

2024 Sharing Information on Progress **(SIP) Report**

ESSCA School of Management

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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.





Purpose

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

Letter of Commitment

ESSCA School of Management demonstrates its commitment to PRME's Principles through the following letter from senior leadership.



PRME Secretariat Office
685 Third Avenue,
12th Floor
New York, NY 10017
USA

Angers (France), August 26th 2024

O/REF: JC/MGdT/sc_2024.19

Adoption of the Principles for Responsible Management Education

To our stakeholders,

I am pleased to confirm that ESSCA School of Management 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.

Sincerely yours,

A handwritten signature in black ink, appearing to read 'J. Charroin', is written over a light blue horizontal line.

Dean name: Jean CHARROIN
Dean full title: Dean
Institution name: ESSCA



Values

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

RME Leadership Accountability

At ESSCA School of Management, accountability for responsible management education is structured as follows:

Yes, but the role is formalized elsewhere within the PRME signatory's organization (e.g., center/institute leader, faculty/staff member), but not in senior leadership team

Organizational Structure for RME

The following organizational entities at ESSCA School of Management are responsible for RME:

- ❖ Research-Focused Entity
- ❖ Teaching-Focused Entity
- ❖ Community Engagement Entity



Teach

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

RME Elements in Degree Programs

ESSCA School of Management integrates responsible management education into its degree programs through 5 different approaches:

RME is in the signatory's educational vision, so that it drives the signatory's business model and all educational efforts, courses, programs, degrees, and non-degrees

Course-Level RME Learning Goals

Program-Level RME Integration

Description of degree programs with RME in the program-level learning goals and assessment rubrics

The following impact statement underlines the degree programs (bachelor, master) and specializations focusing on RME.

Three specializations in the Master in Management (MiM) program focus on CSR topics:

- Social innovation and management of social and solidarity economy (*Innovation sociale et management de l'économie sociale et solidaire*);
- Sustainable management;
- Management of innovation and of digital transformation (*Management de l'innovation et de la transformation digitale*).

Two 2023-4 launched degree programs are dedicated to RME:

- The MSc in Sustainable Management and Social Impact;
- An MBA on Business & Technology (*Diplôme avancé en management durable des entreprises et des technologies*) focusing on ethics, responsibility, and sustainable development (opening September 2024).

The signatory's pedagogical approach, which includes RME in all degree program design and pedagogical innovations

Professor-Discretionary Course Topics



Research

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

RME Elements in Research

ESSCA School of Management incorporates responsible management education into its research endeavors through 5 different methods:

Research Conferences

Required Research Reporting

Dedicated Research Funding

Research Awards Program

Most significant research awards for responsibility-related research

The following table shows the most significant research awards on RME topics received by ESSCA faculty.

The most significant research awards on RME topics obtained by ESSCA faculty between 2022 and 2024 are:

List of research awards for responsibility-related research

DIMITROVA A. (2024). Top 10 de l'article le plus cité en 2022-20233 pour TRIKI, D., DIMITROVA, A. et VALENTINO, A. (2022). L'impact de la fragilité de l'État sur les IDE entrants: Le rôle modérateur des ressources naturelles et de la gouvernance démocratique dans la région MENA. *Revue Canadienne des Sciences de l'Administration*, 39(2), pp. 13-29.

Best impact paper award at the MSP conference 2024 : SCHEURENBRAND, K., YAKOVLEVA, N. et TADJVIDI, M. (2024). How well have you banned plastic? An 'integrative' strategic lens on SMEs' response to sustainable policy in the UK and France, *Marketing Strategy & Policy Research Center*, India

TAHSSAIN-GAY, L.(2023). Prix de l'article scientifique de l'AFMD 2023. Hennekam, S., Peterson, J., Tahssain-Gay, L., & Dumazert, J. P. (2021). Recruitment discrimination: how organizations use social power to circumvent laws and regulations. *The International Journal of Human Resource Management*, 32(10), 2213-2241.

DETCHENIQUE, G. (2023). "Managerial Emotion Regulation and Shared Leadership Implementation. The Case of a National Sport Team" : Prix "Most Inspirational Paper". Track "Sport Governance for Good", EURAM Conference, June 14-16, 2023.

BLANCEL, F., GLAVAS, D., KAROLYI, G. A. (2023). Do ESG Factors Influence Firm Valuation? Evidence from the Field. article est classé numéro 1 en "Behavioral & Experimental Accounting, Corporate Finance : Valuation, Capital Budgeting & Investment Policy" et numéro 3 en "European Finance" sur SSRN.

VILLARD DURAN, C. (2022). 2e place du prix d'excellence Roberto Campos pour l'article "The liberalization of capital movements and the institutional challenges for Brazil to join the OECD" publié dans la revue Revista Tempo do Mundo. Instituto de Pesquisa Econômica Aplicada (Ipea).

BREUILLOT, A. (2022). Prix de Thèse CIFEPME 2022. « Management de la diversité et spécificités du processus d'internationalisation des Entreprises à Internationalisation Précoce : une approche par les ressources » Thèse préparée sous la direction de Rachel Bocquet et Véronique Favre Bonté.

BREUILLOT, A. (2022). Prix de Thèse Atlas-AFMI 2022. « Management de la diversité et spécificités du processus d'internationalisation des Entreprises à Internationalisation Précoce : une approche par les ressources » Thèse préparée sous la direction de Rachel Bocquet et Véronique Favre Bonté.



Partner

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

Partnership Approaches for RME

ESSCA School of Management partners with external stakeholders to advance responsible management education through 5 different approaches:

Knowledge Translation and Dissemination

Description of partnering activities that involve informing

The following statement presents ESSCA's contribution to the dissemination of research.

The ESSCA Knowledge website is a multimedia platform (consisting of over 1200 podcasts, videos, blogs, and professional articles, etc.) dedicated to disseminating research to the academic community as well as a broader audience that includes practitioners, family businesses, the media, decision makers, and the general public. Available at <https://www.essca-knowledge.fr/> ESSCA Knowledge is one of the main tools to develop the non-academic impact of the school's research activities.

Faculty contribution to the dissemination of research increased by 92% between 2020 and 2022 (when ESSCA Knowledge was launched). Examples of actions include interviews on national outlets: France Culture; Radio Télévision Suisse (RTS); France 2; BFM TV; *Challenges* and the *Financial Times*. Over the same period, the contribution of the permanent faculty's expertise to professional organizations increased fivefold. These include ANDRH, the NATO Defense College, KPMG, and France Université Numérique.

External Community Dialogue

Collaborative Problem Solving

Collaborative Change Action

Formalized Partnership Governance



Practice

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

RME Policy Implementation

ESSCA School of Management has implemented 7 policies to support its commitment to responsible management education:

Greenhouse gas emissions

Water

Buildings/real estate

Local staff/student/faculty transportation

Travel

Employee equity, diversity, inclusion

Student equity, diversity, inclusion

Institutional Aspiration Targets

ESSCA School of Management has set aspiration targets in 3 different areas:

- ❖ GHG Emission Targets
- ❖ Building and Real Estate Targets
- ❖ Employee EDI Targets



Share

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



Performance Disclosure and Transparency

Regarding transparency in RME performance disclosure, ESSCA School of Management operates with the following approach:

Limited Transparency Disclosure

Press Release AI Institute

Author

ESSCA

Published Date

June, 2024

Degree Of Recognition

International

Media Name

ESSCA

Media Type

Press Release

Duration

3 pages

Q9 - Press Release AI Institute

View document  Download document 

Press Release BSIS Label

Author

ESSCA

Published Date

October, 2023

Degree Of Recognition

International

Media Name

ESSCA's website

Media Type

Press Release

Duration

2

Q9 - Press Release BSIS label

View document  Download document 

Press Release DDRS Label

Author

ESSCA

Published Date

January, 2024

Degree Of Recognition

International

Media Name

ESSCA's website

Media Type

Press Release

Duration

3 pages

Q9 - Press Release Label DDRS

View document  Download document 

Website of disclosure of performance

The following summarizes how ESSCA shares its successes within its organization and to the public.

Successes and performance targets are shared by the Direction of Communication and Public Relations.

Internal channels used are: newsletters, and the school's intranet (ESSCANet).

In addition, press releases regarding the school's performance on policies related to RME are available to the general public on the school's internet page (<https://www.essca.eu/a-propos/espace-presse-de-l-essca/communiqués-de-presse/>).

The school's website after the autumn 2024 redesign features dedicated sections on the topic of RME:

- Page related to the school's policies on sustainable development. <https://www.essca.eu/en/about-essca/sustainable-development-and-social-responsibility/>
- Page related to ESSCA's impact : <https://www.essca.eu/en/about-essca/about-us/impact-by-essca/>
- Page on student well-being: <https://www.essca.eu/en/life-at-essca/student-well-being/>
- Page on inclusion and diversity for students: <https://www.essca.eu/en/life-at-essca/inclusion-and-diversity/>

SIGNATORY

ESSCA School of Management



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1 rue Lakanal, Angers, 49000
France



Website

<https://www.essca.fr/>