



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

Victoria University Business
School

September 2025

Table of Contents

1. About PRME	3
2. About SDGs	5
3. Getting Started	6
4. Purpose	8
5. Values	10
6. Teach	12
7. Research	16
8. Partner	22
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 Victoria University Business School, including key details and basic institutional data.

Graduates & Enrollment

2024 Statistics	Number
Graduates	11556
Faculty & Staff at the University	2061
Faculty & Staff at the Institution	57
Student Enrollment at the University	49106
Student Enrollment at the Institution	7640
Undergraduate Attendance	6234
Masters-Level Postgraduate Attendance	1365
Doctoral Student Attendance	44
Certificate, Professional Development, or Continuing Education Attendance	74

Degrees Offered

Bachelor Programs

- Bachelor of Business
- Bachelor of Accounting
- Bachelor of Sport Management

Masters Programs

- Master of Business Administration (Global)
- Master of Enterprise Resource Planning
- Master of Professional Accounting
- Master of Marketing
- Master of Supply Chain Management
- Master of Analytics
- Master of Research

Doctoral Programs

- Doctor of Philosophy (Integrated)
- Doctor of Philosophy (PhD)



Purpose

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

Definition of Purpose

The Victoria University Business School (VUBS) aims to shape the next generation of business leaders through industry-connected, practical business degrees, emphasising employability, offering work-integrated learning opportunities, and preparing students for a constantly changing global business environment. VUBS will develop the capabilities of students to be future generators of sustainable value for business and society at large and to work for an inclusive and sustainable global economy.

Institutional Engagement

76% - 100%

of faculty at Victoria University 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

VU was founded on the values of providing education and opportunity in Melbourne's west to underprivileged communities by providing quality education that is open to any student from any background. The philosophy of its founders remains at the core of everything we do and that is "always welcoming, ethical, shaping the future, together." These values are operationalised by the VU Business School with an aspiration to produce future-ready graduates, citizens and leaders. We will incorporate into our academic activities, curricula, and organisational practices the values of global social responsibility as portrayed in international initiatives such as the United Nations Global Compact.

Who Champions Responsible Management Education at Our Institution

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

Student Awareness

76% - 100% of students at Victoria University Business School are aware that we are a PRME Signatory Member.

Student Engagement

26% - 50% of students at Victoria University 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

We enhance our learning and teaching environments by integrating UN sustainability concepts and practices into our curriculum and teaching. We also focus on practical applications that promote ethical and sustainable business practices with our business courses in Australia and through Transnational Educational Partnership.

Teaching Awards

In 2024, 1 award was given to faculty and educators at Victoria University Business School.

HDR Supervision Excellence Award 2024

Granter: Institute for Sustainable Industry and Liveable Cities (ISILC)

Grantee: A/Professor Himanshu Shee

Award Description:

The HDR Supervision Excellence recognises outstanding contributions by HDR supervisors. This award celebrates HDR supervisors and supervisory teams who have demonstrated excellence and impact in mentoring HDR candidates. The recipient/s of this award demonstrate an ability to support HDR students in innovative and impactful ways. The award is open to supervisors and supervisory teams who excel in achieving positive and impactful outcomes for their HDR students within their college and across the university. This award is for individuals.

Educator Recognition

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

- ❖ Annual teaching excellence awards
- ❖ Course evaluation scores
- ❖ Faculty promotion and tenure consideration
- ❖ Institutional recognition events
- ❖ Publication or research support
- ❖ Professional development opportunities
- ❖ Publication or research support
- ❖ Student-nominated teaching awards

Fostering Innovation



To a great extent

Teaching and learning at our institution strongly foster innovation.

Experiential Learning



To a great extent

Teaching and learning at our institution strongly encourage experiential learning.

Learning Mindset



To a great extent

Teaching and learning at our institution strongly promote a lifelong learning mindset.

Method of Teaching and Learning



Hybrid

Combination of in-person and virtual learning methods.

Barriers to Innovative Curriculum

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

- ❖ Assessment challenges
- ❖ Budgetary limitations
- ❖ Change fatigue
- ❖ Collaboration barriers
- ❖ Accreditation constraints
- ❖ Overloaded faculty
- ❖ Time constraints
- ❖ Resource allocation challenges

Barriers to Innovative Pedagogy

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

- ❖ Assessment rigor concerns
- ❖ Budget constraints
- ❖ Collaboration barriers
- ❖ Resource constraints
- ❖ Limited interdisciplinary teaching approaches
- ❖ Limited faculty development opportunities
- ❖ Time constraints
- ❖ Limited faculty development opportunities
- ❖ Resource constraints
- ❖ Time constraints



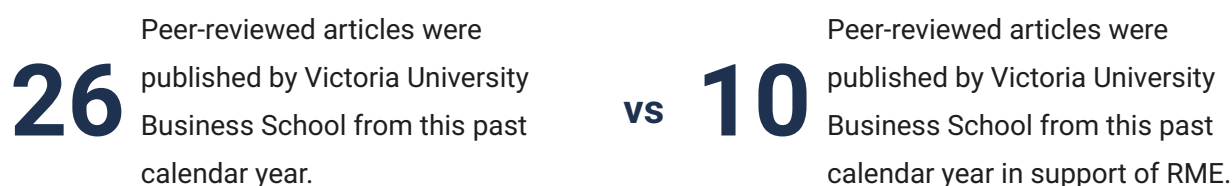
Research

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

How We Define Research

VU's commitment to the UN- SDG is part of VU's whole-of-university effort to address the challenge of planetary health in our teaching, our university practices, our partnerships, and our research. Protecting Country is the key driver of our research which emphasises VU's respect for Indigenous voices, improving the health and wellbeing of the planet and its commitment to the UN-SDG.

Research vs Research for RME/Sustainable Development



Research Funding

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



National



Regional



Local



International

Socializing Research

In 2024, Victoria University Business School 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 Collaboration
- ❖ Social media and digital outreach

Research Awards

In 2024, Victoria University Business School was awarded 1 research award for responsibility- and/or sustainability-related research.

HDR Supervision Excellence Award 2024

Granter: Institute for Sustainable Industry and Liveable Cities (ISILC)

Grantee: A/Professor Himanshu Shee

Award Description:

The HDR Supervision Excellence recognises outstanding contributions by HDR supervisors. This award celebrates HDR supervisors and supervisory teams who have demonstrated excellence and impact in mentoring HDR candidates. The recipient/s of this award demonstrate an ability to support HDR students in innovative and impactful ways. The award is open to supervisors and supervisory teams who excel in achieving positive and impactful outcomes for their HDR students within their college and across the university. This award is for individuals.

Research Presentations Related to RME and/or Sustainability

In 2024, Victoria University Business School gave 2 research presentations related to RME and/or sustainability.

Workplace diversity and positive leadership style: impacts on employee well-being in Australian businesses

| [DOI](#)

Authors: Himanshu Shee | Nilufa Khanom

Date of publication: June, 2025

Department: Business Administration | Workplace diversity

Increasing workforce diversity requires leadership to ensure employees retain their well-being. This study aims to examine how employees' and managers' co-creation of diversity in the workplace influences positive leadership (PL) style, which in turn affects employee well-being (EWB) positively.



INDIAN DIASPORA, VFR AND IMPLICATIONS FOR INCLUSIVE AND SUSTAINABLE TOURISM Transforming Tomorrow: the 35th Annual CAUTHE The University of Queensland, Meanjin (Brisbane), Australia, February 10th to 13th, 2025.

| [DOI](#)

Authors: Dr Madeleine Blaer, Victoria University | Dr Colin Drake, Victoria University

Date of publication: June, 2025

Presented at: National or international discipline-specific conference

Department: International Business

This research highlights the significance of the Indian diaspora and VFR market for Australia. For most of the participants in this study, however, visitation is currently concentrated to key tourist attractions. To encourage both local and regional travel and dispersion beyond established hotspots, two key strategies may help: (1) increasing awareness of local and regional destination offerings, and (2) supporting the visitor economy to better meet the needs of Indian diaspora and their VFR guests (e.g., provision of increased food options and support with interpretation, navigation and transportation). More education and support schemes for tourism and small businesses may enable the industry to better cater to and attract this increasingly important market.

Keywords: Indian diaspora, VFR travel, Sustainable tourism, Inclusion, Community, Culture



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Keywords: Indian diaspora, VFR travel, Sustainable tourism, Inclusion, Community, Culture



Research Barriers

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

- ❖ Data access and management
- ❖ Funding challenges
- ❖ Time constraints
- ❖ Collaboration challenges
- ❖ Skills and expertise gaps
- ❖ Technology and resource access



Partner

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

How We Define Partner

In the context of UN PRME, a partner for Victoria University Business School (VUBS) is any external or internal stakeholder – including businesses, government agencies, NGOs, industry bodies, and academic institutions – that collaborates with the School to advance responsible and accountable management education and practice. These partners actively contribute to VUBS’ mission by sharing knowledge, providing practical insights, co-creating curricula, offering work-integrated learning opportunities, and supporting research and community engagement. Through such partnerships, VUBS aims to foster a learning environment that develops ethical, sustainability-focused leaders and promotes a more inclusive and resilient global economy.

Institutional Partnerships

- ❖ Times Higher Education (THE)
- ❖ Ministries of Education, Higher Education, or similar national bodies
- ❖ University Councils
- ❖ Local institutions and associations
- ❖ EFMD (European Foundation for Management Development)
- ❖ AMBA (Association of MBAs)

Student Organization Partnerships

- ❖ Muslim Student Association



Practice

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

How We Define Practice

In the context of UN-PRME, “Practice” at Victoria University Business School means embedding the principles of responsible and accountable management into every aspect of our own governance and operations. It reflects how we lead by example — aligning our policies, decision-making, resource allocation, staff and student engagement, and daily operational activities with the core values of sustainability, integrity, diversity, and social responsibility that PRME promotes.

Institutional Policies and Practices

- ❖ Climate action plan
- ❖ Curriculum guidelines
- ❖ Accreditation body recommendation documents
- ❖ Buildings/real estate
- ❖ Campus operations guides
- ❖ Carbon reduction or offset commitments
- ❖ Employee equity, diversity, inclusion
- ❖ Ethical data sourcing guides
- ❖ Ethical leadership or good governance policies
- ❖ Greenhouse gas emissions
- ❖ Faculty hiring, tenure, and promotion guidelines
- ❖ Ministry of education recommendation documents
- ❖ Professional training opportunities
- ❖ Responsible procurement policies
- ❖ Student equity, diversity, inclusion
- ❖ Sustainability strategy or strategic plan (school or university level)
- ❖ Travel guides
- ❖ Water
- ❖ USGBC building guides
- ❖ Zero-waste 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

VU Business School has been actively involving its stakeholders, including students, the VUBS Program Advisory Committee, industry partners, and the community, through various initiatives, workshops, and forums to disseminate information on progress towards sustainability goals. The numerous events, such as the VU Block Model, Tax Clinic, and various research colloquiums, brought together academia, industry, and the community to foster dialogue on responsible management practices. These efforts demonstrate VUBS's sharing of progress both internally and externally.

Engagement Opportunities

Victoria University 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:

- ❖ Boards and advisory committees
- ❖ Annual reports
- ❖ Community events and consultation forums
- ❖ Feedback mechanisms (e.g., surveys, suggestion boxes)
- ❖ Open faculty and student meetings and town halls
- ❖ Partnerships with local organizations
- ❖ Public events and panel discussions
- ❖ Publicly accessible sustainability data and dashboards
- ❖ Student and staff volunteer programs
- ❖ Sustainability-focused research and collaboration Opportunities

Communication Audiences

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

- ❖ Accreditation bodies
- ❖ Alumni and donors
- ❖ Boards and advisory committees
- ❖ Business and industry partners
- ❖ Chamber of commerce and local communities
- ❖ Faculty and staff
- ❖ Government and policy makers
- ❖ Media and public relations channels
- ❖ Non-governmental organizations (NGOs)

- ❖ Prospective and current students
- ❖ Research and academic networks



SIGNATORY

Victoria University Business School



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