

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

Birkbeck Business School

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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 Birkbeck Business School, including key details and basic institutional data.

Mission

Our mission is threefold. (1) to transform lives through inspiring teaching that is accessible and inclusive (2) to address challenges and changes in our world through outstanding research and (3) to stand out for our contribution to social mobility and lifelong learning.

Vision

Our vision is to be a globally recognised university known for its flexible accessible education and world class research, empowering students from diverse backgrounds to fulfil their ambitions and make a positive societal impact. We will achieve this vision through, for example, harnessing outstanding research to produce knowledge that addresses pressing contemporary challenges and contributes to public debate, policy, and societal understanding. We will enhance the impact of its research by partnering with other organisations, engaging with businesses and communities, and promoting public debate.

Strategy

birkbeck-vision-strategy

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Strategy BBS

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Strategy Alignment

Strategy alignment




Strategy Alignment: Birkbeck is a mission driven organisation and has been for its 200 year history – the excellence of our academic work in education and research is put to use to deliver social mobility and societal benefit. This means that there is a clear thread which runs through the University from the broad mission through to the strategy of its Business School and then activities and behaviours in education and research. Thus you see the university's mission reflected in education and research themes around sustainability and accessible education as the only University and Business School in the UK which combines research excellence and intensity with widening participation in education. From the portfolio of programmes and modules that students study, the issues and disciplines in which academics engage and the cross school and university research organisations, there is a clear alignment both vertically and horizontally.

Graduates & Enrollment




2024 Statistics	Number
Graduates	792

Degrees Offered


Bachelor Programs

-  Bachelor of Science (B.Sc. or B.S.)
-  Bachelor of Arts (B.A.)
-  Bachelor of Business Administration (B.B.A.)

Masters Programs

-  Master of Science (M.Sc. or M.S.)
-  Master of Arts (M.A.)
-  Master of Business Administration (M.B.A.)

Doctoral Programs

-  Doctor of Philosophy (Ph.D.)



Purpose

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

Letter of Commitment



Professor Andy Adcroft
Head, Birkbeck Business School
Faculty of Business and Law
Birkbeck, University of London
Malet Street, Bloomsbury London WC1E 7HX

Email : a.adcroft@bbk.ac.uk

24th September 2025

Adoption of the Principles for Responsible Management Education

To our stakeholders,

I am pleased to confirm that Birkbeck Business School, Birkbeck University of London reaffirms its support of the following Seven Principles for Responsible Management Education: Purpose, Values, Teach, Research, Partner, Practice and Share. In this annual Sharing Information on Progress (SIP) report, we disclose our continuous efforts to integrate the Seven Principles into our institutional strategy, culture, academic activities, and daily operations, and contribute to United Nations goals, particularly in the Sustainable Development Goals.

Your sincerely

A handwritten signature in black ink, appearing to read 'Andy Adcroft'.

Professor Andy Adcroft
Head of Birkbeck Business School

LONDON'S EVENING UNIVERSITY



Values

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



Who Champions Responsible Management Education at Our Institution

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

Student Voices

The following narrative demonstrates how Birkbeck Business School has influenced students' academic journey and personal growth.

Student voice_ Introduction to Corporate Responsibility module

I'm very grateful for the impact the Introduction to Corporate Responsibility module has had on my development, both academically and personally.

On a personal level, the module encouraged me to think more critically about the responsibilities of companies in addressing environmental and social issues. This has shaped my career targets towards positions and further study opportunities where I can contribute to sustainable growth. I am currently applying for jobs where sustainability is central or closely connected. This module was very influential in this decision, as it helped me see how sustainability links with business strategy and long-term value creation. (Abdulaziz BIN Muaythir , BSc Economics and Business, 2025)

Celebrating Values

The following demonstrates a way in which our institution celebrates values in various specializations.

Promoting responsible management education values

Sustainability is increasingly integrated into both our research and education. This integration begins at the level of our institution where our aims are to contribute to the resolution of threats to society, to enhance social equalities and justice and inform policy and enrich public knowledge. In delivering these aims a range of themes have been developed the most prominent of which is Nature, Environment and Sustainability. Within the Business School, this is reflected in the research that we undertake which covers areas as diverse as, for example, carbon labelling, green energy and finance and the throwaway society. It is also reflected in a range of cross university research centres the most significant of which are our Centre for Responsible Business and our Centre for Research in Environment and Sustainability. As a research intensive business school, we see this research

reflected in our programmes such as our Organisational Governance and Sustainability MSc programme. We also see it reflected across our undergraduate and postgraduate programmes more generally through specific sustainability modules which our students study as part of their degree programmes as well as in more traditional management modules.



Teach

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

Courses that support RME

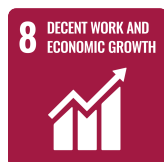
Birkbeck Business School reports 12 courses in 2024 that support responsible management education and sustainable development goals.

Work and Wellbeing

| MOOP008H7

Wellness and wellbeing is very much "in" at the moment which means we can have some really contemporary discussions and critique about what is going on in the world of work. Drawing from a science-practitioner model, the module has an applied focus, which will facilitate the translation and application of psychological theories and principles into the development of healthy workplace policies, organisational systems, and management practices. **MODULE LEARNING OUTCOMES** By the end of this module you will be able to: Explain the changing nature of the workplace and how these new and emerging challenges relate to workplace health. Outline the historical development of stress as a concept. Explain and critically evaluate theories of wellbeing. Identify and discuss the possible relationships between work and organizational factors and worker's health, safety and wellbeing. Outline and critically discuss the evidence for the relationships between psychosocial hazards and worker's health, safety and wellbeing. Identify work and wellbeing interventions and critically discuss their respective effectiveness. Critically evaluate the movement towards positive wellbeing. Recognise mental health, certain developmental disorders and neurodiversity in the workplace and consider ways of managing and accommodating human difference. Explain how the implications of the contemporary work environment on workers' work-life balance. Consider the crucial role of the discourse of wellness on the individuals in organizational life and the power dynamics inherent in these. Be able to summarise the knowledge gained for a professional and non-academic audience.

This module empowers students to critically and systematically address worker health and wellbeing, aligning with key UN Sustainable Development Goals—particularly SDG 3 (Good Health and Well-being), SDG 5 (Gender Equality), SDG 8 (Decent Work and Economic Growth), and SDG 10 (Reduced Inequalities). Drawing from a science-practitioner model, the module fosters the translation of psychological theory into practice, enabling students to: - Analyse contemporary workplace challenges and their impact on health, including psychosocial risks and structural inequalities. - Critically evaluate wellbeing theories and interventions, with a focus on sustainability, inclusivity, and effectiveness. - Explore power dynamics and gendered experiences of work, encouraging students to challenge dominant discourses and promote equitable organisational practices. - Develop and communicate evidence-based interventions to both professional and lay audiences, enhancing accessibility and impact. - Apply a risk assessment approach to workplace wellbeing, supporting proactive and preventative strategies. - Translate knowledge into practice, designing policies and systems that accommodate neurodiversity, mental health, and human difference.



Principles of Investment Management

| BUMN072H7

The module currently covers the following topics in investment management: 1. Security Markets and Transactions 2. Investment Information and Security Transactions 3. Return and Risk 4. Modern Portfolio Concepts 5. Investing in Common Stocks 6. Investing in Fixed Income Securities 7. Market Efficiency and Behavioural Finance 8. Sustainable Investing: (Explanation) Introduction to ESG (Environmental, Social, and Governance) criteria in investment decision-making; sustainable finance instruments such as green bonds and impact funds; ESG integration strategies; regulatory developments and investor expectations regarding sustainability. The last topic reflects the growing importance of sustainable finance, aligning the module with emerging industry standards and the CFA Institute's ESG curriculum.

Overall, the learning outcomes of this module are designed to reflect the growing importance of ESG (Environmental, Social, and Governance) considerations in contemporary investment practice. To complement my teaching, I also invited a guest speaker from the investment industry to share practical insights on setting up a net-zero fund. This gave students the opportunity not only to learn the theoretical knowledge from the textbook but also to connect directly with real-world financial practice. They greatly enjoyed applying their knowledge in this context and appreciated the chance to see how financial concepts are implemented in practice.



Marketing Analytics

| BUMN180H7

The Internet and web applications have fundamentally changed nearly every aspect of our daily lives. Marketing practitioners have shifted their efforts online. Furthermore, social media has become fundamental to the way that people connect and communicate with each other. It not only provides marketing practitioners with a means of communicating with their customers, but also a way to better understand their customers. This module aims to help students recognise the role of web analytics and social media analytics within the digital marketing landscape, and practically apply analytics tools and technologies to monitor performance of web-based marketing activities, as well as to convert social media data to digital marketing insights. Topics covered in this module include: Basics of web and social media marketing analytics; Collecting and extracting web and social media data; Key

metrics used for analysing social media and web activities; Social media data analysis, visualisation, and exploration; Web marketing data analysis, visualisation, and exploration; Methods for identifying trends in social and web data; Dark and dirty data.

Through this module, I equip students with the ability to critically use data for meaningful decision-making in digital marketing. Beyond technical skills in web and social media analytics, students develop an awareness of the power of data to shape consumer behaviour, influence society, and drive organisational strategy. By engaging with real-world datasets, they learn to extract insights, visualise patterns, and identify trends while also questioning the limitations and ethical challenges of marketing data. The impact on students is twofold. First, they leave the course with practical, industry-relevant skills that enhance their employability and confidence in applying analytical tools to solve real problems. Second, they gain a broader perspective on how digital marketing analytics can be aligned with social responsibility such as promoting transparency, reducing bias, and encouraging sustainable consumer choices.



Institutions Governance and Development

| BUMN069H7

How do institutions shape our world? Why does trust in public authority matter? This module explores the powerful role of institutions and governance in driving peace, justice, and sustainable development, with a special focus on UN Sustainable Development Goal 16. Through a multidisciplinary lens, drawing from political economy, institutional theory, and social psychology, we will examine how formal rules, cultural values, and social norms shape the relationship between citizens and the state. We will tackle pressing questions around corruption, accountability, and trust, and assess why well-designed institutions sometimes fail to deliver. From analysing real-world data and public opinion surveys to engaging with game theory and case studies from developing and emerging economies, we will explore how governance challenges affect people's lives, and what can be done about it. This module is part of the Business School's commitment to the UN Principles of Responsible Management Education (PRME), equipping you with the tools to think critically and act responsibly in a complex world.



Management of Innovation

| BUMN147H5

The module Management of Innovation introduces concepts and theories in innovation studies. We first explore the different facets and dimensions of innovation, before we examine how firms manage innovation processes, explore different knowledge sources for innovation and design their innovation strategies. A range of different methods used by firms to protect their innovations from imitation is evaluated



The Business Project

| BUMN140S6

This module has a very practical focus on the development of effective business plans. A well-structured business plan is essential not only for launching new ventures but also for driving growth and maintaining competitiveness. Today, both start-ups and established businesses are expected to prepare business plans that reassure stakeholders of the business's viability and investment potential. Financial institutions, for example, increasingly require evidence that management has thoroughly researched the market and developed a clear path for growth.

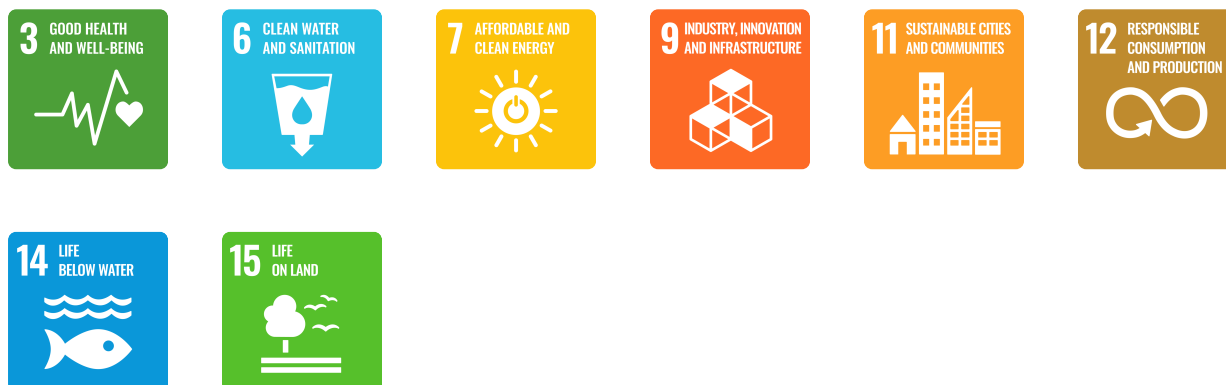


Sustainability in the Food and Beverage Industry

| BBK_BUMN162H7

Sustainability is an important contemporary issue that connects the food industry from production through to consumption. The changing needs of the global food and beverage industry and the environment within which it operates requires food and beverage professionals and managers to understand sustainability from the broader view of balancing environmental, social, and economic considerations in decision-making. This module will enable students engage with the key concepts of sustainability and its applications to modern food and beverage industry practice. The purpose of this module is to explore and engage with the theory and practice of sustainability as an essential management theme with huge implications for the successful performance of the food and beverage industry. Stakeholder theory, business logic for sustainability and sustainable business models in food and beverage industry will be explored and comprehensively discussed. Further areas that will be covered include sustainable supply and value chain management, the dynamics of sourcing sustainable food ingredients and logistics, sustainability marketing and formulating sustainable food and beverage industry strategy and the state of the global food and beverage industry from sustainability perspective.

In the culinary and hospitality industry there is a strong realisation that supply chain, ethical sourcing, healthy eating and food and energy wastage are areas where it is easy to be critical of the industry. Therefore students are keen to read, discuss and explore ways in which to mitigate these for the ethical benefits as well as the marketing and business potential.



International Business Ethics

| MOMN032H7

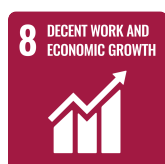
It covers the theory and practice of business ethics at an international level, working with other cultures and values, understanding and analysing ethical dilemmas, and being able to identify potential solutions. The aims of this module are to give students a critical understanding of some theories of philosophical ethics; origins of moral values and the ways in which these may vary between cultures. The application of moral reasoning to the ethical problems facing businesses and the individuals employed by them. The international setting of ethical problems in business; and the relations between norms, regulations and the views of different stakeholders in the application of ethics to international business.



Employment Law

| BUOB078H7

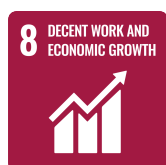
The module seeks to encourage students to explore and critically appraise the theoretical, legal and practical issues involved in understanding the complexities of UK employment situating the latter firmly in an HR context. It seeks to develop familiarity, understanding and legal reasoning using key case law, statutes and legal principles as well as relevant institutions to foster confidence in dealing with employment law issues. The nature of key concepts and the foundation stones of legal regulation (employment status, the contract of employment) are first considered before examining substantive areas of legal regulation (the Equality Act 2010, Working Time Regulations and the National Minimum Wage etc.) through the stages of recruitment, employment, termination and post-employment regulation (including redundancy, unfair dismissal and wrongful dismissal). Collective labour law matters are considered in an employment relations framework. It seeks to draw upon the experiences and views of students whose contributions are encouraged.



Legal Perspective on Governance

| BUMN173H7

This module will give you an understanding of the underpinning legal and regulatory frameworks that affect Corporate Governance and Corporate Responsibility. It will explore how both Hard and Soft rules help individuals and society hold organisations to account. The module takes a Global approach to accountability and explores some of the issues and potential solutions that arise



Introduction to Corporate Responsibility

| BUMN143H6

In today's business environment, issues related to the environmental and social responsibility of businesses are gaining more and more importance. It is true that short term economic gains can still be pursued without taking into account the long term social and environmental impacts of business operations, however such business practices are unsustainable. Moreover, global challenges such as climate change, the global financial crisis and high profile corporate scandals have increased the pressure on businesses to become more ethical and show increased social and environmental responsibility. As a result, managers are increasingly required to understand such issues and integrate them into their everyday management practice. The aims of this module are: 1. To introduce students

to the concept of Corporate Social Responsibility and other related concepts and develop their understanding of the role of business in society 2. To enable students to debate the importance of CSR issues in an organisation and identify their benefits 3. To equip students with useful skills and tools to be able to manage social and environmental concerns in their organisations.



Corporate Responsibility

| MOMN039H7

Corporate Social Responsibility (CSR) or Corporate Responsibility (CR) can be understood as a management concept and process that integrates environmental and social concerns into business operations. As such it affects business interactions with a full range of stakeholders ranging from employees to the society at large. In today's business environment, issues related to environmental and social responsibility are gaining more and more importance. Whilst short term economic gains can still be pursued without taking into account the long term social and environmental impacts of business operations, such business practices are unsustainable. Moreover, global challenges such as climate change, the global financial crisis and high profile corporate scandals have increased the pressure on businesses for more accountability and responsibility. As a result, managers are increasingly required to understand such issues and integrate them into their everyday management practice. The aims of this module are :

- To introduce students to the concept of Corporate Social Responsibility
- To enable students to critically analyse current Corporate Responsibility issues affecting businesses and identify effective ways to respond to these challenges
- To equip students who want to become Corporate Responsibility professionals with valuable skills to be able to deal with CSR issues in their organizations and advance their career



Teaching Awards

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

Teaching award

Granter: Dr Ammar Sammour

Grantee: Birkbeck College, University of London

Award Description:

An innovative pedagogy award in our business school

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



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.



Research

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

Research vs Research for RME/Sustainable Development

84 Peer-reviewed articles were published by Birkbeck Business School from this past calendar year.

vs

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

Research Funding

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



National



International

Socializing Research

In 2024, Birkbeck Business School contributed research findings to:

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

Research Projects

In 2024, Birkbeck Business School reported 3 research projects that implemented responsible or sustainable activities.

4 day work week

Period Covering: May, 2023 - May, 2025

Department: Business School

Pedro Gomes work on the four-day work week project which has clear linkages with sustainability and responsible management (e.g. the wellbeing of employees). Pedro's work provides the evidence base for the economic basis for a four-day working week which has seen Portugal's first pilot of the 4-day working week and use of the same model in pilots in the Azores, Belgium, Brazil and Spain. The work is also used extensively by European trade unions in their activism.



Staff Wellbeing: Innovative partnerships to enable staff to care well under pressure and thrive at work

Period Covering: May, 2022 - August, 2024

Department: Organizational Psychology

In August 2024 **Kevin Teoh** shared the results of a study undertaken with NHS Wales organisation Aneurin Bevan University Health Board, which has more than 16,000 employees. By implementing HR changes, specifically not carrying out disciplinary investigations in the first instance and using informal methods of resolution, such as coaching and mentoring and training, Aneurin Bevan benefitted from a 71% drop in employee investigations. It also saw a reduction of annual sickness absences by 3,000-plus days and annual savings of more than £730,000.



Protection from flood disaster in the UK: Exploring the Paradox of Insurance and Resilience across diverse stakeholders

Period Covering: April, 2024 - July, 2026

Department: Management

My research project delves into the intricate relationship between insurance and resilience. Insurance plays a crucial role in providing financial support for post-disaster recovery. At the same time, physical resilience serves as both a shield against physical damage and a proactive measure to reduce the risk of disasters.

However, navigating the interplay between insurance and resilience presents its own set of complexities. For instance, while subsidizing premiums for high-risk properties is essential for safeguarding societies' and its citizens' financial stability post-disasters, it may inadvertently discourage investments in resilience as insurability of high risk properties may mask the underlying issue. Conversely, implementing stricter zoning regulations in flood-prone areas offers a proactive approach to curbing new development and mitigating flood risks, albeit potentially hindering the insurability of existing properties within such zones.

In the face of escalating climate change-induced flood disasters in the UK, which profoundly impact both the environment and socioeconomic landscape, this research is timely. The aim is to gain deeper insights into how insurance and resilience can complement each other, paving the way for a more sustainable future.



Research Awards

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



Multistakeholder Partnerships and Climate Adaptation: Insights From Switzerland's Disaster Insurance

Granter: Organizations and the Natural Environment, Academy of Management

Grantee: Dr Konstantinos Chalkias

Award Description:

Best paper award

Research Presentations Related to RME and/or Sustainability

In 2024, Birkbeck Business School gave 1 research presentation related to RME and/or sustainability.

Systemic innovation: changing roles of universities, minority entrepreneurship and innovation ecosystems

Authors: Helen Lawton Smith

Date of publication: January, 2024

Presented at: Geoinno 2024

Department: Entrepreneurship

Paper Presentation 'Systemic innovation: changing roles of universities, minority entrepreneurship and innovation ecosystems', Presentation at Geoinno 2024, Manchester University, 13th January 2024.



Publications Related to RME and/or Sustainability

Greenhouse gas emissions and quality of financial reporting: evidence from the EU.

Authors: Emmanuel Mamatzakis | Panagiotis Tzouvanas

Date of publication: May, 2025

Department: Business School

Purpose

Our study delves into the association between greenhouse gas (GHG) emissions and the quality of financial reporting. Our investigation focuses on understanding how firms' GHG emissions would impact discretionary accruals and real earnings management. We also test the moderating role of a large board size, and CEO as a board member. Finally, we conduct various robustness checks to ensure the robustness and validity of our findings.

Design/methodology/approach

We conducted a study on 476 European companies across 17 countries and various industries between 2005 and 2018. We use panel data estimations, and multiple methods to account for emissions and address endogeneity issues in our tests.

Findings

Our findings indicate that greenhouse gas emissions increase earnings management, as measured through discretionary accruals and real earnings management. This leads to lower quality financial reporting. We also find that a larger board size moderates the relationship between GHG emissions and financial reporting, resulting in greater financial transparency.

Research limitations/implications

Our findings provide evidence that firms' GHG emissions, despite stricter emission regulations in the European Union (EU), would be positively associated with real earnings management. This finding calls for more research in different regions to understand if this is a global trend.

Practical implications

Our results have important implications for financial reporting, corporate governance, and climate change mitigation. For example, high GHG emissions not only indicate polluting firms but might also serve as a signal for identifying firms engaged in earnings management.

Originality/value

Although previous research has examined the relationship between greenhouse gas emissions and the financial performance of firms, to the best of our knowledge, no prior study has investigated whether firms' GHG tends to manipulate their financial reporting. We also contribute to the literature regarding the determinants of the quality of financial reporting through earnings management literature. Lastly, we provide novel evidence from the EU area, where strict EU climate policy should have affected financial reporting.



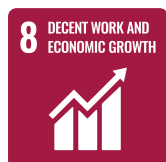
Board's interpersonal diversity and financial misreporting: evidence from USA

Authors: Emmanuel Mamatzakis | Neri, L. | Russo, A.

Date of publication: March, 2025

Department: Finance | Accounting

This study delves into the correlation between board interpersonal diversity and financial misreporting. The measure of interpersonal diversity draws from the 'Out of Africa' hypothesis, which examines how ancestral evolution has shaped individual traits such as cognitive skills, abilities, and levels of interpersonal trust. Extensive literature highlights how diversity in cognitive skills and interpersonal trust enhances board performance and monitoring mechanisms among members. Applying the 'Too-Much-of-a-Good-Thing' effect theory, we examine how the interpersonal diversity of board members in US firms from 1999 to 2019 mitigates agency problems and financial misreporting, particularly earnings management. Our primary finding suggests that higher board interpersonal diversity correlates with lower levels of accrual-based earnings management and real earnings management. We utilize various measures of earnings management and employ strategies to ensure the validity of our findings. These results hold strong across different tests and significantly contribute to the literature and future policy discussions regarding board diversity in companies.



Research Voices

The following statements demonstrate ways in which researchers at Birkbeck Business School bring sustainability and responsible management into their research.

5-Minute Podcast Series

Dr Luca Andriani launched and currently direct **5-Minute**, a video podcast dedicated to fostering public debate and engagement on critical issues related to public affairs, economics, education, and societal challenges. Through concise and insightful interviews with leading academics, policy experts, and think-tank representatives, the podcast brings cutting-edge research to a broader audience. Episodes are broadcast on Birkbeck's YouTube channel and disseminated via the college's media platforms, further enhancing the institution's outreach and public impact.

In the last year **5-Minute** represented a key platform for disseminating research and perspective related to different aspects of sustainability, UN SDGs and PRIME principles including

- The relationship between health issues and poor financial decisions affecting households' well-being sustainability
- The importance of investment in public infrastructures in emerging economies for the development of more geographically isolated areas
- The role of Virtual Reality in better understanding children's preferences and behaviours
- The effect of trades barriers on developing and emerging economies
- The impact of health and well-being on UK NHS workers

Giving evidence to the Department of Work and Pensions Select Committee at the House of Commons


Written evidence from Professor Helen Lawton Smith and Jacqueline Winstanley (DYE0062)

The Role of Entrepreneurship in Reducing the Disability Employment Gap

The document can be found here: <https://committees.parliament.uk/writtenevidence/130301/pdf/>

Additional Evidence

CIMR Highlights

View document  Download document 

Centre for Political Economy and Institutional
Studies

View document  Download document 

Responsible Business Centre highlights

View document  Download document 



Partner

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

Institutional Partnerships

- ❖ Network for Business Sustainability (NBS)
- ❖ EFMD (European Foundation for Management Development)
- ❖ Local institutions and associations
- ❖ Ministries of Education, Higher Education, or similar national bodies
- ❖ Chartered Association of Business Schools, Small Business Charter

Student Organization Partnerships

- ❖ None

Partnerships

The following provides more details on 1 key partnership at Birkbeck Business School.

Climate Action network

The Climate Action Network is a student organisation at Birkbeck that's open to both staff and students and they advocate for a 'Greener Birkbeck College'. They have several sub-groups campaigning in areas such as sustainable food, ethical investments, greenhouse gas emissions, etc.



Practice

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

Institutional Policies and Practices

- ❖ Buildings/real estate
- ❖ Carbon reduction or offset commitments
- ❖ Employee equity, diversity, inclusion
- ❖ Open-access guides
- ❖ Sustainability strategy or strategic plan (school or university level)
- ❖ Greenhouse gas emissions
- ❖ Local staff/student/faculty transportation
- ❖ Campus operations guides
- ❖ Climate action plan
- ❖ Water
- ❖ Accreditation body recommendation documents
- ❖ Professional training opportunities
- ❖ Student equity, diversity, inclusion
- ❖ Responsible procurement policies

Policy Documents Related to RME and/or Sustainability

birkbeck-sustainability-report-2023-24

[View document](#) [Download document](#)

Policies

[View document](#) [Download document](#)

Practice Awards

In 2024, Birkbeck Business School received 1 award for responsible and/or sustainable practices.

ISO14001

Granter: ISO

Grantee: Birkbeck College

Award Description:

We hold a joint ISO14001 certification with SOAS and LSHTM (an Environmental Management System focused on continuous improvement of our performance and management of environmental issues, e.g. waste management) and we were audited and re-certified for 3 years over the summer 2025.

Practice Voices

The following statement from stakeholders at Birkbeck Business School demonstrates our commitment to sustainable and responsible practices.

sustainability officer

Two surveys were sent out to both staff and students earlier this year looking for information about things like commuting habits and catering preferences.

Two more are planned in the near future to support our carbon footprint calculation in areas like commuting and home working (i.e. an annual commuting survey for both staff and students) as we've currently got some significant data gaps in these areas. We also ran several focus groups around March this year for staff and students to have input into the Energy and Carbon Management Plan.

We're due to launch the Energy & Carbon Management Plan shortly and will be working on engagement and behaviour change campaigns following that.

(Birkbeck Sustainability officer)



Share

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

Engagement Opportunities

Birkbeck 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:

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

Communication Audiences

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

- ❖ Alumni and donors
- ❖ Business and industry partners
- ❖ Chamber of commerce and local communities
- ❖ Faculty and staff
- ❖ Government and policy makers
- ❖ Non-governmental organizations (NGOs)
- ❖ Prospective and current students
- ❖ Research and academic networks

Sharing Voices

The following statement from stakeholders at Birkbeck Business School demonstrates our commitment to sharing and learning from sustainability and responsible management practices.

‘Business school teaching case study: what does climate change mean for home insurance?’

Dr Konstantinos Chalkias authored a case study for [The Financial Times](#): ‘Business school teaching case study: what does climate change mean for home insurance?’.

SIGNATORY

Birkbeck Business School



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