

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

Sprott School of Business

Table of Contents

1. About PRME	3
2. About SDGs	5
3. Getting Started	6
4. Purpose	10
5. Values	12
6. Teach	14
7. Research	16
8. Partner	22
9. Practice	24
10. Share	28

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 Sprott School of Business, including key details and basic institutional data.

Mission

The Sprott School of Business is guided by our Calling, Aspiration and Values:

Our Calling

We create learning experiences and scholarship that harness the potential and opportunity for business to improve lives worldwide. In fulfilling this calling, we acknowledge and respect the Algonquin nation on whose traditional and unceded territory we are gathered and value our location in Ottawa, the thriving capital of a G7 country and a hub of Canadian social and technological innovation.

<https://sprott.carleton.ca/strategic-plan/>

Vision

The Sprott School of Business is guided by our Calling, Aspiration and Values:

Our Aspiration

Through our scholarly work and engagement, we aim to cultivate the enterprising spirit of business in order to foster shared prosperity and advance equity and justice for all.

Our Values

Compassion

We are an inclusive, caring community that ensures that students, faculty, staff, alumni and partners feel supported and valued. We demonstrate empathy in our interactions with one another and through our external engagement and scholarly work.

Imagination

We encourage bold ideas; we think creatively; we look beyond ourselves and the 'way things are' to foster innovation for the future.

Purpose

We are attuned to the community and the world around us and we are driven to contribute to the greater good.

<https://sprott.carleton.ca/strategic-plan/>

Strategy

Vision 2025: Business for a Better World

Sprott School of Business Strategic Plan

Vision 2025: Business for a Better World: https://issuu.com/carleton-sprott-business/docs/20-132_20sprott_20strategic_20plan?fr=sMDQ1MTIxOTU0NjQ

Strategy Alignment

Sprott Strategic Principles

Sprott's five strategic priorities outlined in our strategic plan, and the associated activities, focus on alignment in advancing responsible leadership, supporting prosperity in our region and bringing quality education to lifelong learners:

Principle 1: Transformational Lifelong Learning Journeys

Principle 2: Entrepreneurial Mindsets to Create Positive Change

Principle 3: Partners in Ottawa's Prosperity

Principle 4: Global Insights and Cross-Cultural Collaborations

Principle 5: Advancing Responsible Leadership

Graduates & Enrollment

2024 Statistics	Number
Graduates	763

Degrees Offered

Bachelor Programs

- ☒ Bachelor of Accounting

Masters Programs

- ☐ Master of Science (M.Sc. or M.S.)
- ☐ Master of Business Administration (M.B.A.)
- ☐ Master of Technology (M.Tech.)
- ☒ Master of Finance

Doctoral Programs

- ☐ Doctor of Philosophy (Ph.D.)



Purpose

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

Letter of Commitment



September 3, 2025

Sprott School of Business continues to commit to the Principles for Responsible Management Education (PRME) Principles in its role as a signatory member. As the Dean of the Sprott School of Business, it is my privilege to reaffirm our alignment with these principles to our institution's vision, curriculum, research, and outreach efforts.

We recognize that our journey towards responsible management education is ongoing, and we remain committed to learning, adapting, and innovating in alignment with our school's values to positively contribute to our community at Carleton and beyond.

Sincerely,

A handwritten signature in black ink, appearing to read "H. Nemiroff", is written over a light blue horizontal line.

Howard Nemiroff
Dean

Sprott School of Business
Carleton University

7007 Nicol Building
1125 Colonel By Drive
Ottawa, ON K1S 5B6 Canada

T (613) 520-2388
info@sprott.carleton.ca
sprott.carleton.ca



Values

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



Who Champions Responsible Management Education at Our Institution

- ❖ Senior leadership office
- ❖ Interdisciplinary efforts across business school
- ❖ Centralized sustainability office
- ❖ Research or issue group, society, or club leading sustainability efforts



Teach

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

Courses that support RME

Sprott School of Business reports 1 course in 2024 that support responsible management education and sustainable development goals.

Sustainability Marketing

| BUSI 4219

An overview of the roles of marketing in a sustainable society: advancing organizations' economic success while creating positive impacts on the environment and society; promoting consumers' sustainable lifestyle; advocating institutional change to facilitate sustainable production and consumption.



💡 Fostering Innovation



To a great extent

Teaching and learning at our institution strongly foster innovation.

💡 Experiential Learning



To a great extent

Teaching and learning at our institution strongly encourage experiential learning.

💡 Learning Mindset



A lot

Our institution supports a lifelong learning mindset significantly through teaching and learning.

💡 Method of Teaching and Learning



In person

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



Research

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

Research vs Research for RME/Sustainable Development



Research Funding

In 2024, Sprott School of Business was awarded funding for research that is:



Socializing Research

In 2024, Sprott School of Business contributed research findings to:

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

Research Projects

In 2024, Sprott School of Business reported 4 research projects that implemented responsible or sustainable activities.

Climate Change, Flood Risk and New Housing: The 2021 flood of the Netherlands, Belgium and Germany

Period Covering: March, 2024 - December, 2024

Department: Management

Ruth McKay has received funding from the Social Sciences and Humanities Research Council of Canada's Partnership Engage Grant Program.

This research project examines how private and public stakeholders in the Netherlands, Germany, and Belgium are dealing with new housing development in areas affected by the 2021 flood. It aims to answer questions about the intersection of flood risk management (FRM) and urban development planning by exploring such issues as private sector resistance, city management challenges, political priorities, municipal enforcement of regulations, and the impact of insurance and higher levels of government on risk minimization in the aftermath of the July 2021 flood.



Making Sense of a New Global Supply Chain Reality: Climate Change Adaptation by Apparel Companies

Period Covering: March, 2024 - December, 2024

Department: International Business

Sprott faculty member Jinsun Bae has been awarded a two-year Insight Development Grant from the Social Sciences and Humanities Research Council of Canada.

Despite increasing and shared willingness to achieve net-zero carbon emissions by 2050, apparel companies still disagree about the effects of and best strategies for managing climate change. Since lead firms (apparel brands and retailers) and first-tier suppliers (responsible for manufacturing) are located in different geographies, moreover, they experience climate change differently. Jinsun will develop four case studies to determine how companies perceive and coordinate responses to the impacts of climate change. She will also explore how climate change shapes working conditions in first-tier supplier firms and how companies collectively respond to emerging labour issues. Her research will produce novel empirical insights while helping companies identify the successes and weaknesses of their climate strategies.



Can Firms Reduce their Cost of Equity Capital by Responding to the Recommendations of the Task Force on Climate-related Financial Disclosures (TCFD)?

Period Covering: March, 2024 - December, 2024

Department: Finance

Sprott faculty member Shi Li has been awarded a two-year Insight Development Grant from the Social Sciences and Humanities Research Council of Canada.

In 2017, the Financial Stability Board created a new framework called the Task Force on Climate-related Financial Disclosures (TCFD) to improve investor assessment regarding climate-related financial risks and opportunities. Adoption of the TCFD has grown globally, yet uncertainty remains about how such reporting actually impacts firms' cost of equity capital. This study will fill the gap in our current understanding by clarifying the relation between TCFD reporting and cost of capital. Shi will collect information from the TCFD Knowledge Hub and then employ textual analysis to quantify firms' responses to TCFD recommendations in order to test the hypothesis that TCFD reporting reduces information asymmetry and climate risk vulnerability, bolsters investor confidence, and thus reduces the cost of raising capital. The novel dataset and analyses that Shi produces are likely to interest not only investors, but also policymakers concerned about environmental regulation and reporting.



Comptabilité et maternité: Étude des pratiques financières des mères au Canada

Period Covering: September, 2024 - December, 2024

Department: Finance

Oriane Couchoux, an assistant professor of accounting in Carleton University's Sprott School of Business, has been awarded a SSHRC Insight Development Grant to examine financial management in parenthood. Her project entitled, "*Comptabilité et maternité: Étude des pratiques financières des mères au Canada*", seeks to explore how parents, particularly mothers, handle the financial demands related to children, such as clothing, food and activities. Oriane's research will help to answer how financial management changes with parenthood, what practices are implemented to meet children's needs, and

how these practices differ between mothers and fathers. Through interviews with Canadian mothers and a longitudinal survey, the project will provide insights into parental financial challenges and help assess government support measures for families.



Research Awards

In 2024, Sprott School of Business was awarded 1 research award for responsibility- and/or sustainability-related research.

2024 AACSB Influential Leader

Granter: AACSB

Grantee: Kate Ruff

Award Description:

Kate Ruff at Carleton University's Sprott School of Business is one of 22 business school faculty honoured by AACSB International (AACSB)—the world's largest business education alliance—as the 2024 Class of Influential Leaders. The annual initiative recognizes notable alumni and faculty from AACSB-accredited business schools whose work inspires positive change in the business world and society at large, and this year's class features faculty leading impact through their research.

Research Voices

The following statements demonstrate ways in which researchers at Sprott School of Business bring sustainability and responsible management into their research.

Unravelling the reality of ethical apparel in global supply chains

By studying global supply chains, Jinsun Bae (Assistant Professor, International Business) sheds light on the ways clothing companies are trying to fulfill sustainability objectives.

<https://sprott.carleton.ca/2024/unravelling-the-reality-of-ethical-apparel-in-global-supply-chains/>

From Home to Corner Office: How work-life programs influence women's managerial representation in Japan

From Home to Corner Office: How work-life programs influence women's managerial representation in Japan:

<https://sprott.carleton.ca/2024/from-home-to-corner-office-how-work-life-programs-influence-womens-managerial-representation-in-japan/>

How Marketing Classes Can Rescue Ugly Produce From Becoming Food Waste

Overall, we've seen our RESCUER framework cultivate a shift towards responsible consumption, and it also situates marketing education within a sustainability narrative.

Ours is an example of how educators can play a crucial role in changing attitudes and actions, and in equipping future professionals with tools to tackle the [challenges of sustainability](#).

Conversations about what [sustainability entails](#), how it can be encouraged and its integration into education is more relevant than ever as we strive for ways to work towards a more sustainable future.

<https://sprott.carleton.ca/2024/how-marketing-classes-can-rescue-ugly-produce-from-becoming-food-waste/>



Partner

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

Institutional Partnerships

- ❖ AACSB (Association to Advance Collegiate Schools of Business)
- ❖ EFMD (European Foundation for Management Development)
- ❖ Positive Impact Rating (PIR)
- ❖ Quacquarelli Symonds (QS)
- ❖ Ministries of Education, Higher Education, or similar national bodies

Student Organization Partnerships

- ❖ Enactus

Partnerships

The following provides more details on 3 key partnerships at Sprott School of Business.

AACSB

Carleton's Black Entrepreneurship Knowledge Hub Recognized By AACSB's Innovations That Inspire Initiative:

<https://sprott.carleton.ca/2024/carletons-black-entrepreneurship-knowledge-hub-recognized-by-aacsb-innovations-that-inspire-initiative/>

The Sprott Tax Students' Association (STSA)

Accounting students at Carleton University's Sprott School of Business stepped up to help fellow Carleton students and the Ottawa community file their taxes. In total, close to 100 students helped to file more than 400 tax returns.

<https://sprott.carleton.ca/2024/its-tax-season-sprott-students-run-community-tax-clinics-for-carleton/>

Positive Impact Rating

Sprott School of Business Achieves Transforming School Status in 2024 Positive Impact Rating



Practice

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

Institutional Policies and Practices

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

Policy Documents Related to RME and/or Sustainability

Carleton-University-EDI-Action-Plan-Full

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

Kinamagwin

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

Sustainability-Plan-2020-25-final

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

Carleton-University-Transportation-Strategy-2019

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

Carleton-Responsible-Investing-Report-2023	View document 	Download document 
Carleton-Strategic-Integrated-Plan-2020-2025-Jan-2022	View document 	Download document 
Bicycle-EBikes-Rollerbalde-Scooter-Skateboard-Policy-1	View document 	Download document 
Supplier-Code-of-Conduct-Sep-2024-Approved	View document 	Download document 
Sustainability_Policy	View document 	Download document 
Carleton-University-Coordinated-Accessibility-Strategy	View document 	Download document 
Carleton-University-Student-Mental-Health-Framework-2022-2026	View document 	Download document 
The-Future-of-Teaching-and-Learning-Final	View document 	Download document 

Practice Awards

In 2024, Sprott School of Business received 2 awards for responsible and/or sustainable practices.

Provost Scholar Award

Granter: Carleton University

Grantee: Sprott Students

Award Description:

The Provost Scholar Award was awarded to two Sprott students who have demonstrated outstanding achievements in community engagement and immersive learning activities.

Carleton University Green Workplace Certified

Granter: Carleton University

Grantee: Sprott School of Business

Award Description:

The Green Workplace Program evaluates sustainability efforts in the workplace at Carleton University through several key areas, such as proper waste management, food and dining, energy and water conservation, promoting sustainable transportation, choosing socially responsible suppliers, and ensuring community engagement. Workplaces that commit to achieving certification navigate through four levels of certification: Bronze, Silver, Gold, and Green. To achieve Bronze certification, over 50% of actions need to be completed, for Silver certification over 60% of actions, for Gold certification over 80% of actions, and for Green certification, over 90% of actions need to be completed.



Share

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



Engagement Opportunities

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

- ❖ Boards and advisory committees
- ❖ Community events and consultation forums
- ❖ Feedback mechanisms (e.g., surveys, suggestion boxes)
- ❖ Open faculty and student meetings and town halls
- ❖ Partnerships with local organizations
- ❖ Public events and panel discussions
- ❖ Sustainability-focused research and collaboration Opportunities

Communication Audiences

Sprott School of Business communicates its policies and progress on sustainable development and responsibility with:

- ❖ Accreditation bodies
- ❖ Alumni and donors
- ❖ Boards and advisory committees
- ❖ Business and industry partners
- ❖ Faculty and staff
- ❖ Media and public relations channels
- ❖ Non-governmental organizations (NGOs)
- ❖ Prospective and current students

SIGNATORY

Sprott School of Business



Address

1125 Colonel By Drive, Ottawa, ON, K1S 5B6
Canada



Website

<http://sprott.carleton.ca>