

**PRiME**

*an initiative of the  
United Nations Global Compact*

**iscte**  
BUSINESS  
SCHOOL

# Sharing Information on Progress 2026

Iscte Business School - University  
Institute of Lisbon

September 2026

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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.





# Getting Started

This section provides foundational information about Iscte Business School - University Institute of Lisbon, including key details and basic institutional data.

## Mission

Iscte Business School Mission:

To co-create societal impact by providing close-to-practice high-quality education and research that promotes responsible management.

## Vision

Iscte Business School Vision:

To be internationally recognized as a business school that creates and disseminates knowledge to positively impact society.

## Strategy Alignment

### **Alignment of Strategic Priorities with Sustainable Development, the Common Good, and Quality Education**

#### **Alignment of Strategic Priorities with Sustainable Development, the Common Good, and Quality Education**

The strategic priorities outlined in the **Iscte Business School Strategic Plan 2022–2025** demonstrate a clear and deliberate alignment with the advancement of sustainable development, the promotion of the common good, and the pursuit of high-quality education.

Rooted in a mission to co-create societal impact through close-to-practice education and research, Iscte Business School positions itself as a catalyst for responsible management and positive societal transformation. The School's vision — to be internationally recognized for generating and disseminating knowledge that benefits society—underpins its strategic initiatives and operational ethos.

### **Commitment to Sustainable Development**

Iscte Business School integrates the United Nations Sustainable Development Goals (SDGs) into its core activities, emphasizing ethics, responsibility, and sustainability across teaching, research, and community engagement. Strategic objectives related to the SDGs include:

- Enhancing the integration and mapping of SDGs in curricula and research.
- Expanding initiatives that address societal challenges in collaboration with community stakeholders.
- Promoting projects and competitions that foster social innovation and change.

## Promotion of the Common Good

The School fosters an inclusive and equitable academic environment, guided by values such as diversity, integrity, and community building. It actively supports lifelong learning through continuing education programs and initiatives tailored to diverse learner profiles, including more mature students. These efforts contribute to individual empowerment and collective well-being.

## Advancement of Quality Education

Iscte Business School is committed to delivering innovative and impactful education. This is reflected in:

- The modernization of curricula to meet evolving market demands, particularly in the context of digital transformation and climate change.
- The expansion of flexible learning modalities, including e-learning and blended formats.
- The promotion of international exposure for students and faculty, enhancing global competencies and intercultural understanding.
- Continuous professional development for academic and administrative staff, ensuring excellence in teaching and service delivery.

Through these strategic priorities, Iscte Business School not only responds to contemporary global challenges but also actively shapes a more sustainable, inclusive, and educated society.

## Graduates & Enrollment

| 2025 Statistics                       | Number |
|---------------------------------------|--------|
| Graduates                             | 1362   |
| Faculty & Staff at the University     | 707    |
| Faculty & Staff at the Institution    | 135    |
| Student Enrollment at the University  | 13236  |
| Student Enrollment at the Institution | 4846   |
| Undergraduate Attendance              | 2221   |
| Masters-Level Postgraduate Attendance | 2214   |
| Doctoral Student Attendance           | 411    |

## Degrees Offered

### Bachelor Programs

 Bachelor of Science (B.Sc. or B.S.)

### Masters Programs

 Master of Science (M.Sc. or M.S.)

### Doctoral Programs

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

## Undergraduate Degree Programmes

 BSc in Human Resources Management  BSc in Data Science  
 BSc in Industrial Management and Logistics  BSc in Marketing Management  
 BSc in Finance and Accounting  BSc in Management  BSc in Economics

## Masters Degree Programmes

 Master in Management  Master in International Management  Master in Finance  
 Master of Science in Business Administration  Master in Hospitality and Tourism Management  
 Master in Business Analytics  Master in Data Science  
 Master in Accounting and Management Control  Master in Business Economics and Competition  
 Master in Marketing  Master in Health Services Management  
 Master in Human Resources Management and Organizational Consulting  Master in Economics  
 Master in Management of Services and Technology  Master in Humanitarian Action  
 Master in Financial Mathematics



# Purpose

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

## Definition of Purpose

'Purpose principle' at Iscte Business School reflects its commitment to advancing responsible management education by integrating ethics, sustainability, and inclusivity into teaching, research, and community engagement, aiming to develop responsible leaders who foster inclusive prosperity, address societal challenges, and contribute to thriving ecosystems aligned with the UN Sustainable Development Goals.

## Institutional Engagement

**26% - 50%**

of faculty at Iscte Business School - University Institute of Lisbon 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 principle' at Iscte Business School emphasize organizational responsibility, accountability, and ethical practices, fostering inclusivity, diversity, innovation, and social responsibility. They prioritize societal well-being, environmental sustainability, and alignment with the UN SDGs, embedding ethics, sustainability, and global responsibility into education, research, and community engagement to create positive societal and planetary impact.

## Who Champions Responsible Management Education at Our Institution

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

## Student Engagement

**0% - 25%**

of students at Iscte Business School - University Institute of Lisbon 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 principle' at Iscte Business School involves integrating responsible management principles into curricula and pedagogy, emphasizing ethics, sustainability, and global responsibility. Through SDG-aligned courses, experiential learning, interdisciplinary approaches, and case studies, the school fosters critical thinking, ethical leadership, and innovative solutions to societal and environmental challenges.

## **Educator Recognition**

At Iscte Business School - University Institute of Lisbon, we recognize educators for quality of teaching in the following ways:

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

## **Barriers to Innovative Curriculum**

In 2025, Iscte Business School - University Institute of Lisbon identified the following barriers to innovating, updating, or taking risks in existing curriculum:

- ❖ Assessment challenges
- ❖ Budgetary limitations
- ❖ Overloaded faculty
- ❖ Resource allocation challenges

## **Barriers to Innovative Pedagogy**

In 2025, Iscte Business School - University Institute of Lisbon identified the following barriers to innovating, updating, or taking risks in existing pedagogy:

- ❖ Classroom infrastructure limitations
- ❖ Limited faculty development opportunities
- ❖ Overloaded faculty
- ❖ Resource constraints
- ❖ Measurement difficulties



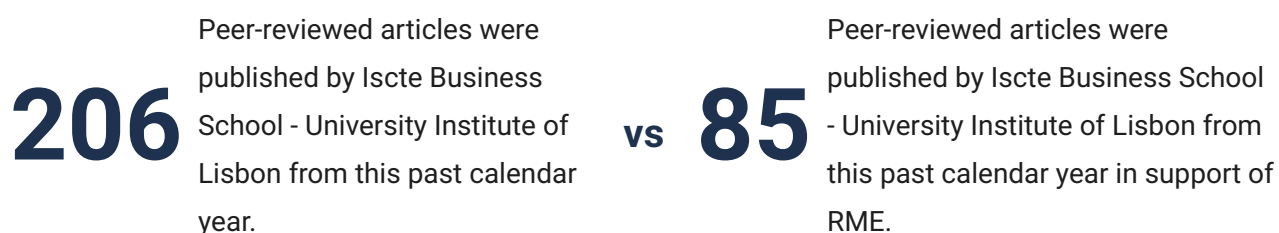
# Research

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

## How We Define Research

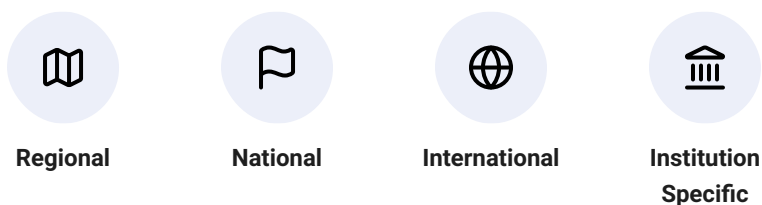
'Research principle' at Iscte Business School involves studying societal, organizational, and global challenges through SDG-aligned projects, interdisciplinary collaboration, and applied research. It fosters innovative solutions, ethical practices, and sustainability to inspire responsible management, education, and impactful contributions to academia, industry, and society.

## Research vs Research for RME/Sustainable Development



## Research Funding

In 2025, Iscte Business School - University Institute of Lisbon was awarded funding for research that is:



## Socializing Research

In 2025, Iscte Business School - University Institute of Lisbon contributed research findings to:

- ❖ Government and policy makers
- ❖ Industry and business networks
- ❖ Open-access platforms
- ❖ Public events and lectures
- ❖ Research collaborations
- ❖ Social media and digital outreach
- ❖ Local media
- ❖ National media
- ❖ International media

❖ Community organizations

## Research Projects

In 2025, Iscte Business School - University Institute of Lisbon reported 4 research projects that implemented responsible or sustainable activities.

### **INITIATE - Supporting European Research and Innovation Through stakeholder collaboration and institutional reform**

**Period Covering:** February, 2024 - July, 2027

**Department:** Business Analytics

INITIATE is a project that aims to empower higher education institutions to develop R&I through institution transformation. INITIATE, in its widening dimension, seeks to raise excellence in science and knowledge valorisation of Europe's universities through cooperation and knowledge circulation. Through stakeholder inclusion and co-design approach, INITIATE will design an approach for institution transformation that will reflect on the current needs and resources of the institution, external elements such as policy barriers, good practices from other initiatives and identification of possible collaboration areas with other institutions including local ecosystems. Through iterative process and R&I Labs supported by online tools such as Knowledge Hub, INITIATE will generate policy recommendations for helping stimulate R&I development and scientific excellence in Widening countries, in addition to research outputs and creation of joint applications for other funding sources (e.g. Horizon Europe). The approach will be demonstrated in Croatia, Portugal and north Macedonia. This will finally result in a roadmap for long term uptake of R&I in widening countries with identified replication cases and forming of the Alliance for green energy transition that will assure the long-term sustainability of INITIATE results. The action focuses on universities in Widening countries, in which the cases for the implementation of INITIATE approach will be conducted. Additionally, the project aims to achieve several outcomes, including the successful institutional reform and upgrade of higher education institutions in the R&I dimension, empowerment to be actors of change, and the mainstreaming of a culture of excellence in science and value creation amongst higher education institutions, particularly in less research-intensive institutions and countries. To achieve these outcomes, the project will engage universities as well as local ecosystems.

The main idea behind INITIATE project is to capitalize knowledge already existing in the geographically inclusive alliances such as ESEIA (the European Sustainable Energy Innovation Alliance), SDEWES (International Conference on Sustainable Development of Energy, Water, and Environment Systems) organized by UNIZAG, EPMES ("Energy planning and modelling of energy systems, organized by UKIM

and UNIZAG ERASMUS+ (programme for education, training, youth, and sport) networks through their effective consolidation and increasing the critical mass of researchers in terms of upskilling, knowledge creation and knowledge circulation in the green transition.



## WISE-AI - Fostering Young Women's Employability by Promoting Sustainable Development Goals through Artificial Intelligence

**Period Covering:** April, 2024 - March, 2026

**Department:** Department of Human Resources and Organisational Behaviour

The WISE-AI project aims to address the low participation of women in AI sciences and support the implementation of the Sustainable Development Goals (SDGs). Despite the increasing importance of AI in various fields, women remain underrepresented in this sector. By combining training and educational play, the project seeks to empower young women in entrepreneurship and AI skills, bridging the gender gap and promoting inclusion and equality. The project will leverage innovative educational methods, using a game-based approach to make learning engaging and effective.



## REFMAP - Reducing Environment Footprint Through Transformative Multi-scale Aviation planning

**Period Covering:** February, 2023 - January, 2026

**Department:** Department of Marketing, Operations and General Management

The mission of RefMap is to develop a digital service aimed at quantifying the environmental footprints of air mobility for airlines and unmanned aircraft systems (UAS) at a "multi-scale" level, where single-trajectories (micro) and the flow traffic of multiple vehicles (macro) are optimised to minimise their environmental impact in a wide range of communities. RefMap investigates how the aviation business models will be affected by the availability of environmental data for each type and route of air vehicle, as this will enable stricter evidence-based Green policy making in the sector. This will be achieved via the development of the RefMap analytics platform processing environmental and weather data such as wind, noise, CO2 and non-CO2 emissions for both U-space and ATM. This platform will rely on a number of technical solutions, including numerical simulation, predictive models, and deep-learning methods. The latter will be used to construct accurate non-intrusive

prediction frameworks and to optimize the trajectories of the various vehicles given the predicted flow conditions via deep reinforcement learning (DRL). These will enable the development of a new aviation business models aligned with EU's Green Agenda.



## **SYNCLUSIVE - System approach to close the employment gap and create a more inclusive labor market for vulnerable groups**

**Period Covering:** March, 2023 - February, 2027

**Department:** Economics | Department of Marketing, Operations and General Management |  
Department of Human Resources and Organisational Behaviour | Department of Political  
Science and Public Policy

SYNCLUSIVE is an innovative, integral, and interdisciplinary systems' approach to stimulate inclusion of vulnerable groups in the labor market. To achieve this, our six central objectives are: 1) developing and consolidating a coalition of stakeholders in 4 regional Living Labs across Europe along the lines of the Community Coalition Action Theory, using the ENGINE approach. This approach includes an integrated package of interventions that stimulates upward and sideward mobility of vulnerable employees, hereby creating vacancies for inflow of vulnerable job seekers; 2) testing the usefulness and applicability of the ENGINE approach for different vulnerable groups identified as being discriminated against; 3) identifying drivers and barriers for mobility and inflow including discrimination; 4) assessing the impact of the implemented ENGINE approach on the labor market mobility and inclusion of vulnerable groups; 5) identifying transition pathways from the regional to the national and EU policy level; and 6) identifying interoperable and comparative indicators and standards that are relevant for the labor market inclusion of vulnerable groups taking into account the regional, national (legislative, social security) and cultural context.



## **Research Barriers**

In 2025, Iscte Business School - University Institute of Lisbon identified the following barriers to conducting research related to sustainability and/or responsibility:

- ❖ Funding challenges

- ❖ Time constraints
- ❖ Publishing barriers



# 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 principle' at Iscte Business School involves collaboration with businesses, government, civil society, and academia to co-create knowledge, foster ethical leadership, and promote sustainability. These partnerships aim to advance responsible management education and practice, integrating real-world insights, driving impactful initiatives, and aligning with societal and environmental goals.

## Institutional Partnerships

- ❖ AACSB (Association to Advance Collegiate Schools of Business)
- ❖ AMBA (Association of MBAs)
- ❖ CLADEA (Consejo Latinoamericano de Escuelas de Administración)
- ❖ EFMD (European Foundation for Management Development)
- ❖ Financial Times
- ❖ GRLI (Globally Responsible Leadership Initiative)
- ❖ Positive Impact Rating (PIR)
- ❖ Sulitest
- ❖ Times Higher Education (THE)
- ❖ Ministries of Education, Higher Education, or similar national bodies
- ❖ Local institutions and associations
- ❖ Quacquarelli Symonds (QS)

## Student Organization Partnerships

- ❖ None



# Practice

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

## How We Define Practice

'Practice principle' at Iscte Business School involves embedding ethics, responsibility, and sustainability into governance, strategy, and operations. This includes fostering transparency, inclusivity, and accountability, aligning with Sustainable Development Goals (SDGs), promoting sustainable campus initiatives, and ensuring responsible management principles guide decision-making, education, and societal impact.

## Institutional Policies and Practices

- ❖ Buildings/real estate
- ❖ Campus operations guides
- ❖ Carbon reduction or offset commitments
- ❖ Climate action plan
- ❖ Curriculum guidelines
- ❖ Environmental stewardship policies
- ❖ Ethical data sourcing guides
- ❖ Ethical leadership or good governance policies
- ❖ Faculty hiring, tenure, and promotion guidelines
- ❖ Greenhouse gas emissions
- ❖ Local staff/student/faculty transportation
- ❖ Open-access guides
- ❖ Professional training opportunities
- ❖ Responsible procurement policies
- ❖ Student equity, diversity, inclusion
- ❖ Sustainability strategy or strategic plan (school or university level)
- ❖ Travel guides
- ❖ Water
- ❖ Equity reporting (DEI, EDI, etc.)

## Policy Documents Related to RME and/or Sustainability

Practice Q2\_PRME SIP REPORT 2024

View document  Download document 



# 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 principle' at Iscte Business School means openly exchanging experiences, insights, successes, and challenges with stakeholders, including academia, industry, and civil society. This fosters collective learning, strengthens collaboration, and promotes responsible management practices, aligning with shared values of sustainability, ethical leadership, and societal impact.

## Engagement Opportunities

Iscte Business School - University Institute of Lisbon 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
- ❖ Sustainability-focused research and collaboration Opportunities

## Communication Audiences

Iscte Business School - University Institute of Lisbon communicates its policies and progress on sustainable development and responsibility with:

- ❖ Accreditation bodies
- ❖ Alumni and donors
- ❖ Boards and advisory committees
- ❖ Business and industry partners
- ❖ Faculty and staff
- ❖ Media and public relations channels
- ❖ Prospective and current students
- ❖ Research and academic networks
- ❖ Government and policy makers

## Communication Barriers

Iscte Business School - University Institute of Lisbon faces the following barriers in transparent communications:



**Audience  
reach**



**Media visibility**



**Engagement  
gaps**



SIGNATORY

# Iscte Business School - University Institute of Lisbon

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## Address

Avenida das Forças Armadas, Lisbon, Lisbon, 1649-026  
Portugal



## Website

<https://ibs.iscte-iul.pt/>