

# 2024 Sharing Information on Progress (SIP) Report

University of Lincoln

August 2024

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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

University of Lincoln demonstrates its commitment to PRME's Principles through the following letter from senior leadership.



## **Purpose Q1: Renewal of Commitment to PRME's Principles**

As Vice-Chancellor at the University of Lincoln, it gives me great pleasure to renew our commitment once again to PRME's Principles and the UN global compact.

The past two years have been significantly challenging for the UK higher education sector, and Lincoln is no exception. As we are forced to examine our operations and practices, more than ever we are called to question our purpose and responsibility as a university. We exist to make a positive difference; to benefit our community, our region and local economy as well as to generate global impact. The three core themes of our strategic ambition – we collaborate, we challenge, we transform – reflect this purpose and are aligned with PRME ethos.

Sustainability-related work continues with gusto at the University of Lincoln, overseen by our new Dean of Sustainability. In 2023, we were honoured to be awarded the Queen's Anniversary Prize, recognising the work of the Lincoln Institute for Agri-food Technology in supporting the success and sustainability of the UK's food and farming industries. We have recently published a summary of

**Lincoln International Business School**

**Principles for Responsible Management Education SIPS 2024**

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how we contribute across the university to all of [the 17 Sustainable Development Goals](#) and we maintain our commitment to achieving net zero emissions by 2040. Much work is being done across the institution to increasingly embed sustainability principles within the curriculum, led by a group of Education for Sustainable Development Leads.

At the Lincoln International Business School, work continues under the PRME agenda and the UNESCO Chair on Responsible Foresight for Sustainable Development. This year, work is being undertaken to trial sustainability literacy assessments for post graduate students which will enable objective measurement of progress. The seed-corn funding offered has enabled some significant projects related to teaching and research in PRME. In 2024 this included an academic event 'Co-creating business education futures: Creatively featuring learning through the lens of PRME Principles and interdisciplinary innovation'; a project 'Exploring EDI programmes and policies in the Nigerian Higher Education System'; a network event 'IDG's and capacity building - A Lincoln initiative of innovative education' and an event 'Achieving sustainability through Challenge-Based Learning'.



**Professor Neal Juster, Vice-Chancellor, University of Lincoln**

Lincoln International Business School

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## Institutional Mission, Vision, and Strategy

The following outlines University of Lincoln's institutional mission, vision, and strategic approach to responsible management education.

### **Mission, Vision, Strategy or Purpose**

Statement from Natalie Wilmot, Dean of Lincoln International Business School

#### **Relevant Stakeholders**

University of Lincoln, Lincoln International Business School

#### **Purpose**

Refer to statement attached

LIBS Mission, Vision, Strategy or Purpose

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# Values

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

## RME Leadership Accountability

At University of Lincoln, accountability for responsible management education is structured as follows:

Formalized Senior Leadership Role

### **Person who is accountable and responsible for RME**

To explain the role of the LIBS Director of Sustainability and Societal Impact

### **Role of the LIBS Director of Sustainability and Societal Impact**

The Lincoln International Business School (LIBS) Director of Sustainability and Social Impact, Dr Claire May, holds responsibility for developing, monitoring and facilitating ambitious School strategy with regards to environmental sustainability and positive social impact in order to achieve our mission and become increasingly sector-leading in this area. This role is a co-opted member of the LIBS School Management Group (SMG).

## Organizational Structure for RME

The following organizational entities at University of Lincoln 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

University of Lincoln integrates responsible management education into its degree programs through 6 different approaches:

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

### **Description of the Signatory Member's pedagogical approach, which involves RME in all degree program design and pedagogical innovations**

To describe the Lincoln International Business School pedagogical approach, which involves RME in all degree program design and pedagogical innovations.

As described in the the previous section, 'responsibility' is embedded and assessed within all programmes via our Assurance of Learning assessment strategy.

### Program-Level RME Integration

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

To describe Lincoln International Business School degree programmes with PRME in the problem-level learning goals and assessment rubrics.

As we reported in 2022, Lincoln International Business School have developed our Assurance of Learning assessment strategy as part of our AACSB accreditation journey. This has involved the development of appropriate programme learning goals and competencies consistent with our mission, to periodically measure and analyse achievement of this and to make recommendations for continuous curricular improvement to advance programme design and enhance student learning. It is expected that graduates on LIBS programmes will demonstrate the competencies developed and that in the measurement and assessment of this we can drive continuous improvement within our programme design and delivery.

We have designed responsibility to be one of four programme themes for each LIBS programme – both undergraduate and postgraduate. 'Ethical commitment', 'Sustainability Commitment' and 'Social Responsibility and Citizenship' are the programme goals under this theme, with specific measurable competencies articulated at undergraduate and postgraduate levels. These competencies are assessed at programme level and therefore feature in assessment rubric.

## Course-Level RME Learning Goals

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

### Description of the business model with RME in all educational efforts

To describe the Lincoln International Business School Assessment Strategy and its relationship to PRME.

The Lincoln International Business School Assessment Strategy includes that we aim to act in accordance with and further the Business School's agenda on the Principles of Responsible Management Education (PRME).

## Guest Speakers and Showcase Events

### Examples of guest speakers and showcase events

Examples of guest speakers and showcase events with a RME focus

#### Date

May, 2022 - January, 2024

#### Location


Lincoln International Business School

#### Speakers

Professor Jeffery Ridley

Guest speaker on a module/Student showcase event

Guest Speakers and Showcase Events

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## Professor-Discretionary Course Topics

### Examples of topics in courses at the discretion of the professor

An example of topics in courses at the discretion of the professor

#### Department

Accounting, Finance and Economics

#### Learning Object Subject

## Sustainability in Accounting and Finance: Developing a Global Mindset

### Educational Level

Students and Alumni

### Learning Outcome

Students globally to gain practical awareness of sustainability and environmental management skills in a multi-cultural environment

### Interactivity Type

Workshops

### Learning Object Description

See evidence attached

Example of Topics in various courses at the discretion of the professor

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





# Research

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

## RME Elements in Research

University of Lincoln incorporates responsible management education into its research endeavors through 4 different methods:

Research Conferences

### **Examples of responsibility-related conferences**

Event: <https://declincoln.blogs.lincoln.ac.uk/> Lincoln International Business School host the Development Economics Conference biennially.

#### **Date**

June, 2024 - June, 2024

#### **Location**

Lincoln International Business School

#### **Speakers**

Speakers included: Dr Ayhan Kose (Deputy Chief Economist World Bank and Director of Prospects Group World Bank), Sir Timothy Besley CBE FBA (Sir W. Arthur Lewis Professor of Development Economics and Political Science London School of Economics) and Professor Kaushik Basu (Carl Marks Professor of International Studies, Cornell University. Former Senior Vice President and Chief Economist of the World Bank. Former Chief Economic Advisor to the Government of India at the Ministry of Finance).

#### [Supporting Links](#)

Rapid technological changes have both transformative and disruptive consequences which help advance sustainable development but can also frustrate it. Judicious application of new and emerging technologies can conceivably facilitate faster progress towards the Sustainable Development Goals (SDGs). But technological changes, especially if they are rapid in their applications (e.g., during the COVID pandemic), can also disrupt markets and economies, exacerbate social division, and bring up ethical and normative questions to be resolved. Considerations involving the direction, distribution, and diversity of innovation pathways in the context of the SDGs can be helpful to policymakers in their selection of emerging innovations that help minimise, if not avoided, the economic, social, and environmental challenges brought about by past technological changes. This conference aims to provide a timely platform for scholars (especially, postgraduate researchers (PGRs) and early career researchers (ECRs)), practitioners and policymakers to exchange ideas and views on the contemporary sustainable development challenges. It is particularly looking forward to contributions from academics,

policymakers, and members of the business community sharing specialist research and useful general information that can help generate policy ideas and have impacts beyond academia. (<https://declincoln.blogs.lincoln.ac.uk/>)

## Required Research Reporting

### **Faculty members must report their responsibility-related research publications regularly**

To explain that faculty members must report their responsibility-related research publications regularly

Staff are required to deposit an open access version of all of their published work on the university's research repository within three months of publication according to the University of Lincoln Open Access Policy.

## Dedicated Research Funding

### **Research funding specifically related to responsibility**

To provide examples of research funding received specifically related to responsibility.

Examples of academics within Lincoln International Business School who have received research funding specifically related to responsibility include:

- Professor Ted Fuller (alongside colleagues from the Lincoln School of Agri-Food Technology & and the Lincoln School of Natural Sciences): British Academy, 'Histories and futures of under-utilised crops 'reimagined'.
- Dr Mahfuzur Rahan and Dr Paul Igwe: British Council, 'Capacity Building towards Future-proof Ecosystem'.
- Dr Abi Hunt: Doddington Hall and Gardens, 'Wilder Doddington Evaluation Brief'.
- Dr Kim Nguyen: British Academy, 'Navigating Ethical and Financial Dimensions: Unravelling Individual Investors' Attitudes Towards ESG Investments'
- Dr Qian Xu: British Academy, 'Promoting Cross-Disciplinary Knowledge Exchange in Office Building Energy Management'

## Research Awards Program

## Research awards for responsibility-related research

To highlight the PRME seed-corn funding award offered by Lincoln International Business School.

Each year Lincoln International Business School provide a small budget to provide seed-corn funds of up to £1500 per project to support relevant new areas for development in relation to PRME. This includes projects which contribute to the progress of research and education with respect to responsible management education and sustainable development.

In 2024, this included funding the following projects:

- Dr Nadia Gulko, Professor Nick McGuigan (Monash Business School) and Dr Judith John: 'Co-creating business education futures: Creatively featuring learning through the lens of PRME Principles and interdisciplinary innovation'
- Dr Paul Igwe and Dr Hilary Duckett: 'Exploring EDI programmes and policies in the Nigerian Higher Education System'
- Dr Georgiana Els and Mr Chris Jackson: 'IDG's and capacity building – A Lincoln initiative of innovative education'
- Dr Geeta Lakshmi, Mr Herbert Mapfaira and Ms Chang Ge: 'Achieving sustainability through Challenge-Based Learning'.



# Partner

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

## Partnership Approaches for RME

University of Lincoln partners with external stakeholders to advance responsible management education through 5 different approaches:

### Knowledge Translation and Dissemination

#### **Description of partnering activities that involve informing**

An example of partnering activities that involve informing.

On the 17th October 2023, Lincoln International Business School hosted a 'LIBS Connect' event, entitled 'Developing a Sustainable Mindset' for local businesses and organisations. Key themes were: procurement, supply chain, circular economy; energy, fuel, carbon; and measuring and reporting. [LIBS Connect | Developing a Sustainable Mindset – LIBS Connect \(lincoln.ac.uk\)](https://lincoln.ac.uk/libconnect)

### External Community Dialogue

#### **Description of partnering activities that involve dialoguing**

An example of partnering activities that involve dialoguing.

On 1st May 2024, Lincoln International Business School colleagues Dr Nadia Gulko, Dr Judith John and Ms Marie Lawson, alongside Professor Nick McGuigan (Monash University) hosted a network event with academics from UK universities, business representatives and students: 'Envisioning Business Education Futures: Co-creating Sustainable Development Capabilities.'

The purpose was to vision sustainable futures, build skill capacity, and foster collaboration to re-imagine the future of business education through the lens of responsible management, interdisciplinary innovation, and the UN SDGs. Participants were exposed to creative curricula design as well as models of innovative pedagogy, such as 'Futuring', 'Participatory', 'Inclusive' and 'Design thinking', that could be applied to their own educational contexts. Attendees worked together with colleagues from across different disciplines to engage in interdisciplinary conversations, modelling creative solutions, and imagining new futures.

### Collaborative Problem Solving

## Description of partnering activities that involve problem-solving

An example of partnering activities that involve problem-solving.

Lincoln International Business School colleague, Ms Zoraida Mendiwelo-Bendek, has worked on a project alongside colleagues in the Lincoln School of Design and Architecture and the Lincoln School of Engineering and Physical Sciences: 'Luxor Living Lab: Dialogue Between Cultural Heritage and Living Communities in Luxor: Towards a Participatory Cultural Heritage Revitalisation Process for Documenting Layers of History in Luxor's Heritage'.

### Collaborative Change Action

## Description of partnering activities that involve acting

Example of partnering activities that involve acting

Lincoln International Business School colleagues Dr Paul Igwe and Dr Hilary Duckett, have worked on a project: 'Women Underrepresentation in Nigerian Higher Education Leadership'.

Professor Hanya Pielichaty, Dr Olanrewaju Olaoye and Dr Paul Igwe have worked on a project: 'Exploring Pathways to Equality: Understanding Gender Disparities in South African Higher Education'

### Formalized Partnership Governance

## Governance: formalized rules of engagement that governs the type of resources exchanged, the desired outcomes or impacts, etc.

Example of Governance: formalized rules of engagement that governs the type of resources exchanged, the desired outcomes or impacts, etc.

Lincoln International Business School colleagues, Dr Geeta Lakshmi, Dr Fadi Alkaraan, Mr Redouane Sarraikh and Dr Debadayita Raha are working on a KTP with Lincolnshire Chamber of Commerce to develop and implement a holistic digital ESG self-assessment tool and an accreditation scheme that will support Lincolnshire businesses in enhancing their sustainability performance in order to improve their competitive advantage.

Lincoln International Business School colleague, Dr Agnieszka Rydzik, has launched the 'Hospitality, Now!' campaign working in collaboration with a range of stakeholders to change the culture of student employment in the hospitality sector: [Hospitality, Now! – Students for Hospitality – Hospitality for Students \(hospitality-now.co.uk\)](https://hospitality-now.co.uk)





# Practice

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

## RME Policy Implementation

University of Lincoln has implemented 7 policies to support its commitment to responsible management education:

Travel

### Sustainable Travel Policy

#### Scope

Applicable to university staff, students and contractors

#### Enforcement Date

December, 2023

#### Revision Date

December, 2024

#### Number Of Pages

4

#### Publisher

University of Lincoln

#### Media

PDF

Sustainable Travel\_Policy\_Dec\_23

View document  Download document 

Greenhouse gas emissions

### Thermal Comfort Policy

This policy deals with thermal comfort in non-residential buildings across the University of Lincoln's estate. It supports the University's Environment and Energy Policy, and the University's Environmental Sustainability Strategy.

#### Scope

The University aims to provide a comfortable working environment for staff, students and tenants, comply with Health and Safety requirements while minimising the effects on the environment and costs of operating heating and cooling systems.

#### Enforcement Date

June, 2016

**Revision Date**

August, 2023

**Number Of Pages**

3

**Publisher**

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Website

[Supporting Links](#)

## Carbon Management Plan

To support the delivery of the University's Sustainability Strategy, we have a Carbon Management Plan. This document is currently being updated.

**Scope**

The University has declared a Climate and Ecological Emergency. This plan responds to that commitment in setting out an approach to reduce the impact that our operations have on the environment.

**Enforcement Date**

June, 2022

**Revision Date**

June, 2024

**Number Of Pages**

3

**Publisher**

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**Media**

Website

[Supporting Links](#)

## Energy and Environmental Policy

The University's Energy and Environmental Policy includes a commitment to manage energy.

**Scope**

Applicable to university staff, students and contractors.

**Enforcement Date**

November, 2016

**Revision Date**

February, 2023

**Number Of Pages**

3

**Publisher**

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**Media**

Website

[Supporting Links](#)

Water

**Energy and Environmental Policy**

The University's Energy and Environmental Policy includes a commitment to manage energy.

**Scope**

Applicable to university staff, students and contractors.

**Enforcement Date**

November, 2016

**Revision Date**

February, 2023

**Number Of Pages**

3

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Website

## [Supporting Links](#)

### Local staff/student/faculty transportation

#### **Cycling and Storage Policy**

This policy has been developed alongside the car parking policy and in line with the campus travel parking/storing of bicycles on campus, as well as arrangements for the identification and removal of redundant bicycles.

##### **Scope**

Staff, students, contractors and visitors are expected to adhere to the Cycling and Storage Policy as detailed below. The Estates department will monitor cycling provisions and cycling activities on campus and make amendments as required.

##### **Enforcement Date**

February, 2022

##### **Revision Date**

February, 2022

##### **Number Of Pages**

3

##### **Publisher**

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##### **Media**

Website

[Supporting Links](#)

### Nature Positive University

#### **Biodiversity Policy**

The University of Lincoln has a wide range of habitats and landscapes as a part of its estate – from agricultural land to historic parkland to urban habitats. The variety of habitats means that the ecology of the estate needs to be carefully managed and monitored

##### **Scope**

The University of Lincoln has a wide range of habitats and landscapes as a part of its estate – from agricultural land to historic parkland to urban habitats. The variety of habitats means that the ecology of the estate needs to be carefully managed and monitored.

**Enforcement Date**

December, 2022

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**Number Of Pages**

1

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Website

[Supporting Links](#)

Employee equity, diversity, inclusion

**Policies on employee (including faculty) and student equity, diversity, inclusion**

Whilst policy is under development, the weblinks attached demonstrate the approach to EDI at the University of Lincoln including: - work by the Eleanor Granville Institute (our specialist EDI institute); - projects such as the race equality project, the gender equality project, the disability inclusion project and the LGBT+ equality project; - EDI Strategy, Priorities and Governance; - One Community Values

**Scope**

University of Lincoln

**Enforcement Date**

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**Number Of Pages**

1

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**Media**

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[Supporting Links](#)

[Supporting Links](#)

Student equity, diversity, inclusion

**Policies on employee (including faculty) and student equity, diversity, inclusion**

Whilst policy is under development, the weblinks attached demonstrate the approach to EDI at the University of Lincoln including: - work by the Eleanor Granville Institute (our specialist EDI institute); - projects such as the race equality project, the gender equality project, the disability inclusion project and the LGBT+ equality project; - EDI Strategy, Priorities and Governance; - One Community Values

**Scope**

University of Lincoln

**Enforcement Date**

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**Revision Date**

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**Number Of Pages**

1

**Publisher**

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**Media**

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## **Institutional Aspiration Targets**

University of Lincoln has set aspiration targets in 7 different areas:

- ❖ GHG Emission Targets
- ❖ Water Conservation Targets
- ❖ Building and Real Estate Targets
- ❖ Travel Reduction Targets
- ❖ Biodiversity Action Plan
- ❖ Student EDI 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, University of Lincoln operates with the following approach:

### Full Transparency Disclosure

#### **Website of disclosure of performance**

University of Lincoln Sustainability Report 2022\_23

#### **Author**

University of Lincoln

#### **Published Date**

December, 2023

#### **Degree Of Recognition**

International

#### **Media Name**

The University of Lincoln website

#### **Media Type**

Report

#### **Duration**

9 pages

[Supporting Links](#)

#### **Disclosure of performance on policies related to RME, including its successes and failures**

To explain the University of Lincoln and Lincoln International Business School reporting measures, to describe the disclosure of performance of policies related to RME.

The University of Lincoln estates team report annually via the [annual sustainability report](#). This includes both successes and targets and objectives we have not yet achieved.

The Lincoln International Business School report bi-annually via the PRME SIPS report. This has previously reflected on progress in the preceding period and set objectives for the period ahead.

SIGNATORY

# University of Lincoln

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