

PRiME

*an initiative of the
United Nations Global Compact*

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

Koc University, Business School

August 2025

Table of Contents

1. About Koc University, Business School	3
2. About PRME	4
3. About SDGs	6
4. Getting Started	7
5. Purpose	18
6. Values	20
7. Research	22
8. Partner	24
9. Practice	26
10. Share	28

About Koc University, Business School

About the Principles for Responsible Management Education (PRME)

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

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



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

Antonio Guterres

Secretary-General (2017 - Present)

United Nations

”

Principles of PRME



Purpose

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



Values

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



Teach

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



Research

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



Partner

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



Practice

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



Share

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

The Sustainable Development Goals (SDGs)

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





Getting Started

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

1. Mission

1.1 Koç University Graduate School of Business and College of Administrative Sciences and Economics Mission

Subjects

- Business Administration

Provide supporting context

The principle mission of the Graduate School of Business is to conduct research that contributes to scientific development on an international scale and cultivate Türkiye's most competent graduates, well-rounded adults who are internationally qualified; who can think creatively, independently and objectively; and who are confident leaders. Concurrently, research conducted at Koç University contributes to scientific development on an international scale and bolsters technological, economic and social development. Koç University consistently strives to advance knowledge through its efforts and to serve progress in Türkiye as well as sustainable development globally by becoming an institutional model of excellence.

2. Vision

2.1 Koç University Graduate School of Business (GSB) and College of Administrative Sciences and Economics (CASE) Vision

Subjects

- Business Administration

Provide supporting context

The vision of GSB & CASE is to provide a world-class education, achieve academic excellence in research, and benefit society locally and globally. Our 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.

3. Strategy

3.1 Strategic Plan

Upload or select a document

Strategic Plan

View document 

4. Strategy Alignment

4.1 Koç University Sustainability Office Commitment

Subjects

- Corporate Social Responsibility (CSR)
- Ethical Leadership
- Responsible Management Education
- Sustainable Development

Provide supporting context

At Koç University, we believe that science is the foundational pillar of sustainability. Inspired by curiosity, rigorous inquiry, and a passion for life, the KU Office of Sustainability (KUOS) reimagines sustainability for a leading research institution. KUOS is not a traditional sustainability office; it is a dynamic platform designed to foster connections and collaborations across diverse knowledge areas and offices, from academic disciplines to real-world practices and impactful initiatives.

Our vision is to create a vibrant culture where curiosity drives discovery, science provides solutions, and life thrives through sustainable thinking. KUOS aims to create an ecosystem for the flow of information and collaboration throughout the university and beyond—bridging internal structures, external stakeholders, and the evolving field of sustainability science and regulations. By supporting meaningful collaborations across disciplines and sectors, KUOS amplifies evidence-based efforts for a stronger, more sustainable impact on our planet and communities.

KUOS shares the excitement of learning and discovery, empowering students, researchers, and partners to weave sustainability principles into every aspect of academic and societal life. We view sustainability as an integral part of knowledge, innovation, and life itself—not as a separate goal, but as a core value that transforms all that we do.

<https://www.ku.edu.tr/en/sustainability/kuos-vision/>

4.2 Koç University Sustainability Action Plan

Subjects

- Corporate Social Responsibility (CSR)
- Business Administration
- Eco-design
- Entrepreneurship
- Environmental Economics
- Environmental Studies
- Ethical Leadership
- Finance
- Human Resources
- Renewable Energy Management
- Responsible Management Education
- Social Entrepreneurship
- Sustainable Development
- Sustainable Supply Chain Management

Provide supporting context

<https://www.ku.edu.tr/en/sustainability/action-plan/>

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

Subjects

- Human Resources
- Responsible Management Education
- Corporate Social Responsibility (CSR)
- Sustainable Development
- Ethical Leadership
- Renewable Energy Management
- Sustainable Supply Chain Management

Provide supporting context

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.

5. Graduates

502

6. Degrees Offered

- Bachelor of Science (B.Sc. or B.S.)
- Master of Business Administration (M.B.A.)
- Doctor of Philosophy (Ph.D.)

7. Faculty & Staff at the University

1174

8. Faculty & Staff at the Institution

97

9. Student Attendance at the Institution

827

10. Student Attendance at the Institution

383

11. Student Attendance at the Institution

413

12. Student Attendance at the Institution

31



Purpose


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

13. Letter of Commitment

13.1 Letter of the Graduate School of Business Director

Upload or select a document


Nilüfer Aydınoğlu Letter

View document 

13.2 Letter of the Head of Sustainability Office (KUOS)

Upload or select a document

KUOS Commitment Letter_PRME_2025

View document 



Values

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



14. RME Lead

- Centralized sustainability office
- Interdisciplinary efforts across business school



Research

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

15. 2024 Publications

70

16. 2024 Publications on Sustainable Development and/or RME

17

17. Research Funding

- National
- International

18. Socializing Research

- Industry and business networks
- Research collaborations

19. Research Awards

19.1 Established Thought Leader in Consumer Research

Award Granter

Journal of Consumer Research

Award Grantee

Professor Zeynep Gurhan Canli



Partner

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

20. Partners, Accreditation Bodies, Associations, etc.

- AACSB (Association to Advance Collegiate Schools of Business)
- Ministries of Education, Higher Education, or similar national bodies
- AMBA (Association of MBAs)
- United Nations Global Compact non-business signatory
- CEMS (The Global Alliance in Management Education)
- EFMD (European Foundation for Management Development)
- Financial Times
- University Councils
- Local institutions and associations
- Times Higher Education (THE)

21. Student Partners

- Sustainable Development Solutions Network (SDSN) Youth



Practice

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

22. RME Practices


- Campus operations guides
- Carbon reduction or offset commitments
- Employee equity, diversity, inclusion
- Responsible procurement policies
- Student equity, diversity, inclusion
- Sustainability strategy or strategic plan (school or university level)
- Zero-waste guides

23. RME Policies

23.1 Sustainability Manuel for Students

Upload or select a document

Koc-University-Sustainability-and-Innovation-Manuel-for-
Students_compressed (3)

View document 



Share

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

24. Transparent Engagement

- Student and staff volunteer programs
- Sustainability-focused research and collaboration Opportunities
- Boards and advisory committees
- Annual reports
- Community events and consultation forums
- Feedback mechanisms (e.g., surveys, suggestion boxes)
- Open faculty and student meetings and town halls
- Partnerships with local organizations

25. Audiences

- Accreditation bodies
- Alumni and donors
- Boards and advisory committees
- Business and industry partners
- Chamber of commerce and local communities
- Faculty and staff
- Government and policy makers

SIGNATORY

Koc University, Business School



Address

Rumeli Feneri Yolu Sa,yer, Istanbul, , 34450

TR



Website

<http://www.ku.edu.tr>