are regularly asked to think beyond the numbers by considering how governance structures, executive incentives, ESG factors, and risk management influence financial outcomes and long-term sustainability. Class discussions and applied exercises focus on how financial decisions affect not only shareholders but also employees, communities, and the stability of financial markets. The learning environment encourages active participation, critical thinking, and ethical reflection, enabling students to connect corporate finance theory to responsible management practice in a way that is relevant, practical, and applicable in a global business context.



Educator Recognition

At TSIBA Business School, we recognize educators for quality of teaching in the following ways:

- ❖ Annual teaching excellence awards
- ❖ Publication or research support

💡 Fostering Innovation



A lot

Our institution supports innovation significantly through teaching and learning.

💡 Experiential Learning



A lot

Our institution supports experiential learning significantly through teaching and learning.

💡 Learning Mindset



A lot

Our institution supports a lifelong learning mindset significantly through teaching and learning.

💡 Method of Teaching and Learning



In person

Traditional classroom-based learning with face-to-face instruction.

Barriers to Innovative Curriculum

In 2024, TSIBA Business School identified the following barriers to innovating, updating, or taking risks in existing curriculum:

- ❖ Administrative resistance
- ❖ Assessment challenges
- ❖ Budgetary limitations
- ❖ Collaboration barriers
- ❖ Compliance and legal concerns
- ❖ Limited interdisciplinary collaboration
- ❖ Resource allocation challenges

Barriers to Innovative Pedagogy

In 2024, TSIBA Business School identified the following barriers to innovating, updating, or taking risks in existing pedagogy:

- ❖ Accreditation limitations
- ❖ Administrative hurdles
- ❖ Assessment rigor concerns
- ❖ Compliance concerns
- ❖ Technology gaps



Research

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

How We Define Research

Research, in the context of PRME and at TSIBA Business School, is defined as applied and practice-oriented inquiry that informs responsible management education and societal impact. While there is growing interest and appetite for research among staff, the institution recognises that opportunities have not always been fully realised and is committed to strengthening structures, collaboration, and support to advance responsible management research.

Research vs Research for RME/Sustainable Development

0 Peer-reviewed articles were published by TSIBA Business School from this past calendar year.

vs

0 Peer-reviewed articles were published by TSIBA Business School from this past calendar year in support of RME.

Research Funding

In 2024, TSIBA Business School was awarded funding for research that is:



No funding

Socializing Research

In 2024, TSIBA Business School contributed research findings to:

- ❖ Public events and lectures

Research Barriers

In 2024, TSIBA Business School identified the following barriers to conducting research related to sustainability and/or responsibility:

- ❖ Administrative barriers
- ❖ Funding challenges
- ❖ Collaboration challenges



Partner

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

How We Define Partner

Partner, in the context of PRME and at TSIBA Business School, refers to purposeful collaboration with industry, community organisations, alumni, and professional bodies to enhance learning relevance, support ethical practice, and co-create practical solutions that promote responsible management and inclusive socio-economic development within a global context.

Institutional Partnerships

- ❖ Ministries of Education, Higher Education, or similar national bodies

Student Organization Partnerships

- ❖ None



Practice

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

How We Define Practice

Practice, in the context of PRME and at TSIBA Business School, is defined as learning through action and experience. This includes structured networking and mentoring, work-integrated and experiential learning, and rights-of-passage activities that expose students to real organisational expectations, ethical conduct, and responsible decision-making in professional and community settings.

Institutional Policies and Practices

- ❖ Employee equity, diversity, inclusion
- ❖ Ethical data sourcing guides
- ❖ Professional training opportunities
- ❖ Student equity, diversity, inclusion



Share

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

How We Define Share

Share, in the context of PRME and at TSIBA Business School, is defined as the open exchange of knowledge, experiences, and good practice among educators, students, partners, and the wider community, through collaboration, dialogue, reporting, and collective learning that strengthens responsible management education

Engagement Opportunities

TSIBA Business School offers transparent engagement opportunities for members of our institution and community to contribute to our sustainability and responsibility efforts in the following ways:

- ❖ Partnerships with local organizations
- ❖ Annual reports
- ❖ Public events and panel discussions
- ❖ Student and staff volunteer programs

Communication Audiences

TSIBA Business School communicates its policies and progress on sustainable development and responsibility with:

- ❖ Accreditation bodies
- ❖ Alumni and donors
- ❖ Boards and advisory committees
- ❖ Faculty and staff
- ❖ Prospective and current students

Communication Barriers

TSIBA Business School faces the following barriers in transparent communications:



Feedback loops



Engagement gaps



Messaging clarity

SIGNATORY

TSIBA Business School

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South Africa

 **Website**

<https://www.tsiba.ac.za/>