

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

Faculty of Economics and ALTIS

Table of Contents

1. About PRME	3
2. About SDGs	5
3. Getting Started	6
4. Purpose	9
5. Values	11
6. Teach	13
7. Research	16
8. Partner	21
9. Practice	24
10. Share	26

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.





Getting Started

This section provides foundational information about Faculty of Economics and ALTIS, including key details and basic institutional data.

Mission

Empowering entrepreneurship and management for sustainable development

Vision

Being partner and community reference for those who want to create a more sustainable economy and society

Strategy

Strategy

Promoting interaction between advanced academic research, innovative training programs and concrete initiatives by interconnecting people and organisations, that believe in and act for a sustainable society and economy.

Graduates & Enrollment

2024 Statistics	Number
Graduates	215
Faculty & Staff at the University	8275
Faculty & Staff at the Institution	487
Student Enrollment at the University	42416
Student Enrollment at the Institution	1214
Masters-Level Postgraduate Attendance	215
Doctoral Student Attendance	84
Certificate, Professional Development, or Continuing Education Attendance	999

Degrees Offered

Bachelor Programs

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

Masters Programs

 Master of Business Administration (M.B.A.)

Doctoral Programs

 Doctor of Business Administration (D.B.A.)



Purpose

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

Definition of Purpose

The Faculty of Economics provides excellence to young people who believe that they have a unique potential and who want to assume responsibility for themselves and for others in modern society. ALTIS supports professionals, managers and entrepreneurs who are committed to adopting and promoting a responsible managerial culture.

Institutional Engagement

76% - 100% of faculty at Faculty of Economics and ALTIS 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

The Faculty of Economics and ALTIS has fully embedded this first principle in their long-term vision and culture. The Faculty is committed to providing excellence to those students who believe that they can build solid skills through their consistent commitment and passion. Courses are suitable for young people who believe that they have a unique potential and who want to assume responsibility for themselves and for others in modern society. The School supports professionals, managers and entrepreneurs who are committed to adopting and promoting a responsible managerial culture.

Who Champions Responsible Management Education at Our Institution

- ❖ Centralized sustainability office
- ❖ Disciplinary efforts within business school
- ❖ Interdisciplinary efforts across business school
- ❖ Research or issue group, society, or club leading sustainability efforts

Student Awareness

26% - 50% of students at Faculty of Economics and ALTIS are aware that we are a PRME Signatory Member.

Student Engagement

0% - 25% of students at Faculty of Economics and ALTIS 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

The Faculty of Economics and ALTIS are committed to enact an effective learning experience to prepare undergraduate and graduate students to develop a responsible leadership attitude. Our students are given plenty of networking opportunities during lectures by experts and professionals who are already exercising responsible leadership.

Educator Recognition

At Faculty of Economics and ALTIS, we recognize educators for quality of teaching in the following ways:

- ❖ Course evaluation scores
- ❖ Faculty promotion and tenure consideration
- ❖ Pedagogical innovation grants
- ❖ Professional development opportunities

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, Faculty of Economics and ALTIS identified the following barriers to innovating, updating, or taking risks in existing curriculum:

- ❖ Change fatigue
- ❖ Compliance and legal concerns
- ❖ Curriculum inertia
- ❖ Time constraints

Barriers to Innovative Pedagogy

In 2024, Faculty of Economics and ALTIS identified the following barriers to innovating, updating, or taking risks in existing pedagogy:

- ❖ Assessment rigor concerns
- ❖ Faculty confidence gaps
- ❖ Overloaded faculty
- ❖ Scalability issues
- ❖ Time constraints



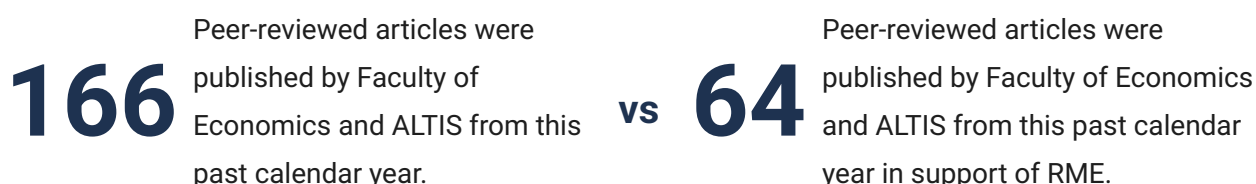
Research

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

How We Define Research

In 2005, the Faculty of Economics has participated in the constitution of ALTIS with the aim to accelerate the research and activities around sustainability. Since its foundation, the School has been conducting research dedicated to the integration of sustainability in managerial and entrepreneurial processes. The work has been developed around two main streams of research: a first stream of academic research, which is aimed at creating new knowledge and produce outcomes that may be applied to different contexts and sectors, thus contributing to the international academic debate. A second stream of action research, which is focused on investigation of processes and offer viable solutions to favour the integration of sustainability in the strategies, governance and daily activities of specific companies and institutions. This type of research is often managed in a consultancy relationship.

Research vs Research for RME/Sustainable Development



Research Funding

In 2024, Faculty of Economics and ALTIS was awarded funding for research that is:



**Institution
Specific**



Local



Regional



National



International

Socializing Research

In 2024, Faculty of Economics and ALTIS contributed research findings to:

- ❖ Community organizations
- ❖ Government and policy makers
- ❖ Industry and business networks
- ❖ International media
- ❖ Local media

- ❖ National media
- ❖ Open-access platforms
- ❖ Public events and lectures
- ❖ Research collaborations
- ❖ Social media and digital outreach

Research Projects

In 2024, Faculty of Economics and ALTIS reported 1 research project that implemented responsible or sustainable activities.

Beyond Hybridity

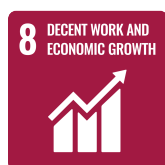
Period Covering: August, 2021 - January, 2025

Department: Business Administration

Professors Matteo Pedrini and Giacomo Ciambotti, together with an international team of scholars including Sophie Bacq, Bob Doherty, Helen Haugh, Silvia Dorado, and Gideon Markman, contributed to a Special Issue of the prestigious academic journal *Journal of Management Studies* entitled “*Beyond Hybridity: addressing complex social and enviromental problems through multi-level Processes*”.

The project, in agreement with the journal’s editors, began in August 2021 and concluded in January 2025 with the publication of the Editorial: “*Transformational Hybridity: Shape, Shake, and Shift Up for Societal Grand Challenges*.” - [Transformational Hybridity: Shape, Shake, and Shift Up for Societal Grand Challenges - Ciambotti - 2025 - Journal of Management Studies - Wiley Online Library](#)

In addition to the editorial, the project resulted in the publication of six other articles authored by international scholars.



Publications Related to RME and/or Sustainability

How to promote workplace inclusion? Needs and meanings through the lens of HR managers

| [DOI](#)

Authors: Full Professor, Matteo Pedrini, Department of Economics and Business Management Sciences, Università Cattolica del Sacro Cuore, Milan, Italy | Research Fellow, Maria Crstina Zaccone, Department of Economics and Business Management Sciences, Università Cattolica del Sacro Cuore, Milan, Italy

Date of publication: April, 2024

Department: Business Administration

Although the topic of inclusion has become a hot and unavoidable issue for organizations, research on how this topic is being addressed in companies is still almost nonexistent. How do HR managers promote workplace inclusion? The objective of this study is to answer this research question. The results are based on evidence that emerged during in-depth interviews conducted with 16 human resources professionals from the world of large-scale retail trade, as well as from the analysis of documents and reports produced by the companies in which the interviewed professionals work. The findings reveal that the promotion of corporate inclusion is not only aimed at satisfying the need for belongingness and uniqueness. It is also aimed at satisfying two other types of human needs, namely, the human need to share and the human need to be impactful. In addition, the results reveal that HR professionals promote workplace inclusion through six initiatives that can be traced to two main ways in which inclusion is conceived.



Cultivating inclusive leadership: a catalyst for enhanced organizational citizenship

| [DOI](#)

Authors: Full Professor, Matteo Pedrini, Faculty of Economics, Università Cattolica del Sacro Cuore- Milan-Italy | Research Fellow, Maria Cristina Zaccone, Faculty of Economics, Università Cattolica del Sacro Cuore- Milan-Italy

Date of publication: October, 2024

Department: Business Administration

The present manuscript aims to develop and validate a theoretical model capable of explaining that organizational citizenship behavior is influenced by the extent to which employees feel valued, accepted and considered integral to the organizational fabric. To do this, the authors draw on social identity theory, according to which the level of identification of a person with a group or organization is not fixed but situational and context-dependent.



Research Barriers

In 2024, Faculty of Economics and ALTIS identified the following barriers to conducting research related to sustainability and/or responsibility:

- ❖ Collaboration challenges
- ❖ Data access and management
- ❖ Funding challenges
- ❖ Time constraints



Partner

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

How We Define Partner

Creating opportunities to interact with managers and business corporation is one of the main features of the Faculty of Economics and ALTIS' approach towards educational programmes. We strongly believe that the way to guarantee excellence in education is to design and constantly review programmes thank to partnerships with business corporations. Each one of them is grounded in a deep relationship with the world of business, which allows for a greater sensitivity towards the real issues that companies are facing and is a way to quickly collect prompts and suggestions for the annual review process

Institutional Partnerships

- ❖ Ashoka U
- ❖ AACSB (Association to Advance Collegiate Schools of Business)
- ❖ AASHE (Association for the Advancement of Sustainability in Higher Education)
- ❖ EFMD (European Foundation for Management Development)
- ❖ Network for Business Sustainability (NBS)
- ❖ Positive Impact Rating (PIR)
- ❖ Ministries of Education, Higher Education, or similar national bodies

Student Organization Partnerships

- ❖ None

Partnerships

The following provides more details on 2 key partnerships at Faculty of Economics and ALTIS.

E4impact Foundation

[E4Impact Foundation](#) is a social change organization that supports the start-up and growth of new businesses in Africa through MBAs, Entrepreneurship programs, business accelerators and economic development projects. It was launched in 2010 as initiative of ALTIS – Università Cattolica del Sacro Cuore and in 2015 it became a Foundation thanks to the support of some leading Italian companies. E4Impact Foundation, dedicated to the creation and growth of sustainable enterprises in Africa through training services, market access, and funding opportunities for Impact Entrepreneurs in more than 25 countries across the continent.

4 Impact programs, designed in partnership with our local academic partners, are conceived with the goal of supporting **African entrepreneurs** to start and grow **businesses** that can combine **corporate growth and socio-environmental impact**. the **Global MBA in Impact Entrepreneurship** (MBA), a Master that provides a degree from ALTIS (**Università Cattolica del Sacro Cuore di Milano**) and from the partner University in the African country.

ALTIS Advisory SB

[ALTIS Advisory SB](#), a spin-off of Università Cattolica-ALTIS that supports economic actors in improving their sustainability by addressing environmental, social, and governance dimensions, guiding them through a structured and business-integrated process.

The history of Università Cattolica del Sacro Cuore serves as an inexhaustible source of inspiration from which we draw to shape our future: for more than a century, this academic institution has made a decisive contribution to the nation's culture, research, and socio-economic development.



Practice

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

How We Define Practice

The Faculty of Economics and ALTIS cares about impacts on society and on natural environment related to our activities and operate to generate a positive impact on society.

Institutional Policies and Practices

- ❖ Campus operations guides
- ❖ Carbon reduction or offset commitments
- ❖ Employee equity, diversity, inclusion
- ❖ Student equity, diversity, inclusion
- ❖ Sustainability strategy or strategic plan (school or university level)
- ❖ Zero-waste guides
- ❖ Professional training opportunities
- ❖ Ethical leadership or good governance policies
- ❖ Local staff/student/faculty transportation
- ❖ Ethical data sourcing guides



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

For ALTIS, Share means disseminating and co-creating sustainability knowledge with students, faculty, and partners. We design tailored training programs for companies and organizations, share best practices through cutting-edge teaching and events, and amplify the impact of partnerships, fostering a bidirectional exchange between academia, young people, and businesses.

Engagement Opportunities

Faculty of Economics and ALTIS offers transparent engagement opportunities for members of our institution and community to contribute to our sustainability and responsibility efforts in the following ways:

- ❖ Boards and advisory committees
- ❖ Annual reports
- ❖ Community events and consultation forums
- ❖ Feedback mechanisms (e.g., surveys, suggestion boxes)
- ❖ Partnerships with local organizations
- ❖ Public events and panel discussions
- ❖ Student and staff volunteer programs
- ❖ Sustainability-focused research and collaboration Opportunities

Communication Audiences

Faculty of Economics and ALTIS communicates its policies and progress on sustainable development and responsibility with:

- ❖ Accreditation bodies
- ❖ Boards and advisory committees
- ❖ Business and industry partners
- ❖ Government and policy makers
- ❖ Research and academic networks

Communication Barriers

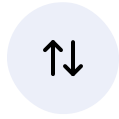
Faculty of Economics and ALTIS faces the following barriers in transparent communications:



**Audience
reach**



**Bureaucratic
delays**



**Inconsistent
updates**



Media visibility



**Ownership
issues**

SIGNATORY

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