

2025 Sharing Information on Progress (SIP) Report

BI Norwegian Business School

September 2025

Table of Contents

1. About BI Norwegian Business School	3
2. About PRME	4
3. About SDGs	6
4. Getting Started	7
5. Purpose	10
6. Values	12
7. Teach	26
8. Research	30
9. Partner	33
10. Practice	44
11. Share	48

About BI Norwegian Business School

BI Norwegian Business School is one of Europe's largest business schools and a private not-for-profit foundation. It is based in Norway with four campuses in Oslo (main), Bergen, Trondheim and Stavanger. It was founded in 1943 and has delivered knowledge and positive impact to society for over 80 years, to the Norwegian community and beyond through international engagements and collaborations. BI has over 22.000 students and provides full-time degrees at all levels and a broad and open life-long learning programmes at all levels, from short non-credit courses to Executive MBA's, with many programmes offered in English in addition to local language Norwegian. BI delivers corporate programmes to public and private sector and faculty contributes in the societal debate and policy development. Over 250.000 alumni has graduated from the school and 3 out of 10 managers in Norway has their education from BI.

The school is triple accredited (EQUIS, AACSB, AMBA + EEOCS), and active member of UN PRME, UN Global Compact, Global Business School Network (GBSN). BI participates in four Financial Times Rankings, QS Rankings and the student driven Positive Impact Rating, to benchmark itself internationally. BI maintains well over 200 partnerships and collaborations, both with the world of practice and the world of academia. Firmly rooted in Norwegian values and heritage, BI plays a role in addressing societal challenges and delivering knowledge that makes a difference to business and society at large.



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 BI Norwegian Business School, including key details and basic institutional data.

Strategy

BI Strategy 2025-2030

This report to PRME in September 2025 reports per 2024 and refers to the BI 2018-2025 strategy.

During 2024, BI developed a new strategy for the next five years, with the tagline "*Knowledge that makes a difference*" and per September 2025, BI is in process of implementing the new strategy. BI Strategy 2030 continues the strategic path towards more responsible education, green and social sustainability in operations and an overall focus on addressing societal challenges and contributing to positive societal impact.

BI Strategy 2030 lays the foundation for how BI will continue to be a world-leading international business school and a leader in delivering high-quality international education and research in the future. The new strategy also refines our CORE values (Curious, Open, Responsible and Engaged), words that defines "our" BI.

Read the new [BI Strategy2030](#)

Institutional History

Getting started 2_Key developments 2022-2024

View document 

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Graduates & Enrollment

2024 Statistics	Number
Graduates	4732
Faculty & Staff at the University	1013
Faculty & Staff at the Institution	1013
Student Enrollment at the University	21369
Student Enrollment at the Institution	21369
Undergraduate Attendance	15798

2024 Statistics	Number
Masters-Level Postgraduate Attendance	1722
Doctoral Student Attendance	87
Certificate, Professional Development, or Continuing Education Attendance	8795

Degrees Offered

Bachelor Programs

- Executive Bachelor of Management
- ▣ Bachelor of Business Administration (B.B.A.)
- ▣ Bachelor of Science (B.Sc. or B.S.)

Masters Programs

- Executive Master of Management in Energy
- Executive Master of Management
- ▣ Master of Science (M.Sc. or M.S.)

Doctoral Programs

- ▣ Doctor of Philosophy (Ph.D.)

Undergraduate Degree Programmes

- ▣ BSc in Marketing



Purpose

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

Definition of Purpose

At BI, purpose defines our role in society: To empower individuals and organizations through transformative education and actionable research that addresses global challenges. We cultivate leaders who drive positive change—combining Nordic values of openness and responsibility with outstanding learning experiences, work-life relevance, and knowledge that makes a difference.

Institutional Engagement

26% - 50% of faculty at BI Norwegian 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

At BI, our values are defined by our CORE principles: Curiosity, Openness, Responsibility, and Engagement - CORE. They are the foundation for all actions, ensuring organizational accountability to society and the planet. This means acting with integrity, fostering inclusive collaboration, and dedicating ourselves to research and education that creates a positive, sustainable impact.

Who Champions Responsible Management Education at Our Institution

- ❖ Central PRME coordination team
- ❖ Interdisciplinary efforts across business school
- ❖ Interdisciplinary efforts across parent organization
- ❖ Disciplinary efforts within business school
- ❖ Senior leadership office

Student Voices

The following narratives demonstrate how BI Norwegian Business School has influenced students' academic journey and personal growth.

Master students learning reflection skills from opinion essay competition 2023

MSc students Petter Flølo and Louis Myhren Ormestad impressed the jury in BIs Opinion Essay competition Fall 2023 with their essay on the dangers of creating a digital divide between countries. Each semester, the Master of Science course Ethics and Sustainability hosts an opinion essay competition, to foster reflection and critical thinking skills. The winners receive a prize of NOK 10,000 and having their essay titled ["Are we bridging the digital divide or inviting digital doom?"](#) published as a featured article on BI Business Review.



Picture: BI Master of Science students Petter Flølo and Louis Myhren Ormestad are proud winners. Both are pursuing a Master of Science in Business degree at BI, with a focus on accounting and business control.

"Winning this competition is a tremendous honour that truly serves as a source of inspiration and motivation for our studies. Recognition, like from this competition, encourages us as students by showing that hard work is recognized and valued," says Petter and Louis.

"With everything that is happening today surrounding technology, we felt the need to dig deeper into how this potential was employed globally. After finding out more on the current technology efforts used to assist developing countries, we felt the need to shed some light on a situation we believe needs more attention," the two students explains.

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Professor Caroline Dale Ditlev-Simonsen is the course responsible for the Ethics and Sustainability in Organizations course. She believes the essay competition is a great alternative to just having the students write another assignment.

"We ask the students to apply what they learn at BI, critically reflect about corporate sustainability, and take a personal stand of companies' attempts to become more sustainable. Initiatives like this support students skills and engagement around sustainable development as future leaders," says Ditlev-Simonsen.

2023 Fall jury consisted of Karen Spens (President of BI), Kim Gabrielli (CEO of UN Global Compact Norway), Linn Dybdahl (Senior Adviser, NMBU), and Caroline D. Ditlev-Simonsen (Professor, BI).

The article was shared 23. Nov 2023 on BI web: [BI students win essay competition | BI](#)

Master students win opinion essay competition 2024 on the global sustainability transition

BI's master's students were in Fall 2024 challenged to explore the question: Can Europe or Norway be sustainable without China? A record-breaking number of master students submitted entries for the competition on this pressing global challenge.

The winning students argued in their essay that that Europe's sustainability ambitions are unattainable without collaboration with China. The international master students Patricio Cordova Tommasi and Christof Schwaerzler won the Autumn 2024 semester BI Opinion Essay Competition, which is organized by BI Centre for Sustainability and Energy as part of the master's course Ethics and Sustainability in Organizations each semester.



MSc student in Entrepreneurship and Innovation Christof Schwaerzler, and MSc student in Business with Major in Strategy Patricio Cordova Tommasi are both international students, from Austria and Mexico.

The winning essay argues that Europe's ambitions for a green future are unrealistic without cooperating with China. It challenges Western narratives of competition with China, emphasizing the country's role as a leader in green innovation, renewable energy, and critical material supply chains. *"The idea of achieving sustainability without China is not just unrealistic—it's absurd. China's dominance in producing essential green technologies, such as solar panels and batteries, makes it a vital partner for Europe's energy transition. Pragmatic collaboration with China is essential if Europe is to meet its climate goals and work toward a sustainable, greener future,"* the authors argue.

Read their essay, published on BI Business Review: [Willful Blindness: The Delusion of Sustainability Without China](#)

"Winning this competition is incredibly rewarding. It's a topic we feel strongly about, and we're thrilled to contribute to the discussion on how Europe and China can work together for a sustainable future," says Patricio Cordova Tommasi and Christof Schwaerzler.

Professor Caroline Dale Ditlev-Simonsen, the organizer of the semiannual competition views the essay competition as a practical way to deepen students' understanding of sustainability. *"The competition challenges students to apply theory, critically assess corporate sustainability, and take a personal stance. It encourages them to explore what sustainability means in practice and its impact on society, while also being a vital step in preparing the students to become responsible business leaders in the future,"* says Ditlev-Simonsen.

The jury of the Opinion Essay Competition includes Karen Spens (President of BI), Camilla Gramstad (Head of Sustainability, Elkjøp Nordic), Oda Bjerkan (Executive Director, UN Global Compact Norway), Linn Dybdahl (Senior Adviser, NMBU), Caroline D. Ditlev-Simonsen (Professor, BI) and Pål Nygaard (Associate Professor, BI).

The article was published 25. Nov 2024 on BI web: [BI students win essay competition | BI](#)

BI Alumni Stories | "What can I do with my degree" | Karoline Maarud

BI has over many years shares alumni stories, to inspire current and future students on what they can do with their careers.

Shared here: <https://www.bi.edu/study-at-bi/what-can-i-do-with-my-degree/>

Study at BI

What can I do with my degree?

Studying gives you the tools and knowledge to develop the skills that will one day become your livelihood. Here you can read more about what kind of jobs our students have acquired with a degree from BI.

**Polina Berg**

Consultant
PwC
Bachelor of Business Administration

**Anna Yttergård Bjørhovde**

Management Trainee
Storebrand
MSc in Sustainable Finance

**Sarthak Jaitley**

Finance Trainee
DNV
BBA



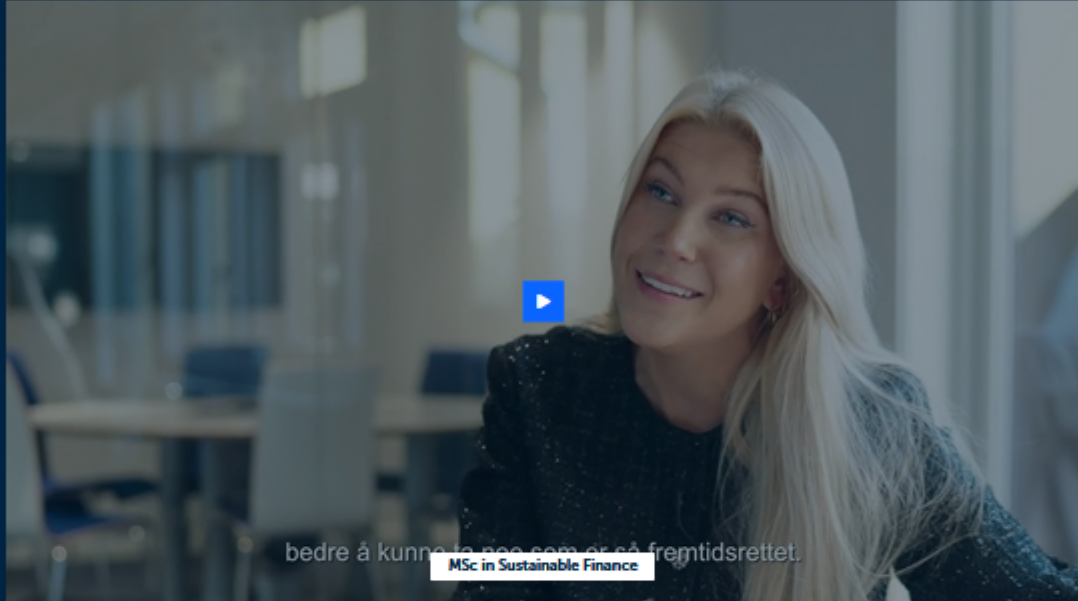
One example is **Karoline Maarud**, who completed her inspiring MSc in Sustainable Finance and started navigating a dynamic career in sustainability in a Norwegian Bank.

Read and watch: <https://www.bi.edu/study-at-bi/what-can-i-do-with-my-degree/karoline-maarud/>

What can I do with my degree?

Sustainability Advisor at Sparebank1 Østlandet

From an inspiring MSc at BI to navigating a dynamic career in sustainability.



bedre å kunne ta noe som er så fremtidsrettet.

MSc in Sustainable Finance

Q&A with Karoline

- Which course did you find most inspiring, and what made it particularly interesting to you?

The most inspiring course during my master's degree was "Sustainable Strategy and Circular Economy." The course was taught by Caroline Disler-Simonsen, a leading expert in sustainable development. Her extensive experience and first-hand insights were incredibly motivating. The course also featured numerous group projects, providing practical experience in evaluating business models for sustainable innovation and the circular economy.

- How did you experience the student environment at the Master of Science programme?

The student environment in the Master of Science programme was characterized by motivated and social peers. We encouraged each other during presentations and group projects and celebrated each other's wins with social gatherings. Sustainable finance offers a great entry point for women in the male-dominated finance field. Studies show women are more positive towards sustainable development, reflected in the higher proportion of women in my class.

- What do you wish you had known before you started your studies at BI?

I could have been better prepared for the workload that comes with a master's degree. Balancing work and school was challenging at times, but I eventually found my rhythm and began to enjoy the experience more. Many students worry about their future careers and securing a good job after their master's. From my experience, things often work out, and it's important not to stress too much about it. Do your best, and the rest will fall into place.

Karoline Maarud
Position: Sustainability Advisor
Employer: SpareBank 1 ForretningsPartner Østlandet
[MSc in Sustainable Finance](#)

Sustainability in Practice | BI students writing master thesis in Africa and African exchange students at BI

This [student story has been shared on BI web](#).

BI students in Tanzania

Master's students David, Thea, Pernille, and Christina spent 15 days in Tanzania interviewing local farmers, business owners, investors, and ambassadors.



Photo: Private

The four BI students received scholarships for their trip to Tanzania through BI's participation in the international collaboration project **SUSTAIN**. In this project, BI collaborates with Mzumbe University in Tanzania and Jimma University in Ethiopia (see fact box at the end). The experiences and insights they gained on the trip were used as a basis for writing their master's theses back home in Norway. The students' trip included visits to the capital city Dar-Es-Salaam and the town of Morogoro, a stay with cocoa farmers in the Kilombero Valley, and finally, a spectacular end on the paradise island of Zanzibar.

Cocoa Production and Startups

Christine and Pernille spent their days in Tanzania conducting a case study of the cocoa producer Kokoa Kamili. They interviewed cocoa farmers, cocoa producers, and other relevant stakeholders in the area. Back in Norway, they interviewed the chocolate producer Fjåk. – *"We wanted to find out how sustainability perspectives and stories are communicated throughout the entire value chain, from the farmer in Tanzania to the chocolate factory in Eidsfjord, Norway."*

David and Thea based their project on the challenges businesses in Tanzania face when seeking equity-based financing, and how these can be overcome to achieve more sustainable development. – *"We conducted interviews with several relevant stakeholders, including investors, entrepreneurs, ambassadors, and government employees", say David and Thea. During their stay, they made several interesting discoveries. – "It is difficult for investors to establish themselves in Tanzania, largely due to the legal framework. We also found out that there is a lack of knowledge about the benefits of equity financing, as many people stick to more traditional methods like bank loans and grant schemes."*



Photo: private

The Best Part of the Trip

The four students have many good memories. Even though they spent a lot of time gathering data, there was also time for some vacation, nature experiences, and meeting people. The students went on a safari, hiked with a local guide, and enjoyed relaxing days on the beaches of Zanzibar.

– *"One of the best parts of the trip was all the people we met, whether they were professors, farmers, ambassadors, or random people on the street. The people in Tanzania are so hospitable, warm, and inclusive", say the students.*



Photo: private

Ethiopian Exchange Students to BI

In addition to sending Norwegian students to Africa, BI has also welcomed Ethiopian students as part of the SUSTAIN collaboration. In the spring of 2024, Ethiopians Kibru, Lelise, and Tekalign studied at BI in Nydalen.



Photo: private

– *"What I like most about Norway is the beautiful nature and the way Norwegians take sustainability seriously. Norway not only has a fantastic landscape but also very friendly and welcoming people",* says Lelise. They emphasize that there are significant differences between business school education in their home country and Norway, including the technological resources available to students. – *"In Norway, students have greater access to advanced technological tools and aids. This gives students a more efficient and productive daily life, both at school and in general",* say Lelise and Tekalign.

Experiencing Societal and Sustainability Differences between Africa and Norway

One of the main goals of the SUSTAIN project is to promote international collaboration between BI and African universities. Both the BI students from Norway and the students from Ethiopia say it has been a valuable learning experience. – *"The business education here is characterized by closer collaboration with companies from various industries. Such collaborations give us valuable opportunities to learn directly from the companies. They generously share their models, systems, and challenges, which gives us a better understanding of what we learn in the classroom",* says Tekalign.

David and Thea point out that the biggest difference in sustainability between Norway and Tanzania is the capacity to take the climate crisis seriously. A quote from the trip that stuck with them was, *"If you expect people in Tanzania to opt for green solutions, you must ensure that it is the cheapest option. If not, no one is going to buy it."* – *"In Norway, we have very high CO2 emissions per capita, but in return, we have a huge capacity to do something about it",* they say. Christine and Pernille noticed that Tanzanians focus more on social sustainability than Norwegians do. – *"In Norway, we tend to place great emphasis on the environmental perspective. Therefore, it was interesting to see that social sustainability throughout the value chain remained the most important perspective."*

Facts about the SUSTAIN Project

- A collaboration project between BI Norwegian Business School, Mzumbe University, and Jimma University.
- The goal is to improve education and research in supply chain management and sustainable business development.
- SUSTAIN aims to contribute to achieving the UN's sustainable development goals.
- The project promotes international understanding and intercultural competence through student and faculty exchanges.
- The project is funded by DiKu NORPART.
- BI collaborates with Norwegian African Business Association (NABA), involving students in the annual Nordic-African Business Summit in Oslo
- Read more about [BI SUSTAIN project](#), from BI Centre for Sustainability and Energy



Student Awareness

0% - 25% of students at BI Norwegian Business School are aware that we are a PRME Signatory Member.

Student Engagement

0% - 25% of students at BI Norwegian Business School actively contribute to our work with PRME, advancing RME, or addressing sustainable development challenges through their work.

Values Voices

BI President for PRIDE



As part of BIs strategic commitment to Diversity, Equality, Inclusion and Belonging (DEIB), BI is supporting the PRIDE movement.

"It's time to raise the Pride flags, and celebrate our right to love who we choose, and to be proud of our identity no matter who we are,

By coming together, we raise awareness of issues facing both students and employees, and stand up for a world where everyone can live openly and freely, our President Karen Spens states.

She encourages all employees to walk in the PRIDE Parade 2023 with her:



Karen Spens ▸ Key Updates

June 23, 2023 · 🌐



Join me in the Pride parade 1 July 🌈🌈🌈

I am really looking forward to walking in the Pride parade next Saturday with lots of great BI colleagues, and I hope to see as many of you there as possible ❤️🧡💛💚💙💜

You can [read more](#) and [register here](#).



👍❤️ 68

2 comments Seen by 627

Read more here: <https://www.bi.edu/about-bi/events/2023/july/pride-parade-2023/>

Celebrating Values

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

VALUES_BI supporting PRIDE

View document Download document



Teach

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



How We Define Teach

At BI, to teach is to facilitate transformative learning. We integrate responsible management concepts into our curriculum and pedagogy, equipping students with the critical tools and ethical mindset to drive sustainable change in business and society.

Teaching Awards

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

BI Best Teacher Award 2024

Granter: BI Norwegian Business School

Grantee: Teaching Professor Mark Brown

Award Description:

BI students autonomously nominate and select the BI Best Teacher Award each year, handed out at BI's Annual Meeting. The 2024 recipient is Mark Brown. "Mark's dedication goes beyond the classroom, greeting each student at the door with a cheerful "god morgen", and setting a welcoming tone for the day. His diverse teaching methods keep students energized and engaged," said BISO's Iben Alexander Nettet, when handing out the award at BI's Teaching Day event in April. "Mark's passion for teaching shines through in his interactions with students, offering guidance and support both in and out of class. He is often seen at Coffee Hour at Kroa, handing out coffee and buns to students at Campus Oslo, which makes him even more approachable for the students," added Nettet from BISO. Speaking about his own teaching philosophy, Brown emphasises his belief in teaching being built on a foundation of disciplinary strength. "Although almost all of my teaching is at the bachelor level and is not what you would call "leading edge" communications theory, I think it's vitally important that the teaching at this entry level is delivered by faculty who circulate daily within a strong disciplinary environment and whose teaching, therefore, is continually being informed by more advanced research." Another key element for him is enthusiasm, which applies for both his subject, students, teaching and the learning environment. "You can't expect the students to be enthusiastic about the learning if you look like death warmed up in the classroom, so let's show them that we mean business, guys!" Brown highlights how important teamwork is becoming, at least in BI's larger bachelor classes and programmes, especially considering the paradigm shift from (teacher) teaching to (student) learning. "We have these huge cohorts of students and considerable heterogeneity, and we need to develop different learning spaces to cater for different learning needs and preferences. It's axiomatic that I can't be in all of the spaces all of the time, so I have to design, build and secure the operation of spaces where students learn without me. Luckily, wherever I go in the organisation I find good people, thinking seriously about their work and who are ready to join the team," says Brown, with a smile.

Educator Recognition

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

- ❖ Annual teaching excellence awards
- ❖ Course evaluation scores
- ❖ Institutional recognition events
- ❖ Pedagogical innovation grants
- ❖ Student-nominated teaching awards
- ❖ Professional development opportunities

💡 Fostering Innovation



Somewhat

Teaching and learning at our institution moderately support innovation.

💡 Experiential Learning



Somewhat

Teaching and learning at our institution moderately support experiential learning.

💡 Learning Mindset



A lot

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

💡 Method of Teaching and Learning



Hybrid

Combination of in-person and virtual learning methods.

Barriers to Innovative Curriculum

In 2024, BI Norwegian Business School identified the following barrier to innovating, updating, or taking risks in existing curriculum:

- ❖ It is not faculty resistance per se, it is rather a lack of clear incentives in teaching relative to research.
- ❖ Insufficient or lack of compensation

Barriers to Innovative Pedagogy

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

- ❖ Budget constraints
- ❖ Change resistance
- ❖ Overloaded faculty
- ❖ Scalability issues
- ❖ Time constraints
- ❖ It is not faculty resistance, rather a lack of clear incentives in the teaching part of job compared with research
- ❖ Institutional culture



Research

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

How We Define Research

At BI, we define research as the pursuit of high-quality, impactful knowledge that improves business practices and solves societal challenges. It is excellence-driven, interdisciplinary, and collaboratively produced with business and policy partners to ensure practical relevance. Our research provides visible, actionable insights that are societally valuable and inform a transformative education.

Research vs Research for RME/Sustainable Development



Research Funding

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



**Institution
Specific**



Local



Regional



National



International

Socializing Research

In 2024, BI Norwegian 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 collaborations
- ❖ Social media and digital outreach

Research Awards

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

Friede-Gard Prize

Granter: Friede-Gard Foundation for Sustainable Economics

Grantee: BI Professor Emeritus Jørgen Randers

Award Description:

BI's Professor Jørgen Randers received the Friede-Gard prize in 2023 for his contribution to global integrated assessment modeling. The award recognizes scientific achievements that represent outstanding progress in economic science towards sustainability. Randers received the Friede-Gard prize for his decades-long commitment to the system dynamics-based world modeling, his tireless provision of practicable scenarios for a more sustainable global future, and his "Earth for all" model, which is the first practical integrated global assessment model and available for use for anyone with a laptop.

Research Barriers

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

- ❖ Incentives and disincentives
- ❖ Time constraints
- ❖ Institutional policies and bureaucracy



Partner

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

How We Define Partner

At BI, we engage with businesses, alumni, and policy-makers to ensure the practical relevance of our research and education. We strengthen collaboration through business-oriented learning, interdisciplinary research centres, and public debate, uniting diverse stakeholders to drive innovation and solve societal challenges, as outlined in our strategy.

Institutional Partnerships

- ❖ AACSB (Association to Advance Collegiate Schools of Business)
- ❖ AMBA (Association of MBAs)
- ❖ EFMD (European Foundation for Management Development)
- ❖ Financial Times
- ❖ Graduate Management Admission Council (GMAC)
- ❖ Local institutions and associations
- ❖ Positive Impact Rating (PIR)
- ❖ Quacquarelli Symonds (QS)
- ❖ Responsible Research in Business & Management (RRBM)
- ❖ Times Higher Education (THE)
- ❖ Ministries of Education, Higher Education, or similar national bodies
- ❖ United Nations Global Compact non-business signatory
- ❖ None
- ❖ University Councils
- ❖ United Nations organs other than the UN Global Compact

Student Organization Partnerships

- ❖ Positive Impact Rating

Partnerships

The following provides more details on 4 key partnerships at BI Norwegian Business School.

Global Business School Network

Member since Spring 2023, as part of our responsibility strategy and expanding global connections. The BI President has a seat at the global GBSN Board 2022-2025. BI is Leadership sponsor of the Annual GBSN Beyond Conference - in 2023 (Cairo), 2024 (Bogota) and 2025 (Accra), with onsite

participation and faculty contributions in conference panels. Sharing GBSN resources such as webinars and podcasts to faculty and staff for capacity building. Joined the "Global Changemaker" programme in 2025, where BI students participate in online learning bootcamps.



Picture: Provost Thomas Hoholm, Special advisor Ann Kristin H. Calisch and Associate professor Janicke Rasmussen representing BI at the GBSN Beyond conference in Bogota, 2024.

More information:

[BI becomes member of GBSN](#)

[Karen Spens joins the GBSN Board](#)

[BI sponsors the GBSN Beyond conference](#)

[BI Network and Partners](#)

AACSB

BI has been accredited by AACSB since 2014. Our latest reaccreditation was in 2024, under the new 2020 standard with increased focus on positive societal impact of business schools. See attachment for our experiences on how AACSB, and other similar international organisations that BI is committed to, contribute to a positive development of our school to deliver impact beyond academia, for the betterment of society.

United Nations Global Compact Norway

BI has for many years informally collaborated with UN Global Compact (UNGC) Norway, for instance through co-arranging large sustainability and equality events, through jury collaborations and through a BI seat in their national editorial Board. BI has since 2016 been member of their sister organisation for business schools, UN PRME. PRME Nordics took an initiative to analyze the international and national collaboration between these two UN organisations, and BI's Anna Caroline Czerwinska chaired this global workgroup.

BI decided in 2023 to join UN Global Compact Norway as a full business foundation member, to get full access to the UNGC corporate member benefits and network. As members of UNGC Norway, BI's students and faculty now have access to networking opportunities and competence-building events. Moreover, BI hopes participating in UNGC will further enhance the school's responsible management education offerings, for both its full-time and executive students.

"Joining the UNGC, in addition to our continued participation in its sister initiative UN PRME, reaffirms BI's dedication to advance sustainability and responsible leadership practices in line with the UN's Sustainable Development Goals. This broadens the opportunities for both students and faculty to network and engage with corporations that share our school's goal of shaping people and business for a more sustainable future," says Karen Spens, President of BI.

[BI joins UN Global Compact | BI](#)

BI's professor Caroline Ditlev-Simonsen holds a deputy seat on the UNGC Norway Board 2023-2025 and re-elected 2025-2027: [Generalforsamling 2025 og presentasjon av nye styremedlemmer - UN Global Compact Norway](#).



Picture of Global Compact Norway Board: Ellen Skarsgård (DNV), Elise Horn (Hafslund), Geir Bergskaug (Sparebanken Norge), Line Henriette Holten (Tekna), Elisabeth Grieg (Grieg), Lars Erik Lund (Veidekke) and Øivind Brevik (Samfunnsbedriftene). Caroline Dale Ditlev-Simonsen (BI) and Yvonne Fadnes (Storebrand) are deputy members. .

BI has been active contributor in various GC Norway meetings, such as GC meeting focusing on Norwegian Higher Education collaboration (2023, 2024) and GC General Assembly meetings (2023, 2024). GC has been member of BI Jury in different student oriented activities and as corporate contributor in teaching and student activities. GC companies can offer students internships, project assignment and thesis projects.

UN Global Compact is recognized as the world's leading initiative driving sustainable and responsible business practices, with a membership exceeding 23,000 companies spread across 160 countries and organized through 69 local networks.

BI has joined 400 other Norwegian businesses and organizations in UN Global Compact Norway, that have all committed to taking responsible action to create a more sustainable and inclusive future.

Positive Impact Rating - Student voices to improve responsible learning and operations

BI Student Organisation (BISO) and BI Norwegian Business School joined Positive Impact Rating in 2022, to benchmark and measure progress on sustainability and responsibility in teaching and operations. We participated in our first rating Spring 2023 and achieved Level 3 (Progressing) in the 2023 Positive Impact Rating. This global student-led survey recognises BI's ongoing sustainability efforts while highlighting its potential for further transformation.

BI participated again in 2024 and in 2025, still scoring at **level 3** but progressing aligned with increased number of student responses, curriculum developments and increased student information. BI shares rating development below. Attached is also the PRME PIR report from 2025, with student feedback aligned with the seven PRME principles.

2025 LEVEL 3 Progressing Schools
POSITIVE IMPACT
RATING FOR BUSINESS SCHOOLS

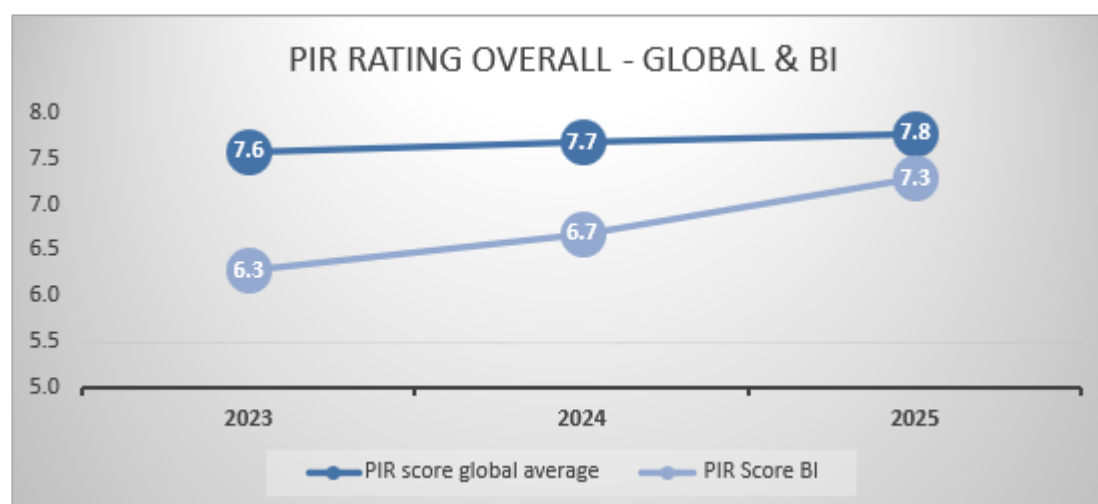


Figure: BI PIR development 2023-2024-2025, compared to global overall PIR ratings.

Sustainability and societal challenges

The system ranks schools on five levels, of which only three are publicly disclosed: Level 3 (Progressing), Level 4 (Transforming), and Level 5 (Pioneering).

The PIR is designed to reflect how business schools are perceived in terms of their impact on society and their commitment to addressing sustainability and broader societal challenges. The student organization at BI (BISO) led the project, supported and guided by BI Norwegian Business School.

Students highlight key areas for sustainability improvement

Responses from BI students in 2023 and 2024 survey identified priorities for how they believe the school can strengthen its sustainability work. According to the feedback, students would like BI to:

- Integrate sustainability into all courses, research, and campus operations.
- Eliminate single-use plastics and improve waste sorting and recycling.
- Transition campus energy use to renewable sources like solar and wind.
- Foster greater social inclusion and support for international student integration.
- Offer more practical, case-based learning focused on real-world sustainability issues.

Students also pointed to several practices they believe the school should reconsider or reduce.

These include:

- Use of single-use plastic items such as cups, cutlery, and packaging.
- Food waste at events and in cafeterias.
- Excessive paper use for printing and exams.
- Treating sustainability as an add-on rather than a core element of the curriculum.
- Flying in professors for single lectures.
- Spending on non-essential merchandise, decorations, and party-related costs

BI has been part of PIR working groups 2023-2024 and to share our learnings in their Case Report and at the PIR Global Summit in 2024, as an active contributor to the PIR community. [Moodboard from the 90 participants from 19 countries in 2024](#) BI has continued to be an active participant in 2025.

Student communication from BISO and BI - 2023:



Martin McKibben Linde,
General Manager BISO - BI Student Organisation

*“The PIR voices from BI students will **help BISO understand more** about the impact of our actions and **help BISO to take more informed decisions and actions, towards more positive impact** on the environment, society, and well-being of BI students.*

*Student responses will also **contribute to research** that aims to improve sustainable and ethical practices.*

*BISO will use these valuable student insights to **develop solutions and strategies for creating more positive impact for BI students.**”*



Karen Spens,
President BI Norwegian Business School

*«By taking part in the PIR, BI will get the **invaluable student perspective** on how they perceive our sustainability impact on society, as well as a **tool to measure, benchmark and compare ourselves** to other top institutions.*

*BI has included extra questions in the survey, which will give us a an even **better basis for further development and collaboration with BISO.***

*We are confident that the results will prove **highly useful for us in our sustainability efforts.**”*

Student communication from BISO and BI - 2024:



Andreas Bugge,
National General Manager - BISO, BI Student Organisation

“As we embark on the second year of the Positive Impact Rating survey, the participation of BI students remains essential in shaping the future direction of our sustainability efforts.

Share your insight and enable BISO to better understand our collective impact and tailor our initiatives to address the evolving challenges.

Tell BI how it can better prepare you as a future business leader and the sustainability challenges that follows.

Together, we can drive meaningful change and cultivate a more sustainable and prosperous environment for current and future generations of BI students.»



Karen Spens,
President - BI Norwegian Business School

*«By taking part in the PIR for the second time, BI will get the **invaluable student perspective** on how you perceive our sustainability impact on society.*

In addition, the PIR is a tool to measure, benchmark and compare ourselves to other top institutions.

*BI has added extra questions in the survey, to give us even **better basis for further development and collaboration with BISO on curriculum changes.***

*We are confident that the results will prove **highly useful for us in our joint sustainability efforts.**”*

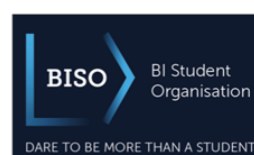
BI results in PIR 2023



- As expected, BI scores as «progressing» school (level 3 in a 1-5 scale)
- Most European Business Schools score at level 3 - and some at 4
- Only a few schools score at level 5 – from «global south»

BI Students want:

- More sustainability topics in curriculum
- More genuine interest into the topic from BI's teaching faculty
- Greener campus operations - and more info of what BI does



FROM BEING THE BEST *IN*
THE WORLD TO BEING THE
BEST *FOR* THE WORLD!



We want your opinion!

- Respond to the 'Positive Impact Rating' survey
- How are we doing on sustainability?
- What can we do better?

Partner Voices

The following statement from our partners demonstrates ways in which our collaborations at BI Norwegian Business School support sustainability and responsible management education.

Partnering with Practice for Societal Impact

BI Norwegian Business School maintains strong and diverse relationships with the business community, both nationally and internationally, ensuring the strategic relevance, impact, and global scope of its education, research, and societal engagement. BI's strategy (both the 2025 and the 2030 strategy) is rooted in collaboration and strong partnerships with society. The school aims to strengthen business and the public sector through relevant, high-quality research and education.

Governance

Industry representatives serve on BI's Board of Trustees and play an active role in shaping the school's academic direction. BI appointed a Provost for Research and Societal Impact in 2022 and established units for Corporate and External Relations, tasked with enhancing the school's dialogue with external decision-makers in the public and private sectors, with an explicit focus on strengthening BI's collaboration related to research. The unit focuses on dialogue with businesses to support students' career development, internships, BI StartUp and alumni relations. To further strengthen its external engagement, BI formed in 2023, the Friends of BI Committee to provide feedback on external engagement and governmental policy insights. In January 2025, a Societal Impact Board of 18 senior business executives was launched to advise on BI's impact and to engage in the school's activities. In addition to already existing units and advisory bodies, these initiatives have reinforced BI's external relations and embedded societal impact into its strategic direction. This professional and systematic approach emphasizes long-term, mutually beneficial relationships through structured collaboration, regular dialogue, and tailored partnership models. By coordinating closely with BI's units and external stakeholders, the department strengthens BI's relevance and impact in business and society. BI's global engagement is driven by its extensive alumni network of over 200,000 individuals across 80 countries, international advisory boards, and active participation in global events.

Education

To ensure business relevance for students, BI maintains close ties with companies such as Aker Solutions, Equinor, Grant Thornton, PwC, Statkraft and Cognizant, which actively support national and international student case competitions. Additionally, BI invites firms into our classrooms to give real world insight, and one of our prime examples is how two of Norway's largest law firms, Wiersholm and Thomassen, contribute with teaching modules and cases to BI's newly established Master in Law studies. And through external funding for various foundations, BI has also appointed Entrepreneurs in Residence, meaning BI hires successful entrepreneurs to mentor student ventures through BI StartUp, bringing valuable entrepreneurial expertise to support student innovation and business development.

BI also promotes inclusion and talent development through corporate engagement. In 2024, BI awarded its first corporate scholarships for women in tech, funded by Gjensidige and Eidra and partners such as Reitan Retail support student wellbeing through initiatives like Coffee Hour, Back to School events, and student-led social activities.

A large part of BI's students gain valuable real-world insights through our structured approach to internship with ECTS. BI has a dedicated internship team that connects students with employers. In 2024, 319 master's students and 249 bachelor's students completed internships across a range of industries, including 14 students who interned within their own start-up companies.

Key developments 2022-2024:

Key efforts include formalizing societal impact organizational structures, strengthening research and industry engagement, deepening market insight to develop relevant study programs, and expanding working life and entrepreneurial opportunities for students. These changes position BI as a forward-thinking institution that integrates academic excellence with societal needs, preparing students for the challenges of tomorrow. In summary, several internal initiatives have developed to strengthen and facilitate for the development of the Schools' connections with practice and external engagements and collaborations:

Strategy and Organizational Developments

- Appointment of a Provost for Research and Societal Impact (2022) to spearhead BI's real-world relevance and impact.
- Establishment of the Department of Corporate and External Relations and the Business Relevance unit to manage partnerships and student career development.
- Creation of the Friends of BI Committee (2023) to advise on external engagement and policy insights.
- Launch of a Societal Impact Board (2025) with 18 senior executives to guide BI's societal impact.
- Strengthened partnerships with external platforms such as Oslo Business Forum, SHE Conference, and participation in high-profile events like Arendalsuka.
- Celebration of BI's 80th Anniversary with the theme "Eight Decades of Societal Impact," highlighting BI's long-standing societal contributions.

Student Engagement and Career Development

- Major expansion of the BI Career Portal, providing hundreds of job and internship postings and improving student-employer engagement.
- Introduction of corporate scholarships, including the first externally funded scholarships for women in tech (2024) with companies like Gjensidige and Eidra.
- Enhanced student support and career development through stronger corporate partnerships with companies such as Aker Solutions, Equinor, PwC, Statkraft, Cognizant.
- Increased focus on business relevance in education, e.g., new teaching modules for BI's Master in Law programme, in collaboration with Norway's largest law firms, Wiersholm and Thommessen.
- Launch of a mentorship program for women in finance (2024).

- Appointment of Entrepreneurs in Residence to mentor student ventures through BI StartUp, supported by external funding.
- Expansion of structured internships with ECTS: in 2024, 568 students (319 master's, 249 bachelor's) completed internships, including 14 in their own start-ups.
- Rebuilding and expansion of BI StartUp "The Village" as an active and visible learning arena for entrepreneurial students and activities.

Faculty and Industry Collaboration

- Engagement through 25+ Programme Advisory Councils, ensuring academic programs remain aligned with market trends and industry needs.
- Appointment of Executives in Residence from major companies (e.g., Danske Bank, Equinor, Arntzen de Besche) to provide expertise for academic departments.
- Membership in seven chambers of commerce and participation in industry clusters covering biomedicine, seafood, maritime, health tech, and innovation.

Research and Dissemination

- Research dissemination is a growing strategic priority for BI, which partners with organizations to share knowledge and host conferences and events. In 2022 BI became member of Oslo Science City, working for enhance connections among academic institutions with close vicinity to each other, Partners include Oslo Science City, Oslo Business Forum, Oslo Pride, and Arendalsuka. Through Partnerforum, co-coordinated with the University of Oslo, BI provides research insights directly to all government ministries, including the Parliament, and the Research Council, giving researchers and policymakers a direct arena for informed discussions.
- Strengthened focus on societal and industrial challenges in line with BI Strategy 2030.
- Increased focus on research centres, including the establishment of the Center for Applied Mathematics and Operations Research with significant external private and public funding.
- BI became a member of Oslo Science City in 2022, with the BI President serving on the Board.

Funding and External Support

- Currently, about 2% of BI's budget comes from external sources beyond governmental subsidies and tuition-fees, including private sector research funding. The funding is mainly for research and partly for education for activities such as scholarships and student well-being.
- Since 2023, external funding and mutually beneficial partnerships have become an explicit strategic priority, supporting research, scholarships, and societal impact initiatives.
- With the new BI Strategy 2030, external funding of research has become an explicitly strategic focus going forward.



Practice

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

How We Define Practice

At BI, we adopt responsible principles through our CORE values, acting with integrity and ethical awareness in all operations. Our commitment to advancing sustainable operations, diversity, equity, and inclusion ensures we are an accountable and responsible organisation, mirroring the responsible management we teach.

Institutional Policies and Practices

- ❖ Carbon reduction or offset commitments
- ❖ Climate action plan
- ❖ Buildings/real estate
- ❖ Accreditation body recommendation documents
- ❖ Campus operations guides
- ❖ Employee equity, diversity, inclusion
- ❖ Curriculum guidelines
- ❖ Ethical data sourcing guides
- ❖ Ethical leadership or good governance policies
- ❖ Environmental stewardship policies
- ❖ Faculty hiring, tenure, and promotion guidelines
- ❖ Greenhouse gas emissions
- ❖ Local staff/student/faculty transportation
- ❖ Ministry of education recommendation documents
- ❖ Open-access guides

Policy Documents Related to RME and/or Sustainability

Practice - Commitment to Diversity, Equality,
Inclusion and Belonging (DEIB)

View document  Download document 

Practice_Climate commitments and green campus
actions

View document  Download document 

Practice Awards

In 2024, BI Norwegian Business School received 2 awards for responsible and/or sustainable practices.

UN PRME Award for Excellence in Reporting 2020-2022

Granter: UN PRME

Grantee: BI Norwegian Business School

Award Description:

The School was awarded the UN PRME Excellence in Reporting Award with "Honorable mention" in June 2023, for our PRME SIP report 2020-2022. BI was also awarded "Excellence in reporting" for the School's 2018-2020 report. These awards acknowledge the effort involved in creating SIP reports, focusing on the quality of reporting and the level of transparency and sharing, rather than on the content like specific initiatives and results.

No Plastics Award (Plastløft-prisen)

Granter: Green Dot Norway (Grønt Punkt Norge)

Grantee: BI Norwegian Business School

Award Description:

BI Norwegian Business School Campus Oslo was awarded the No Plastics Price from Green Dot Norway for having cut consumption of around 1/2 million single-use cups in 2020, reduced waste by 50% and doubled the recycling rate. The reduction of reduced single-use items on campuses is part of the Sustainability@BI Strategy. The school rebuilt student and staff canteen kitchens in order to replace single-use items with porcelain, glass and steel cutlery. Since the award, BI has expanded the concept to all four campuses, saving even more cups per year. The actions contribute to lowering waste levels and reducing climate CO2 footprint. Results are measured in Eco-certification and Climate accounts each year.

Practice Voices

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

Library Exhibitions supporting RME

The BI Library deliver multiple small and large exhibitions throughout the year, to provide relevant and timely support for BI students in their learning and development journey. The actions are anchored in BIs mission and strategy. This 2024 report highlights activities and how they support the SDGs and BI's education and student well-being.



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

At BI, we believe in transparency and open collaboration. We actively share knowledge, research insights, and educational innovations with colleagues, students, and stakeholders. By learning from both successes and failures, we foster a culture of continuous improvement and collective learning, living our values of Openness and Curiosity.

Engagement Opportunities

BI Norwegian 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)
- ❖ Public events and panel discussions
- ❖ Open faculty and student meetings and town halls
- ❖ Partnerships with local organizations
- ❖ Publicly accessible sustainability data and dashboards
- ❖ Sustainability-focused research and collaboration Opportunities

Communication Audiences

BI Norwegian 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
- ❖ Faculty and staff
- ❖ Government and policy makers

Sharing Voices

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

A Note from EVP on Open Communication for Positive Societal Impact



"BI's Strategy aims to deliver knowledge that can make a difference and contribute to positive societal impact. Communication is key to creating this impact. To contribute to change, BI Norwegian Business School openly and broadly shares our research and knowledge in various ways to our students, partners and stakeholders in business and society. We encourage our faculty and students to take part in the public debate and to create arenas for dialogue."

-Anders Meldalen | Executive Vice President Organisation and Governance

Communication Barriers

BI Norwegian Business School faces the following barriers in transparent communications:



**Engagement
gaps**



**Data privacy
regulations**



**Audience
reach**



Norwegian
Business School

SIGNATORY

BI Norwegian Business School



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