

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

Koc University, Business School

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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

Koc University, Business School demonstrates its commitment to PRME's Principles through the following letter from senior leadership.



Koç University's Commitment to PRME

Koç University Graduate School of Business hereby submits its Sharing Information on Progress (SIP) report for the period 2023 to 2024, its fifth in total. This report reflects our unwavering commitment to PRME and our ongoing efforts to foster a more sustainable, inclusive, and responsible global society.

As the Graduate School of Business at Koç University, we recognize that our responsibilities extend far beyond the traditional boundaries of business education. In a world increasingly defined by complex social, economic, and environmental challenges, our mission is to cultivate leaders who are not only capable of navigating these complexities but are also deeply committed to driving positive change. This commitment aligns seamlessly with the PRME principles, reflecting our dedication to creating a significant societal impact through our educational practices.

Our strategic vision is anchored in the belief that true impact is achieved through meaningful engagement with our diverse stakeholders—students, faculty, alumni, industry partners, NGOs, local communities, and policymakers. By proactively and inclusively involving these groups in our initiatives, we ensure that our actions resonate with their needs and expectations, creating value that extends well beyond our campus. This culture of collaboration and open dialogue is the bedrock of our approach, enabling us to act as a catalyst for societal advancement.

At Koç University Graduate School of Business, we are deeply committed to integrating social impact into every aspect of our curriculum. We provide our students with not only the knowledge but also the practical tools to address real-world societal challenges through the lens of business. Our partnerships with social enterprises, nonprofits, and local municipalities particularly within Istanbul, offer our students opportunities to engage in projects that yield tangible social outcomes. These experiences foster practical skills while instilling a profound sense of responsibility toward the communities they serve.

Sustainability is a guiding principle that informs all our activities—from research and teaching to campus operations and student-led initiatives. We are committed to developing courses and programs that explore sustainable business models, finance, and environmental, social, and governance (ESG) practices, fully aligned with the UN Sustainable Development Goals (SDGs). Our objective is to equip our students with the knowledge and skills necessary to lead in a world where sustainability is central to business and society.

Recognizing the essential role of sustainable growth, we have established strategic partnerships with businesses that share our commitment to social impact and sustainability. These collaborations support joint research projects, executive education programs, and ESG initiatives, which are integral to our mission. Through these partnerships, we create a dynamic ecosystem where knowledge is exchanged, innovation is fostered, and our students are connected with industry leaders who guide their career development in a rapidly changing world.

Our unique position in the region and our extensive networks empower us to play a pivotal role in supporting Koç University's "Act for Impact" initiative. By formalizing our stakeholder engagement practices and leveraging our global connections, we are building a robust framework that ensures long-term financial sustainability while enhancing our ability to make a significant impact on society.

In embracing the PRME principles, Koç University is not merely preparing students for the future; we are actively shaping a future that is sustainable, inclusive, and equitable. Our commitment is unwavering, and through our strategic vision and collaborative efforts, we are determined to lead by example, driving positive change and contributing to a better world for all.

Professor Nilüfer Aydınöğlu
Director, Koç University Graduate School of Business

Institutional Mission, Vision, and Strategy

The following outlines Koc University, Business School's institutional mission, vision, and strategic approach to responsible management education.

Mission, Vision, Strategy or Purpose

Koç University College of Administrative Sciences and Economics & Graduate School of Business
Strategic Plan 2020-2024

Relevant Stakeholders

Academia, business and civil society organisations

Purpose

Strategic Plan

Strategic Plan

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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 Koc University, Business School, accountability for responsible management education is structured as follows:

Formalized Senior Leadership Role

The names, positions, and email addresses of all people responsible and accountable for RME at Koç University

At Koç University (KU), numerous staff members, including senior directors and deans, play a crucial role in upholding the RME responsibility principles. Their efforts are integral to KU's commitment to responsible management education.

College of Administrative Sciences and Economics (CASE) & Graduate School of Business (GSB)

1. Nilüfer Aydınoğlu, Director of the Graduate School of Business (GSB), naydinoglu@ku.edu.tr
2. Didem Özgür Özden, Policy Manager at GSB, didemozden@ku.edu.tr
3. Şuhnaz Yılmaz Özbağcı, Dean of the College of Administrative Science and Economics (CASE), syilmaz@ku.edu.tr
4. Evrim Didem Güneş, Vice Dean at CASE, egunes@ku.edu.tr
5. Emine Mavi Sıddıq, Accreditations Specialist at CASE, eminemavi@ku.edu.tr

Koç University (KU) as parent institution

1. Bülent Kılıç, Dean of Students (including the Diversity & Inclusion Unit), bukilic@ku.edu.tr
2. Gonca Ongan, Executive Director of KU Social Impact Forum (KUSIF), gongan@ku.edu.tr
3. Behice Pehlivan, Gender Equality Coordinator, bpehlivan@ku.edu.tr

Organizational Structure for RME

The following organizational entities at Koc University, Business School 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

Koc University, Business School integrates responsible management education into its degree programs through 5 different approaches:

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

Koç University Business Model with RME in All Educational Efforts

KU strives for excellence in advancing knowledge and serving Türkiye and humanity. CASE & GSB focus on:

1. **Research:** Achieve academic excellence.
2. **Education:** Deliver world-class education and develop critical thinkers and leaders.
3. **Community:** Uphold ethical standards, social inclusion, participatory democracy, and sustainability.

Strategic Initiatives:

1. **UN SDGs and PRME Principles:** Integrated into the curriculum to focus on sustainability, ethical business practices, and social responsibility.
2. **Curriculum and Programs:** Diverse courses on social, economic, and environmental responsibility, required ethics courses, and the ALIS program for personal and professional skills.
3. **Social Impact and Innovation:** KU Social Impact Forum (KUSIF) supports social impact through teaching, research, and operations, offering experiential learning and supporting NGOs and social enterprises.
4. **Diversity and Inclusion:** The Diversity and Inclusion Office (DIO) ensures equitable participation and addresses discriminatory practices.
5. **Graduate Programs and Executive Education:** GSB's curriculum aligns with global sustainability standards, and Koç Exec Ed focuses on responsible leadership and adapting to new technologies.

KU ensures its graduates are well-prepared for an interconnected world through comprehensive educational strategies, research initiatives, and community engagement.

KU consistently strives to advance knowledge through its efforts and to serve Türkiye and humanity as a model of institutional excellence. CASE & GSB's vision is to provide a world-class education, achieve academic excellence in research, and benefit society locally and globally. The graduates take leadership in economic and social progress as critical thinkers and creative

individuals. They are dedicated to the highest ethical standards, social inclusion, and values of participatory democracy. To achieve our vision, as a follow up to our previous strategic plan, we continue to focus on 3 strategic priorities that follow from our mission and vision statements.

RESEARCH Achieve academic excellence in research

EDUCATION World-class education, internationalization, critical thinkers, leadership in economic and social progress

COMMUNITY highest ethical standards, social inclusion and values of participatory democracy, sustainability.

Over the past three years, both the University as a whole and the CASE & GSB have dedicated significant attention to embedding the SDGs and RME responsibility principles into the teaching curriculum. A comprehensive synopsis of efforts to integrate the RME business model across all educational initiatives is detailed below:

At the University level

KU's curriculum, academic tracks, certificate and outreach programs related to sustainability offer students numerous opportunities to engage with sustainability issues. The educational approach to corporate social responsibility at KU encompasses a diverse array of broad issue areas, including labor and human rights, environmental concerns, philanthropy, corporate governance, and ethical business practices, such as the prevention of corrupt payments. Ethical reasoning is one of the seven knowledge areas of the revised liberal arts core program.

Consequently, ethics and social responsibility issues are integrated into numerous courses.

The undergraduate curriculum offers a broad selection of core courses focusing on social, economic, and environmental responsibility. Currently, all students, regardless of their majors, are required to take electives in social sciences and ethics. They can choose from approximately 20 core courses on social issues and ethics, covering topics such as city and society, migration and globalization, human rights, environmental ethics, and media ethics. Additionally, KU supports over 74 student clubs and more than 400 volunteers dedicated to various social responsibility projects and activities. As part of the undergraduate core program every undergraduate student has to take at least one of the following:

ETHR 100 – Struggling for Human Rights

ETHR 109 – Environmental Ethics

ETHR 101 – Ethics in Institutions and Society

ETHR 111 – The Ethics of Happiness

ETHR 102 – Legal Philosophy

ETHR 112 – Bioethics

ETHR 103 – Human Rights

ETHR 113 – Quest for Ethical Foundation

ETHR 104 – Political Theory and Law

ETHR 106 – Education: Rights and Policies

ETHR 105 – Ethics in Everyday Life

ETHR 107 – Sexism and Discrimination

In 2019, an evaluation of the core structure was conducted, incorporating previous quantitative and qualitative data, new qualitative data from focus group interviews with students and faculty, a review of syllabi for all core courses, and an analysis of core programs offered at leading universities. This resulted in a revised document outlining the core program philosophy, providing clear and practical definitions of the seven knowledge areas, and establishing well-defined content criteria for each area.

Founded in 2010, Academic Life and Skills (ALIS) is a student-centered program designed to ensure students have a successful and enriching academic experience while introducing them to essential personal and professional skills. The program offers three courses: Academic and Life Skills, Transition to Professional Life, and Next Generation Leadership. Enrichment by diversity is the core concept of all ALIS classes.

Complementing the curriculum and the teaching model mentioned above, the core mission of the Office of International Programs (OIP) is to enhance international project development by pursuing specific programming efforts focused on global engagement, which drive 'internationalization at home' (IaH). OIP's global engagement programs, open to both undergraduate and graduate students, are designed around a 21st-century global citizenship model. This model encompasses global awareness and systems leadership, intercultural sensitivity, personal development, interpersonal skills, narrative literacy, creative problem-solving, and entrepreneurship. OIP continuously works to integrate this model into its flagship global engagement, service-learning, and social entrepreneurship programs. The office also provides international opportunities to students, helping them experience changes in attitudes and behaviors, gain a better understanding of diverse cultures, be more open to diversity, broaden their horizons, and develop a more inclusive mindset towards the world.

Since 2019, the Special Projects unit has experienced a good turnout of international students for its short-term programs such as, International Migration and the Crisis, and Prelude to the Middle East. The Peacemakers project, OIP's Erasmus+ KA2 project, yielded sufficient outcomes and activities to establish and sustain Peace Envoy student networks at KU and collaborating institutions. The outputs of the Peacemakers project and a co-led project called Waladu have been publicly shared. The International Projects unit has advanced and developed new partnerships for OIP's unique co-curricular program, the Global Learning and Leadership Program (GLLP).

Student-led projects on and off campus have been an influential component of GLLP: the Leadership Development and Community Building Program held in Santos, Brazil, was received very positively by participating students. The KUGlobal Aid student group conducted service learning projects around the migration issue in Istanbul.

Since its establishment in November 2012, KU Social Impact Forum (KUSIF) has been serving as both a research and practice center and a catalyst for social innovation. KUSIF creates sustainable programs and builds local stakeholder networks to generate social impact through collaborative action. The Forum assists KU by integrating sustainability and social impact into teaching, research and operations. KUSIF increases the capacity of social impact actors to

access skills and knowledge for social impact measurement, while communicating results and knowledge about social impact creation and sustainability. Additionally, KUSIF has developed knowledge and network on social entrepreneurship nationally and internationally and became an important actor in the ecosystem. KUSIF Managing Director Dr. Gonca Ongan has been included in the list of Top 100 Women in Social Enterprise in Euclid Network's evaluation in 2021.

KUSIF supported KU academic agenda by teaching the following courses:

- Social Entrepreneurship for undergraduate students,
- Creating Social Impact through Collaborative Projects: Experiential Learning, for undergraduate students.

KUSIF draws on its expertise and social impact to deliver courses which are interactive and based on experiential learning. Students work with real life problems and are offered free social impact consultancy throughout the course. The output of these courses are:

1. Pro-bono consulting for 8 NGOs, 2 companies and 3 social enterprises to help them develop a theory of change with their social programs and social investments.
2. A Social Impact Projects Bazaar was organized at Koç University.
3. Social Impact Lab: The Social Impact Lab is a KUSIF project established in November 2018 to help students with social entrepreneurship ideas on their path to becoming full social entrepreneurs. The project provides workspace, mentorship, professional support, seed funding, workshops, intense trainings, a wide network, and research tools. The Social Impact Lab also hosts workshops, roundtables, podcast interviews, and film screenings to increase students' interest and capacities in social entrepreneurship, civil society and social impact.

The Dean of Students Office shares the institutional vision that the development of students' core competencies cannot be realized solely through academic programs. Thus, the Dean of Students Office works across several key areas to help students develop these skills. In line with this objective, the Dean of Students established the Diversity and Inclusion Office (DIO) in December 2019, making it the first of its kind within a university in Turkey. During the COVID-19 pandemic in 2020, the DIO provided crucial support to students, particularly those from vulnerable socioeconomic groups. The DIO ensures that all students, regardless of gender, language, disability, ethnicity, or cultural background, can participate equally in university life at KU. This office is responsible for receiving, reporting, and monitoring student complaints related to unequal or discriminatory practices, attitudes, and situations. Additionally, the DIO coordinates with all other university units to develop solutions for any unequal or discriminatory issues students may face during their education.

In 2024, the Unit organized the following seminars and trainings:

1. LGBTIQ+ basic concepts

2. Approach to students in line with sexual orientation, gender identity and gender characteristics and things to be considered
3. Considerations for students in the process of gender transition
4. Considerations for students living with HIV

KU established the Gender Equality Plan (KUGEP) in 2022. The Office started an initiative to inform faculty to integrate SDGs in their curriculum. Many of our courses directly or indirectly address the SDGs. This initiative is still work in progress.

At the CASE & GSB level

10% of the area electives of the undergraduate studies at CASE are directly related to the SDGs. In this context, we have two track programs which are relevant: Global Learning and Leadership for Sustainability (GLLS) and Sustainability and Impact Management track programs. Some sample courses which are included within the scope of these track programs are as follows:

1. ALIS 360 - Next Generation Leadership
2. INTL 307 - Introduction to Policy Analysis
3. INTL 313 - Introduction to Global Political Economy
4. INTL 325 - Gender and Politics
5. INTL 360 – International Organizations and NGOs
6. INTL 365 - Survival and Prosperity in an Interdependent World
7. INTL 435 - International Migration in a Global World
8. MFIN 420 - Financial Technology
9. MGMT/PSYC 306 - Industrial, Work & Organizational Psychology
10. MGMT 310 - Creating Social Impact Through Collaborative Project Management
Experiential Learning
11. MGMT 335 - Strategy in a Global Environment
12. MGMT 347 - Management Of Diversity in Organizations
13. MGMT 360 - Social Entrepreneurship
14. MGMT/MKTG 432- Corporate Responsibility
15. MGMT 455 - Impact Investment & Sustainability
16. OPSM 430 - Sustainable Operations

Other electives drawn from across the University are as follows: Next Generation Leadership and Transformation, Introduction To Global Political Economy, Gender and Politics, International Organizations And NGOs, Survival And Prosperity In An Interdependent World, International Migration In A Global World, International Human Rights Law, Gender And Law, Insurance Law, Social Design Studio, Creating Social Impact Through Collaborative Project Management Experiential Learning, Strategy In A Global Environment, Social Entrepreneurship, Corporate Responsibility, Ethics In Healthcare Services, Sustainable Operations Management, Applied

Ethics, Energy And Environment, Global Health: Disparities & Determinants & Outcomes, Balance Sheet For Sustainable Energy, Social Problems, Rural Sociology, Environmental Sociology

CASE & GSB have been maintaining a global, socially inclusive and ethical perspective with emphasis on sustainability as one of its PLOs, therefore, ethics and social responsibility issues are included in many of the courses. Graduate curriculum at GSB ensures that the programs are aligned with global standards of sustainability, ethical leadership, and social responsibility. For example, Global Citizenship, Global Strategy, Global Leadership courses of the CEMS MIM & Koç MIM programs are redefined on the basis of the SDGs in 2019. Very recently, the "Sustainable Business Strategies for Competitiveness" elective course has been decided to be the core course of the Koç MIM program. Business Project which is the core component of the CEMS MIM & Koç MIM programs has been based on the responsibility values and principles over the past three years. Several examples are as follows:

ABB project - Understanding the concepts of smart factory, digitalization and sustainability on shop floor level and creating a shop floor narrative for sustainable operations

Kearney project - Pioneering a Sustainable Future: Finding the Right Pathway for Decarbonization

McKinsey project - How Turkish SMEs can improve their environmental sustainability
Post-experience programs at GSB namely EMBA, MBA, MFIN also prioritize the inclusion of the SDGs in their curricula, reflecting their growing importance in the business world. Below are some examples:

MGMT 512- Corporate Governance MBA Core Course The course addresses ESG (Environmental, Social, Governance) issues in several ways, though not as a separate subject. Through the examination of corporate scandals, students explore governance failures and propose improvements, addressing the "G" and "S" aspects of ESG. The course also reviews updated corporate governance codes influenced by ESG principles, examines the structures of major companies' boards, and discusses significant events like BlackRock's emphasis on climate risk, which ties into the "E" component of ESG.

MGMT 546 – Sustainability in Complex Systems: The course teaches students about complexity, sustainability, and systems through practical exercises, simulations, and games. It emphasizes the significance of understanding and addressing sustainability issues by exploring the omnipresence of systems and distinguishing between complexity and complicatedness.

MFIN 854 Risk Management - MSc in Finance Elective Course: This course includes discussions on ESG-related risks, especially climate risks, within the broader examination of risks that financial institutions face. It covers these topics as part of the discussions on operational risk and integrates them into the context of financial risk management.

MGMT 901 Business Ethics - Executive MBA Core Course: MGMT 901 integrates ESG concepts through various topics, covers essential aspects related to ESG principles.

MGMT 962- Corporate Responsibility- Executive MBA Core Course This course incorporates Environmental, Social, and Governance (ESG) principles extensively throughout its curriculum.

MGMT 908: Business and Government- Executive MBA Core Course: This course highlights the relevance of all SDGs but places special emphasis on certain goals that are directly related to ESG factors, such as climate change, environmental degradation, poverty, inequality, and peace and justice.

In summary, the GSB curriculum integrates responsibility principles across various courses to equip students with the necessary knowledge and skills to manage and address sustainability challenges effectively. In the new CASE & GSB Strategy Document (2026-2031) the articulation of the mission and vision will be redefined to include the SDGs.

Koç Exec Ed plays a key role in the educational activities and strategy of KU by reaching out to the industry and contributing to the professional and personal growth of executives participating in our programs. Koç Exec Ed has shown significant growth in the portfolio of strategic partners, firms, customers, and Koç Exec. Ed. participants, leading to an increase in total revenues in the past few years. The growth of Koç Exec Ed programs is aligned with the strategy of reaching larger numbers of business community partners and helps strengthening stakeholder engagement. Focusing on increasing the number of Koç Exec Ed partners also helps supporting the strategy to expand research capacity. In addition, aligned with the mission of GSB, the priority is to build programs around subjects that we can add value to our clients for responsible leadership, as well as enhancing their capacity to adopt to new technologies. Programs enriched with case analyses, skill-workshops, project workings, simulations, coaching, and all other tools, aim to develop the competencies of executives such as leadership, on-site problem solving and creativity, in today's competitive business world. The contents of training rich in knowledge and experience are parallel to the global developments and based on active learning. To that end, all our programs:

1. are tailored with an innovative approach to meet the specific needs of organizations and persons;
2. are planned and run with an honest, sincere, professional and empathic approach;
3. are based on an integration between academic knowledge and professional experience;
4. are provided by prestigious academic members of KU having national and international academic successes and sector professionals' expert on their field;
5. creates an atmosphere to develop synergic communication and potential business connections;
6. aims to enhance the efficiency of employees, leadership skills and team harmony;
7. contributes to people having a more successful business life plus a more balanced and content social life by discovering their strengths and improvement areas.

In addition to creating tailor-made solutions for our business collaborators, GSB is also a partner in the government funded Turquality program. Turquality is a state-funded brand-building support program with an objective of creating global brands. It is designed to provide support to elevate companies to the level of international benchmarks and to create strong brands with higher added value and market share. The program aims to create a synergy among Turquality companies and to deepen executives' practical experiences with prominent academicians in their field. In this context, KU is one of the educational partners of the Turquality program, providing training for and discussing contemporary approaches with executives of Turkish companies in the Turquality program.

Professor-Discretionary Course Topics

Course-Level RME Learning Goals

Examples of course syllabi with course-level RME learning goals

Koç University Sustainability Curriculum for undergraduate studies open electives

Department

Koç University all disciplines

Learning Object Subject

All disciplines

Educational Level

Undergraduate

Learning Outcome

Responsible citizens

Interactivity Type

Active

Learning Object Description

This is a curation of all sustainability related courses at Koç University that are open to all undergraduate students from all disciplines designed for student mindset shifting to sustainability

KU Sustainability Curriculum.docx

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Examples of course syllabi with course-level RME learning goals

Koç University open elective courses for all undergraduate students from all disciplines

Department

Koç University all disciplines

Learning Object Subject

All disciplines

Educational Level

Undergraduate

Learning Outcome

Responsible citizens

Interactivity Type

Active

Learning Object Description

This is a curation of all sustainability related courses at Koç University that are open to all undergraduate students from all disciplines designed for student mindset shifting to inclusion and diversity

KU Inclusive Curriculum.docx

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Program-Level RME Integration

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

CASE & GSB's Pedagogical Approach for Involving RME in All Degree Program Design and Pedagogical Innovations

By signing the RME and Global Compact, we commit to advancing knowledge and understanding of corporate citizenship through research, education, and infrastructure. At CASE & GSB, we emphasize a holistic teaching approach that leverages faculty research, ensuring courses are grounded in the latest advancements. This strategy equips students with critical thinking skills, practical knowledge, and a global perspective. Faculty integrate their research into teaching, using innovative methods and continuous curriculum development. Programs address ethical behavior, corporate responsibility, and sustainability. The curriculum is developed with stakeholder input, and student engagement is prioritized through interactive learning experiences, international study trips, and practical projects, preparing graduates for leadership in a complex business world.

By signing the RME and Global Compact, we pledged our commitment to contribute to the objective of increasing knowledge and understanding of corporate citizenship with our research, educational resources, learning know-how, and infrastructure. Our objective is to advance the agenda of the RME and Global Compact at the local and global level and to play an important role in shaping future business leaders and to educate them on the importance of responsible citizenship. Specifically at CASE & GSB, we prioritize a holistic and integrated approach to teaching that leverages faculty research to enrich the learning experience. This pedagogical strategy ensures that our courses are grounded in the latest academic and practical advancements, fostering a dynamic and engaging learning environment. Through the integration of research, interactive teaching methods, and comprehensive curriculum development, we aim to equip our students with critical thinking skills, practical knowledge, and a global perspective. The following sections outline the various ways our faculty incorporate their research into teaching, the innovative pedagogical methods employed, and our commitment to continuous improvement and alignment with the RME.

Integration of Faculty Research into Teaching

Professors are encouraged to teach courses in their areas of expertise and offer special topics courses based on their research. For instance, Prof. Zeynep Gurhan-Canli's course on Marketing for Social Impact and Well-being is designed to give a scientific perspective on the effects of marketing on individuals and society. Our faculty frequently integrate their research into their teaching and use it for discussions in class. For example, in the ECON 499 Capstone course, an entire case is developed to understand the economic impacts of vaccination, the effects of vaccination on international trade, and to discuss the role of governments and other institutions in vaccine distribution. This case builds on academic papers by our faculty: "Economic costs of inequitable vaccine distribution across the world" by Cem Cakmakli, Selva Demiralp, Sebnem Kalemli-Ozcan, Sevcen Yesiltas, and Muhammed A. Yildirim, VoxEU, February 2021. Similarly, the ECON 102 Introduction to Macroeconomics and ECON 360 Money and Banking courses use faculty research to discuss central bank credibility (A Dynamic Evaluation of Central Bank Credibility by Cem Cakmakli and Selva Demiralp) and time inconsistency (How do exchange rates respond to political rhetoric by populist leaders? by Cem Cakmakli, Selva Demiralp, and Gokhan Sahin Gunes). In the ECON 440 Banking and Regulation course, a framework is developed based on "Stability of Funding Models: An Analytical Framework" by Thomas Eisenbach, Todd Keister, Jamie McAndrews, and Tanju Yorulmazer, Federal Reserve Bank of New York Economic Policy Review, Special Issue on the Stability of Funding Models, 2014, 20 (1). In ECON 430/530 (Experimental Economics), Prof. Seda Ertac uses insights from her research using laboratory and field experiments.

In addition to reviewing the results of these studies, instructors lead students through similar experiments in the classroom, allowing them to experience the perspective of a subject in an experiment. PLOs at CASE include exposure to research methodology and data analysis tools for managerial decision-making. Our curriculum addresses these competencies at various levels, ensuring that students are exposed to courses that utilize advanced research methods.

Prof. Ertac also involves students in ongoing research, discussing the disadvantages and advantages of various experimental designs. This hands-on experience often inspires students to become research assistants in subsequent semesters.

We have initiated a program to integrate the SDGs into our curriculum. Many courses directly or indirectly address these issues, with about 10% of area electives related to SDGs. Relevant track programs include Global Learning and Leadership for Sustainability (GLLS) and Sustainability and Impact Management. There are several courses offered at CASE undergraduate programs, which address issues relating to ethical behavior and corporate responsibility. An ethics course is required among the core courses. Elective courses such as Corporate Social Responsibility and Management of Non-profit Organizations, and our new course Sustainable Operations Management, directly cover these topics, while functional courses in finance, accounting, and marketing cover these topics within the scope of several courses.

Curriculum Development and Stakeholder Involvement

We have launched a curriculum committee to prioritize curriculum mapping and program reviews. By collecting input from various stakeholders, including students, alumni, and industry representatives, we have organized blended education programs and courses such as OPSM 430-Sustainable Operations Management, ECON 350-Behavioral Experimental Economics, ECON 452-Economics of Innovation, and MFIN 420-Financial Technology. We have established program-specific advisory boards for curriculum and research development. Our executive education programs aim for intensified faculty involvement, and we are launching an Executive in Residence program to bring senior executives to our campus for lectures and student interactions. The Office of Learning and Teaching (KOLT) improves teaching quality and facilitates student learning by applying the latest pedagogical approaches and technological developments. Activities include faculty support, course and curriculum development, and integration of educational technologies. KOLT also conducts focus groups with students and analyzes student evaluations to identify improvement opportunities.

Our teaching performance is continuously evaluated through student feedback. We are analyzing student evaluations to identify patterns and set a baseline for improvements. Additionally, we are upgrading our technical infrastructure to support web-based teaching systems and software development skills for our students.

Skills acquisition is a key part of our undergraduate programs, starting with core courses and continuing with area-required courses and electives. The Career Services Office organizes seminars, career fairs, and other activities to support students' career development. Teaching methods include lectures, guest speakers, in-class exercises, company visits, case analyses, and simulations.

Graduate Program Delivery and Engagement

To develop sufficient generalist management knowledge, skills and values, the graduate level programs require substantial interaction between faculty and the cohort group, in addition to providing appropriate space for private study and reflection. GSB gives great importance to

student engagement in learning experiences. The institution provides the structure and opportunities for engagement, supports and encourages student initiatives, and expects student involvement and achievement. Students are expected to play an active role in their experiences in both academic and professional contexts.

Graduate Program ALIS workshops feature topics such as preparing for academic presentations, managing conflicts effectively, managing procrastination, and coping with stress.

Course Projects: At least 50% of the courses in all master's programs include a course project where students apply their knowledge in a real-world problem or analysis.

Case Studies: Approximately 50 cases from a variety of sources (Harvard, Kellogg, Darden, INSEAD, and Koç) are used in MBA and EMBA programs.

Simulations: A few courses in the master's programs make use of simulations/games including Marktstrat (in MKTG 901), Cornell PIXL Management Simulation (in MGMT 902), Virtual Stock Exchange simulation (in MFIN 552), Global Supply Chain Management (in OPSM 901 and OPSM 501), Process Analytics (in OPSM 501), Inventory Basics (in OPSM 501), Crafting Your Life (in MGMT 502), Patient Zero (in MGMT 502), Leveraging Networks (in MGMT 502), Evolving Structures (in MGMT 502) and Capsim simulation (in MGMT 515). The Everest Leadership Simulation game is also used in all programs.

International Study Trips: The international business study trip component has been an important learning opportunity in the EMBA program for many years. Students join a week-long program focusing mostly on international trade, businesses and governments, globalization enriched with site visits and cultural activities. Additionally, MFIN students were invited to join an international study trip to London School of Economics and Political Science on a voluntary basis where they deepen their knowledge on the global economy and visit prominent financial institutions. GSB plans to keep on organizing international study trips when the pandemic is over.

GSB Masters Seminars: GSB offers seminars in a variety of forms, such as executive seminars, skill seminars, and seminars with special themes to foster student engagement.

Business Projects: MIM program requires semester long consultancy projects, which are supervised by a faculty member. Students work in teams of 3-5 on an actual business problem with a corporate partner as well as the academic advisor and make a presentation at the partner company. In Spring 2024, such projects were conducted in partnership with McKinsey, Kearney, Arçelik, ABB and L'Oreal.

Coaching for Leadership Program for Post-Experience Students: This initiative consists of monthly sessions with a professional coach. Topics include knowing myself, achieving my personal goal, management development, and leadership development.

Career Development Center (CDC): The CDC also offers services for graduate students.

Functions of the center are complemented with leadership and skill seminars and the coaching program for master's students.

In conclusion, our graduate business school's pedagogical approach is meticulously designed to cultivate generalist management knowledge, skills, and values through substantial interaction between faculty and students. Through these comprehensive efforts, GSB remains committed to delivering an education that not only imparts essential management knowledge but also encourages continuous student engagement, critical thinking, and professional growth. Our pedagogical approach ensures that graduates are well-prepared to navigate and excel in the complex, ever-evolving business landscape.



Research

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

RME Elements in Research

Koc University, Business School incorporates responsible management education into its research endeavors through 6 different methods:

Regular Research Seminars

Examples of responsibility-related regular research seminars

UNIC Virtual Meeting Room regular research seminar example

Date

August, 2024 - August, 2025

Location

Istanbul/Online

Speakers

Mary Crilly, Founder and CEO of Sexual Violence Centre Cork Prof. Maggie O'Neill, Dept of Sociology & Criminology, UCC Prof. Dolores Morondo, Human Rights Institute, University of Deusto. Estibaliz Linares Bahillo, Deusto Social Values Research Team member, University of Deusto. Consultant at Sortzen.org Ekin Çakır, PhD Researcher, Koç University Trauma and Stress Research Lab, Turkish Psychological Association-Women and Gender Studies Unit

An online session to reflect and discuss about how the challenge of Ending Violence Against Women is being addressed in different cities and by different stakeholders.

UNIC Virtual Meeting Platform- Ending
Violence Against Women.docx

View document  Download document 

Examples of responsibility-related regular research seminars

UNIC Virtual Meeting Platform regular research seminars

Date

August, 2024 - August, 2025

Location

Istanbul/Online

Speakers

Arwin van Buuren

UNIC City Network: Meaningful Cities

UNIC Meaningful Cities.docx

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

Examples of responsibility-related regular research seminars

BROADER Wednesday Seminar Series

Date

August, 2024 - August, 2025

Location

Istanbul

Speakers

Ricard Zapata-Barrero 29 MARCH "Urban resilience, Migration Governance and Mediterranean Region-building" Aylin Yardımcı 5 APRIL "Istanbul's international vision in practice: Pay It Forward" Anja van Heelsum 12 APRIL "Addressing the quality of migration governance, the ADMIGOV approach" Gerasimos Tsourapas 3 MAY "Migration Diplomacy & Greek-Turkish Relations: A Three-Level Game Approach" Özgün Topak 10 MAY "Capture and evasion at Africa-Euro migrant journeys" Claire Dorrity 17 MAY "Migration and the City: Perspectives from Tunisia"

MiReKoc is pleased to invite you to MiReKoc-BROAD-ER Wednesday Seminar Series organized under the BROAD-ER Project and in collaboration with Koç University College of Administrative Science and Economics' International Relations Seminar Series. This year, the Seminar Series welcomes a group of researchers and stakeholders under the themes of the BROAD-ER Project (Bridging the Migration and Urban Studies Nexus). BROAD-ER is an EC-funded Twinning Project that primarily intends to lay the foundations of strategic networking and collaboration in the themes of migration and urban studies.

UNIC BROAD-ER Wednesday Seminar
Series.docx

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

Examples of responsibility-related regular research seminars

MireKoç Women in Science regular research series

Date

August, 2024 - August, 2025

Location

Istanbul/Online

Speakers

Professor Norma Fuentes-Mayorga

The third round of our BROAD-ER Women in Science Webinars! May 20, 2024, from 12:00 to 13:00 (Turkey time), an insightful webinar featuring Norma Fuentes-Mayorga from the City College of New York (CUNY). Norma Fuentes-Mayorga is an Associate Professor of Sociology and the Director of the Latin American and Latina/o Studies Program at CUNY. With a PhD from Columbia University, New York, she has been a visiting fellow at prestigious institutions including Amsterdam University, Princeton University, and New York University. Her recent book focuses on the mobility life chances of Afro-Caribbean and Indigenous women in New York City.

MireKoç Women in Science.docx

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

Examples of responsibility-related regular research seminars

Social Enterprise seminar series

Date

August, 2024 - August, 2025

Location

Istanbul

Speakers

Social Enterprise guest speakers in 2023

Social Enterprise Istanbul Project: PartnerUp

Social Enterprise Istanbul Project_
PartnerUp.xlsx - Sayfa1

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

Examples of responsibility-related regular research seminars

Migration Research Center Wednesday Seminars

Date

August, 2024 - August, 2025

Location

Istanbul/Online

Speakers

Ricard Zapata-Barrero "Urban resilience, migration governance and Mediterranean Region-Building" (hybrid) Aylin Yardımcı Istanbul's International Vision in Practice - Pay it forward" (hybrid) Anja Van Heelsum "Addressing the Quality of Migration Governance, the ADMIGOV Approach" (hybrid) Gerasimos Tsourapas " Migration Diplomacy and Greek-Turkish Relations: A Three-level Game Approach" (hybrid) Claire Dorrity "Migration and the City - Perspectives from Tunisia" (hybrid) Özgün Topak "Capture and Evasion at Africa-Euro Migrant Journey" (hybrid) Özlem Altan-Olcay "Gendering the university: institutional structures, the meaning of academic work and gender norms" (online)

Migration Research Center regular Wednesday seminars for recent research on migration

Migration Research Center (MIREKOC)

Regular Wednesday Research Seminars -
Sheet1

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

Research Conferences

Examples of responsibility-related conferences

BROADER Urban Memories of Migration : Scientific Conference

Date

August, 2024 - August, 2025

Location

Barcelona

Speakers

Not announced yet

A scientific conference on migration which will be conducted in collaboration with UNIC project partner universities

Broader Urban Memories of Migration (in
collaboration with UNIC Partners.docx

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

Examples of responsibility-related conferences

MMOBILITIES AND IMMOBILITIES IN AN ERA OF POLYCRISIS 2024 IMISCOE Spring Conference

Date

August, 2024 - August, 2025

Location

Istanbul/Online

Speakers

Anna Triandafyllidou, Jørgen Carling, Ibrahim Awad, Marta Pacho, Peter Scholten, , Muhammad Zamancka,

the 20th Year of MiReKoc with a conference on “Mobilities and Immobilities in an Era of Polycrisis”, to be held in collaboration with 2024 IMISCOE Spring Conference, Europe’s leading network of migration scholars. This momentous occasion celebrates two decades of dedicated exploration and analysis of migration dynamics, offering an invaluable platform to reflect on our past achievements and chart a path towards a more inclusive and resilient future.

IMISCOE-Booklet (1)

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

Dedicated Research Funding

Description of research funding for responsibility-related research

Koç University prioritizes funding for research that addresses significant global and local challenges through social responsibility. As a leading research institution, it supports interdisciplinary projects and innovative contributions to knowledge and sustainable development.

Key initiative:

1. **Return-to-Research Grant:** This grant, launched in 2023, supports female faculty and postdoctoral researchers returning from extended family-related leave, covering travel and graduate student support costs.

Koç University’s research efforts aim to advance knowledge while making a positive societal impact, ensuring responsible and innovative research.

Koç University’s approach to research funding is deeply rooted in the principles of social responsibility and aims to address significant global and local challenges through its research initiatives. The university prioritizes funding for research projects that align with its commitment to advancing knowledge while making a positive societal impact. Although KU

currently does not have specifically established research funding mechanisms related to responsibility, it remains committed to supporting such research initiatives through other available resources and funding opportunities.

KU as a pioneering "Research University" in Turkey and in the region, makes innovative and original contributions to national and universal knowledge accumulation, technological advancements, qualified human resources, sustainable economic development, and the needs of society and the environment. It offers an interdisciplinary working environment with its globally competent faculty and strong research infrastructure. In this context, faculty members are expected to publish in prestigious journals in their respective research fields, receive national and international awards, and secure national/international research funds. The research outputs contribute economically and socio-culturally through the determination of social policies in industry and society, the realization of innovations, and sharing with the community. Such research is also encouraged through allocated funds via internal evaluations.

One recent pertinent example of KU's research funding strategy is the following funding mechanism: [The Gender Equality Office](#) (GEO), in collaboration with the Office of the Vice President for Research and Innovation (VPRI), launched the Return-to-Research Grant in 2023. This initiative has become an established part of Koç University's commitment to supporting female researchers reintegrating into academia after career breaks. In the 2024 installment, the Return-to-Research Grant has been expanded to include postdoctoral researchers, reflecting KU's dedication to the well-being and career progression of early-career researchers.

The Return-to-Research Grant provides institutional support for female faculty members and postdoctoral researchers who have taken family-related leave of absence for 16 weeks or more within the 12 months prior to the call deadline. It aims to facilitate a smooth transition back into research careers by offering a supportive environment and a re-entry funding scheme. Eligible expenses covered by the grant include travel expenses for conferences, workshops, and related activities, as well as graduate student support costs.

While this funding is not directly related to research on responsibility, its strategy for female faculty returning to research has outcomes directly aligned with principles of responsibility and PRME

Summary of faculty-wide responsibility-related research

Koç University is engaged in various sustainability and SDG research projects, led by experts across multiple disciplines. Notable projects include:

1. **Ahmet İçduygu:** Post-industrial transitions and superdiversity.
2. **Alessandra Ricci:** Sustainable cultural tourism and urban archaeology.
3. **Aykut Coşkun:** Design for sustainable consumer behavior and the circular economy.
4. **Bertil Emrah Oder:** Gender equality and socio-economic rights.
5. **Cem Veziroğlu:** Climate change governance and green finance.
6. **David Killoren:** Ethics and environmental sustainability.
7. **Emine Aslı Mavi:** Corporate social responsibility and social entrepreneurship.
8. **Mehmet Emin Arda:** Environmental policy and sustainable development.
9. **Merih Angın:** SDG-related projects and courses in collaboration with UNDP

There are various research projects at Koç University related to sustainability and the Sustainable Development Goals. The following is not the full list. For the full university-wide list, divided by different colleges, see <https://sustainability.ku.edu.tr/research/>.

Ahmet İçduygu : Prof. Ahmet İçduygu, a Koç University coordinator for the UNIC alliance, leads efforts in post-industrial transitions and superdiversity research. UNIC, an alliance of ten universities, promotes inclusive societies through education, research, and community engagement. With funding from the Erasmus+ European Universities Call and H2020 SwafS grants, UNIC focuses on sustainability, collaborative structures, and enhanced mobility. Key achievements include a joint MSc program, an Engaged Research seed fund, and the creation of "CityLabs" for knowledge exchange.

Alessandra Ricci : Sustainable cultural tourism; sustainable urban archaeology; ecology and climate in Late Antique and Byzantine Constantinople

Aykut Coşkun : Design for sustainable consumer behavior, Design for preventing food waste, Design for the circular economy

Bariş Yıldız : City logistics, electric vehicles, shared economy

Bertil Emrah Oder : Social-economic rights, institutional development, gender equality. UNESCO Chairholder on Gender Equality and Sustainable Development

Bige Açımız : Environmental and social sustainability in public policies, environmental sustainability in urban planning, social rights

Cem Veziroğlu : Climate change, Governance (as in the ESG), Sustainable corporate governance, green finance, climate litigation

Ceyda Oğuz : Sustainable cities and communities, responsible consumption and production

David Killoren : Ethics, animals, relationships

Evrin Didem Güneş: Social sustainability: health care service, health promotion, environmental: closed loop supply chains

Emine Aslı Mavi : Corporate Social Responsibility, Sustainability Reporting, Social Entrepreneurship

Güneş Biliciler : Sustainable consumption, environmentally-friendly consumer behavior

Mehmet Emin Arda : Involved in the preparations by developing countries during the negotiations for SDGs, particularly as a member of “Southern Voice” and “Network of Southern Think Tanks (NEST)” groups. Former member of Association of Environmental and Resource Economists with some contacts still ongoing. Intensive involvement with environmental and sustainable development issues including policy design, research, advisory and supervisory functions during employment with the United Nations, particularly between 1992 and 2007.

Merih Angın : Her lab (MA-CSSL) has been collaborating with the UNDP’s SDG AI Lab on multiple projects, one of which produced the DS4SDGs course that she taught as an elective course of the Computational Social Sciences Master’s Program.

Özge Karanfil: Her research explores the educational impact of interactive simulations in MBA and medical classes, focusing on tools like the En-ROADS Climate Solutions Simulator and Fishbanks. These simulations provide hands-on experiences in climate science, sustainable policy, resource management, and project dynamics. By using realistic scenarios and system dynamics models, we aim to enhance understanding of sustainability and complex challenges, fostering a commitment to sustainable practices in business education.

Selçuk Karabatı : (Ongoing TÜBİTAK Project) An Integrated Approach to Product Line Design and Pricing Policies in the Presence of Variability in Use Phase Behaviors of Consumers and Extended Producer Responsibility Programs

Şuhnaz Yılmaz Özbağcı : Natural Resources , Energy, Water, Environment and Geopolitics

Zeynep Aycan : Leadership, work-life balance, employee empowerment, women at work

Zeynep Gürhan Canlı : Corporate Responsibility

Research Awards Program

Description of research awards for responsibility-related research

Koç University excels in academic and research achievements, focusing on social responsibility. With 52 Horizon 2020 projects and €24 million in funding, it received The Scientific and Technological Research Council of Türkiye (TÜBİTAK) 's 'Most Successful Institution Award.'

Key 2024 awards include:

1. **KARMA Lab:** Horizon Europe funding for the HERIFORGE project, using XR technologies to enhance social resilience.
2. **Asst. Prof. Levent Beker:** ERC Proof of Concept Grant for a wearable ultrasound for bladder monitoring.
3. **Prof. Bertil Emrah Oder:** Fernand Braudel Senior Fellow at the European University Institute.
4. **Prof. Zeynep Gürhan Canlı:** Recognized as an "Established Thought Leader in Consumer Research."

Koç University faculty have received numerous prestigious awards from TÜBİTAK, TÜBA, and BAGEP, highlighting their significant contributions to research and academia.

At Koç University, research awards play a significant role in recognizing and promoting faculty achievements in both academic and research excellence also including research focused on social responsibility. Many of our faculty members have been recognized with prestigious national and international awards for their groundbreaking work, which encompasses both significant academic impact and contributions to social responsibility. Koç University, with its 52 projects implemented under Horizon 2020, one of the world's largest innovation and research programs, has been recognized by The Scientific and Technological Research Council of Türkiye (TÜBİTAK) with the 'Most Successful Institution Award' for being the university with the highest number of projects and receiving the highest total funding of approximately €24 million among universities in Turkey.

Some of the latest awards in 2024 with a focus on responsibility are as follows:

Koç University KARMA Lab was awarded funding under the HORIZON-WIDERA-ACCESS-07 Excellence Hubs call within the Horizon Europe Framework Programme for the project "Cultural Heritage and Immersive Technologies for Innovation Forge" (HERIFORGE). The HERIFORGE project aims to support interconnected ecosystems in Poland, Cyprus, and Türkiye, providing an innovative and cutting-edge R&D environment in Creative Cultural Industries (CCIs). This project seeks to **enhance social resilience through the use of XR technologies** and the responsible use of cultural heritage. With HERIFORGE, the number of projects at Koç University eligible for support has reached 24 since the program started in February 2021.

ERC Proof of Concept Grant : Asst. Prof. Levent Beker from our Department of Mechanical Engineering has been honored with the prestigious ERC Proof of Concept Grant for his pioneering project, "**Wearable Ultrasound for Continuous Bladder Monitoring.**" Dr. Beker, the sole recipient of this esteemed support from Türkiye, is at the forefront of developing an innovative solution that enables patients to monitor their bladder volume outside the hospital setting continuously. In this 18-month project, with a budget of 150,000 Euros, Dr. Beker will collaborate with Prof. Tufan Tarcan and Assoc. Prof. Ersin Köseoğlu from the School of Medicine.

Fernand Braudel Senior Fellow : Prof. Bertil Emrah Oder has been selected as the "Fernand Braudel Senior Fellow" by the European University Institute (EUI) in Florence. The Braudel Fellowship is a globally recognized and prestigious award that provides a framework for established academics with an international reputation to pursue their research at the EUI. The EUI is the leading European research university dedicated to social sciences and humanities.

Established Thought Leader in Consumer Research :Prof. Zeynep Gürhan Canlı, has been recognized as an "Established Thought Leader in Consumer Research" by a recently published comprehensive scholarly benchmarking analysis. The paper by Pham, Wu, and Wang (2024), published in the Journal of Consumer Research, analyzes the productivity and citation impact of editorial scholars in the Journal of Consumer Research and the Journal of Consumer Psychology, proposing a metric, the p-index, as an indicator of a researcher's thought leadership. According to this analysis, Prof. Gürhan Canlı is positioned among scholars with "the most compelling profile: their many top marketing publications tend to generate relatively strong scholarly interest." These select scholars are identified by name and are regarded as "established thought leaders."

Prestigious MSCA PhD Network Funding : We are thrilled to announce that the Migration Research Center at Koç University (MiReKoc) has been awarded funding as a partner in the esteemed Marie Skłodowska-Curie Actions (MSCA) Doctoral Network. This fund supports the EuroMedMig PhD Network, an interdisciplinary research initiative focused on migrations in the Mediterranean, coordinated by the Universitat Pompeu Fabra (UPF), Barcelona.

High impact research is also recognized and incentivized by Turkish governmental policies via funding and awards by TÜBİTAK, the Turkish Academy of Sciences (TÜBA), and the Science Academy (BAGEP). The following list includes faculty members from College of Administrative Sciences and Economics (CASE) who held and are currently holding esteemed membership positions in these institutions and who have received their prestigious awards in the past years:

TÜBA Member: Ziya Onis, Sener Aktürk

BAGEP Members: Ali Carkoglu, Zeynep Aycan, Ahmet Icduygu

TÜBİTAK Encouragement Awards: Resat Bayer – 2017; Seda Ertac Güler – 2017; Nukhet Harmancioglu – 2019; Sener Akturk – 2019; Selim Erdem Aytac – 2020.

TÜBA-GEBİP Outstanding Young Scientist Awards: Sener Aktürk – 2016; Nilufer Aydinoglu – 2018; Nukhet Harmancioglu – 2019, Sedef Turper 2022, Sevcan Yesiltas 2023.

BAGEP Outstanding Young Researcher Awards: Belgin San Akca –2017; Sener Aktürk – 2017; Seda Ertac Güler – 2017; Cem Demiroglu – 2018; Muhammed Ali Yıldırım – 2021; Aysen Ustubici – 2021. Emre Ekinci 2022

Many of the CASE professors are internationally renowned researchers. Prof. Ziya Onis and Prof. Zeynep Aycan are included in the list of Top %2 Scientists Worldwide in 2023 by Stanford University.

Editors and associate editors of international journals, ERC grant recipients, funded chairs for esteemed researchers and highly cited academics at CASE are as follows:

- Prof. Alp Atakan- ERC Grant recipient
- Prof. Seda Ertac-ERC Grant recipient
- Assoc. Prof. Selim Erdem Aytac-ERC Grant recipient

Funded chairs:

- Prof. Selva Demiralp-Yapi Kredi Professorship in Economics
- Prof. Zeynep Aycan-Koç Holding Professorship in Management and Strategy
- Prof. Zeynep Gurhan-Canli-Migros Professorship in Marketing

Editor and Associate editorship of international journals:

Cem Demiroglu

Associate Editor - Journal of International Business Studies

Zeynep Gurhan Canli

Editorial Review Board - Journal of Consumer Psychology

Editorial Review Board - International Journal of Research in Marketing Editorial Review Board - Journal of International Marketing

Editorial Review Board - Journal of the Academy of Marketing Science

Seda Ertac

Associate Editor - European Economic Review

Tanju Yorulmazer

Editorial Board of the Journal of Money, Credit and Banking (JMCB). Editorial Board of the Journal of Financial Stability.

Sener Akturk

Associate Editor, Nationalities Papers (SSCI) journal published by the Cambridge University Press

Serpil Sayin

Associate Editor, Journal of Global Optimization

Ozlem Altan

Co-Editor, Gender, Place and Culture Assistant Editor, Citizenship Studies

Aysen Ustubici

Editor, International Migration

Ziya Onis

Member of the editorial or editorial advisory boards of several journals including: Turkish Studies, Southeast European and Black Sea Studies, Insight Turkey, Reflektif: Journal of Social Sciences, İktisat Dergisi, Marmara Journal of Political Sci.

Caner Bakir

Associate editor of Policy Sciences

Associate editor of Journal of Cooperative Policy Analysis: Research and Practice

Suhnaz Yilmaz

Member of Editorial Committee, Journal of Balkan and Near Eastern Studies Member of Editorial Board, Turkish Studies

Member of Editorial Committee, Journal of Balkan and Near Eastern Studies

Justin Marcus

Editorial Board Member - Human Resource Management Editorial Board Member - Journal of Vocational Behavior Editorial Board Member - Journal of Business and Psychology

Resat Bayer

Associate Editor, Uluslararası İlişkiler International Relations

Belgin San Akca

Associate Editor, Foreign Policy Analysis, 2021-2025

Editorial Board Member, Conflict Management and Peace Science, 2020-present

Zeynep Aksin

Associate Editor, Management Science

Associate Editor, Manufacturing and Service Operations Management Associate Editor, Service Science

Associate Editor, IJSE Transactions

Erhun Ozkan

Associate editor for the journal Operations Research Letters

Evrin Didem Gunes

Area Editor, Health Care Management Science Area Editor, Health Systems

Ahmet Icduygu

Editor-in-Chief International Migration

Gurhan Kok

Associate Editor-Management Science

Aysegul Ozsomer

Editor-Journal of International Marketing (Next term, announcement in progress)

Ozge Karanfil

Area Editor for Frontiers in Public Health Journal

Empowering Women in Academia: Koç University's Return-to-Research Grant

Koç University has introduced the “Research Support for Female Academics after Career Breaks” (Return-to-Research) grant, promoting gender equality in academia. This initiative supports women researchers returning after career breaks, enhancing their academic visibility and providing necessary resources. This grant highlights Koç University's commitment to fostering an inclusive academic environment. The program not only offers financial aid but also advocates for flexible working arrangements and family-friendly policies. The grant underscores the need for institutional support, affordable childcare, and community among women academics, aiming to create an equitable and supportive academic landscape.

Koç University takes a momentous stride towards gender equality in academia as it announces the recipients of the inaugural “Research Support for Female Academics after Career Breaks” (Return-to-Research) grant. This innovative funding initiative, a collaborative effort between the Gender Equality Office, Office of the Vice President for Research and Innovation (VPRI), and KOÇ-KAM is a significant step towards fostering an inclusive academic environment that empowers women researchers.

In 2023, three awardees of the Return-to-Research grant, Asst. Prof. Nazlı Gürdamar Okutur from the College of Administrative Sciences and Economics, Dr. Sebile Güler Çekiç from Obstetrics and Gynecology at Koç University Hospital, and Assoc. Prof. Güneş Ertan from the

College of Administrative Sciences and Economics, have been recognized for their exceptional research proposals that contribute significantly to academia and address important areas of study. In 2024, the winners of the Return-to-Research Grant were:

Dr. Selin Aslan, Associate Professor of Mathematics at the College of Sciences, specializes in Applied and Computational Mathematics. Her project, "Exploring the Bounds of Phase Retrieval in Mathematics and Applications," aims to advance understanding in this complex area of mathematics with significant practical applications.

Dr. Ceren Ünal, MD, from the School of Medicine's Obstetrics and Gynecology Department, is conducting research on "Investigating the effect of thermoplastic polyurethane and silicone pessaries on vaginal epithelium and immune response in women with pelvic organ prolapse (POP) and stress urinary incontinence (SUI)." Her work seeks to enhance treatment options and outcomes for women affected by these conditions.

The Gender Equality Office conducted interviews with the three awardees of the 2023 Return-to-Research funding scheme, shedding light on critical aspects related to gender equality and support mechanisms for women academics returning to research after career breaks.

Dr. Sebile Güler Çekiç, who focuses on genitourinary syndrome in postmenopausal women, highlights the underrepresentation of women-centric medical research in grant opportunities. She states, "Studies focusing on women are underrepresented in research grants, and this is particularly true for those related to menopause. Underlying this may be social norms – menopause marking the end of fertility hence reducing women's value in society as reproductive beings."

The Return-to-Research grant is not merely financial assistance; it is an endorsement of the university's commitment to promoting work-life balance and creating family-friendly workplaces. Dr. Nazlı Gürdamar Okutur stresses the significance of institutional support, especially for female academics returning after a career break, "Being away from work for a long time often causes one to lose touch with their field and their colleagues, and limits one's access to resources and informal support that is essential for academic success. Being away from work can also reduce women academics' visibility in their academic community, which can affect their professional relationships and career prospects."

Dr. Güneş Ertan, another recipient of the grant, points out the challenges faced by female scientists during the process of reintegrating into academia. "The transition is difficult because we have less time to do the same work. After a baby, it is not as easy to study on a Sunday to catch up with work or focus on a project day and night to meet a deadline. Besides, babies bring a tremendous amount of mental load and uncertainty to our daily lives," she shares.

The Return-to-Research grant reflects Koç University's commitment to gender equality and recognizes the challenges faced by female scientists returning to academia after career breaks. Dr. Sebile Güler Çekiç emphasizes the importance of a supportive work environment and equal opportunities for women academics. "Return to work after an intense period of child care requires a big adjustment, and a supportive work environment is crucial, where line managers can actively monitor such employees' well-being to ensure they are doing well. Ensuring women would go back to the same scales of pay upon return and are presented the same opportunities for career advancement is also crucial, as the glass ceiling is still a phenomenon for women. This kind of support requires institutional commitments so that it would not depend on individual practices," she states.

To address the challenges faced by female scientists and to foster gender equality in academia, the grant emphasizes the need for family-friendly policies and flexible working arrangements. Dr. Nazlı Gürdamar Okutur recommends, "One of the things that can be done to improve work-life balance for researchers with caregiving responsibilities is to allow flexible working arrangements. For instance, providing options when scheduling classes, meetings, seminars, and other academic activities for female researchers who must balance their work and family obligations. This would enable them to manage their time more effectively and reduce the stress and pressure they may face. "

The Return-to-Research grant stands as a beacon of hope, guiding the way towards a more equitable and supportive academic landscape. As these three remarkable awardees embark on their research projects, they not only contribute to the advancement of knowledge but also inspire future generations of women in academia. The grant serves as a testament to the institution's commitment to creating an academic environment where all faculty members, regardless of gender or caregiving responsibilities, are valued and supported.

During the interviews, the awardees shed light on several critical aspects related to gender equality and support mechanisms for women academics returning to research after career breaks. Dr. Sebile Güler Çekiç emphasized the challenges faced by female scientists, particularly the feeling of "insufficiency" in balancing responsibilities at home and work. She stressed the need for a supportive work environment that recognizes the unique challenges faced by researchers with caregiving responsibilities.

The topic of affordable childcare emerged as a key concern for female academics, and Dr. Nazlı Gürdamar Okutur highlighted the importance of providing access to quality childcare to enable female researchers to resume their work without guilt or conflict. Both Dr. Çekiç and Dr. Okutur advocated for flexible working arrangements that would allow researchers to manage their time effectively and strike a balance between their professional and personal lives.

Additionally, Assoc. Prof. Güneş Ertan's insightful suggestion about including childcare costs in project budgets emphasizes the need for formal support mechanisms over informal ones, providing female researchers with the necessary resources to navigate the challenges of balancing work and caregiving responsibilities. "We always joke we should be able to include childcare costs in our project budgets but maybe it is something to consider seriously," she stated, underscoring the significance of considering such provisions seriously to empower women returning to academia after career breaks.

Dr. Okutur brought attention to the significance of longer paternity leaves for male researchers to reduce the gender gap in caregiving responsibilities and foster a more inclusive academic culture. These concrete recommendations are crucial steps toward improving gender equality in academia. In addition to institutional support, it is imperative to create an environment where women are provided with equal opportunities and conditions. As Dr. Çekiç noted, "we don't want privileges over men, but rather want equal opportunities." Addressing the challenges faced by female scientists who have taken career breaks requires institutional commitments to ensure a supportive and inclusive work culture.

Dr. Nazlı Gürdamar Okutur emphasizes the critical importance of women academics forming a supportive community to share their experiences and insights. She advises seeking help and support from other female researchers who have gone through similar experiences in the past. Such a community can provide valuable insights, guidance, and encouragement for the process of reintegrating into academia. Through mentoring, networking, and collaboration, they can offer practical and emotional support, helping female researchers overcome difficulties and achieve their goals of returning to research after a career break.

The interviews also revealed the resilience and determination of female academics. Dr. Çekiç's encouragement for other women not to give up and assertively pursue every option available to them was echoed by all the awardees, who emphasized that female academics do belong in academia and should be supported on their journey back to research. These empowering words from all three awardees serve as a reminder of the immense talent and potential that female researchers bring to academia, deserving of equal recognition and opportunities.



Partner

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

Partnership Approaches for RME

Koc University, Business School partners with external stakeholders to advance responsible management education through 5 different approaches:

Knowledge Translation and Dissemination

Description of partnering activities that involve informing

Koç University emphasizes the importance of knowledge translation to make research findings accessible and useful to policymakers, practitioners, and the public. Aligning with the PRME, the university fosters collective learning and transparency, ensuring broader impacts and sustainable improvements. Koç University shares knowledge through diverse channels, including publications, reports, presentations, workshops, and digital media. This approach bridges the gap between research and practice, leading to actionable changes and improvements across various fields.

Partnering activities that involve informing for knowledge translation and dissemination

At Koç University, we recognize the critical importance of knowledge translation, making research findings and other forms of knowledge accessible, understandable, and useful to a broader audience, including policymakers, practitioners, and the public. Aligned with the PRME, our approach emphasizes the necessity of collective learning and transparency. By fostering collaboration, openness, and accountability among all stakeholders, we aim to ensure that our efforts lead to broader impacts and sustainable improvements across various fields.

To bridge the gap between research and practice, ensuring that valuable information leads to actionable changes and improvements in various fields, we share knowledge through diverse channels, such as publications, reports, presentations, workshops, and digital media. Below are some of the pertinent examples of mediums at Koç University for knowledge sharing and dissemination for collective learning.

Informing through the reports, policy papers and activities of the research centers: Koç University research centers organize a wide array of activities, including conferences, seminars, workshops, and publications to disseminate research findings and engage stakeholders. For instance, [Central Government Budget Monitoring](#) reports, research notes, working papers or policy notes of the [Economic Research Forum](#) (ERF) in partnership with the Turkish Industry and Business Association (TÜSİAD) focus on independent economic analysis and policy implications. ERF plays a crucial role in shaping economic discourse and policy recommendations in Turkey. Retail conferences of [KUMPEM Retailing Forum](#) supported by Migros, promote retail-related research and collaboration between academia and industry,

enhancing the Turkish retail sector's competitiveness and sustainability. [Webinars](#) of the **Center for Survey Research (KUSAM)** contribute to the dissemination of knowledge based on empirical studies on social and political issues in Turkey and beyond to broader audiences. [GLODEM Book Club](#) of the **Center for Research on Globalization and Democratic Governance**, features leading scholars from around the globe discussing timely issues related to globalization, political economy, peace and conflict resolution, democratic governance and administration. [Reports](#) and [open source publications](#) of the **Center for Civil Society and Philanthropy Research (KUSITHAM)**, which conducts interdisciplinary research on civil society, nonprofits, and philanthropy, provide critical insights into societal challenges and resilience for the stakeholders.

Informing through digital media and Koç University Press: "[About Impact](#)" podcast series is being implemented within the scope of the "**Podcasting-Based Social Impact Learning Environment**" project, of which Koç University Social Impact Forum (KUSIF) is one of the partners and co-financed by the **European Union Erasmus+ Programme**. In About Impact, episodes that share the theme of social impact are recorded and shared by both professional and amateur podcast producers. The episodes where different social enterprises share their journeys on social impact, Koç University students conceptually discuss social impact, and social impact measurement and management experts share their experiences and suggestions are live on the [Spotify About Impact account](#). The sections where the impact-oriented education approach at universities is discussed in detail, recorded in English with the moderation of the KUSIF team are with a focus on the experiences of the courses conducted by the KUSIF team and within the framework of the perspectives and experiences of faculty members from different departments of Koç University.

[KURIOUS-Science for Everyone](#) website is dedicated to fostering a science-literate public through its comprehensive array of articles, insightful interviews, and engaging KURIOUS talk series. By presenting complex scientific concepts in an accessible and engaging manner, KURIOUS aims to inspire curiosity and understanding in people of all ages and backgrounds. The platform serves as a valuable resource for anyone eager to expand their knowledge and appreciation of science, making it an essential tool in the ongoing quest for a more informed and educated society. Research magazine [Frontier](#) aims to inform the general public about recent and exciting research findings and activities as well as new programs and facilities at Koç University. Our ultimate aim is to promote collaborative research between Koç University and other academic institutions, governmental and non-governmental organizations, and industry.

[Koç University Press \(KUP\)](#) is dedicated to the translation and dissemination of knowledge, aligning with the university's vision of being "the center of perfection." By carefully selecting books that provide the most advanced insights in their respective fields, KUP plays a crucial

role in making sophisticated knowledge accessible to a broader audience. The press's publications span diverse disciplines, including history, art history, politics, sociology, archaeology, gender studies, cultural studies, positive sciences, social sciences, literary theory, art, law, medicine, ethics, finance, economics, business, innovation, and entrepreneurship. With an expanding catalog each year, KUP aims to bridge gaps in academic publishing and enrich our intellectual and societal landscape, ensuring that cutting-edge research and ideas inform and educate society effectively.

Collective learning and transparency: Koç University stands at the forefront of promoting responsible management practices and global sustainability through its active engagement with the PRME and the UN Global Compact. To enable collective learning and the dissemination of knowledge, we publish our [PRME](#) and [Global Compact](#) reports with full transparency.

External Community Dialogue

Description of partnering activities that involve dialoguing

Koç University actively fosters responsible management practices and sustainability through extensive dialogue and collaboration with various stakeholders, focusing on three main pillars: dialogue with companies, dialogue through forums, and dialogue through international networks and alliances. This engagement bridges the gap between academia and industry, enhances knowledge sharing through research centers, and strengthens global partnerships to drive impactful change and sustainable development.

Koç University has extensive partnering activities involving dialogue which demonstrates its active role in fostering responsible management practices and sustainability through collaboration with various stakeholders in three main pillars:

1. Dialogue with companies
2. Dialogue through forums
3. Dialogue through international networks and alliances

Dialogue with business

Endeavoring to mobilize our community of stakeholders for the benefit of society, Koç University plays a critical role in building a bridge between academia and the industry. As an integral part of the community and as a leading research university, contributing to local and

regional society with our top-notch research and our education programs defines and guides our engagement with the world of practice. Connectivity with business practice and international connectivity via various networks is a top priority. Affiliated with Turkey's largest conglomerate, CASE and GSB have solid corporate connections in various industries including energy, finance, consumer durables, and automotive both nationally and internationally. Executive education portfolio includes 282 companies operating in different sectors, including multinationals like Nestle, Unilever, Ernst & Young, L' Oreal, AT Kearney as well as local and global brands like Arçelik Vestel, Turkcell and Koç Holding companies. Koç University is in dialogue and effectively collaborates with many institutions within its impact zone. Our global partners through our networks (e.g. CEMS Network, which include Deloitte, Bayer, Accenture, P&G, L'Oreal, Google, Facebook, Henkel, Hyundai, Nokia, Salesforce, BNP Paribas, Siemens, etc.) also have headquarters in Istanbul and lead their operations in Turkey from the region. Therefore, Koç University CASE and GSB remain well connected at regional, national and international levels.

Dialogue with community through forums and centers

Koç University has many respected research centers both nationally and internationally. These research centers reflect the areas of expertise and beside their role for knowledge translation and dissemination they serve also as dialoguing with external communities. The research centers which are affiliated with CASE and GSB are:

Economic Research Forum (ERF)

Established in 2004 as a non-profit and non-partisan organization, Koç University - TÜSİAD (Turkish Industry and Business Association) Economic Research Forum is devoted to promoting independent and objective analysis on economic growth and discussing the implications of different economic policy options. TÜSİAD is the leading business people association in Turkey, with 4500 members, representing 50% of value-added businesses and 85% of Turkey's foreign trade. The activities of the ERF are conducted under the supervision of its Board of Directors and its Executive Council. The Board of Directors and the Executive Council consist of members of Koç University and TÜSİAD, the two organizations that also provide its funding.

Social Policy Center (SPC)

Since its establishment in 2010, Social Policy Center's (SPM) core objective is to develop applied research on social policy and increase public awareness on social policy issues in Turkey. The main research fields of SPM are youth unemployment, labor force participation of women, educational inequalities, social security, welfare and social rights. Since the beginning of 2015, SPM strengthened its close network both with international organisations and public

institutions through different projects. Working under two EU projects with a very diverse and established group of partners provided the opportunity for SPM to network with certain key policy research institutions in Europe and has developed important research contacts.

Corporate Governance Forum (CGF)

Koç University Corporate Governance Forum aims to combine efforts to contribute to the improvement of corporate governance practices via research, as well as facilitating the dialogue between academicians and practitioners to develop a solid base for Corporate Governance. The Forum provides a setting where corporations will meet in a single platform to compare current practices, approaches, seek answers to common problems, identify good practices and become a hub on "Corporate Governance". CGF is committed to improving the governance practices of Turkish Companies via research, conferences, and education. On 18 April 2019, CFG held a conference, Corporate Governance Experience and Sustainable Development in Turkey, which brought together Koç University alumni, faculty and industry leaders to discuss their work in sustainability. This conference featured individual presentations and a series of panel discussions for sharing thoughts and experiences about small business leaders' Sustainable Development Goals. The conference hosted three Koç University faculty members. The event was a great opportunity to bring Koç University alumni and professional leaders together with faculty members from different fields and showcase their important work. The event covered several important topics such as strategic management in SMEs, the role of women in family businesses and SMEs, sustainable development goals, reducing inequalities, and compliance and ethics.

Koç University Social Impact Forum (KUSIF)

Since its establishment in November 2012, KUSIF is both a research and practice center and a catalyst for social innovation. It has successfully raised awareness, created knowledge and practices on social impact, its measurement and management. KUSIF's outreach and recognition have highly increased both nationally and internationally as a resource and practice center on social impact and its management. KUSIF creates sustainable programs and builds local stakeholder networks to generate social impact through collaborative action. KUSIF assists Koç University by integrating sustainability and social impact into teaching, research and operations. KUSIF increases the capacity of social impact actors to access skills and knowledge for social impact measurement, while communicating results and knowledge about social impact creation and sustainability. Additionally, KUSIF has developed knowledge and network on social entrepreneurship nationally and internationally and became an important actor in the ecosystem. KUSIF Managing Director Dr. Gonca Ongan has been included in the list of Top 100 Women in Social Enterprise in Euclid Network's evaluation in 2021.

KÜMPEM-Migros Retail Research Forum

KUMPEM Forum is a non-profit organization, a research forum for retail management sponsored by MIGROS, the largest retailer in Türkiye. Koç University and Migros have long been collaborators and the center has been active since 1999. The mission of the organization is to support the creation and dissemination of retail-related information with the aim of supporting the activities of both the academic and professional communities in Turkish retail sector. KUMPEM has started first as a Retail Management Education and Research Center and has operated with this mission for ten years. A good number of Migros executives and staff as well as many Koç Holding and prominent Turkish companies' executives have been trained by Koç University faculty at KUMPEM hall, located within the CASE building over the years. In the end of 2010, the center was reformed, and the focus became promoting retail related research and leading university- private sector collaboration. Renamed as KUMPEM Forum, the organization's financial support is mainly provided by Migros, while Koç University provides academic and administrative support for all its functions.

GLODEM-Center for Research on Globalization, Peace and Democratic Governance

The Koç University Center for Research on Globalization, Peace, and Democratic Governance (GLODEM) specializes in academic research, and policy-oriented activities leading to publications. Faculty members of Koç University established GLODEM in September 2004 as an informal faculty network. GLODEM subsequently became a formal organization in 2010 following approval by the Turkish Council of Higher Education. The Center engages organizations of all sectors (academic, public, private, and civil society) on pressing issues of globalization, peace, and democratic governance in order to realize these objectives.

GLODEM's three areas of expertise are:

1. Globalization and political economy
2. Peace and conflict resolution
3. Democratic governance and administration
- 4.

Migration Research Center at Koç University (MiReKoc)

Migration Research Center at Koç University (*MiReKoc*) aims to advance the state of the art in migration research through original and innovative scholarship, academic collaboration, and dialogue between researchers, policymakers, international organizations, and civil society actors. It has renowned migration scholars from a wide range of fields in its international scientific advisory board, and harbours doctoral and post-doctoral researchers for research projects with national and international partners. Along with conferences, seminars, workshops, and other dissemination activities, since 2011 *MiReKoc* has been organizing an annual

International Summer School, a flagship program bringing together migration experts from all over the world. *MiReKoc* is the steward of the UN-IOM-sponsored *International Migration* journal since January 2020.

The Center is currently involved in 13 projects. In addition to the organizational support provided by Koç University, *MiReKoc* projects received funding from various organizations' including the Scientific and Technological Research Council of Turkey (TÜBİTAK), European Commission, International Organization for Migration, The Volkswagen Foundation (VolkswagenStiftung), World Bank, Research Councils UK, and Research Council of Norway.

As an example, collaborations and partnerships of *MiReKoc*, have significant coverage in our impact zone. *MiReKoç* advocates for multidisciplinary and interdisciplinary research on various aspects of migration. As the economic and cultural center of Türkiye, Istanbul is highly impacted by migration related issues. *MiReKoç*'s ongoing research and collaboration emphasize fostering dialogue among diverse stakeholders. Collaborative projects with Istanbul stakeholders include:

BROAD-ER

Bridging the Migration and Urban Studies Nexus (BROAD-ER) is a European Commission funded research network project aiming to enhance the scientific, technological and development-driven management capacities of Koc University in partnership with the University of Amsterdam (UvA), The Netherlands and Universitat Pompeu Fabra (UPF). The project features research and training components centered on migration governance, with a particular focus on the Istanbul case. It involves collaboration with the city and civil society organizations for data collection, training invitations, and participation as guest speakers in summer schools. The migration governance aspect generates policy dialogues and recommendations that will be disseminated among key stakeholders, including city stakeholders, national, and international academic communities.

KIDS4ALLL

Key Inclusive Development Strategies for LifeLongLearning (KIDS4ALLL) is a Horizon 2020 project and implemented a pilot action for a learning method and learning environment in formal, non- formal and informal educational contexts to address the integration challenges of migrant children. Researchers have closely collaborated with district ministries of national education in Sarıyer and Şişli. The project has completed a pilot phase at the K12 level, which involved ongoing meetings with teachers and principals. Additionally, stakeholder meetings were conducted with district and city ministries of national education, as well as relevant NGOs focusing on educational models.

MiReKoc International Summer School The flagship program of MiReKoc organizes yearly thematic international schools, inviting key stakeholders and practitioners from the cities to participate both as attendees and lecturers. The dialogues fostered in these migration governance thematic schools serve as a model, engaging early-career researchers and practitioners in active discussions on policy development. These schools also provide comparative tools derived from international best practices and facilitate intercultural dialogue.

Dialogue through international networks and alliances

Having based our distinctiveness on our global connectedness we put particular efforts for expanding our international partnerships and affiliations. We are the only graduate business school in Turkey to connect with CEMS Global Alliance (CEMS), GNAM Network (Global Network of Advanced Management), PIM Network (Partnership in International Management), EMBA Network (Executive MBA Council). GSB is a founding member of GNAM through which students can take online courses and condensed one-week face to face courses from member schools. We are a member of the CEMS Alliance with our joint CEMS Master of Science in International Management program where students study one semester at their home school and one semester at any other 33 CEMS schools. Being part of these international networks helps us benchmark our programs with the best business schools from around the world. Yet, our motivation for membership is not only limited to our globalization strategy. Koç has been participating in most of the annual events of these networks for establishing a better dialogue as a committed member through participation in various network sub-groups: faculty, professional staff, communications, alumni, executive education. The post-Covid era has recently shown us how essential it is to be connected with leading global business schools to overcome the challenges of the new world complexities, emphasizing the importance of our collaboration and our critical role for the future of higher education.

Description of partnering activities that involve problem-solving

Koç University addresses societal challenges through collaborative efforts and innovative solutions, focusing on critical areas like migration, urban development, inclusion and diversity, and sustainability. Their key initiatives include:

1. **Migration Research Center (MiReKoc):** Advances migration research through collaboration and dialogue with international organizations and civil society.
2. **UNIC Alliance:** Enhances mobility, inclusion, and diversity in European post-industrial cities, fostering sustainable urban development.
3. **Center for Gender Studies (KOÇ-KAM):** Combines gender equality and sustainable development through national and international cooperation.
4. **Anatolian Scholarship Program:** Supports educational equality by providing scholarships to academically gifted students from disadvantaged backgrounds.
5. **Support Center for Disabled Children (EÇADEM):** Offers comprehensive care and social integration for children with intellectual disabilities and their families.
6. **KU Cares-Day of Service:** Promotes community service and social responsibility through volunteer activities and partnerships with NGOs.
7. **KU Volunteers Club:** Focuses on sustainability actions, environmental education, and awareness, collaborating with organizations like TEMA and Clean Sea Foundation.

These efforts highlight Koç University's commitment to solving pressing societal issues through strategic partnerships and community engagement.

Koç University demonstrates a strong commitment to addressing societal challenges through collaborative efforts and innovative solutions. By engaging in various partnering activities, the university focuses on problem solving in critical areas such as migration, urban development, inclusion and diversity, and sustainability. Below are highlights of Koç University's recent key partnering activities aimed at solving pressing societal issues.

Migration Research Center (MiReKoc): Turkey has been a main actor in the Eurasian migration scene, first as a source country, and then as a destination, and transit route for migrants. As of the beginning of the humanitarian crisis in Syria, the country has received more than 3 million refugees, making Turkey the host country with the largest refugee population in the world. Given its importance as a site of emigration, immigration and transmigration, Turkey provides an excellent setting in which multi-dimensional characteristics of various migration streams may be examined. [Migration Research Center](#) at Koç University (MiReKoc) aims to advance the state of the art in migration research through original and innovative scholarship, academic collaboration, and dialogue between researchers, policy-makers, international organizations and civil society actors such as UNHCR, UNDP, UNFPA, IOM, British Council.

Office of International Programs and UNIC Alliance : The European University of Post-Industrial Cities (UNIC) is a unique alliance of eight universities in post-industrial cities that all face similar challenges and opportunities in terms of mobility, inclusion, and diversity. UNIC alliance is established within the scope of the European Universities Initiative framework of the European Commission. The UNIC alliance reflects a strong European post-industrial identity by shaping a new generation of Europeans able to cooperate and work within different European and global cultures, in different languages, and across borders, sectors and academic disciplines. UNIC CityLabs Virtual Meeting Platform initiative focuses on creating age-friendly cities by enhancing the participation and well-being of older people. It fosters collective learning and transparent dialogue between the university community and city stakeholders to co-create solutions for sustainable urban development.

The Center for Gender Studies at Koc University (KOÇ-KAM) : KOÇ-KAM UNESCO Chair on Gender Equality and Sustainable Development was established in May, 2016 with an agreement between the United Nations Educational, Scientific and Cultural Organization (UNESCO) and Koc University. The Chair corresponds to a higher-education institution and a research center, serving as a hub for the intersection of science and society. The Chair combines two key aspects of human well-being, gender equality and sustainable development. The Chair aims the advancement of research in these two main intersecting topical areas and the establishment of national, regional and international cooperation among researchers. International Summer Academy was conducted with the collaboration of the Inter-American Academy of Human Rights, British Embassy Ankara, The Global Institute for Global Leadership, King's College London, Programa De Catedras and ITAM.

Koç University Alumni Relations Office : The Anatolian Scholarship Program engages business leaders, alumni and donors (list of donors) to provide scholarships for academically gifted students from financially disadvantaged backgrounds. By covering tuition and living expenses, the program ensures that deserving students have access to quality education. This initiative addresses educational inequality and supports social mobility and economic development. The number of students benefiting from the Anatolian Scholarship Program has steadily increased since its start with 6 donor companies funding 14 students in 2011. To date, the Program has raised nearly 690 million TL (nearly 93 million USD) with support from 300+ companies and reached 1243 students. As of May 2023, additional funding has been secured in support of 177 new students, who commenced their academic journey in the 2023–2024 academic year.

Support Center for Disabled Children and their Families (EÇADEM) : EÇADEM, supported by Koç University and Sarıyer Municipality where our main campus is located, provides comprehensive care services for children with intellectual disabilities and their families. In addition to meeting the daily care and needs of individuals with mental disabilities, the center

supports the development of social and emotional skills in a safe environment with psychological counseling. It provides training that facilitates daily life activities, and self-care workshops that provide a space for expression through art and sports. Thus, it is intended to help both disabled people adapt to society and society accommodate disabled people more easily with the projects it initiates and carries out. Individuals, who are introduced to life outside the home environment at regular intervals, are provided the experience of being a part of society, and have their individual characteristics and skills taken into account. Another focus of the center is to protect the mental health of family members with mental disabilities and to ensure their social participation. With the consultancy, services and activities developed for family members, it is aimed to alleviate the burden of care, to encourage participation in social life and to make the relations between all family members more sustainable. The aim of this support is to reduce the psychosocial problems, such as burnout, stress, depression, and social isolation of caregiver family members.

Every year, under the aegis of the Sarıyer Municipality, the EÇADEM center organizes a one-week summer camp in Kilyos for children with disabilities and their families. Additionally, due to a collaboration with the Sarıyer Public Education Center, instructors for rhythm, piano, and painting are arranged to serve at the center. EÇADEM also collaborates with many various centers located in the Sarıyer district except Sarıyer Municipality and Sarıyer Public Education Center. Some of these include Zekeriyaköy Tennis Club, Atlıtur horse riding center, Tarabya Lions Club, Keller Williams Platinum and Karma real estate agency. Children with mental disabilities at the center utilize the Zekeriyaköy Tennis Club to support their motor skill development. To enhance and support social skills, activities are being held for families and children during the social responsibility day events, called Redday, conducted by the Keller Williams company. Furthermore, the sensory room, dedicated for the benefit of young children with cognitive disabilities, was established under the sponsorship of the Tarabya Lions Club.

KU Cares-Day of Service : Launched in May 2024, [KU Cares initiative and the annual Day of Service](#) is expected to become an annual tradition, bringing together our entire university community for a day of collective service dedicated to local and global causes. Partnering with NGOs such as Mother Child Education Foundation (AÇEV), Çorbada Tuzun Olsun Association serving homeless people, Mind Your Waste Foundation, Foundation for Education and Solidarity for the Mentally Disabled (İZEV) as well as KU alumni, students and staff; this initiative offers diverse volunteering opportunities from environmental clean-ups to educational workshops at local organizations. The initiative aims to:

1. demonstrate the university's commitment to being a responsible and active member of the community in which it is located.
2. promote a sense of social responsibility among alumni, students, faculty and staff and encourage lifelong commitment to community service.

3. provide opportunities for building relationships with local organizations, businesses and community leaders, which can lead to collaborative projects and partnerships in the future.
4. foster personal growth and development, as participants gain valuable skills and insights through their service experiences.

KU Volunteers Club and Sustainability Initiatives: In terms of sustainability actions by students [KU Volunteers](#) group is a very active community. A subgroup of KU Volunteers focus on environmental issues. They conduct activities regarding recycling, trying to increase awareness and education level in this area. In collaboration with Clean Sea Foundation and The Turkish Foundation for Combating Soil Erosion, for Reforestation and the Protection of Natural Habitats (TEMA), they participate in providing training to primary school students in Sarıyer area where our main campus is located.

Collaborative Change Action

Description of partnering activities that involve acting

Koç University stands out for its robust academic leadership and its proactive approach in collaborating with both national and international partners. The university excels in research quality and student admissions, reflected in its high international rankings and national accreditation efforts. It fosters regional collaboration through PhD programs and annual workshops with peer institutions like Sabancı and Özyeğin.

Koç University is also deeply involved in advancing management education through initiatives like the CEMS Graduate Profile and Thought Leadership, ensuring alignment with current and future industry needs. The establishment of the GSB Stakeholder Engagement and Impact Policies Unit further strengthens its commitment to impactful partnerships with businesses, NGOs, and municipalities.

The Koç University Social Impact Forum (KUSIF) leads social impact efforts in Turkey, supporting social entrepreneurship and sustainability through various national and international networks. The university's collaborations extend to business through initiatives like KWORKS and research centers focused on energy, infectious diseases, and creative industries. These collaborations enhance academic and practical applications, from executive education to corporate partnerships.

Moreover, Koç University's alumni network contributes to the start-up ecosystem with the Q Angels angel investor network, which supports social impact initiatives and scholarships, reflecting the university's commitment to fostering sustainable and impactful ventures.

Acting with academia:

Koç University has a leading position among the universities in Istanbul, through the quality of research and admission ranking of its students. This position is also reflected in the international rankings, where Koç University typically is ranked highest among universities in Türkiye. Therefore, we share our experience through national accreditation agencies with universities who want to improve their infrastructure and receive international accreditation.

In addition, we collaborate with similar universities in our region, that share our vision and our priorities. We have agreements at PhD programme level, where we accept and send students from and to other schools in the region, with a special status student, to receive courses, training and doctoral seminars. In this context, one example can be the Koç - Özyeğin - Sabancı Marketing Workshop that we hold every year, with a rotation in hosting. We consider Sabancı and Özyeğin Universities to be our peer, as they are foundation universities in Istanbul that prioritize research. Once a year, the marketing professors and the PhD students of these universities come together to share and discuss their latest research. The agenda for the latest meeting is attached.

CEMS Graduate Profile: Recent trends such as globalization, personalized studies for new generations, growth in digital competencies, diverse e-learning formats, and the need for Lifelong Learning significantly impacted management education. The Covid-19 pandemic accelerated these changes, challenging traditional business school models, especially affecting the CEMS MIM exchange semester abroad. This raised questions about the future of the CEMS MIM program, recruiters' changing competency requirements, and the evolving priorities of new generations. GSB collaborated with 33 business schools, over 70 corporate partners, and 8 NGOs to review the CEMS Graduate Profile. This session focused on corporate partners' expectations for future work, students' necessary skills for the labor market, and the evolution of management education.

CEMS Thought Leadership: CEMS Thought Leadership initiative that has been recently launched consists in sharing podcasts and 'readable' articles/white papers already published by your school on a particular theme, on the CEMS website. We will give visibility to this thought leadership content via social media and press coverage. This initiative aims to:

1. Align with the newly adopted statement and promote ideas that will serve society and the planet.

2. Provide extra visibility to your school' thought leadership materials by relaying some of your school' already published podcasts and papers on the CEMS website. We'll obviously make sure that your brand remains very visible.
3. Provide additional value to Corporate and Social Partners, students and alumni. Indirectly raise the CEMS brand and support schools that find it challenging to attract students in the CEMS MIM program.
4. Position the CEMS community as a voice exploring current and further challenges and opportunities. For this reason, we propose to start collecting materials focusing on the highly critical topic of "mindset shifting towards sustainable business models"

GSB has provided the following two contents for this collaborative initiative: <https://www.cems.org/thought-leadership/cems-students-koc-university-explores-topic-sustainable-business-strategies>
https://www.linkedin.com/posts/cems--the-global-alliance-in-management-education_cemsglobalalliance-cemsthoughtleadership-activity-7184191145306902528-X33I?utm_source=share&utm_medium=member_desktop

Establishment of the GSB Stakeholder Engagement and Impact Policies Unit: GSB has made a strategic decision to further enhance its existing strength by formalizing its stakeholder management practices. To help facilitate mutual benefits between KU and the corporate sector, NGOs, and municipalities, and ultimately extend its societal impact, GSB officially inaugurated a specialized unit for Policy and Stakeholder Management in March 2024 to fulfill these objectives. Following this significant development, the management of the GSB master's programs has been consolidated into a single team and restructured to focus on the student learning experience. With these new developments, KU GSB, which is recognized for its quality of education in Turkey and abroad, aims to respond more effectively to the expectations of different generations, the business world, and communities to shape the future education that transforms not only careers but also the society.

Acting with civil society:

Koç University Social Impact Forum (KUSIF) was founded in 2012 within Koç University as a research and practice center on social impact to foster social innovation through research, education and collaboration. KUSIF is one of the leading organizations in the social impact field in Turkey and has become a reference point in social impact studies. KUSIF has been leading the Turkish Social Impact Group and working to set standards for social impact measurement and management in Turkey. KUSIF publicized many resources and implemented research on social impact for civil society organizations, funders, private sector and social entrepreneurs; and led several capacity-building projects including training, consultancy and dissemination of knowledge through national and international conferences in Turkey. KUSIF has a special

focus on social entrepreneurship as we consider social entrepreneurs are one of the important and new social impact actors in Turkey. In this regard, KUSIF has been leading and partnering in various social entrepreneurship projects on ecosystem development, capacity building, access to social finance, and investment readiness.

KUSIF launched Social Impact Lab at Koç University in 2018 to create a common space where students interested in social entrepreneurship can come together, providing an incubation service to young social entrepreneurs such as mentorship, network and intense training. Additionally, KUSIF team has been co-teaching social entrepreneurship and social impact courses at Koç University since 2015.

KUSIF is an active member of Social Value International, The European Network for Social Enterprises and Impact-Driven Leaders (EUCLID) and International Sustainable Campus Network. SVI is an international professional body of social impact practitioners and professionals who create and share knowledge about social impact analysis. SVI's members are passionately committed to developing more effective social purpose organizations and increasing positive social impact through their work. Koç University Social Impact (KUSIF) is a SVI's member since December, 2013. <https://www.socialvalueint.org/>

Koç University joined the International Sustainable Campus Network (ISCN) and participated in a global exchange between campus sustainability leaders to further best practices. The International Sustainable Campus Network (ISCN) provides a global forum to support leading colleges, universities, and corporate campuses in the exchange of information, ideas, and best practices for achieving sustainable campus operations and integrating sustainability in research and teaching.

In Fall 2014, Koç University established a "Sustainable Campus Task Force" which aims to coordinate and support sustainability activities to enhance sustainability at Koç University. <http://www.international-sustainable-campus-network.org>

Tadamon: Tadamon is an innovative and transformative partnership initiative by IsDB, ISFD & UNDP. Tadamon was born out of a need to map out the Civil Society landscape in OIC member countries and to better understand the needs of local communities and who are the people and organizations that are best in delivering solutions to local problems. KUSIF became a member of Tadamon in 2020. <https://tadamon.community/partners/>

Euclid Network : Founded in 2007, Euclid Network has a strong track record of knowledge sharing, policy impact, and network-building in the civil society and social enterprise arenas. Its vision is to see civil society and social enterprise empowered to drive positive change. KUSIF became a member of Euclid Network in November 2019. <https://euclidnetwork.eu/about-us/our-members/>

Building A Social Entrepreneurship Network In Turkey : Turkey Social Entrepreneurship Network (TSEN) aims to provide the knowledge, connection, and visibility social entrepreneurs need, disseminate social enterprise in Turkey as an alternative solution to social and environmental problems and raise awareness about social entrepreneurship. Funded by the European Union and the Republic of Turkey within the framework of Civil Society Sector – Grant Scheme for Partnerships and Networks, and conducted, with the leadership of Vehbi Koç Foundation, by Koç University Social Impact Forum, Ashoka Turkey, Social Innovation Initiative Association, Innovative Solutions for Sustainable Development Association, TED University, Mozaik Foundation (Bosnia Herzegovina) and Social Enterprise UK (England), the project's aims to develop the social entrepreneurship ecosystem in Turkey. As for local contributions, Abdullah Gül University, Ankara Development Agency, Eastern Anatolia Development Agency, Silkroad Development Agency, Nilüfer Municipality, Middle Black Sea Regional Development Agency, and The Union of Chambers and Commodity Exchanges of Turkey support the project as contributing partners. The Turkey Social Entrepreneurship Network Project started in October 2018 and will end in October 2020. <https://www.sosyalgirisimcilikagi.org/>

Acting with business :

Koç University Entrepreneurship Research Center (KWORKS): Established in January 2014, [KWORKS](#) serves as a hub of entrepreneurship activity in Sisli, Istanbul, helping technology start-ups grow into sustainable, scalable, successful ventures. KWORKS connects aspiring technology entrepreneurs to valuable resources, consulting experience and potential investors to set them on the right path. Among the activities of KWORKS, Bootcamp is an intensive and interactive training and workshop series designed to support start-ups through an end-to-end acceleration process, from business idea validation to product roadmap modeling. The Center runs a program named KWORKS BiGG as an implementing partner of the BiGG program (1512-Bireysel Genç Girişimci Programı). BiGG program offers up to ₺900.000 financial support to young entrepreneurs and supports them to launch their companies. KWORKS formed a consortium with 14 Koç Group companies which are the leaders in the sectors they operate in such as Arçelik, Aygaz, Ford Otosan, Koç Sistem, Koç Yasa, Opet, Otokoç, Setur, Tat, Tofas, Türk Traktor, Yapı Kredi, WAT Mobilite and Zer. Young entrepreneurs who have technology-based, innovative business ideas have the opportunity to learn about the innovation focus areas and the pain points in the fields they plan to operate in from sector experts and develop solutions that will meet the needs of the market with this program.

Koç University Arçelik Research Centre for Creative Industries ([KUAR](#)), founded jointly by Koç University and Arçelik A.Ş. in 2015, aims to add value, via research, that increases the efficiency and competitiveness of creative industries, mainly in Turkey. A wide range of topics such as lifestyle, entertainment (game, performance, movies, drama, animation), cultural heritage

(exhibitions, heritage, analysis), info-assistance, transportation, education, healthcare lie within the scope of research conducted at KUAR, where research and development on conceptual / experimental / visionary prototypes, working prototypes, re-design prototypes of products and design guidelines is undertaken. Recent collaborations between KUAR and our faculty aim to stimulate joint research projects as well as undertakings with international partnerships.

Koç University Center for Infectious Diseases (KUISCID) was founded with funds from [İşbank](#) in December 2020, in the middle of the devastating COVID-19 pandemic. KUISCID's mission is to conduct research combining basic and clinical sciences in order to understand, treat and prevent infectious diseases. Moreover, being prepared for the infectious diseases that cause threat to public health and sharing all the scientific information transparently with the community, are our other critical principles.

Koç University Tüpraş Energy Center (KUTEM) was established in 2012 by funds from [Tüpraş](#). The center consists of around 30 faculty members in Engineering, Sciences and Administrative Science & Economics. Research projects are carried out in a newly constructed state-of-the-art laboratory as well in research laboratories of the affiliated faculty. The research activities of the center are focused on development of new energy technologies in areas which are fossil fuels, biofuels and solar fuels. The activities of the center are planned by the [Executive Council](#) consisting of representatives from Koç University and Tüpraş.

Koç University Hydrogen Technologies Center (KUHyTech) has been very recently established in 2024 and it is a great example for collaboration with industry and academia for green energy. KUHyTech focuses on research regarding the production, storage, transportation, and commercialization of green hydrogen and heralds a great step towards combating climate change.

Act for Impact : [Office of Corporate Relations and Resource Development](#) serves as the primary point of contact for Koç University's fundraising initiatives that aim to maximize the flow of corporate investments to the University through mutually beneficial partnerships and philanthropic funding. Responsibilities span the following areas:

Corporate Relations: Building and maintaining solid relationships with corporate parties and promoting Koç University to a variety of internal and external constituents.

Resource Development: Maximizing contributions and other support to Koç University from corporations and foundations for a broad range of purposes.

[For the full list of corporate donors for Act for Impact initiative](#)

College of Administrative Sciences and Economics (CASE) & Graduate School of Business (GSB):

Affiliated with Turkey's largest conglomerate, CASE and GSB have solid corporate connections in various industries including energy, finance, consumer durables, and automotive both nationally and internationally. Our extensive connectivity with the industry and our international

connectivity support us to build long term relations with our stakeholders. Our faculty members are top notch scholars who are involved actively in research and publish extensively thus strengthening our engagement with the society as a leading research university.

Knowledge and research can be disseminated not only via publications or academic presentations, but also via outlets such as executive education programs. Executive Education is a practical and effective path for reaching industry. Faculty use the venue to share their research with executives. In a sense, communicating relevant (and their own) research adds a unique characteristic to an instructor. Executive Education programmes increase the visibility of participating faculty members and their research. Our global and industrial connectivity empowers both our academic programs as well as our executive education collaborations. In addition, Executive Education contributes to the CASE and GSB mission and objectives by fostering connections with the business world and offering high quality state-sponsored programs such as Turquality, Turquality-2 service sector, and BISTEP program with Borsa İstanbul. Turquality is a state-funded brand-building support programme with an objective of creating global brands. It is designed to provide support to elevate companies to the level of international benchmarks and to create strong brands with higher added value and market share. The programme aims to create a synergy among Turquality companies and to deepen executives' practical experiences with prominent academicians in their field. In this context, Koç University is one of the educational partners of the Turquality programme, providing training for and discussing contemporary approaches with executives of Turkish companies in the Turquality programme. Executive Education is the only university in Turkey offering all three programmes sponsored by the Ministry of Economics and Borsa Istanbul.

Furthermore, we are the only business school in Turkey to connect with the CEMS Alliance which is currently partnered up with more than 70 multinational corporations around the globe (<https://www.cems.org/corporate-social-partners/cems-corporate-partners>). We have well-established partnerships with businesses, such as "Young Leaders in Family Businesses Certificate Program" (YLFB) designed with E&Y, in order to enhance the management in family-owned companies and to promote the sustainability of the young generation to take part in the future of their family business. We involve our alumni in the redesign of graduate programmes through advisory boards. As part of 30th anniversary activities, the university took a massive fundraising campaign to mobilize alumni to support student scholarships.

The active research centers at CASE & GSB are the Economic Research Forum, the Centre for Research on Globalization and Democratic Governance, Migration Research Centre, and KUMPEM Retailing Forum, and Corporate Governance Forum. As an example to the activities of these centers, the research which was presented through a webinar organized by Koc University-TUSIAD Economic Research Forum (ERF) can be elaborated. ERF aims to provide a bridge between academia and the business community. It is a forum that is funded by Koc

University and TUSIAD. TUSIAD is the largest non governmental business organization in Turkey. Each year, ERF organizes several conferences to highlight topics that are particularly critical for the Turkish and global economy. The idea is to bring together academia as well as the representatives from the business community to discuss the current issues and have mutual feedback. During the pandemic, a team of researchers that included four members from the Economics Department analyzed the economic costs of inequitable distribution of vaccines. The research received world wide interest, far exceeding the boundaries of the academic community. The work was cited by the media, policy makers, as well as non-governmental organizations including the WHO, WTO, UNESCO. The work was highlighted in prestigious media outlets including the New York Times, the Wall Street Journal, The New Yorker, the Financial Times, the Guardian, The Washington Post, BBC, CNBC, and Al Jazeera to name a few. In November 2021, with the onset of the omicron variant, the research was presented at US Congress in order to provide a framework to support efforts to contribute to equitable distribution of vaccines.

Another successful project conducted by ERF involves several connections with practice as well. The research agenda revolves around understanding behavior and outcomes and making evidence-based policy recommendations in the areas of education and gender, by collecting behavioral data in educational and organizational contexts. The research is tightly connected to the agendas of many NGOs, firms and government institutions, as the results are relevant to social outcomes such as gender equality, social welfare and the diversity/integration of refugees. Firms therefore tend to be interested in contributing to the research from a corporate social responsibility perspective, and public officials are interested in the research from a policy perspective, as the results can help them better understand what type of policies are likely to be effective for achieving certain policy goals.

GSB enhances pertinent collaborations between academia and the executives of the business world with its two other research center, namely KU Migros Retail Education and Research Center (KUMPEM) and Corporate Governance Forum. Aligned with our strategy of expanding research partnerships with the business community, KUMPEM is formed as a platform for research and executive education through which CASE and GSB established ties with the leading retailer Migros. Migros, through KUMPEM, currently supports PhD students and sponsors an annual conference on retailing, among other activities. The KU Corporate Governance Forum aims to combine efforts to contribute to the improvement of corporate governance practices via research, as well as facilitating the dialogue between academicians and practitioners to develop a solid base for Corporate Governance. The forum facilitated collaboration between Deloitte and KU within the scope of Deloitte's Best Managed Companies award program. ,

Beside these collaborations at institutional level, GSB aims at strengthening its connections with practices in its degree level programs as well. Koç MIM & CEMS MIM programs, as pre-experience degree programs, have the objectives to connect its cohorts with the industry through hands-on projects. Hence, the Business Project course is an important element of the Koç MIM & CEMS MIM programs' common curriculum during the spring semester. Business Projects are consultancy-like projects designed as a real life learning experience. The student team tries to solve a company's real business problem, while training for process management, result orientation and team building. During the spring semester of 2024, we did projects with our corporate partners McKinsey, Kearney Consulting, ABB, L'Oreal and Arçelik to come up with 7 successful projects and Koç University was elected as "best practice" among all the CEMS Universities. In addition to this international structure, Koç University GSB organizes an annual steering committee meeting where GSB corporate partner representatives can join, if the specific focus of the discussion points are related to their expectations and needs which should be integrated in the academic curriculum. GSB organizes skill seminars and webinars, company visits, company days to strengthen the soft skills of its cohorts as well as to enhance its connections with the business community. Guest speakers are invited to the courses, they prepare presentations with students and also evaluate students' presentations, give first-hand advice to students regarding the case studies.

As a summary, major activities to engage with the industry are as follows:

1. Forming research centers and conducting joint research projects to influence intellectual, technological, economic and social developments,
2. Disseminating knowledge through executive education programs and selective consulting projects,
3. Establishing/enhancing relations with international institutions,
4. Collaborating with the corporate world to improve its programs and delivery,
5. Organizing activities to bring the national and international corporate and the academic world together, and
6. Fostering the alumni network.

Acting with alumni

As a support to the start-up ecosystem, very recently Koç University alumni founded Q Angels angel investor network. Different from other angel networks operating in the area, Q Angels focuses on social impact as well. Therefore, as committed in the founding contract, 10% of every investment is invested in the name of the organization's legal entity, the returns of which (if there are any) will be donated to Koç University Alumni Association to be given out as scholarships.

Name	Object	Number of students/ person involved
Boly	Boly is a mobile application that aims to maximize the sports experience of athletes by creating a unique sports community where they can match with other sports enthusiasts regardless of their location, Artificial intelligence-supported Müvekkil platform aims to provide reliable information based on Turkish Law	discover nearby sports facilities, and access equipment more easily. 9
Müvekkil	legislation in the fastest way. With the service it offers to lawyer users, it provides a solution to the inadequacy of legal document storage systems and improves inefficient	scanning processes. 10

Name	Object	Number of students/person involved
Geeklyzer	Geeklyzer; It is an Influencer Marketing solution focused on artificial intelligence, data and algorithms. It increases marketing efficiency by offering automatic mention tracking, competition analysis, benchmark reports, brand-focused pinpoint Influencer analyses, project creation and project outcome prediction through	an easy-to-use dashboard. 5
Imperium	Imperium is the next generation construction project management software. It allows to manage construction processes such as Project Management, Procurement, Technical Office, Quality & Safety, Finance and Sales management on a single platform.	Imperium, which facilitates the construction processes with its increasing number of solution partners, serves more than 300 companies and more than 2,000 users today. 6
Pdmechanics	Pdmechanics is an AI-powered predictive maintenance SaaS start-up that reduces industrial facilities' production downtimes by early diagnosis of machine malfunctions. Gaining customers from the	largest manufacturing companies, Pdmechanics offers solutions to industrial facilities of all scales and equipment manufacturers. 4
Medikarne		2

Medikarne offers artificial intelligence-supported health predictions, secure health data with blockchain and easy doctor access. It also provides easy access to healthcare while protecting health data.

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[Office of Corporate Relations and Resource Development](#) strives to strengthen the University's ties with its graduates, working in tandem with the Alumni Association to offer an array of opportunities for the alumni to stay connected with Koç University. The Office aims to strengthen the University's ties with its graduates by working in tandem with the Alumni Association to provide an array of opportunities for alumni to stay connected.

Formalized Partnership Governance

Examples of formal governance structures for partnering

Koç University has developed a robust framework for resource development and partnership management, focusing on structured engagement with corporate donors, individuals, and alumni. The university's formalized rules of engagement ensure that resources are strategically aligned with its mission, promoting social impact and sustainability. Notable initiatives include the Anatolian Scholarship Program, which addresses educational inequality and has garnered recognition for its effectiveness. The university also emphasizes donor recognition through programs like the KU Circle and fosters faculty excellence with sponsored professorships. Additionally, Koç University is dedicated to gender equality and stakeholder engagement, with comprehensive plans and new units to support these goals. This strategic approach not only maximizes contributions but also amplifies the university's positive impact on society and the environment.

Koç University has established formalized rules of engagement that govern the types of resources exchanged and the desired outcomes, ensuring that resource development is a strategic endeavor focused on fostering strong partnerships with corporate donors, individuals,

and alumni. These rules provide a clear framework for collaboration, detailing the expectations and responsibilities of all parties involved. By adhering to these guidelines, Koç University maximizes contributions and aligns them with its mission of social impact and sustainability. This structured approach not only enhances the effectiveness of fundraising initiatives but also ensures that the resources are utilized in ways that promote long-term social benefits. Through these partnerships, Koç University is able to support a wide range of programs, from scholarships for financially disadvantaged students to research initiatives that address pressing global challenges, thereby amplifying its positive impact on society and the environment.

Resource Development

The Office of Corporate Relations and Development seeks to maximize contributions to the University from corporate donors, individuals and the alumni. The University reaches out to corporates and individuals for scholarship funding, sponsored professorships and other funding-related initiatives. While the Anatolian Scholarship Program has become the signature fundraising initiative of Koç University, other programs such as annual giving, named scholarships and sponsored professorships also play an important role for resource development. In addition, the Office of Corporate Relations and Resource Development works together with the Alumni Association to increase fundraising from the alumni and develop alumni engagement.

The Anatolian Scholarship Program:

Supporting the education of financially disadvantaged yet academically strong students, the Anatolian Scholarship Program has been the primary focus of the University's fundraising efforts. Funds for Anatolian Scholarships are raised from corporates and individual donors and are utilized to cover tuition, on-campus accommodation, textbook expenses and monthly stipend. As an exemplary social initiative that brings the University together with the business world, the Program focuses on the vital issue of inequality in access to higher education in Turkey. The Anatolian Scholarship Program is based on raising awareness, researching donor prospects, soliciting donations, stewardship and donor-student relations. The support received to-date reflects the enthusiasm of a community of corporations and individuals who believe in Koç University's mission and philanthropic focus.

Within the scope of the program, donors are expected to provide an annual contribution which covers 2/3 of the annual expenses of a student. Matching corporate donations on a 2:1 basis, the University covers the remaining 1/3. When it comes to alumni donations, the matching ratio is 1:2. The matching system shows that Koç University is working hand-in-hand with corporate and individual donors to provide financially disadvantaged yet bright students with access to outstanding education that is otherwise beyond their reach.

In order to expand the Program's donor base internationally, the University has established the Koç Education Culture and Health Foundation (KECHF) which has been recognized by the IRS as a Section 501(c)(3) organization constituting a public charity in the United States. The Office of Corporate Relations and Development works in conjunction with the KECHF officers in New York City in reaching out to potential donors in the United States.

As the Anatolian Scholarship Program welcomes more students and becomes more widely known across Turkey, the number of applications to the Program shows a significant increase every year. Applications are evaluated across multiple dimensions on a weighted-scoring basis. Students' performance on the university entrance exam, their household income, social activities, reference letters and application essays constitute the basis of evaluations. Short-listed applicants are invited to the campus to take sample courses, meet faculty members and participate in social activities at the campus. In addition, one-on-one interviews are conducted with each candidate.

Awards and Recognition

In its more than 10-year life span, the Anatolian Scholarship Program has been recognized and appreciated by prestigious social responsibility, education and fundraising circles local and global. Our most recent award was a second-time recognition by the Council on Advancement and Support for Education (CASE) in August 2019. The Council recognized the Anatolian Scholarship Program in their Circle of Excellence with a Silver Award in the "Challenge Grant / Matching Gift Programs" category.

KU Circle - Donor Partnership Program

In order to recognize donors, the Office of Corporate Relations and Development launched the KU Circle of Friends in 2014. Representatives from donor companies are brought together annually through exclusive events; they receive current news about the University and benefit from discount rates in executive education programs. KU Circle gatherings create a constructive environment for exchange of ideas and help participants better understand the critical issues that revolve around the country's economic and social needs and what universities and corporations can offer in response to the emerging development issues.

Sponsored Professorships

Sponsored professorships provide recognition for the distinguished achievements of faculty and comprise of funds named in honor of a donor that provides direct research support to individual faculty members. They are established to attract, recognize and reward members of University faculty who are internationally acknowledged scholars of exceptional distinction, whose scholarly activity and accomplishments enrich selected areas of research and teaching.

The recipients hold elite faculty positions that represent prestige, leadership, and profound responsibility. In 2020, we established a new professorship with Yapı Kredi Bank. The professorship was given to Koç University Economics Professor Selva Demiralp for her research in her academic field. The Office of Corporate Relations and Development plays an instrumental role in maintaining the close relationship between sponsors and their respective professorship appointees. The Office actively explores further opportunities with donor prospects for new professorship engagements.

Alumni Fundraising Campaign

The University's 30th anniversary presented a great opportunity to build relationships with the alumni. The Office of Corporate Relations and Development implemented a new fundraising campaign which was initiated in July 2017. The overall objective of the campaign is to encourage our alumni to raise funds in support of one Anatolian Scholarship student per each alumni class. Class gifts are matched by the University on a 1:2 basis.

Gender Equality Plan

Koç University Gender Equality Plan ([KUGEP](#)) is a comprehensive and dynamic plan designed to ensure that gender equality is maintained and strengthened in all aspects of the institution. In March 2021, a committee composed of a diverse group of academic and administrative employees conducted a gender audit of the institution and identified the need for a dedicated unit to coordinate and facilitate the preparation and implementation of the Gender Equality Plan. The Gender Equality Coordinator position was created in April 2022 to address this need. KUGEP is a dynamic document that is reviewed annually to make necessary revisions and updates. The plan is also designed to work with other institutional policies and plans, such as the HR Excellence in Research Award, the UN Global Compact, and the larger SDG 2030 Agenda framework. Additionally, KUGEP addresses the gendered effects of potential disruptions to higher education and takes up the responsibility of developing a macro-level institutional plan to future-proof essential processes, operations, and employee well-being including partnering initiatives. Overall, KUGEP is an integrated policy document designed to create a more inclusive institution where every talent can reach its full potential.

Partnering for the governance of the University and CASE & GSB

The Board of Trustees (BT) is the highest entity in Koç University's governance. The BT, which has 9 trustees consisting of business leaders and academics, is an autonomous body that legally represents the university and has the ultimate executive authority. The International Board of Overseers (IBO) acts as an advisory council to BT and to the university administration. The IBO meets with the BT and the university administration once a year to review the developments concerning the University's strategic objectives and to give feedback.

The College of Administrative Sciences and Economics (CASE) and Graduate School of Business (GSB) convene an esteemed International Advisory Board annually to provide external governance and expert guidance on the CASE & GSB's academic programs. This diverse panel of global leaders, academics, and industry professionals offers invaluable insights into curriculum development, ensuring that educational offerings remain cutting-edge and relevant in a rapidly evolving global market. The board also focuses on sustainability initiatives, advising on strategies to integrate environmental and social considerations into CASE&GSB's operations and teaching. Additionally, their expertise helps shape CASE & GSB's social impact agenda, fostering programs that equip students to drive positive change in their communities and beyond. This collaborative effort ensures that CASE & GSB not only maintain high academic standards but also leads in promoting sustainable and socially responsible business practices.

Since 2015, the GSB CEMS Team has been organizing Annual Steering Committee meetings, focusing on various critical topics, with a strong emphasis on bridging the gap between academia and private industry. These meetings foster a collaborative environment where academic leaders, industry professionals, and CEMS alumni converge to discuss and develop strategies that align educational objectives with industry needs. Inviting CEMS alumni to these meetings highlights the GSB's commitment to maintaining robust governance structures and leveraging the valuable insights and experiences of its graduates. This inclusive approach not only enhances the relevance and applicability of academic programs but also reinforces GSB's dedication to fostering strong partnerships that drive mutual growth and innovation.

GSB's commitment to social accountability reflects a broader ethos of responsibility towards its community. By prioritizing stakeholder management and establishing robust partnerships with NGOs, business and municipalities, GSB seeks to amplify its impact beyond the confines of the campus. To help facilitate mutual benefits between KU and the corporate sector, NGOs, and municipalities, and ultimately extend its societal impact, GSB officially inaugurated a specialized unit for Stakeholder Engagement Policies in March 2024 to fulfill these objectives. This unit will conduct its activities in collaboration with external stakeholders, bringing together their representatives on a dedicated board which is planned for the upcoming academic year.



Practice

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

RME Policy Implementation

Koc University, Business School has implemented 5 policies to support its commitment to responsible management education:

No, but RME is stimulated organically rather than through policies (a narrative explaining why will be prompted with this option)

Description of the practices that are intended to influence how faculty, staff and students support the school's commitment to RME.

Koç University is deeply committed to gender diversity and equality across its faculty, administrative staff, and student body. The university implements several initiatives through the Koç University Gender Equality Plan (KUGEP), including the Gender Inclusive Teaching Improvement Grant, Return-to-Research Grant, and the EMBO Self-Leadership Workshop for Women in Science. These efforts promote gender equality in academic roles and support women's leadership and career development.

In faculty appointments, Koç University emphasizes merit-based criteria, leading to a high representation of women in leadership roles, including multiple deanships and the position of Vice President for Academic Affairs. The university also addresses challenges related to gender equality, such as implicit bias and equal pay, through targeted training and career development programs.

For administrative staff and students, inclusive policies and programs are in place, including the "Zone" campaign against sexual harassment and gender-based violence. Women also benefit from scholarship programs, such as the Women in Global Management Scholarship and the Resilient Leaders Scholarship, which aim to support female candidates and those from disadvantaged backgrounds.

Koç University further supports international diversity and environmental sustainability, evidenced by initiatives like the International Staff Week and various carbon footprint reduction efforts. The university's comprehensive approach underscores its commitment to fostering an inclusive, equitable, and environmentally conscious academic community.

The practices of KU as regards gender diversity in its staff

Among faculty:

Koç University's commitment to gender diversity among its faculty members is reflected in various initiatives outlined in the Koç University Gender Equality Plan (KUGEP). The Gender Equality Office (GEO) coordinates efforts to ensure gender equality in academic representation,

acknowledging the importance of a diverse faculty. Notably, the Gender Inclusive Teaching Improvement Grant program, a joint endeavor of the GEO and the Office of Learning and Teaching (KOLT), supports faculty members in redesigning curricula and teaching materials to foster gender-equal educational principles. Additionally, the Return-to-Research grant, developed in collaboration with the Vice Presidency for Research and Development (VPRD), specifically aids female academics reintegrating into academia after career breaks, promoting gender diversity in research and academic pursuits. Moreover, in a significant partnership with EMBO, Koç University introduces the prestigious EMBO Self-Leadership Workshop for Women in Science. This workshop offers a distinctive opportunity for women scientists in Turkey, providing a valuable platform to nurture their self-leadership skills. This workshop is dedicated to empowering women scientists by equipping them with essential tools and insights required to navigate their professional and personal journeys with confidence and authenticity. In Koç University, faculty appointments and promotions are based on objective criteria, and is a reflection of merit. Therefore, women are well represented in our departments. As an indication of our commitment to gender equality, we proudly hold the #1 position worldwide in terms of women faculty ratio in Financial Times Executive MBA programs ranking, with 50% female faculty.

Among administrative staff and students:

Koç University's dedication to gender diversity extends to administrative staff through inclusive policies and programs. KUGEP's comprehensive gender audit included gender-disaggregated data collection, enabling the assessment of gender equality in administrative roles and identification of areas for improvement. Initiatives such as the "Zone" campaign against sexual harassment and gender-based violence, jointly conducted by the Gender Equality Office, the Dean of Students, and the Communications Directorate, address vital concerns impacting the campus community, contributing to an inclusive and respectful academic environment.

● KU Gender Equality Plan:

https://ku-people.s3.eu-west-1.amazonaws.com/cdn/files/mailling/KU/KUGEP_2022-25.pdf

● Gender Inclusive Teaching Improvement Grant:

<https://geo.ku.edu.tr/gender-inclusive-teaching/>

● Return-to-Research Grant: <https://geo.ku.edu.tr/return-to-research-grant/>

● Zone Campaign:

<https://geo.ku.edu.tr/zone-campaign-against-sexual-harassment-and-gender-based-violence/>

It is common for women at Koç University to hold positions of leadership. As of February 2024, five out of seven Dean position are held by women (College of Administrative Sciences and Economics, Law School, College of Sciences, College of Social Sciences and School of Nursing). We also have a woman as Vice President for Academic Affairs, Prof. Funda Acar Yağcı. Prof. Acar Yağcı took over the position from Prof. Zeynep Gürhan-Canlı, who also served as the acting president of the university during an interim period, before the appointment of the

current president. Nevertheless, navigating the complexities of gender equality may be difficult. Therefore, the Gender Equality Office has identified key challenges that require attention in the year 2023-24. These include:

1. Developing training programs to address implicit bias in recruitment and enhance leadership capacities of women
2. Designing tailored career development programs for women in academia
3. Promoting science communication and visibility for women academics
4. Embedding the principles of equal pay and implementing gender budgeting framework within the organizational structure
5. Advancing gender mainstreaming in research and promoting gender sensitivity in research lab environments
6. Strengthening women's presence in the innovation and entrepreneurial ecosystem
7. Addressing work-life balance challenges and fostering an inclusive organizational culture
8. Promoting equal distribution of non-promotable tasks and reducing gender inequalities in academic care labor

Graduate School of Business scholarship program for inclusion:

The objectives and scope of scholarship policies for the full-time non-thesis master's programs of the Graduate School of Business (GSB) are determined in line with the research and education policies defined by the Quality Commission (<https://vpaa.ku.edu.tr/kalite-komisyonu/>) of Koç University (KU), a signatory of the United Nations (UN) Global Compact, and the UN Sustainable Development Goals (SDGs). In this framework, GSB aims to lead and contribute to scientific developments worldwide, ensure the generation and societal use of new knowledge, attract students with high moral standards, social awareness, and responsibility, increase the number of international students and cultural diversity through graduate programs, and provide inclusive and equitable quality education and lifelong learning opportunities for all under the UN's Quality Education goal. Therefore, it offers scholarship opportunities for students enrolled in full-time non-thesis Master of Science programs.

1. Women in Global Management Scholarship Program is implemented by GSB to promote gender equality on a global scale in the field of international management. The program aims to empower women in leadership roles by supporting female candidates who demonstrate high academic achievement, leadership potential, and a tendency to create positive change in their communities, preparing them for these roles through higher education.

The program targets local and international female candidates who have graduated from undergraduate programs, possess high academic achievement, and have either no professional experience or only short-term experience.

2. Resilient Leaders Scholarship Program focuses on candidates who:

1. Come from communities and regions that have faced significant hardships such as war, civil war, prolonged conflict, forced migration, or natural disasters,

or

1. Have maintained their success and motivation despite intense financial and social pressures.

GSB recognizes the unique perspectives, talents, and determination of these individuals as exceptionally valuable in tackling complex global issues and aims to support these future leaders promote sustainable development and positive change at both global and local levels.

The practices of KU as regards the international diversity of its staff:

The university's commitment to international diversity among its faculty members is evidenced in the initiatives that foster global collaboration and inclusivity. The International Staff Week, a collaborative effort with European partners, facilitated knowledge exchange and best practices on gender equality

and inclusion in higher education. This initiative in 2023 brought together professionals from ten different European countries, promoting diverse perspectives and cross-cultural connections.

The practices of KU in favor of disadvantaged students

Diversity, Inclusion and Disabilities Coordination Office (DIO) is one of the important unit as a part of the Dean of Students in Koç University. DIO enables every student who has differences such as, gender, language, disability, ethnicity and cultural characteristics to participate in equal university life within the Koç University. This unit is responsible for receiving, reporting, monitoring student applications regarding unequal or discriminatory practices, attitudes and situations. In addition, the unit provides coordination with all other units in the University for the development of solutions for unequal or discriminatory practices and situations that students may encounter during education. The unit also provides the necessary information about the objectives of the Office of diversity, inclusion and coordination of disabled students to the faculty and administrative Staff.

DIO provides help for students with disabilities and closely supports their social and academic experiences.

1. Equality in access to academic programs,
2. Priority in accommodation needs,
3. Equality in being included in university life,
4. Awareness of disability within the University

Students with disabilities receive frequent, personal guidance so that they can adapt and integrate better to the University environment. DIO also provides advice and guidance to students with permanent or temporary disabilities in the process of requesting accommodations from the university. The following are general categories;

1. Intellectual disabilities
2. Hearing impairments (including deafness)

3. Speech or language impairments
4. Visual impairments (including blindness)
5. Orthopedic impairments
6. Autism
7. Traumatic brain injury
8. Other health impairments
9. Specific learning disabilities (Dyslexia, *Attention Deficit* Hyperactivity Disorder ADHD etc.)

Tracking of the school's carbon footprint

Koç University Campus operations reports the carbon emission of our university as 2294 tons. This number is calculated in line with GHG Protocole Scope 1, and excludes Koç University Hospital and the Clean Room in Science and Technology Building at our request (which are not related to CASE and GSB). As CASE and GSB students make up of approximately 29% of all student body (including double majors), we estimate the carbon emission of our school to be 665 tons.

Encouragement to use soft or public transportation

You can reach both our and IETT (Istanbul Electric Tramway and Tunnel Establishments) and minibus schedules through the link below:

<https://ogs.ku.edu.tr/isletme-direktorlugu/ulasim-hizmetleri/>

Carpooling

In our project, 16-seat and 27-seat vehicles are used for all locations for transportation of staff and academic faculty. There are 40 ea of 16-seat and 3 ea of 27-seat personnel transport services, making 43 service vehicle available. These vehicles provide potential transportation for 720 people. In addition, availability of on-campus housing for faculty also decreases the amount of transportation needed and contributes to the conservation of energy.

Purchasing policies to support the social economy and green labels

At Koç University, environmental sustainability is deeply ingrained in the institution's operational principles. The university focuses on key areas such as energy efficiency, waste reduction, sustainable resource management, and green building design, aligning with SDG 12:

Responsible Consumption and Production. Sustainable procurement practices are prioritized to ensure environmentally responsible supply chains. Through the establishment of the Koç University Sustainability Task Force (STF) and Koç University Sustainable Campus Operations, the university demonstrates its commitment to sustainable practices. The STF coordinates campus activities, sets goals, and monitors progress, while Sustainable Campus Operations focuses on reducing energy consumption, controlling greenhouse gas emissions, and increasing the use of renewable energy resources. As an active member of the International Sustainable Campus Network (ISCN), Koç University collaborates with international institutions to share best practices in sustainable campus operations. The university's campuses are equipped with automatic systems for energy optimization, including motion sensors for lighting

and temperature control. In line with the Istanbul Provincial Zero Waste Management System Plan, separate waste collection systems are implemented to manage paper, glass, metal, plastic, and organic waste.

Our vision is a realistic yet ambitious action plan will be devised to transform the campus into a green and sustainable environment. This plan will prioritize substantial reductions in energy consumption, greenhouse gas emissions, and waste generation. Koç University will establish sustainable catering systems, enforce strict sustainability criteria for outside vendors, and create mechanisms to foster institution-wide synergy and accountability for achieving carbon neutrality and waste reduction targets.

Environmental projects undertaken by the students

In terms of sustainability actions by students, KU Volunteers group is a very active community. A subgroup of KU Volunteers focus on environmental issues. They conduct activities regarding recycling, trying to increase awareness and education level in this area. In collaboration with Deniz Temiz Vakfı (Clean Sea Foundation) and TEMA (The Turkish Foundation for Combating Soil Erosion, for Reforestation and the Protection of Natural Habitats), they participate in providing training to primary school students in Sarıyer area.

Zero Waste Certifications

In 2021 Basic Level Zero Waste Certificate is obtained for Rumelifeneri Campus Places complying following;

1. At least double collection of recyclable paper, glass, metal, plastic wastes and organic and other wastes separately,
2. Complying with the Istanbul Provincial Zero Waste Management System Plan,
3. Placement of glass banks, textile/clothing waste bins, waste vegetable oil collection units in easily accessible places for separate collection of wastes.
4. Basic Level Zero Waste Certificate was obtained within the scope of compliance with the relevant criteria of the Ministry of Environment and Urbanization and Climate Change.

It is aimed to obtain “Qualified Zero Waste Certificate” by converting the organic wastes generated in the campus dining areas into agricultural products by installation of the compost machine in the facility.

ISO 14001 Certifications :Increasing environmental performance and environmental management in accordance with international standards are adopted at Koç University Rumelifeneri Campus and its places. In this context, ISO 14001:2015 Environment Management certification is obtained as Koç University.

ISO-50001 Certifications :Koç University Rumelifeneri Campus has ISO 50001:2018 Energy management certification to ensure continuous improvement of energy performance and energy management system.

Employee equity, diversity, inclusion

Policies on employee (including faculty) equity, diversity, inclusion

KOLT Teaching Improvement Grants

Date

August, 2024 - August, 2025

Location

Koç University Campus Istanbul

Speakers

Faculty

Teaching support grant for KU Faculty

KOLT Teaching Grant

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

Policies on employee (including faculty) equity, diversity, inclusion

Showcase events for gender equality on campus

Date

August, 2024 - August, 2025

Location

Koç University Campus Istanbul

Speakers

Faculty

KU showcase events for gender equality

Gender Equality Showcase Events (1)

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

Policies on employee (including faculty) equity, diversity, inclusion

Women in Science Initiative for gender equality and inclusion

Date

August, 2024 - August, 2025

Location



Istanbul

Speakers

Melissa Davies, Stephanie Ruder Schoof

This workshop is dedicated to empowering women scientists by equipping them with the essential tools and insights required to navigate their professional and personal journeys with confidence and authenticity. Through a scholarly and serious approach, participants will actively engage in substantive discussions and practical exercises meticulously designed to enhance their leadership acumen.

Women in Science Initiative

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

Policies on employee (including faculty) equity, diversity, inclusion

Return to Research Grant Framework

Date

August, 2024 - August, 2025

Location

Koç University Campus Istanbul

Speakers

Faculty

The initiative has become an established part of Koç University's commitment to supporting female researchers reintegrating into academia after career breaks.

Return to Research Grant Policy

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

Policies on employee (including faculty) equity, diversity, inclusion

MASTER'S DEGREE STUDIES SUPPORT PROCEDURE FOR KOÇ UNIVERSITY FACULTY AND STAFF

Scope

Faculty and Staff

Enforcement Date

July, 2014

Number Of Pages

5

Publisher

Human Resources Directorate

Media

website

Master's Degree at KU Programs Procedure
for KU Staff

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

Policies on employee (including faculty) equity, diversity, inclusion

WHISTLEBLOWING POLICY

Scope

Faculty and Staff

Enforcement Date

October, 2023

Number Of Pages

5

Publisher

Risk Management, Compliance and Internal Control

Media

website

KU Whistleblowing Policy (1)

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

Policies on employee (including faculty) equity, diversity, inclusion

Regulation for the Prevention of Sexual Harassment and Assault

Scope

Faculty and Staff

Enforcement Date

August, 2018

Revision Date

April, 2022

Number Of Pages

8

Publisher

Human Resources Directorate

Media

website

KU Policy for the Prevention of Sexual
Harassment

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

Policies on employee (including faculty) equity, diversity, inclusion

KU Gender Equality Action Plan 2022-2025

Relevant Stakeholders

Students, faculty, staff

Purpose

Informing the KU Community on campus about the gender equality roadmap

KU Gender Equality Plan2022-25

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

Travel

Policies on travel

Koç University Travel Policy

Scope

Travel

Enforcement Date

March, 2020

Revision Date

June, 2024

Number Of Pages

8

Publisher

KU Financial Affairs Directorate

Media

website

Travel-Procedure

View document  Download document 

Sustainability related efforts booklet

Other policies not mentioned above

KU Sustainability Booklet

Relevant Stakeholders

Academia, business and civil society organisations

Purpose

A curation of sustainability initiatives at KU

[Supporting Links](#)

Other policies not mentioned above

KU Compliance Policy

Scope

Faculty and Staff

Enforcement Date

October, 2023

Revision Date

April, 2024

Number Of Pages

3

Publisher

Risk Management, Compliance and Internal Control Directorate

Media

website

KU Compliance Policy (1)

View document  Download document 

Other policies not mentioned above

KU Code of Ethical Conduct

Relevant Stakeholders

Students, faculty, staff

Purpose

Ethical Code of Conduct

KU Code of Ethical Conduct

View document  Download document 

Other policies not mentioned above

KU Sustainability & Innovation Manual

Department

Koç University all colleges

Learning Object Subject

All disciplines

Educational Level

PhD, Masters and undergraduate studies

Learning Outcome

Responsible citizens



Interactivity Type

Active

Learning Object Description

Manual for students on sustainability and innovation efforts on campus

Koc-University-Sustainability-and-Innovation-Manuel-for-Students_compressed (1)

View document  Download document 

Other policies not mentioned above

Koç University Graduate School of Business Strategic Vision Statement for Enhancing Stakeholder Engagement, Social Impact, and Sustainability

Relevant Stakeholders

Academia, business and civil society organisations

Purpose

Koç University Graduate School of Business Strategic Vision Statement for Enhancing Stakeholder Engagement, Social Impact, and Sustainability

GSB Strategic Vision Statement for
Enhancing Stakeholder Engagement.docx

View document  Download document 

Student equity, diversity, inclusion

Sexual Harassment Campaign

At Koç University, fostering a safe and inclusive academic environment is paramount, where every individual is treated with respect and dignity. The “Zone” campaign is a vital part of this commitment, addressing the important issue of gender-based violence and sexual harassment.

Date

August, 2024 - August, 2025

Location

Koç University Campus Istanbul

Speakers

KU students

At Koç University, fostering a safe and inclusive academic environment is paramount, where every individual is treated with respect and dignity. The “Zone” campaign is a vital part of this commitment, addressing the important issue of gender-based violence and sexual harassment.

Sexual Harassment Zone Campaign

View document  Download document 

KU Student Code of Conduct

KU Student Code of Conduct

Relevant Stakeholders

Students, faculty, staff

Purpose

Inform students about their rights and responsibilities

[Supporting Links](#)

Diversity & Inclusion Directive for KU Students

The purpose of this Directive is to regulate the formation and operating principles of the Office for Diversity, Inclusion, and Coordination for Students with Disability.

Scope

KU Students

Enforcement Date

March, 2024

Number Of Pages

5

Publisher

Koç University Office for Diversity, Inclusion, and Coordination for Students with Disability

Media

website

[Supporting Links](#)

Graduate School of Business (GSB) Full-Time Non-Thesis Master of Science Programs Scholarship Policies and Types

Graduate School of Business (GSB) Full-Time Non-Thesis Master of Science Programs
Scholarship Policies and Types

Relevant Stakeholders

Prospective students

Purpose

Graduate School of Business (GSB) Scholarships for Inclusion

GSB Scholarships for Inclusion.docx

View document 

Download document 

Institutional Aspiration Targets

Koc University, Business School has set aspiration targets in 1 different area:

- ❖ Koç University Graduate School of Business Strategic Vision Statement for Enhancing Stakeholder Engagement, Social Impact, and Sustainability Introduction: In today's dynamic business landscape, business schools are not only hubs for academic excellence but also

pivotal players in fostering sustainable development, social impact, and responsible business practices. As stewards of knowledge and innovation, business schools have a unique opportunity to leverage their resources, networks, and expertise to engage stakeholders, drive positive societal change, and support the long-term sustainability of their institutions. In the bustling landscape of Turkey's business education, the challenges faced by institutions like Koç University (KU) Graduate School of Business (GSB) echo those of global peers. Amid the era of artificial intelligence (AI) and innovation, the demand for research and teaching that yields impactful outcomes has never been greater. There's a pressing need to enhance the quality of research and innovation jobs to attract and empower young people to tackle unprecedented challenges. Against this background GSB should engage with professionals from diverse backgrounds to foster collaborative partnerships. Given the fast-paced nature of change, we must equip our students with future-focused skills while upholding human-centered principles like learner-centered education. However, the local context adds layers of complexity. With financial constraints and challenges to recruit faculty members from different academic and cultural backgrounds, building a curriculum that meets international standards while addressing local needs becomes a daunting task. The urgency not to lag behind necessitates innovative learning techniques and program structures. GSB's strategic response involves fostering a collaborative environment both on campus with interdisciplinary programs as well as with its external stakeholders by leveraging partnerships with corporate entities to welcome their financial support to this cutting-edge interdisciplinary research and teaching environment on campus, and also as a business school we must collaborate with NGOs, other universities and policy-makers to embrace a collective and inclusive human development approach to education on a basis of a multi stakeholder engagement principle. Furthermore, in a region marked by inequalities, poverty and political tensions, community building and impact creation take center stage. GSB's commitment to social accountability reflects a broader ethos of responsibility towards its community. By prioritizing stakeholder management and establishing robust partnerships with NGOs and municipalities, GSB seeks to amplify its impact beyond the confines of the campus. This approach aligns with KU's new evolving policy landscape, which emphasizes inclusive decision-making processes and holistic approaches to address social challenges. As GSB navigates the complex intersection of global pressures and local realities, its dedication to fostering innovation, inclusivity, and community engagement stands as a beacon of resilience in the face of challenging circumstances. This policy paper outlines a strategic framework for GSB based on its strengths, to navigate these challenges, emphasizing the importance of stakeholder engagement, social impact, sustainability, and supporting the university's impact and endowment program through strategic business connections.

Context and Background

Stakeholder Engagement Practices in Business Schools: The current landscape of stakeholder engagement practices in business schools is evolving rapidly. Traditionally, stakeholders in business schools have been primarily identified as students, faculty, and

alumni. However, there has been a growing recognition of the importance of engaging a broader range of stakeholders, including employers, local communities, regulatory bodies, and industry partners. Business schools are increasingly focusing on building meaningful relationships with these stakeholders to better understand their needs, expectations, and concerns. This involves activities such as advisory boards, industry partnerships, internships, mentorship programs, community outreach initiatives, and alumni networks. Effective stakeholder engagement fosters collaboration, promotes diversity of thought, enhances the relevance of business education, and strengthens the school's reputation and impact.

Significance of Impact Measurement and Reporting in Business Education: Impact measurement and reporting are becoming increasingly important in the context of business education for several reasons. Firstly, there is growing demand from stakeholders, including students, employers, donors, and regulatory bodies, for transparency and accountability in how business schools deliver value and contribute to society. Impact assessment allows business schools to demonstrate the outcomes and effectiveness of their educational programs, research activities, and outreach efforts. Secondly, impact measurement helps business schools identify areas of strength and areas for improvement, enabling them to enhance the quality and relevance of their offerings. Thirdly, impact reporting can help attract funding, support strategic decision-making, and differentiate the school in a competitive market. Common metrics for impact measurement in business education include student outcomes (e.g., employment rates, salary levels, career advancement), research productivity, industry partnerships, social and environmental contributions, and alumni engagement.

Rationale Behind Establishing an Endowment Program: Establishing an endowment program can provide several benefits for a business school and its stakeholders. Firstly, an endowment program helps ensure the long-term financial sustainability and stability of the school by providing a reliable source of income to support its operations, programs, and initiatives. Endowment funds are typically invested, and the returns generated from these investments are used to fund scholarships, faculty positions, research projects, infrastructure development, and other strategic priorities. Secondly, an endowment program allows the school to attract and retain top talent, including faculty members and students, by offering competitive financial support and resources. This enhances the school's reputation and competitiveness in recruiting outstanding individuals. Thirdly, an endowment program can create a legacy of philanthropy and support for the school, engaging alumni, donors, and other stakeholders in contributing to its long-term success. Additionally, endowment funds provide financial flexibility and resilience, enabling the school to weather economic downturns and adapt to changing circumstances while maintaining its core mission and values. Overall, establishing an endowment program aligns with the school's commitment to excellence, innovation, and impact in business education.

Strategic Response of GSB: Stakeholder Engagement Management: GSB should adopt a proactive approach to stakeholder engagement, recognizing the diverse interests and perspectives of stakeholders including students, faculty, KU institutes, research centers,

labs, departments, alumni as well as local communities, businesses, NGOs, academic partners and policymakers. Implement regular communication channels such as advisory boards, surveys, focus group discussions, and online platforms to gather feedback, address concerns, and foster collaboration. Develop tailored engagement strategies for different stakeholder groups, aligning their interests with the mission and values of the GSB and KU.

Social Impact Initiatives: Integrate social impact into the core curriculum, offering courses, workshops, and experiential learning opportunities that explore the intersection of business and societal challenges. Establish partnerships with social enterprises, nonprofits, and Istanbul Metropolitan Municipality and its district municipalities to create real-world projects that address pressing social issues while providing students with practical skills and insights. Encourage faculty for their impact-based research by seeking funding opportunities from the corporate world.

Sustainability Integration: Embed sustainability principles across all GSB activities, from campus operations to research initiatives to student-led initiatives. Develop sustainability-focused courses and research programs that examine topics such as sustainable business models, sustainable finance, ESGs in accordance with the UN SDGs.

Business Connections for Sustainable Growth: Forge strategic partnerships with businesses that share the GSB's commitment to social impact and sustainability, creating opportunities for joint research projects, executive education programs, and ESG initiatives. Facilitate networking events, industry forums, and alumni reunions to connect GSB stakeholders with business leaders, fostering collaboration, knowledge exchange, and career opportunities. Develop mentorship programs that pair students with industry professionals to provide guidance, insights, and career development support in the fields of sustainable business and social entrepreneurship.

GSB's Unique Positioning to Establish Funding Framework for GSB and to Support the "Act for Impact" Endowment Program within the University at large: GSB is uniquely positioned in Turkey and the surrounding region by its global connectivity, a unique selling point that we intend to use consistently in our communications with various stakeholders. GSB's CEMS MIM program has been identified as a best practice among the top 33 CEMS business schools by the CEMS Program Review Team (PRT) for its connection and collaboration with global corporate partners, bringing together faculty members, students, company representatives, and KU alumni. In accordance with this commendation and other international accreditation assessments, GSB has made a strategic decision to further enhance its existing strength by formalizing and strengthening its stakeholder management practices. This initiative is aimed at supporting KU's new vision, "Act for Impact," and seeks to foster meaningful relationships to advance the university's general endowment program, facilitate mutual benefits between KU and the corporate sector, and ultimately extend its societal impact. As a result, having officially launched a specialized unit for Policy Management and Stakeholder Engagement in March 2024 to fulfill these objectives, GSB will implement the proposed framework for stakeholder engagement, social impact, sustainability, and support the KU endowment program management at large. GSB positions itself as a leader in responsible business education and practice. Through its

strong and established strategic business connections both locally and globally, GSB aims at harnessing the collective power of academia, industry, and society to drive positive change, create value for stakeholders, and contribute to a more sustainable and inclusive future.

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[sid=bf99a1f0-393d-4e1c-9a93-15bb0718b10b%40redis&vid=0&format=EB](https://eds.p.ebscohost.com/eds/ebookviewer/ebook?sid=bf99a1f0-393d-4e1c-9a93-15bb0718b10b%40redis&vid=0&format=EB)) Significance of Impact Measurement and Reporting in Business Education: Eccles, R. G., & Krzus, M. P. (2021). The Integrated Reporting Movement: Meaning, Momentum, Motives, and Materiality. Routledge. Gond, J. P., Kang, N., & Moon, J. (2021). The emergence of a business and society field: A critical overview and future prospects. *Business & Society*, 60(1), 5-36. Rationale Behind Establishing an Endowment Program: Benabou, R., & Tirole, J. (2016). Bonus culture: Competitive pay, screening, and multitasking. *Journal of Political Economy*, 124(2), 305-370. Ferrero-Ferrero, I., Fernández-Izquierdo, M. Á., & Muñoz-Torres, M. J. (2020). The role of sustainability in the relationship between stakeholders and business schools: An international study. *Sustainability*, 12(11), 4635. OECD (Organisation for Economic Co-operation and Development): OECD (2019). "Stakeholder Engagement for Inclusive Policy Making: A Cross-Country Analysis." OECD (2020). "Measuring Business Impacts on People's Well-being." OECD (2021). "Endowments for Higher Education: Trends, Challenges and Opportunities." UN PRME (United Nations Principles for Responsible Management Education): UN PRME (2017). "Impactful Partnerships: Sustainable Development Goals and Management Education." UN PRME (2020). "The Future of Responsible Management Education: Challenges and Opportunities." Other Entities: AACSB International (Association to Advance Collegiate Schools of Business). (2021). "Impactful Business Schools: A Systematic Review." EFMD (European Foundation for Management Development). (2018). "Impact Assessment Report: Business Schools." The Aspen Institute. (2021). "Business Education and ESG: Understanding the Landscape."



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, Koc University, Business School operates with the following approach:

Full Transparency Disclosure

Koç University's Commitment to Collective Learning and Transparency for Broader Social Impact

Koç University (KU) is firmly committed to the principles of the RME, emphasizing collective learning and transparency as key drivers of social impact. The university regularly publishes detailed reports on its progress, strategies, and activities related to these principles, highlighting both achievements and lessons learned from failures. This openness not only showcases KU's dedication to responsible management education but also fosters a collaborative environment that benefits the global community. For more information and access to the latest reports, visit the Collective Learning and Transparency webpage of the KU Graduate School of Business.

Koç University (KU) is deeply committed to the principles outlined by PRME. Believing in the power of collective learning and transparency, KU views these as essential components for driving broader social impact. By sharing strategies, processes, policies, activities, and outcomes related to these principles, KU aims to foster a collaborative environment that benefits not only the university but also the global community.

KU regularly publishes reports detailing progress and achievements related to responsibility principles. These reports provide insights into strategies, processes, policies, and activities, showcasing the dedication to responsible management education and enabling others to learn from the experiences. Importantly, KU also shares its failures, believing in the benefit of lessons learned and the value of sharing experiences with the community and the public. By acknowledging and reflecting on setbacks, KU demonstrates a commitment to continuous improvement and collective growth.

For more information about Koç University's initiatives and to access the latest reports, please visit the Collective Learning and Transparency [webpage](#) of KU Graduate School of Business.

Website of disclosure of performance

GSB webpage for Collective Learning and Transparency

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Graduate School of Business Collective Learning and Transparency webpage

Media Type

Report

Duration

All PRME and Global Compact reports

[Supporting Links](#)

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