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## **SUSTAINABLE DEVELOPMENT AND RESPONSIBLE LEADERSHIP POLICIES**

1.1 The policy for responsible operational and educational activities determines the goals and actions of the Institute of Economics and Management to include the principles of sustainable development in educational programs in accordance with the recommendations of Russian and international organizations.

1.2. GSEM adopts institutionalization and commitment to ethics, responsibility and sustainability in the terminology of the European Foundation for Management Development EFMD, the Association for the Development of University Business Schools AACSB, the MBA Association AMBA and the International Association for Management Development in Dynamic Societies CEEMAN. The participation of educational institutions in achieving sustainable development goals is an integral part of the principles of modern business education and preparing students for the labor market.

1.3 GSEM defines sustainable development as a strategy for shaping the thinking of students, teachers, the management of the institute, partners, which allows the formation and implementation of innovative, environmental, socio-economic and cross-cultural projects in various areas of the real sector of the economy based on sustainable business models. The priorities for systematic support for the development of a responsible approach as part of a renewed vision, mission and strategy are based on the institutional social policy of UrFU and in accordance with strategic plans for monitoring and measuring the social and innovative impacts of GSEM on stakeholders.

1.4 GSEM, the leading institute of UrFU, whose main activity is the generation and dissemination of knowledge, will make an effort to advance the vision of responsible development through interrelated strategic directions, including five key themes in accordance with the UN Sustainable Development Goals:

SDG 4 - Quality education,  
SDG 8 - Decent Work and Economic Growth,  
SDG 9 - Industry, Innovation and Infrastructure,  
SDG 11 - Sustainable cities and communities,  
SDG 17 - Partnership for all goals that are central.

As part of the development of specific indicators for measuring the successful dynamics of achieving goals, GSEM focuses on the following projects:

- ✓ Improving the scientific and educational environment of students in the framework of the development of advanced learning infrastructure, support for sustainable lifestyles and volunteer programs.

- ✓ Creating educational processes and environments that provide effective learning experiences for responsible leadership
- ✓ Increasing the employability of graduates, taking into account the in-demand professional and leadership skills, taking into account the developing international green economy.
- ✓ Provide an interdisciplinary approach to the implementation of scientific strategy and the integration of ethics, sustainable development, corporate social responsibility into different aspects of economics, management and law
- ✓ Raise awareness of all stakeholders and stimulate environmental research. Stimulating conceptual and empirical research that expands understanding of the role, dynamics and influence of organizations in creating sustainable social, environmental and economic value.
- ✓ Creating an effective environment for partnerships in which students, employees and alumni can develop and share their knowledge, skills and experience to effectively participate in solving global problems. Interaction with representatives of the real sector of the economy in terms of developing effective approaches and introducing innovative technologies of smart cities.
- ✓ Reducing the carbon footprint is based on updating the infrastructure of GSEM, taking into account modern standards and best practices.

1.5. GSEM recognizes the importance of responsibility, sustainability and ethics to meet the needs of the present and provide a better environment for future generations. We strive to provide graduates with innovative approaches to solving both scientific, human, social and cultural problems. We also provide an environment for international interdisciplinary research to create meaningful results.

1.6 GSEM aims to take a leading position in the higher education sector by offering all students job opportunities, internationalization in the field of sustainable development.

1.7 Companies around the world have taken on corporate responsibility, recognizing the importance of ethical, environmental, social and economic values to their customers and relationships. Students expect the same ethical values as their university. Equally, employers expect graduates to understand corporate responsibility and environmental concerns.

1.8 Academic and Research Laboratories aim to support our internationalization strategy, attract students with an interest in leadership, sustainable business practices and environmental issues, and promote the concept of “global citizenship”.

1.9 The Education for Sustainable Development Strategy is one of several university strategies that contribute to the strategic framework of the university. It makes the most direct contribution to education strategy and is linked to strategies for science, research, employment and internationalization.

Dmitry Tolmachev



Director,  
Graduate School of Economics and Management,  
Ural Federal University