

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

Vistula School of Hospitality

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About the Principles for Responsible Management Education (PRME)

The Principles for Responsible Management Education (PRME) is a United Nations-supported initiative founded in 2007 that aims to raise the profile of sustainability in their classrooms through Seven Principles focused on serving society and safeguarding our planet.

PRME engages business and management schools to ensure they provide future leaders with the skills needed to balance economic and sustainability goals, while drawing attention to the Sustainable Development Goals (SDGs) and aligning academic institutions with the work of the UN Global Compact. Driven by its mission to transform management education, PRME equips today's business students with the understanding and ability to deliver change tomorrow. As a voluntary initiative with over 800 signatories worldwide, PRME has become the largest organized relationship between the United Nations and management-related higher education institutions.



“*The PRME initiative was launched to nurture responsible leaders of the future. Never has this task been more important. Bold leadership and innovative thinking are needed to achieve the Sustainable Development Goals (SDGs).*

Antonio Guterres

Secretary-General (2017 - Present)

United Nations

”

Principles of PRME



Purpose

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



Values

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



Teach

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



Research

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



Partner

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



Practice

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



Share

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

The Sustainable Development Goals (SDGs)

In September 2015, all 193 Member States of the United Nations adopted a plan for achieving a better future for all – laying out a path over the next 15 years to end extreme poverty, fight inequality and injustice, and protect our planet. At the heart of Agenda 2030 are 17 Sustainable Development Goals (SDGs) and 169 related targets that address the most important economic, social, environmental and governance challenges of our time. The SDGs clearly define the world we want – applying to all nations and leaving no one behind. Successful implementation of the SDGs will require all players to champion this agenda; the role of higher education is critical to this.





Getting Started

This section provides foundational information about your organization, including key details and basic institutional data. These elements serve as a starting point for your SIP report, can be copied annually, and typically require minimal updates from year to year.

1. Mission

1.1 Mission

Subjects

- Entrepreneurship
- Hotel & Restaurant Management
- Ethical Leadership

Provide supporting context

Vistula School of Hospitality is an innovative centre for education, research and knowledge transfer, open to new global trends, ensuring close cooperation with the socio-economic environment, diversity and attractiveness of education in the tourism (including hospitality), health and leisure sectors, providing knowledge and skills of universal importance, operating in an international environment applying the principles of tolerance and respect for the cultural identity of all members of the academic community, open to expanding the scope of educational services related to lifelong learning.

2. Vision

2.1 Vision

Subjects

- Hotel & Restaurant Management
- Responsible Management Education

Provide supporting context

Vision

Our vision is to be an internationally recognized higher education institution in the field of tourism, and in particular, hospitality, events, health and lifestyle with a multicultural, innovative, sustainable approach that enables the development of the employees' and students' potential.

3. Strategy

3.1 Strategy

Subjects

- Hotel & Restaurant Management
- Entrepreneurship
- Social Entrepreneurship

Provide supporting context

Strategic goals

Strategic area I. Internationalization and management

Strategic area II. Vistula School of Hospitality as a leading provider of educational services – programs

Strategic area III. Students and graduates - support and development

Strategic area IV. Research and Development - Vistula School of Hospitality as a center of knowledge and research in the field of tourism

Strategic area V. Close ties with business and sustainable development

Strategic Area VI. Staff structure and development

Strategic Area VII. Resources and administration

4. Strategy Alignment

4.1 Strategy Alignment

Subjects

- Entrepreneurship
- Environmental Economics
- Hotel & Restaurant Management

Provide supporting context

The UN SDGs, UN Global Compact, and PRME philosophy are very important foundations of operation of the Vistula School of Hospitality. This is reflected in the provisions of the strategic documents – first of all in values statement of the 2025 University Strategy, as well as the assumptions contained in the University's mission and vision.

Impact Statement Mission Vistula School of Hospitality is an innovative centre for education, research and knowledge transfer, open to new global trends, ensuring close cooperation with the socio-economic environment, diversity and attractiveness of education in the tourism (including hospitality), health and leisure sectors, providing knowledge and skills of universal importance, operating in an international environment applying the principles of tolerance and respect for the cultural identity of all members of the academic community, open to expanding the scope of educational services related to lifelong learning. **Vision** Our vision is to be an internationally recognized higher education institution in the field of tourism, and in particular, hospitality, events, health and lifestyle with a multicultural, innovative, sustainable approach that enables the development of the employees' and students' potential.

5. Graduates

199

6. Degrees Offered

- Bachelor of Arts (B.A.)
- Master of Arts (M.A.)

7. Faculty & Staff at the University

0

8. Faculty & Staff at the Institution

152

9. Student Enrollment at the University

0

10. Total Student Enrollment at the Institution

789

11. Undergraduate Student Enrollment at the Institution

631

12. Graduate Student Enrollment at the Institution

158

13. Doctoral Student Enrollment at the Institution

0

14. Certificate, Professional Development, Continuing Education Student Enrollment at the Institution

0



Purpose

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

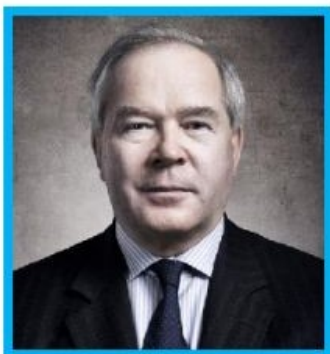
15. Letter of Commitment

15.1 Image

Caption

Picture of the authorities

Upload or select an image



Marek Kulczycki, PhD
President
of the Vistula Group of Universities



Professor Krzysztof Celuch, PhD
Rector
of the Vistula School of Hospitality

15.2 PRME Letter

Upload or select a document

PRME Introductory Letter

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

16. Define Purpose

The RME approach is highly relevant and central to VSH's efforts in the context of its study programs. RME-related content appears in both the general and specialty subject pools at both BA and MA levels. Examples of subjects include: at the MA level - Corporate Social Responsibility (CSR) in Tourism & Hospitality, Intercultural Communication, Crisis Management in Tourism and Hospitality, at the BA level - Disabled customers' service in tourism and hospitality, Intercultural Communication

17. Institutional Engagement

0% - 25%



Values

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

18. RME Lead

- Individual leader

19. Define Values

VALUES: - Multiculturalism - Sustainable development - Relationships with the social and economic environment

20. Student Awareness

0% - 25%

21. Student Engagement

0% - 25%



Teach

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



22. Define Teach

The university regularly organizes meetings, conferences and panel discussions with representatives of the tourism, hospitality and event industries. This establishes cooperation with businesses, and makes it possible to adapt educational programs to the current needs of the labor market. Experts from SGTiH Vistula participate in industry fairs and events, such as TT Warsaw, World Travel Show, Hotel Market, Forum or industry conferences, where they share their knowledge on trends and challenges in the tourism and hospitality sector.

23. Courses

23.1 Entrepreneurship

Course code

TRB3SP004

Department

- Entrepreneurship

The duration of my course is:

- 12 weeks

My course session format is:

- 12 two hours session

My course learning outcomes are:

- Aligned with Bloom's Taxonomy (progressing from basic knowledge to higher-order thinking)
- Assessed through multiple formats (exams, projects, case studies, presentations, etc.)
- Clearly measurable with specific criteria for success
- Designed to develop analytical and problem-solving skills
- Developed with input from industry or real-world business scenarios
- Encouraging of active learning and student engagement
- Grounded in core business and management methodologies
- Incorporating feedback loops for continuous improvement
- Integrated with professional and career readiness skills
- Oriented toward developing leadership, teamwork, and collaboration abilities
- Scaffolded to support learning progression throughout the course
- Structured to encourage critical thinking and decision-making
- Supported by research-based teaching methodologies

My course touches on the following concepts:

- Design Thinking for Innovation
- Entrepreneurial Leadership and Mindset
- Entrepreneurial Finance and Risk Assessment
- Family Business Management Strategies
- Sustainable Business Startups
- Women in Entrepreneurship and Leadership

My course implements the following pedagogies:

- Active Learning
- Case Method
- Collaborative Learning
- Critical Pedagogy
- Experiential Learning
- Problem-Based Learning (PBL)
- Project-Based Learning (PjBL)
- Student-Centered Learning

Course Description

The aim of the class is to learn and understand the essence of entrepreneurship and its determinants, as well as the set of relations between entrepreneurship, innovation and technologies. The aim of the class is also to work together with students to develop the concept of a venture that will allow economic success in market.

Relevant SDGs addressed through the course



23.2 Human Resource Management

Course code

TRB4SP0023

Department

- Management

The duration of my course is:

- 12 weeks

My course session format is:

- 12 one hour session

My course learning outcomes are:

- Assessed through multiple formats (exams, projects, case studies, presentations, etc.)
- Clearly measurable with specific criteria for success
- Developed with input from industry or real-world business scenarios
- Incorporating feedback loops for continuous improvement
- Integrated with professional and career readiness skills
- Oriented toward developing leadership, teamwork, and collaboration abilities
- Scaffolded to support learning progression throughout the course
- Structured to encourage critical thinking and decision-making
- Tailored to diverse learning styles and accessibility needs

My course touches on the following concepts:

- Behavioral Science in Business Decision-Making
- Coaching and Mentoring for Leadership Development
- Human-Centered Leadership in Organizations
- Organizational Culture and Employee Engagement
- Power and Influence in Leadership
- Strategic Planning and Execution
- Time Management and Productivity Strategies

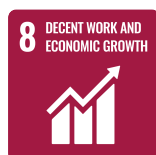
My course implements the following pedagogies:

- Active Learning
- Blended Learning
- Case Method
- Collaborative Learning
- Competency-Based Education (CBE)
- Experiential Learning
- Problem-Based Learning (PBL)
- Student-Centered Learning
- Project-Based Learning (PjBL)
- Transformative Learning

Course Description

Human Resource Management (HRM) is a vital course that prepares students to manage an organization's most valuable asset—its people. This course provides a comprehensive overview of HRM functions, including recruitment, selection, training, and development. Students will learn how strategic HRM aligns with organizational goals to enhance performance and gain a competitive edge. Key topics include talent acquisition, performance management, compensation and benefits, and employee relations. The course also emphasizes the importance of diversity and inclusion, legal compliance, and ethical considerations in HR practices. Through a combination of lectures, case studies, and group discussions, students will develop the skills needed to design effective HR strategies. By the end of the course, participants will be equipped to implement HR solutions that foster a positive work environment and drive organizational success. This course is ideal for those aspiring to careers in HR or management, focusing on effective people management.

Relevant SDGs addressed through the course



24. Educator Recognition

- Financial incentives

25. Barriers to Innovative Curriculum

- Budgetary limitations

26. Barriers to Innovative Pedagogy

- Administrative hurdles
- Classroom infrastructure limitations
- Collaboration barriers

27. Fostering Innovation

Not at All

28. Experiential Learning

Somewhat

29. Learning Mindset

Somewhat

30. Method of Teaching and Learning

In person



Research

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

31. Define Research

Research staff and experts from SGTiH Vistula perform consulting functions for various organizations, such as the Polish Chamber of Tourism, the Economic Chamber of Polish Hotel Management, as well as for public administration bodies in the creation of tourism development strategies, destination management and tourism policy. The university also carries out research on behalf of external entities, providing analyses and reports on such issues as the tourism market, consumer behavior or forecasts for the development of the industry.

32. 2024 Publications

20

33. Research Barriers

- Institutional policies and bureaucracy

34. 2024 Publications on Sustainable Development and/or RME

6

35. Research Funding

- My institution has not received funding

36. Socializing Research

- Local media
- Public events and lectures



Partner

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

37. Partners, Accreditation Bodies, Associations, etc.

- United Nations Global Compact non-business signatory

38. Define Partner

VSH has signed partnership agreements with various entities in the broader tourism sector and its constituent industries. These are agreements for both joint educational activities, guest lectures, but also for hosting students for internships and placements. Within the framework of concluded partnerships with hotel companies, for example, students are hosted in the given facilities as part of activities such as site inspection. Partners also have a keen interest in events at the university, such as Job Spot job fairs, taking part in them and offering students various forms of flexible employment.

39. Student Partners

- None



Practice

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

40. Define Practice

VSH maintains an active dialogue with external partners, acting as an expert in the tourism, hospitality and management industries. The university cooperates with various organizations, institutions and companies at both the national and international levels. Here are some of the main ways SGTiH Vistula carries out this role cooperation with Industry and Business.

41. RME Practices

- No reports to date, but we are in process



Share

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



42. Define Share

At VSH we meet regularly at meetings of the university and faculty authorities. We exchange successes and failures at that time.

43. Transparent Engagement

- We are currently working to offer engagement opportunities

44. Transparency Barriers

- Bureaucratic delays
- Engagement gaps

45. Audiences

- Faculty and staff
- Business and industry partners
- Boards and advisory committees

SIGNATORY

Vistula School of Hospitality



Address

Stoklosy 3, Warsaw, ,
Poland



Website

<https://www.vistulahospitality.edu.pl/>