

PRiME

*an initiative of the
United Nations Global Compact*

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

FSA ULaval

September 2025

Table of Contents

1. About PRME	3
2. About SDGs	5
3. Getting Started	6
4. Purpose	10
5. Values	13
6. Teach	17
7. Research	23
8. Partner	29
9. Practice	33
10. Share	39

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 FSA ULaval, including key details and basic institutional data.

Mission

In synergy with local and international actors, FSA ULaval contributes to the development of people, organisations and society through the unique character of its educational, professional and relational experiences, by its excellence in scientific research and by its social consciousness.

Vision

To build an international community that is audacious and open, and that places excellence and social consciousness at the heart of the transformation of the business world.

Strategy

Strategic-Plan-2021-2025-EN

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Strategy Alignment

Strategy Alignment for FSA ULaval

Flagship Initiative: Reflex FSA

Equity, Diversity, and Inclusion (EDI), along with Social Responsibility (SR), are fundamental values in today's society. At FSA ULaval, we are committed to embedding best practices in EDI and SR into our everyday actions—making them second nature for all. This commitment includes enhancing the integration of EDI principles within our academic programs and expanding awareness initiatives across the entire community. In terms of social responsibility, the Faculty will actively recognize and support the social engagement of its members and foster the dissemination of knowledge in this vital area.

Institutional History

Institutional History toward the adoption of RME

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Graduates & Enrollment

2024 Statistics	Number
Graduates	3,051
Faculty & Staff at the University	11,500
Faculty & Staff at the Institution	341
Student Enrollment at the University	47,000
Student Enrollment at the Institution	10,284
Undergraduate Attendance	6,051
Masters-Level Postgraduate Attendance	4,208
Doctoral Student Attendance	121
Certificate, Professional Development, or Continuing Education Attendance	356

Degrees Offered

Bachelor Programs

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

Masters Programs

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

Doctoral Programs

-  Doctor of Philosophy (Ph.D.)

Undergraduate Degree Programmes



Bachelor in Business Administration



Bachelor in Quantitative Finance

Masters Degree Programmes



Master in Business Administration



Master in Business Science

Postgraduate Degree Programmes



PhD in Business Administration

Certificates, Professional Development, or Associate Programmes



Short Programs (9 to 36 credits) at both Undergraduate and Master's Levels



Purpose

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

Letter of Commitment

Letter from the Most Senior Officer Reaffirming Commitment to PRME's Principles

As Dean of the Faculty of Business Administration at Université Laval (FSA ULaval), I am proud to reaffirm our deep and ongoing commitment to the Principles for Responsible Management Education (PRME). These principles are not only aligned with our core values—they are also woven into the very fabric of our institution, guiding our actions today and shaping our vision for the future.

Our mission is to contribute to the development of individuals, organizations, and society through distinctive educational, professional, and relational experiences, scientific excellence, and a strong sense of social responsibility. This mission is brought to life through the collective efforts of our faculty, staff, students, and partners, both locally and globally.

In 2021, we launched a strategic plan shaped through broad consultation with our stakeholders. This plan is anchored in five core values: excellence, audacity, openness, integrity, and social consciousness. It outlines four flagship projects, including Reflex FSA, a key initiative aimed at raising awareness and fostering engagement around sustainable development, social responsibility, and equity, diversity, and inclusion.

Sustainable development and corporate social responsibility have long been central to FSA ULaval's identity. Over the years, our alignment with PRME has grown stronger, as demonstrated by a wide range of initiatives across our academic programs, research activities, community partnerships, and stakeholder engagement. These efforts reflect our determination to contribute meaningfully to the United Nations' 17 Sustainable Development Goals.

We are actively pursuing our current initiatives and remain fully committed to their implementation. At the same time, we are working on the development of a new strategic plan for the 2025–2029 period. This forward-looking plan will build on our achievements, strengthen our impact, and position us to meet emerging challenges with purpose and resilience.

This report highlights our strategy, programs, and actions that support PRME, with a particular focus on initiatives undertaken from July 2024 to the present. Our most recent PRME Report (2023–2024) was proudly shared across our faculty and broader community, reinforcing our shared commitment to responsible management education.

FSA ULaval remains resolutely committed to advancing the PRME principles and to preparing responsible leaders who will shape a more sustainable, inclusive, and ethical world.

Frank Pons
Dean

Definition of Purpose

Social responsibility in education refers to the integration of equity, diversity, and inclusion principles into decisions, actions, and behaviors to foster an ethical, inclusive, and engaged educational environment, while contributing to the advancement of the United Nations' 17 Sustainable Development Goals (SDGs).

Institutional Engagement

26% - 50% of faculty at FSA ULaval 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

Placing equity, diversity, inclusion, and social responsibility at the heart of FSA ULaval's community development means adopting a sustainable approach that values collective engagement, respect for differences, and contribution to the common good. This involves building an inclusive, ethical, and responsible educational environment aligned with the United Nations' 17 Sustainable Development Goals.

Who Champions Responsible Management Education at Our Institution

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

Student Voices

The following narrative demonstrates how FSA ULaval has influenced students' academic journey and personal growth.

Student Voices

Student Laplante completed an internship in Dakar, Senegal, in the Livelihoods and Economic Inclusion Unit of the Regional Office of the United Nations Refugee Agency. She had the opportunity to collaborate on the design of the Climate Action Plan for UNHCR's Sahel Centre, which she considers her greatest achievement. Since the internship, she has worked in Benin, then in Côte d'Ivoire, where she holds the position of agroecology and climate resilience advisor with a civil society organization. She mentions that this initial experience in Senegal was a catalyst for her ambitions and professional projects.

Since her return from the internship in Kenya in March 2023, Student Falardeau, from the Master's program in International Development and Humanitarian Action Management, has been pursuing her career with a local school organization in Kigali, Rwanda, working with a management capacity-building team. This life experience has had a positive impact on her personal life, as it has given her greater openness to the world.

Student Awareness

26% - 50% of students at FSA ULaval are aware that we are a PRME Signatory Member.

Student Engagement

26% - 50% of students at FSA ULaval actively contribute to our work with PRME, advancing RME, or addressing sustainable development challenges through their work.

Values Voices

A consultation for the creation of the strategic plan 2021-2025 revealed the future of our Faculty.

Consultations with 20 groups, including 13 groups with internal members and 7 with a diverse array of community members for a total of 150 people. They agreed to work on these :

The Faculty must be propelled by proactiveness rather than reactivity, be bold, and innovate.

The Faculty must be exemplary in its willingness to collaborate with all its members.

The Faculty must be united around shared social consciousness.

The Faculty must serve as a model of inclusion and openness to others.

The Faculty must be a symbol of a revisited excellence.

Celebrating Values

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

Celebrating Values

The entire faculty community is invited to participate in these activities.

Centraide to help vulnerable people

Support vulnerable individuals and families by volunteering with Centraide, an organization dedicated to improving lives and building strong communities.

Organize competitions in support of mental health causes

Promote awareness and raise funds for mental health initiatives by organizing engaging competitions that bring people together for a meaningful cause.

Distribute Christmas baskets for vulnerable people

Spread holiday cheer by helping distribute Christmas baskets filled with food and essentials to families and individuals facing hardship.

Participate in the 24 Hours of Lac-Beauport for various charitable foundations (since summer 2023)

Take part in this 24-hour endurance event to raise funds and awareness for multiple charitable foundations, combining physical challenge with community impact.

Engage in the Défi Entreprises Québec and Le Grand Défi ULaval (since summer 2023)

Encourage healthy habits in the workplace by participating in these fitness and wellness events designed for organizations and their employees.



Teach

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

How We Define Teach

The Faculty offer a unique experience to its members. Its dynamic environment, where all forms of excellence are valued, allow each individual to feel included and to develop a sense of belonging, while enjoying a stimulating and enriching experience.

Teaching Awards

In 2024, 5 awards were given to faculty and educators at FSA ULaval.

Minister's Award for Higher Education

Granter: Minister's for Higher Education

Grantee: Martin Dubé et Charles-Olivier Amédée-Manesme

Award Description:

Two prestigious awards recognize innovation, commitment and educational excellence in post-secondary institutions. In the Recognition of Teaching Excellence category, the Commitment to Student Retention Award was presented to Martin Dubé, lecturer in the Department of Management. This award recognizes Mr. Dubé's exceptional commitment to the success of our undergraduate students. Charles-Olivier Amédée-Manesme, full professor and head of the Department of Finance, Insurance and Real Estate, won the Distance Learning prize in the Educational Resources category. Mr. Amédée-Manesme has developed innovative educational resources that have considerably enriched the learning experience of our undergraduate students.

Socrate Award

Granter: FSA ULaval

Grantee: 52 Professors and Teachers in 2024

Award Description:

Socrate awards are presented annually, as part of the Socrate policy, to teachers who have distinguished themselves in terms of the evaluation of their courses by their students.

Forces AVENIR

Granter: Forces AVENIR

Grantee: Martin Dubé

Award Description:

Un enseignant engagé à faire vivre des moments marquants et transformateurs à ses étudiantes et étudiants, afin de favoriser leur développement personnel et professionnel. Martin Dubé devient enseignant après avoir vécu l'entrepreneuriat et la vice-présidence d'une grande entreprise. Riche de ces expériences, il s'implique à fond afin d'être un instigateur de persévérance et d'engagement auprès de la communauté étudiante. Par ses méthodes pédagogiques innovantes et sa rigueur, il inspire ses étudiantes et étudiants à offrir le meilleur d'eux-mêmes. Il est entre autres entraîneur des délégations facultaires aux Jeux du commerce et au Symposium GRH (gestion des ressources humaines) depuis 11 ans. Il participe au développement d'un fort esprit entrepreneurial chez plus de 1000 jeunes aux compétitions interuniversitaires. Et le taux de diplomation des personnes y participant est supérieur à la moyenne, soit 98,5 % comparativement à 61 % pour les autres étudiantes et étudiants en administration des affaires. La saine compétition qu'il promeut et les succès remportés témoignent de ses qualités de pédagogue, de leader et de mentor.

Prix d'excellence en enseignement de l'Université Laval

Granter: Université Laval

Grantee: Gaëlle Cachat-Rosset

Award Description:

Ce concours reconnaît les membres du corps professoral et enseignant qui se distinguent par leurs pratiques ou productions pédagogiques exemplaires. Sous la responsabilité du Vice-rectorat aux études et aux affaires étudiantes, ce concours reconnaît, depuis sa création en 1997, la contribution exceptionnelle de professeures et de professeurs, de chargées et de chargés de cours et d'enseignement puis de responsables de formation pratique qui transmettent avec brio leur passion et leurs connaissances, en plus de contribuer au rayonnement de leur faculté et de l'Université Laval tout entière. Il met en lumière l'excellence de leur pratique pédagogique ainsi que leur engagement, leur créativité et leur sens de l'innovation, de même que la qualité des équipes qui les accompagnent dans leur démarche pédagogique. En 2024, Gaëlle Cachat-Rosset, professeure titulaire en management, a obtenu le prix Ressources pédagogiques.

Hermès Award for Excellence

Granter: FSA ULaval

Grantee: Jacques Renaud, Full Professor and Director of Operations and Decision Systems
Department

Award Description:

Service highlights involvement and impact within professional, community, and academic settings, notably through knowledge transfer activities.

Educator Recognition

At FSA ULaval, we recognize educators for quality of teaching in the following ways:

- ❖ Annual teaching excellence awards
- ❖ Course evaluation scores
- ❖ Faculty promotion and tenure consideration
- ❖ Financial incentives
- ❖ Institutional recognition events
- ❖ Pedagogical innovation grants
- ❖ Professional development opportunities
- ❖ Publication or research support
- ❖ Student-nominated teaching awards

Teaching Voices

The following statements demonstrate ways in which educators at FSA ULaval support sustainability and responsible management in their classrooms.

Leadership Chair in Social Engagement Teaching

The objective of the Leadership Chair in Teaching on social commitment is to promote a culture of social commitment at Université Laval. More specifically, this involves promoting the involvement of University members in the life of their community, as well as their support and contribution, informing them, raising their awareness and supporting them. Among other things, by proposing various activities designed to stimulate and involve them, it will be able to strengthen the promotion of social commitment at the University.

The vision is for the university community, and students in particular, to become more socially engaged. The Chair want to create a collective and mobilizing force so that the scope of social commitment at the University is significant.

Chair in Educational Leadership - Women and Organizations

The Chair in Education Leadership - Women and organizations, aims to implement activities and educational materials in various forms to equip people to intervene effectively and with a view to change within organizations. It will encourage applied research and set up a community of practice on this theme, in order to document and disseminate strategies and interventions carried out in organizations in Quebec and elsewhere in the world. In addition, it will set up communication tools for practitioners, schools and the general public to publicize emerging models of equality and diversity.

Fostering Innovation



To a great extent

Teaching and learning at our institution strongly foster innovation.

Experiential Learning



A lot

Our institution supports experiential learning significantly through teaching and 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, FSA ULaval identified the following barriers to innovating, updating, or taking risks in existing curriculum:

- ❖ Change fatigue
- ❖ Scalability issues
- ❖ Uncertain return on investment
- ❖ Administrative resistance
- ❖ Collaboration barriers
- ❖ Institutional culture
- ❖ Limited interdisciplinary collaboration
- ❖ Overloaded faculty
- ❖ Risk aversion

Barriers to Innovative Pedagogy

In 2024, FSA ULaval identified the following barriers to innovating, updating, or taking risks in existing pedagogy:

- ❖ Change resistance
- ❖ Time constraints
- ❖ Overloaded faculty
- ❖ Scalability issues



Research

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

How We Define Research

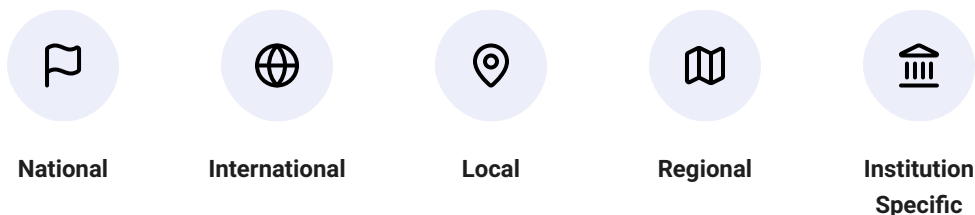
FSA ULaval is recognized for the expertise of research excellence and for reputation of its researchers. The faculty stands out for its high research standards, its acknowledgment of the diverse impacts of research, and its commitment to providing a unique environment for scientific development. It also embraces responsible research management by integrating ethical, sustainable, and socially conscious practices across all its activities.

Research vs Research for RME/Sustainable Development



Research Funding

In 2024, FSA ULaval was awarded funding for research that is:



Socializing Research

In 2024, FSA ULaval contributed research findings to:

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

Research Projects

In 2024, FSA ULaval reported 2 research projects that implemented responsible or sustainable activities.

À chacun son climat de diversité : maximiser les bénéfices d'un climat de diversité adapté selon les contextes organisationnels d'obligations normatives envers l'ÉDI et de pénurie de main d'oeuvre

Period Covering: June, 2024 - June, 2026

Department: Management

Le projet de recherche vise à comprendre comment les organisations peuvent créer des climats de diversité qui maximisent les avantages pour elles-mêmes, en particulier en réponse à la pression des obligations normatives (comme celles liées à l'ÉDI) et à la pénurie de main-d'œuvre. Le projet suggère qu'il n'y a pas une approche unique pour tous, mais plutôt que les stratégies doivent être adaptées aux contextes organisationnels spécifiques. En fin de compte, il cherche à aider les organisations à développer des pratiques de diversité plus efficaces qui répondent aux défis et aux opportunités uniques auxquels elles sont confrontées.

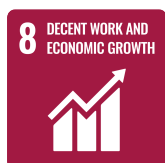


Internalisation du développement durable et la responsabilisation des organisations

Period Covering: January, 2016 - December, 2029

Department: Management

La Chaire de recherche du Canada sur l'internalisation du développement durable et la responsabilisation des organisations a pour mission d'analyser l'intégration du développement durable dans les organisations, la transparence des informations divulguées et l'imputabilité des dirigeants dans ce domaine.



Research Awards

In 2024, FSA ULaval was awarded 2 research awards for responsibility- and/or sustainability-related research.

Hermes - Award for Excellence and Research FSA ULaval

Granter: FSA ULaval

Grantee: Irène Abi-Zeid

Award Description:

Hermes - Award for Excellence and Research FSA ULaval, in recognition of excellence in research, particularly in terms of scientific publications and communications, training of the next generation, and the impact of research activities.

Research Medal

Granter: FSA ULaval

Grantee: 32 Professors in 2024

Award Description:

Research medals are a formal and symbolic recognition of professors who have distinguished themselves through the national and international impact of their research findings. Medals are awarded primarily on the basis of publications in internationally recognized research journals that have undergone a formal and rigorous peer-review process.

Research Presentations Related to RME and/or Sustainability

In 2024, FSA ULaval gave 1 research presentation related to RME and/or sustainability.

Employabilité autochtone : les pratiques EDI sont-elles la meilleure avenue ?

Authors: Dufour, Marie-Ève | Beaudoin, Jean-Michel | Desrochers-Arseneault Jeanne

Date of publication: July, 2025

Presented at: National or international issue or theme-specific conference

Department: Management

L'emploi peut permettre aux Premières Nations d'augmenter leurs conditions socio-économiques et de favoriser le bien-être individuel comme collectif. En parallèle, la rareté de main-d'œuvre dans le secteur forestier canadien est croissante. Pour y répondre, il importe de considérer les difficultés d'attraction

et de rétention des Premières Nations aux emplois de ce secteur, ce qui est également le sens des efforts déployés par de nombreuses Premières Nations au Québec, ainsi qu'ailleurs au Canada. Cette recherche qualitative par étude de cas s'inscrit dans la continuité des initiatives de la Première Nation des Atikamekw de Wemotaci. Elle a pour objectif de mieux comprendre les enjeux et pistes de solutions à l'attraction et la rétention de la main-d'œuvre Atikamekw dans le secteur forestier.



Publications Related to RME and/or Sustainability

Public organizational culture's association with quality of working life : The mediating role of satisfaction with HRM practices.

Authors: Julie Dextras-Gauthier | Maude Boulet

Date of publication: July, 2025

Presented at: National or international issue or theme-specific conference

Department: Management

Drawing on the Culture-Work-Health model, this research aims to determine public organizational culture profiles and assess the mediating role of HRM satisfaction in the relationship between public cultures and quality of working life (QWL). To achieve these objectives, a content analysis of the value statements of 26 public organizations in Quebec (Canada) was carried out, and an online survey of 784 public servants working in these organizations was conducted. The coupling of qualitative and quantitative data enabled cluster analyses and structural equation models to be performed. In Study 1, 51 public values were identified and grouped into seven categories. Cluster analysis revealed five public culture profiles: agile excellence, ethical benevolence, new public management (NPM), public interest protector, and sustainable benevolence. In Study 2, the associations between these profiles, satisfaction with HRM practices, and QWL were examined using the sample of civil servants.



Research Voices

The following statement demonstrates a way in which researchers at FSA ULaval bring sustainability and responsible management into their research.

Real-time traffic light preemption optimization (research project).

M. Vincent Turgeon, Eng. and Coordinator, Architecture and Projects, IT Infrastructures for Trois-Rivières city, said that “the traffic light preemption project was a huge success, enabling the city to significantly reduce travel times for heavy vehicles and buses, thus contributing to smoother traffic flow for all road users.[...] The innovative approach and collaboration among Université Laval researchers, the city and partners in the transportation sector have not only improved urban mobility, but also demonstrated our commitment to sustainable development and the adoption of intelligent technologies. We are now planning to make this system sustainable and integrate it into other strategic routes, such as those serving the Port of Trois-Rivières, to maximize the benefits across our entire transportation network.”

Research Barriers

In 2024, FSA ULaval identified the following barriers to conducting research related to sustainability and/or responsibility:

- ❖ Funding challenges
- ❖ 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

Connect FSA is a flagship initiative of the strategic plan, rooted in partnership, bringing together stakeholders from business, government, civil society, and academia to foster responsible and accountable management education and practice. At its core, the project is built on meaningful collaboration, aiming to create a dynamic ecosystem where diverse perspectives drive innovation, ethical leadership, and sustainable impact.

Institutional Partnerships

- ❖ AACSB (Association to Advance Collegiate Schools of Business)
- ❖ EFMD (European Foundation for Management Development)
- ❖ GRLI (Globally Responsible Leadership Initiative)
- ❖ Local institutions and associations
- ❖ Ministries of Education, Higher Education, or similar national bodies
- ❖ University Councils

Student Organization Partnerships

- ❖ None

Partnerships

The following provides more details on 4 key partnerships at FSA ULaval.

L'Association internationale des étudiants en sciences économiques et commerciales (AIESEC)

AIESEC est une plateforme globale de développement du leadership pour les jeunes, qui mise sur l'apprentissage par l'action, l'ouverture culturelle et l'engagement sociétal. Les jeunes leaders de l'AIESEC proviennent de 126 pays et territoires, en collaboration avec le Bureau de l'Envoyé du Secrétaire général pour la jeunesse, et se réunissent au siège des Nations Unies pour promouvoir et stimuler la participation des jeunes à la mise en œuvre des Objectifs de développement durable (ODD).

L'Association des étudiants en développement international et action humanitaire (AEDIAH)

L'Association étudiante en développement international et action humanitaire (AEDIAH) représente les étudiantes et les étudiants du programme de M. Sc. en Gestion du développement international et de l'action humanitaire (GDIAH) de la Faculté des sciences de l'administration de FSA ULaval.

Le but est de participer activement à la professionnalisation du domaine du DIAH en organisant des formations pertinentes et en favorisant un cadre de concertation entre les différents acteurs du milieu par l'entremise de nos activités. L'AEDIAH participe également à la campagne de financement de ses membres grâce à son Fonds d'entraide en développement international et action humanitaire (FEDIAH) qui organise diverses activités permettant de financer les stages professionnels de fin d'études. Les fonds sont gérés de manière collective et la redistribution est effectuée selon un calcul prenant en compte l'implication individuelle (équité individuelle) et le travail de tous les membres (équité collective).

Centre de recherche et de cocréation pour l'innovation et l'avancement durable des affaires autochtones (CIADAA)

L'objectif principal du Centre est de fournir un espace pour faciliter la cocréation et les collaborations respectueuses entre les peuples autochtones et non autochtones afin de favoriser le développement économique et social des communautés autochtones. Le bien-être à long terme des communautés autochtones dépend de l'autosuffisance économique, de l'innovation et du développement des affaires, fondés sur les connaissances traditionnelles et les visions du monde et valeurs autochtones. L'innovation, l'entrepreneuriat, la transformation numérique et durable et le développement de diverses compétences en affaires offrent une voie claire vers la réussite financière et l'indépendance économique des communautés autochtones.

Luminary

Luminary est une organisation nationale à but non lucratif fondée en 1998, avec pour mandat d'améliorer l'inclusion et l'engagement des peuples autochtones dans l'économie canadienne. Luminary est une initiative d'Indigenous Works, anciennement l'Aboriginal Human Resource Council, qui conçoit et met en oeuvre une stratégie et un plan d'innovation autochtone menant à la transformation économique et au bien-être. Trois chercheurs de FSA (deux professeurs et une doctorante) sont impliqués dans le projet de recherche et d'innovation « Agriculture and Agri-Food » de Luminary.

Partner Voices

The following statement from our partners demonstrates ways in which our collaborations at FSA ULaval support sustainability and responsible management education.

Une membre du Conseil aviseur de la Faculté parle de l'importance de redonner

Le Conseil aviseur de la Faculté (CAF) est composé d'une vingtaine de représentantes et de représentants de la communauté des affaires et de membres de la direction de FSA ULaval. Bon nombre d'entre elles et d'entre eux ont diplômé de la Faculté. Son rôle s'inscrit directement dans le respect de la mission et des valeurs de FSA ULaval, en lui apportant un soutien constant et stratégique dans ses relations avec la communauté des affaires. Le CAF améliore aussi la compétitivité de la Faculté et favorise son rayonnement.

Mme Olga Farman est associée directrice du bureau de Québec de Norton Rose Fulbright et elle siège comme membre du Conseil aviseur de la Faculté. Elle y a obtenu une maîtrise en administration des affaires - Gestion des entreprises en 2003. Elle a fait le choix de redonner à la société en siégeant à différents conseils d'administration. Quand on lui demande pourquoi, elle répond: «parce que j'y crois et je pense que c'est fondamental, l'œuvre citoyenne. C'est plaisant de pouvoir utiliser son expérience, sa formation, son réseau au profit des œuvres à Québec.»

Militant pour la présence des femmes dans des postes de pouvoir et décisionnels, elle estime que les études en administration des affaires donnent confiance pour prendre sa place autour d'une table décisionnelle en n'ayant rien à envier aux autres personnes qui s'y trouvent, puis en assumant pleinement qui on est. «Ça donne des outils pour projeter notre voix», conclut l'avocate.

Son meilleur souvenir de son passage à FSA ULaval : Les travaux d'équipe réalisés avec des collègues venant de tous les horizons, des gens riches de culture et d'ambitions provenant des quatre coins de la planète, confirmant l'importance de la place de la diversité.



Practice

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

How We Define Practice

At Université Laval and at FSA ULaval, we embody the principles of responsible and accountable management not only in theory but also in practice. By integrating these principles into our own governance and daily operations, we demonstrate a strong institutional commitment to ethical leadership, transparency, and sustainability. This approach ensures that our actions align with the values we teach, reinforcing our role as a model for future leaders in responsible management.

Institutional Policies and Practices

- ❖ Carbon reduction or offset commitments
- ❖ Climate action plan
- ❖ Employee equity, diversity, inclusion
- ❖ Environmental stewardship policies
- ❖ Ethical leadership or good governance policies
- ❖ Faculty hiring, tenure, and promotion guidelines
- ❖ Greenhouse gas emissions
- ❖ Local staff/student/faculty transportation
- ❖ Ministry of education recommendation documents
- ❖ Student equity, diversity, inclusion
- ❖ Sustainability strategy or strategic plan (school or university level)
- ❖ Travel guides
- ❖ Professional training opportunities
- ❖ Responsible procurement policies
- ❖ Buildings/real estate
- ❖ Campus operations guides
- ❖ Accreditation body recommendation documents
- ❖ AASHE STARS report
- ❖ Zero-waste guides

Policy Documents Related to RME and/or Sustainability

Liste des associations _ Direction des services aux étudiants

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

Politique_institutionnelle EDI_CA_19_avril_2023

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

Sustainable_Development_Policy

View document Download document ULaval Insitutional Plan 2023-2028 _ Université
LavalView document Download document 

Règlements et politiques _ Université Laval

View document Download document 

Practice Awards

In 2024, FSA ULaval received 5 awards for responsible and/or sustainable practices.



L'Université Laval, 19e rang mondial au Palmarès du Times Higher Education Impact 2024.

Granter: Times Higher Education (THE)

Grantee: Université Laval

Award Description:

Dans le Palmarès Impact 2024 de THE, l'Université Laval s'est classé au 19e rang mondial parmi les 1963 établissements d'enseignement supérieur participants au classement. Elle devient ainsi l'université la mieux classée de la francophonie et la 5e au Canada.



L'Université Laval est devenue la première université canadienne et québécoise à atteindre la carboneutralité sur une base volontaire.

Granter: Bureau de normalisation du Québec

Grantee: Université Laval

Award Description:

Après des années d'efforts soutenus, l'Université Laval est devenue la première université canadienne et québécoise à atteindre la carboneutralité sur une base volontaire en réduisant massivement ses émissions de gaz à effet de serre et en les compensant à l'aide du puits de carbone de la Forêt Montmorency et d'achats de crédits de carbone.



Rang platine de la certification internationale STARS (Sustainability Tracking Assessment & Rating System).

Granter: STARS

Grantee: Université Laval

Award Description:

Cette certification démontre que le développement durable est ancré dans la culture universitaire de l'institution. L'atteinte de ce niveau d'excellence n'est pas une finalité pour l'Université qui enclenche la deuxième vitesse en développement durable. Diminuer de manière soutenue les émissions de GES, maintenir la carboneutralité, poursuivre la réduction de la consommation énergétique, valoriser la santé durable, ou encore lutter contre la pauvreté et l'insécurité alimentaire afin de contribuer à l'atteinte des Objectifs de développement durable (ODD) demeurent des défis constants auxquels il est souhaité de s'attarder. Le cadre de la Planification ULaval 2023-2028 y est propice. Avec plus de 67 critères touchant à la fois les dimensions de la formation, de la recherche, de la gouvernance, des opérations ainsi que de l'engagement et de la mobilisation, la certification STARS est l'une des plus rigoureuses, transparentes et complètes en matière de développement durable. Cette certification reconnaît les efforts déployés en développement durable.



Université Laval, Canada's best employer for company culture by Forbes.

Granter: Forbes

Grantee: Université Laval

Award Description:

To determine the list, Forbes partnered with market research firm Statista and surveyed more than 40,000 Canadian-based workers employed at companies with at least 500 people in the country. Survey respondents (who remained anonymous so they could answer freely) were asked if they would recommend their employer to others and to rate it based on a range of company culture-related topics involving fairness, inclusivity and opportunity. Respondents were also asked if they would recommend their previous employers (within the past two years) and those they knew through industry experience or through friends or family who worked there. Data from the past three years of Forbes-Statista employee surveys were incorporated into a scoring system, with heavier weights placed on the more recent data and on recommendations from current employees. Each company ultimately received a score, and the 200 organizations with the highest scores made the new ranking.

Forces AVENIR.

Granter: Forces AVENIR

Grantee: Béatrice Lamarche

Award Description:

Une personnalité étudiante-athlète engagée à façonner une société meilleure et inclusive. Outre ses 20 heures par semaine consacrées à son sport universitaire, Béatrice Lamarche en consacre 15 à ses implications communautaires, étudiantes et sportives. Elle visite une équipe de volleyball au secondaire, organise une collecte pour l'organisme Vide ta sacoche, rédige des publications pour son association parascolaire ou prépare des présentations sous l'égide du comité Équité, Diversité et Inclusion (EDI). Elle s'implique aussi pour rendre son équipe sportive inclusive. Entre autres, elle est fière du chandail EDI portant le logo du Rouge et Or et le slogan « Ensemble dans la diversité », maintenant revêtu par plus de 600 personnes. Béatrice a aussi mobilisé le CA de son club pour organiser un match Hommage aux Premiers Peuples et ainsi créer un pont entre les 2 communautés : autochtone et sportive. Cette jeune femme est alimentée par plusieurs passions et désire ardemment implanter les valeurs de l'EDI tout au long de sa route.

Practice Voices

The following statement from stakeholders at FSA ULaval demonstrates our commitment to sustainable and responsible practices.

Discours du doyen lors de la rentrée 2025.

"Bonjour à toutes et à tous,

Quel bonheur d'être avec vous, aujourd'hui, pour ce moment symbolique : celui de vos premiers pas à la Faculté des sciences de l'administration de l'Université Laval.

Vous faites partie d'un groupe de près de 3000 personnes qui amorcent un programme en administration cette année. En tout, près de 2000 personnes commencent un programme au 1^{er} cycle, 1000 au 2^e cycle et une vingtaine nous ont choisi pour réaliser leur doctorat.

Vous arrivez d'horizons variés : de programmes techniques ou préuniversitaires, de différentes régions du Québec, et près du quart nous ont rejoint d'un autre pays.

Vous avez tous des parcours différents, mais vous partagez la même volonté : celle d'apprendre, de bien vous préparer et de vivre pleinement votre parcours universitaire. Le simple fait d'être ici aujourd'hui en est la preuve.

Vous me rappelez une autre rentrée... il y a quelques années. Moi aussi, j'ai commencé mon parcours à FSA ULaval, sur ces mêmes bancs. Et je peux vous assurer d'une chose : c'est une décision que je n'ai jamais regrettée, qui a façonné mon parcours, tant sur le plan professionnel que personnel.

FSA ULaval, ce n'est pas qu'un lieu d'études. C'est un espace de découvertes, d'échanges, d'engagements. Ici, vous apprendrez bien sûr des théories, des outils, des méthodes... mais vous développerez aussi des compétences humaines et professionnelles qui vous accompagneront bien au-delà des murs de cette faculté.

Vous faites désormais partie d'une grande communauté, dynamique, ambitieuse et profondément humaine. Nos valeurs – l'excellence, l'audace, l'ouverture, l'intégrité et la conscience sociale – s'incarnent dans toutes nos actions. Elles guident notre façon d'enseigner, de travailler ensemble, de vous accompagner. Et elles vous inspireront, je l'espère, tout au long de votre parcours.

Nous sommes fiers de notre faculté, de nos programmes, de nos étudiantes et de nos étudiants. Et je suis convaincu que, très bientôt, vous serez fiers d'en faire partie aussi. (...)

Bonne rentrée 2025!"



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 FSA ULaval, transparent communication is a core value. We believe that openly sharing both our successes and our challenges—internally among colleagues and externally with our broader community—fosters collective learning and reinforces our shared values and purpose. This culture of openness strengthens trust, encourages collaboration, and ensures that our sustainability and responsibility efforts are inclusive, informed, and continuously evolving.

Engagement Opportunities

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

Communication Audiences

FSA ULaval communicates its policies and progress on sustainable development and responsibility with:

- ❖ Accreditation bodies
- ❖ Alumni and donors
- ❖ Boards and advisory committees
- ❖ Business and industry partners
- ❖ Chamber of commerce and local communities
- ❖ Faculty and staff
- ❖ Non-governmental organizations (NGOs)
- ❖ Research and academic networks
- ❖ Prospective and current students
- ❖ Media and public relations channels

Sharing Voices

The following statement from stakeholders at FSA ULaval demonstrates our commitment to sharing and learning from sustainability and responsible management practices.

Message from Daniel Forget, professional in sustainability working for the socio-responsible Office of the Vice Rector, International Affairs and Sustainable Development.

My collaboration with the Faculty of Business Administration has been widely developed since our institutional commitment towards sustainability (2007). As for example, one of the teacher (Olivier Boiral, Chairholder, Canada Research Chair in Internalization of Sustainability Practices and Organizational Accountability) is often invited for “training and continuous education in SD for organisations” for members of the administration committee. He does so by interviewing our SD-professional team for mutual benefits as we do work in internalizing SD at the institution level.

Also, institutionally speaking, FSA does provide a lot of leadership and engagement towards sustainability, as two scientific directors for institutional strategic orientations are from FSA (Maripier Tremblay for sustainable entrepreneurship and Luc Audebrand for social engagement). More than a mere gesture of participation, FSA does have an interest in our “CSR-office whereabouts”, as our SD-related innovations are considered and used for accreditations processes & program development ([CartODD project](#)), curriculum implementation ([SD-profile](#), Key competencies in sustainability) and opportunities of engagement (implementation of [Fresque du climat](#) in courses, [Grand défi Pierre-Lavoie](#), [espaces d'équilibre...](#)).

Communication Barriers

FSA ULaval faces the following barriers in transparent communications:



Audience reach



Data privacy regulations



Ownership issues



Bureaucratic delays



Inconsistent updates

SIGNATORY

FSA ULaval



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