

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

Rome Business School

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About the Principles for Responsible Management Education (PRME)

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

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



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

Antonio Guterres

Secretary-General (2017 - Present)

United Nations

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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.





Values

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

RME Leadership Accountability

At Rome Business School, accountability for responsible management education is structured as follows:

Formalized Senior Leadership Role

Organizational Structure for RME

The following organizational entities at Rome Business School are responsible for RME:

- ❖ Research-Focused Entity
- ❖ Teaching-Focused Entity



Teach

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

RME Elements in Degree Programs

Rome Business School integrates responsible management education into its degree programs through 5 different approaches:

Guest Speakers and Showcase Events

Professor-Discretionary Course Topics

Program-Level RME Integration

International Master Online in Ethics, Diversity and Inclusion

The program highlights the importance of ethics, diversity and inclusions in organizations and how departments can sustain an inclusive culture, improve recruitment processes, conduct performance evaluation, in addition to re-enforcement of learning and development.

Learning Outcomes

1. **Analyze historical and contemporary inequality challenges** in organizations, focusing on age, race, ethnicity, religion, sexual orientation, gender, and emerging inequalities to understand their impact.
2. **Evaluate and implement DEI strategic initiatives** in organizations by understanding demographic trends, legal aspects, and the business case, addressing implicit biases and gender pay equity.
3. **Design and assess HR policies** to mitigate biases in recruitment, evaluation, and development, and measure the ROI of DEI programs using qualitative and quantitative methods.
4. **Develop and implement a DEI plan** aligned with organizational values and strategy, focusing on enhancing internal communication for awareness and accountability.
5. **Demonstrate inclusive leadership** by cultivating competencies for effective DEI leadership, fostering an inclusive culture, and leading diverse teams in a global context.

The master aims to provide you a holistic view on Diversity, Ethics and Inclusion, clarifying the terminology by discussing historical and demo-graphical trends with an impact on the workplace.

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

Rome Business School pedagogical approach

Rome Business School's pedagogical approach **fully integrates RME principles** across all degree programs. This is evident in:

- **Curriculum Design:** Sustainability, ethics, and social responsibility are embedded within core courses and electives across all programs.
- **Innovative Teaching Methods:** The school utilizes experiential learning, case studies, and real-world projects that encourage students to apply RME principles to real-world challenges.
- **Faculty Development:** Ongoing professional development for faculty ensures they are equipped to integrate RME principles effectively into their teaching.
- **Focus on Ethical Leadership:** The school emphasizes the development of ethical leadership skills and encourages students to consider the social and environmental impact of their decisions.

By deeply integrating RME principles into its curriculum, teaching methods, and faculty development, Rome Business School cultivates a learning environment that empowers students to become ethical and responsible leaders capable of addressing the complex challenges facing society. This approach equips graduates with the knowledge, skills, and values necessary to drive positive social and environmental impact throughout their careers.

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



Research

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

RME Elements in Research

Rome Business School incorporates responsible management education into its research endeavors through 2 different methods:

Research Conferences

Required Research Reporting



Partner

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

Partnership Approaches for RME

Rome Business School partners with external stakeholders to advance responsible management education through 3 different approaches:

External Community Dialogue

Collaborative Problem Solving

Collaborative Change Action



Practice

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

RME Policy Implementation

Rome Business School has implemented 2 policies to support its commitment to responsible management education:

Employee equity, diversity, inclusion

Student equity, diversity, inclusion

Institutional Aspiration Targets

Rome Business School has set aspiration targets in 1 different area:





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, Rome Business School operates with the following approach:

No Performance Disclosure

SIGNATORY

Rome Business School



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