

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

Vistula University

September 2025

Table of Contents

1. About PRME	3
2. About SDGs	5
3. Getting Started	6
4. Purpose	11
5. Values	14
6. Teach	16
7. Research	19
8. Partner	21
9. Practice	24
10. Share	26

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 Vistula University, including key details and basic institutional data.

Mission

Mission: The mission of Vistula University is to prepare its graduates – regarding the demands of the economic market and the broadly understood public sphere - for their future professional careers by constantly modernizing technologies and teaching methods and adapting study programs to the expectations of the changing world.

Vision

Vision: The strategic goal of Vistula University is to gain the position of a university that responds to the challenges of the future while benefiting its own development. Our aim is to achieve the position of the first-choice university for those interested in higher education and to gain an even more prestigious position of the leader among the best Polish non-public universities. We intend to become an academic institution highly ranked by both students and employers, recognized internationally, and perceived as a valued scientific and research centre. We will strive to ensure that our employees and graduates have an impact on numerous spheres of public life, including in particular the areas of business, politics - at the central and local government level and in the sphere of non-governmental organizations, as well as to maintain the position of the leading university in terms of internationalization.

Strategy

Vistula University Strategy 2021-2025_ENG

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Strategy Alignment

Strategy Alignment

Vistula University's strategic priorities for 2021-2025 demonstrates a strong alignment with advancing sustainable development, the common good, and the provision of quality education.

Firstly, the mission of the university emphasizes preparing graduates for careers in dynamic and changing world, with teaching methods and programs continuously adapted to labor market needs. This is complemented by a vision of creating graduates and staff who actively influence key areas of public life, including business, government, and NGOs - reflecting the commitment to the common good.

One of the University's core values is 'sustainable development'. Vistula University fosters ethical leadership and instills in students the ability to contribute to sustainable development in Poland and globally.

Several strategic goals which further support these principles:

- Goal 2 - HIGHER QUALITY OF SCIENCE AND RESEARCH - enhances the quality of research, with emphasis on impactful, interdisciplinary studies in areas like economics, political science, and administration - fields critical to sustainable governance and development.
- Goal 3 - HIGHER QUALITY OF EDUCATION - focuses on improving the quality of education by adapting study programs to evolving challenges, acquiring international accreditations, integrating scientific research, and promoting lifelong learning through postgraduate and vocational programs.
- Goal 5 - INTENSIFICATION OF ACTIVITIES FOR COOPERATION WITH THE SOCIAL AND ECONOMIC ENVIRONMENT - strengthens cooperation with the social and economic environment, involving practitioners in teaching, developing alumni networks for social initiatives, and offering expert services that impact societal development.

Institutional History

Institutional History

The Vistula University is one of the oldest private higher education institutions in Poland, founded in 1992 under the name of the University of Insurance and Banking. Over the years, the university has grown dynamically, achieving its current status through mergers with other non-public higher education institutions. Since 2019, AFiB Vistula has included the Aleksander Gieysztor Academy in Pułtusk as its branch, and in 2025 it will expand its regional impact by opening additional branches in Gdańsk, Braniewo, Tczew, Słupsk, and Olsztyn.

The university's path toward Responsible Management Education has been marked by significant milestones. In **2019**, VU became a signatory of the **Principles for Responsible Management Education (PRME)**, the **Declaration of Social Responsibility of Universities (SOU)**, and joined the working group on social responsibility of universities under the Ministry of Funds and Regional Policy. These steps reflected a growing institutional commitment to responsibility, ethics, and sustainability.

In **2021**, the university joined the **EQUATION project**, coordinated by CEEMAN and co-funded by Erasmus+, alongside partners such as Bled School of Management, WSB, and Riga Technical University. The project aims to promote gender equality in higher education, particularly in business and management schools, by developing tools and training that support cultural and institutional change.

Environmental sustainability also became a key priority. In **2022**, photovoltaic panels were installed on the roof of the university's Warsaw campus, reducing CO₂ emissions and promoting clean energy use.

In **2023**, AFiB Vistula joined the **UN Global Compact**, aligning itself with the largest global initiative for corporate sustainability.

In **2024**, the university launched the first edition of its **Sustainability Week**, bringing together students, faculty, and partners to raise awareness and promote dialogue on ESG, ethics, and sustainable development.

Taken together, these initiatives illustrate how AFiB Vistula has transformed from a pioneering private business school into an institution committed to embedding Responsible Management Education in its mission, teaching, and operations leading naturally to its active engagement within the PRME community.

Graduates & Enrollment

2024 Statistics	Number
Graduates	2002
Faculty & Staff at the University	553
Faculty & Staff at the Institution	619
Student Enrollment at the University	11000
Student Enrollment at the Institution	11604
Undergraduate Attendance	9398
Masters-Level Postgraduate Attendance	2130

2024 Statistics	Number
Doctoral Student Attendance	76

Degrees Offered

Bachelor Programs

- Bachelor of Economics
- Bachelor of Finance and Accounting
- Bachelor of English Studies
- Bachelor of International Relations
- Bachelor of Asian Studies
- Bachelor of Management
- Bachelor of Business and Security Analytics
- Bachelor of Graphic Design
- Bachelor of Journalism and Social Communication
- Bachelor of Logistics
- Bachelor of Psychology in Business
- Bachelor of Pedagogy

Masters Programs

- Master of English Studies
- Master of Economics
- Master of Finance and Accounting
- Master of Management
- Master of Graphic Design

Doctoral Programs

- Doctor of Management and Quality Studies

Additional

- Engineer of Computer Science
- Engineer of Architecture



Purpose

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

Letter of Commitment



Dear PRME Community,

With great pride I reaffirm Vistula University's strong and ongoing commitment to the Six Principles of PRME. Since joining the PRME initiative in 2019, we have consistently aligned our mission, vision, and values with the principles of responsible management education. These values: ethics, sustainability, and social responsibility have been at the core of our institution since its foundation in 1992.

Over the past year, we have continued to strengthen our position as an international, open, and inclusive university. Our multicultural academic community is a source of inspiration and a key driver in addressing global challenges. We believe that education is the foundation for building more ethical, sustainable, and responsible societies.

Vistula University is proud to be a member of prestigious national and international networks that promote sustainable development. Through active participation, we contribute to shaping global trends in higher education and research, in line with the Sustainable Development Goals (SDGs) and ESG standards.

Our achievements in environmental protection, social responsibility, and corporate governance are encouraging. Yet, we remain aware of the challenges ahead. That is why we continue to take bold steps like engaging in community projects, conducting research on social development, and fostering a culture of cooperation and inclusion.

We are committed to further internationalization, enhancing the quality of our academic programs, and creating a supportive environment for our students and staff. These strategic priorities reflect our ambition to become a recognized leader in responsible management education, both in Poland and globally. We look forward to continued collaboration with the PRME community and to sharing our experiences in shaping the future of education.



PhD, Wawrzyniec Konarski

Rector of the Vistula University

Definition of Purpose

At Vistula University, Purpose means preparing responsible leaders who integrate ethics, sustainability, and innovation into practice. We align education with global challenges, ensuring students and faculty contribute to inclusive prosperity while respecting environmental, social, and economic ecosystems.



Values

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



How We Define Values

For Vistula University, Values mean placing social responsibility, sustainability, and ethical conduct at the heart of education and research. We cultivate accountability to society and the environment, ensuring that our community acts with respect, transparency, and long-term responsibility.

Who Champions Responsible Management Education at Our Institution

- ❖ No dedicated leadership



Teach

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



How We Define Teach

At Vistula University, Teach means embedding ethics, sustainability, and responsibility into curricula and pedagogy. We prepare students to face global challenges by integrating responsible management practices into courses,

Educator Recognition

At Vistula University, we recognize educators for quality of teaching in the following ways:

- ❖ Course evaluation scores
- ❖ Faculty promotion and tenure consideration
- ❖ Financial incentives
- ❖ Publication or research support

Fostering Innovation



Somewhat

Teaching and learning at our institution moderately support innovation.

Experiential Learning



Somewhat

Teaching and learning at our institution moderately support experiential learning.

Learning Mindset



To a great extent

Teaching and learning at our institution strongly promote a lifelong learning mindset.

Method of Teaching and Learning



In person

Traditional classroom-based learning with face-to-face instruction.

Barriers to Innovative Curriculum

In 2024, Vistula University identified the following barriers to innovating, updating, or taking risks in existing curriculum:

- ❖ Budgetary limitations
- ❖ Outdated infrastructure

Barriers to Innovative Pedagogy

In 2024, Vistula University identified the following barrier to innovating, updating, or taking risks in existing pedagogy:

- ❖ Classroom infrastructure limitations



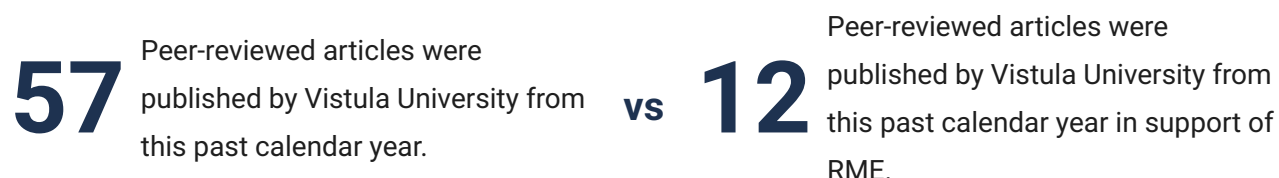
Research

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

How We Define Research

At Vistula University, research means generating knowledge about people, organizations, and societal challenges to inspire responsible management education. We integrate research with teaching, emphasize practical impact, and contribute to sustainable solutions in business and society.

Research vs Research for RME/Sustainable Development



Research Funding

In 2024, Vistula University was awarded funding for research that is:



**Institution
Specific**



National

Socializing Research

In 2024, Vistula University contributed research findings to:

- ❖ Public events and lectures

Research Barriers

In 2024, Vistula University identified the following barrier to conducting research related to sustainability and/or responsibility:

- ❖ Time constraints



Partner

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

How We Define Partner

At Vistula University, “Partner” means active cooperation with business, government, civil society, and academia to advance responsible education and practice. We build reciprocal relationships that align teaching and research with societal needs, promote sustainable development, and prepare graduates for ethical leadership in a global context.

Institutional Partnerships

- ❖ CEEMAN (Central and East European Management Development Association)
- ❖ ACCA (Association of Chartered Certified Accountants)
- ❖ CIMA (Chartered Institute of Management Accountants)
- ❖ GAC PMI (Global Accreditation Center for Project Management Education Programs)
- ❖ United Nations Global Compact non-business signatory
- ❖ Quacquarelli Symonds (QS)

Student Organization Partnerships

- ❖ None

Partnerships

The following provides more details on 1 key partnership at Vistula University.

CEEMAN

Vistula University is actively engaged in the EQUATION project within CEEMAN, which seeks to advance gender equality in higher education, with a particular focus on business schools and accreditation processes. The project responds to the persistent challenge of the “leaky pipeline,” where women remain underrepresented at higher academic levels, and to the limited implementation capacity of Gender Equality Plans in many institutions. EQUATION aims to bridge this gap by supporting both higher education institutions and accreditation bodies in translating formal commitments into tangible and sustainable change.

As part of the project, three key deliverables have been developed. The first is the Report on Gender Equality in Business Schools and Accreditation, which provides an evidence-based analysis of the current situation and includes national perspectives, such as those prepared by WSB and Vistula University for Poland. The second consists of Guidelines for Accreditation Institutions, which introduce a framework and criteria for embedding gender equality into accreditation standards,

alongside training tools for evaluators. Finally, the Guidelines on Gender Equality Implementation Plans offer a practical template and recommendations to help universities strengthen their strategies, ensure measurable outcomes, and foster accountability.

Through these outputs, EQUATION contributes to creating equal opportunities for women and men in academia by linking strategic planning with everyday practices, and by encouraging sustainable cultural and institutional transformation.



Practice

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

How We Define Practice

At Vistula University, practice means embedding responsible and accountable management principles in our governance and operations. We strive for transparency, inclusiveness, and sustainability, ensuring that institutional values are reflected in decision-making, resource management, and the campus environment.

Institutional Policies and Practices

- ❖ Employee equity, diversity, inclusion
- ❖ Zero-waste guides
- ❖ Water
- ❖ Travel guides
- ❖ Sustainability strategy or strategic plan (school or university level)
- ❖ Student equity, diversity, inclusion
- ❖ Faculty hiring, tenure, and promotion guidelines
- ❖ Ethical data sourcing guides



Share

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



How We Define Share

At Vistula University, “Share” means openly exchanging knowledge, experiences, and lessons learned with students, staff, and partner institutions. By communicating successes and challenges, we promote collective learning, strengthen collaboration, and reinforce our commitment to responsible management and sustainable practices.

Engagement Opportunities

Vistula University offers transparent engagement opportunities for members of our institution and community to contribute to our sustainability and responsibility efforts in the following ways:

- ❖ Partnerships with local organizations
- ❖ Sustainability-focused research and collaboration Opportunities
- ❖ Public events and panel discussions

Communication Audiences

Vistula University communicates its policies and progress on sustainable development and responsibility with:

- ❖ Boards and advisory committees
- ❖ Faculty and staff

SIGNATORY

Vistula University



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