

PRiME

*an initiative of the
United Nations Global Compact*

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

Vistula University

August 2024

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About the Principles for Responsible Management Education (PRME)

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

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



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

Antonio Guterres

Secretary-General (2017 - Present)

United Nations

”

Principles of PRME



Purpose

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



Values

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



Teach

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



Research

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



Partner

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



Practice

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



Share

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

The Sustainable Development Goals (SDGs)

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





Purpose

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

Letter of Commitment

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



Vistula University
Vistula Group of Universities



Dear PRME Community,

I am proud to present the latest edition of our SIP report, highlighting Vistula University's continued commitment to the Six Principles of PRME, which have guided our efforts since we became an active member in 2019. Our dedication to upholding ethics, responsibility, and sustainability in management education has been a core part of our mission since the establishment of our university in 1992. Over the years, we have embedded the principles of equality, solidarity, and partnership into the heart of our teaching, research, and leadership.

By 2025, we aspire to be recognized as a leading non-public university in Poland, known both nationally and internationally for excellence in education and research. Achieving this vision requires a focus on several strategic areas, including further internationalization, improving the quality of our academic programs, and enhancing our operational efficiency to create a supportive environment for both students and staff.

We are particularly proud of our diverse academic community, which we see as a key strength in addressing global challenges. By fostering an inclusive environment, we empower our students to become ethical leaders who contribute to sustainable development in their respective fields and communities.

Our strategy is aligned with the PRME principles, reflecting our commitment to responsible management education. We are actively working to expand our impact through greater international collaboration, higher standards in research and teaching, and stronger ties with the socio-economic environment.

As we look to the future, we remain committed to our mission and values, confident that our efforts will continue to drive positive change. We are proud of the progress we have made and look forward to building on this foundation in the years to come.

Prof. Wawrzyniec Konarski, PhD

Rector of the Vistula University

Institutional Mission, Vision, and Strategy

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

Vistula University Strategy

Relevant Stakeholders

University

Purpose

The main goal of this document is to establish objectives that will lead to the continuous development of the university.

Vistula University Strategy 2021-2025

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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 Vistula University, accountability for responsible management education is structured as follows:

No one at the PRME's signatory or our parent's institution

Description of Vistula University Commitment to Responsible Management Education

Our university is committed to educating future leaders who are capable of making decisions with a long-term perspective, considering the broader impacts of their actions on the society and the environment. By integrating the principles of RME into our syllabuses and institutional practices, we aim to equip our graduates with the skills and ethical foundations necessary to promote sustainable, responsible, and ethical business practices in their professional lives.

Although our university does not have a dedicated individual or a single organizational entity responsible for Responsible Management Education, we effectively uphold its principles through the collective efforts of various bodies within our institution. The Ethics and Anti-Discrimination Committee plays a crucial role in addressing ethical issues and promoting integrity in research, while the Equal Treatment and Anti-Discrimination Spokesman ensures that issues of discrimination are appropriately addressed. Additionally, Deans and Program Directors are actively involved in embedding courses related to ethics, sustainability and social responsibility, such as Ethical in Sustainable Business and Globalization and Regionalization, into academic program. Through these efforts, we are committed to preparing our students to become responsible leaders who will contribute positively to the global business environment, making decisions that benefit not only the economy but also society and the planet.

Below is a list of contacts for individuals involved in the implementation and support of RME at our institution:

1. Dr. Grzegorz Mathea (g.mathea@vistula.edu.pl) – Vice-Rector for Education Quality
2. Prof. Barbara Karlikowska (b.karlikowska@vistula.edu.pl) – Dean of the Faculty of Business and International Relations
3. Dr. Anna Wiśniewska (a.wisniewska@vistula.edu.pl) – Vice-Dean of the Faculty of Business and International Relations, Programme Director - Management

Organizational Structure for RME

The following organizational entities at Vistula University are responsible for RME:

- ❖ No Entity Yet



Teach

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



RME Elements in Degree Programs

Vistula University integrates responsible management education into its degree programs through 2 different approaches:

Guest Speakers and Showcase Events

The debate “Women’s Leadership”. Equality first.

Date

March, 2023 - March, 2023

Location

Vistula University

Speakers

Marcin Antosiewicz, Joanna Burnos, Agnieszka Filipiak, Dorota N. Haller

[Supporting Links](#)

The debate was organized by the Institute of Research in the discipline of Political and Administration Sciences and the International Relations program in cooperation with the LEADERIS Institute. During this event, the participants discussed the role of women in politics, business, and the media. Speakers attempted to answer the question “Is women’s leadership a cure for all evil?”. Speakers included Joanna Burnos (lecturer at Vistula University and president of the LEADERIS Institute), Agnieszka Filipiak (Vice-President of Forbes Women), Dorota N. Haller (Marketing Director of Huawei), and Marcin Antosiewicz (journalist and lecturer at Vistula University).

Protocol, etiquette, savoir vivre – workshops

Date

April, 2023 - April, 2023

Location

Vistula University, online

Speakers

Zdzisław Rapacki

[Supporting Links](#)

During the workshops, students had the opportunity to learn about the basic principles of savoir vivre. Through their participation, they gained confidence in international interactions and developed a professional image.

Business & Education seminars

Date

October, 2023 - December, 2023

Location

Vistula University

Speakers

Guests from P&G, J.P.Morgan, Schneider Electrics, Oliver Wyman, CBRE, CITI, Integro Group, Tutlo

[Supporting Links](#)

During the event, students had the opportunity to gain knowledge about leadership, personal branding, teamwork, and sustainability. All the workshops were prepared by employees of leading companies. The lectures focused on practical insights from daily work experiences.

The debate "Business barriers, their relevance to economic efficiency and the idea of the common good".

Date

April, 2023 - April, 2023

Location

Vistula University

Speakers

Paweł Cybulski, Robert Kazimierski, Wojciech Piłat, Adam Staśkiewicz

[Supporting Links](#)

The debate was organized by the Business Barrier Removal Centre and focused on identifying and removing obstacles faced by entrepreneurs. The main goal of this event was to inspire students to plan and start their own businesses in line with the expectations of the socio-economic environment.

Course-Level RME Learning Goals



Research

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

RME Elements in Research

Vistula University incorporates responsible management education into its research endeavors through 2 different methods:

Research Conferences

Symposium “Inclusive approach of Sustainability Development of Higher Educations Institutions (HEIs)”

Date

February, 2023 - February, 2023

Location

Vistula University

Speakers

Marek Kulczycki, Wawrzyniec Konarski, Piotr Borowski, Magdalena Kaczowska-Serafińska

[Supporting Links](#)

The symposium was organized for the Vistula Management Staff, including the Rector, Vice-Rectors, Deans, and Directors. During the symposium, the following topics were discussed: The concept of sustainable development for the Vistula Group of Universities The temptation to exploit natural resources for political leverage – a contrast to sustainable development Practical tips for integrating sustainable development into business practices at AFiB Vistula Understanding the significance of Sustainability, SDGs, ESG, CSR, DSOU, PRME, and GreenMetric for AFiB Vistula A debate on the directions of sustainable development at AFiB Vistula.

Required Research Reporting

Overview of responsibility-related research conducted by Vistula University Faculty

At Vistula University, our purpose is to foster a dynamic academic environment where our faculty members are not only engaged in teaching but are also continuously advancing their scholarly work. We are committed to supporting their development through research opportunities and the publication of scientific articles, thereby enhancing their academic contributions and driving forward the institution's research excellence.

Dr. Anna Wiśniewska was a co-author of the article titled '*Corporate social responsibility as a requirement for a sustainable approach to contemporary economics*'.

Purpose: The purpose of the article is to theoretically analyze the role and importance of corporate social responsibility in the process of creating an inclusive and integrative role for economics and business in the economy.

Conclusion: Corporate social responsibility is a management philosophy according to which a company takes responsibility for the impact it has on its customers, employees, suppliers and the environment. It pursues its business goals, but with attention to relations with the environment and with respect for the environment. The bank's observations show that CSR is becoming an increasingly important aspect of business for corporate banking clients, who see it not only as a way to reduce negative environmental impact, but also as part of building its positive image in the eyes of its employees, customers and potential investors. In Poland, this trend has been around for more than a dozen years and is still gaining strongly in popularity. It has also ceased to be treated as a form of marketing and more and more companies are incorporating it into their strategy, as confirmed by the cyclically published report "Responsible Business in Poland. Good practices" of the Responsible Business Forum.

Prof. Piotr Borowski wrote the article titled *'Strategies of Energy Companies in the Context of a Zero-Emission Economy'*.

Purpose: The global imperative to fight climate change and the transition to a zero-emission economy has forced significant transformations in the energy sector. The aim of the article is to examine the strategies and analyze the actions taken by energy companies in order to transition to a zero-emission economy

Conclusion: The results of the conducted research contribute to understanding the strategies of enterprises in the context of environmental challenges and provide valuable insights on the key role played by energy companies in shaping the applied solutions towards a sustainable future.

Prof. Barbara Karlikowska and Prof. Piotr Borowski wrote the article *'Clean Hydrogen Is a Challenge for Enterprises in the Era of Low-Emission and Zero-Emission Economy'*.

Purpose: . The aim of the paper is to present the challenges faced by companies and economies that will produce and use hydrogen.

Prof. Shahriyar Mukhtarov and Prof. Piotr Borowski were co-authors of the article titled *'Institutional quality and renewable energy transition: Empirical evidence from Poland'*.

Purpose: This study investigates the impact of institutional quality as measured by the corruption perception index, income, CO2 emissions, and trade openness on renewable energy consumption in Poland from 1996 to 2021.

Prof. Shahriyar Mukhtarov wrote the article titled *'Do renewable energy and total factor productivity eliminate CO2 emissions in Turkey?'*.

Purpose: This paper analyzes the impact of renewable energy consumption, total factor productivity (TFP), income, imports, and exports on consumption-based CO2 emissions in Turkey from 1990 to 2019, utilizing the Autoregressive Distributed Lagged (ARDL) method.

Prof. Piotr Borowski was the co-author of the article titled *'Efficiency of Utilization of Wastes for Green Energy Production and Reduction of Pollution in Rural Areas'*.

Purpose: The aim of the study is to present the possibilities of simultaneous production of green energy and reduction of pollution in rural areas. Actions taken by small family businesses are in line with the goals of a low-carbon economy.

Prof. Piotr Borowski was the co-author of the chapter in the monograph. The chapter was titled *'Transformation in the Energy Sector and Production Facilities towards Decarbonisation'* and it is the part of the monograph titled *'Ochrona klimatu w Polsce - wybrane zagadnienia i rozwiązania'*.

Prof. Shahriyar Mukhtarov was the co-author of the article titled *'The role of renewable energy and total factor productivity in reducing CO2 emissions in Azerbaijan. Fresh insights from a new theoretical framework coupled with Autometrics'*.

Prof. Shahriyar Mukhtarov was the co-author of the article titled *'Could financial development eliminate energy poverty through renewable energy in Poland?'*.

Dr. Marta Milewska was the author of the chapter in the monograph. The chapter was titled *'The role of education in the protection of human rights'* and it is the part of the monograph titled *'System ochrony praw człowieka drugiej generacji wobec nowych wyzwań cywilizacyjnych. Tom 2'*.



Partner

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

Partnership Approaches for RME

Vistula University partners with external stakeholders to advance responsible management education through 2 different approaches:

Formalized Partnership Governance

Examples of formal governance structures for partnering

The purpose of the Business Council of Vistula University is to create a strong connection between the university and the business world, helping students gain the skills they need for success in today's job market. By promoting collaboration between academia, industry, and society, the Council aims to support innovative research, develop practical learning opportunities, and prepare students for real-world challenges. Our goal is to inspire future leaders who can drive positive change and contribute to a sustainable and knowledge-based economy. Through this commitment, we seek to make a lasting impact on education, business, and society.

The Business Council of Vistula University is an important advisory body that helps the university connect with the business world. It was established on January 25th, 2021, to address the challenges of modern education. The main goal of the Council is to support our university in developing its scientific and teaching programs. Thanks to that, we aim to prepare students with the skills they need to succeed in a rapidly changing job market and to contribute to a knowledge-based economy.

The Council's task is to strengthen cooperation between the university and the business environment by creating opportunities for the exchange of knowledge, ideas, and resources. We work on joint research projects and ensure that our study programs meet the needs of the labour market, supporting innovation and entrepreneurial thinking. One of our key objectives is to develop internship programs and initiatives that increase student employment. By doing so, we provide students with valuable real-world experience, which helps them in their careers.

Currently, the Business Council of Vistula University has 53 members. These include representatives from the university, businesses, non-governmental organization, local authorities, public institutions, and the media. This diverse group helps us create strong partnerships that drive social and economic progress. By using the expertise and perspectives of our members, the Council works to find effective solutions to both local and global challenges.

Through clear governance and shared values, the Business Council is committed to building a sustainable future where education and industry work together to create innovative solutions and make a positive impact on society. Our vision is to inspire a new generation of leaders who are ready to make a difference in the ever-changing world.

External Community Dialogue

Description of partnering activities that involve dialoguing

At Vistula University, we believe that fostering open and inclusive dialogue is essential for addressing the complex challenges of today's educational and professional environments. This commitment to dialogue and collaboration is why we have actively engaged in the EQUATION project. Coordinated by CEEMAN, the EQUATION project brings together multiple institutions, including Bled School of Management, WSB, and Riga Technical University, to tackle gender inequality in higher education, particularly in management and business schools.

By participating in EQUATION, we aim to contribute to the development of effective tools and training that address gender disparities and promote equal opportunities for both women and men. Our involvement underscores our dedication to creating a more equitable academic environment through meaningful interactions and partnerships with external communities. This project aligns with our values of fostering innovation and inclusion, ensuring that our students and faculty are prepared for a dynamic and diverse global world.

The EQUATION project represents a significant step forward in fostering bilateral and multilateral dialogues aimed at addressing gender equality in higher education. On November 9, 2023, Vistula University hosted the second project meeting, marking a key moment in this ongoing dialogue. This event brought together representatives from all participating institutions to engage in meaningful discussions, guided by the Rector Prof. Wawrzyniec Konarski and Vice-Rector Dr. Grzegorz Mathea. The meeting provided a platform for deepening the understanding of diversity management practices and exploring innovative solutions to actual challenges. The discussions at the meeting were concentrated on the insights from the 36th Businet Annual Conference, where participants reviewed and debated the latest trends and strategies in diversity and inclusion. This exchange of ideas highlighted the dynamic nature of the dialogue fostered by the EQUATION project, demonstrating how continuous engagement with external communities can lead to actionable outcomes and strategic advancements. In addition, participants collaborated to develop a strategic plan for future initiatives. The culmination of these efforts will be the release of the final project report, which will contain the collective insights and recommendations derived from these extensive dialogues.

Through its commitment to fostering bilateral and multilateral conversations, the EQUATION project sets the examples on how international collaboration can drive significant cultural and institutional change. By engaging diverse stakeholders and sharing its findings broadly, the project aims to contribute to a more equitable and inclusive academic environment, setting a precedent for future collaborative efforts in education and beyond.



Practice

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

RME Policy Implementation

Vistula University has implemented 3 policies to support its commitment to responsible management education:

Employee equity, diversity, inclusion

Regulation on the creation of the Ombudsman function

Scope

The purpose of this document is to define the role and responsibilities of the Academic Ombudsman at Vistula University, who oversees the observance of the rights of students and staff, and facilitates mediation in internal conflicts.

Enforcement Date

May, 2016

Number Of Pages

2

Publisher

Rector of Vistula University

Media

Vistula University website

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09 Zarządzenie 1-05-2016 powołnie
Rzecznika Akad. (Ombudsman)

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Regulation on the creation of the Ethics Committee

Scope

The purpose of this document is to establish the Ethics Commission and define its responsibilities, which include investigating violations of ethical conduct by employees, mediating conflicts amicably, addressing complaints of discrimination, and providing guidance on all matters related to research ethics.

Enforcement Date

November, 2020

Revision Date

September, 2022

Number Of Pages

2

Publisher

Rector of Vistula University

Media

Vistula University website

[Supporting Links](#)

59 Zarządzenie 4-11-2020 Komisja ds. Etyki i
Antydysk. tekst ujednolic. 29.09.2022

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Regulation on the introduction of the Anti-Discrimination Procedure at Vistula University

Scope

The goal of this document is to define the rules of counteracting discrimination and dealing with the cases of such events.

Enforcement Date

November, 2020

Number Of Pages

6

Publisher

Rector of Vistula University

Media

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60 Zarządzenie 5-11-2020 Procedura
antydiskryminacyjna_ANG

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Rector's Order on the Introduction of an Anti-Mobbing Policy

Scope

The purpose of this document is to prevent workplace mobbing, undertake intervention measures in the event of detected mobbing activities, and support initiatives aimed at building and strengthening positive interpersonal relationships among employees.

Enforcement Date

November, 2020

Number Of Pages

5

Publisher

Rector of Vistula University

Media

Vistula University website

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61 Zarządzenie 6-11-2020 Procedura
antymobbingowa

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Rector's Order on the Establishment of the Equal Treatment and Anti-Discrimination Spokesman**Scope**

The purpose of this document is to establish the position of the Equal Treatment and Anti-Discrimination Officer and to detail the responsibilities and duties associated with this role.

Enforcement Date

November, 2020

Number Of Pages

1

Publisher

Rector of Vistula University

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62 Zarządzenie 7-11-2020 Rzecznik ds.
równego trakt. i przeciwdział. dyskrymin

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Travel

Student equity, diversity, inclusion

Regulation on the creation of the Ombudsman function

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62 Zarządzenie 7-11-2020 Rzecznik ds.
równego trakt. i przeciwdział. dyskrymin

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Institutional Aspiration Targets

Vistula University has set aspiration targets in 1 different area:

- ❖ Student EDI Targets



Share

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



Performance Disclosure and Transparency

Regarding transparency in RME performance disclosure, Vistula University operates with the following approach:

No Performance Disclosure

SIGNATORY

Vistula University



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Poland



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