Let us guide you to success!

PRME Principles for Responsible Management Education

Sharing information on progress (SIP) 2012
Faculty of Engineering Economics and Management (FEEM) is one of the eight faculties of Riga Technical University (RTU), which is the oldest University in Latvia. The origins of FEEM date back to 1868 when Commercial sciences department was established in the Riga Polytechnicum (later Riga Polytechnic Institute, now Riga Technical University). Due to changes in political and economic situation in the country, in 1966 Faculty of Engineering Economics was established in the Riga Polytechnic Institute. The development of the economic situation in the country, as well as the demand of the labour market required changes to be made in the range of study programmes offered by the Faculty, new study programmes, not only in economics but also in business management, were developed, so it was necessary to make amendments to the name of the Faculty. In 2009 the Faculty of Engineering Economics changed its name and now it is the Faculty of Engineering Economics and Management.

Today

FEEM is constantly evolving and expanding. Today it has grown to 6 research institutes: Institute of Building Entrepreneurship and Real Estate Economics, Institute of General and Civil Safety, Institute of National and Regional Economy, Institute of Production and Entrepreneurship, Institute for Quality Engineering, International Business and Customs Institute. Faculty also has a Division of Continuing Education and active student self-government.

Our Mission

The mission of FEEM is to produce internationally recognized, highly qualified specialists in economics and entrepreneurship, promoting development of researchers and teaching staff. It also aims to provide a competitive multi-level education using the latest technologies and innovations, thus ensuring successful career and well-being of the graduates, as well as to create a modern learning and working environment for professional development of students, academic and administrative staff.

Our Strategy

Being part of RTU, FEEM sets and works according to the same strategic goals and objectives pursued by the university on the whole. They are:

- **Scientific excellence** – high-quality scientific research integrated into the study process with the involvement of a wide range of international, national and industry-specific research programs that promote technology transfer and innovation development.

- **Studies excellence** – high quality, prestigious, internationally recognized studies, which train students to critically perceive and creatively process information, to think analytically, to develop innovation skills (creative abilities) and to involve them in life-long learning thus preparing competitive specialists for international labour market.

- **Organization excellence and recognition** – democratic, efficient and modern university organization that promotes excellence in studies and research activities, as well as assuring that RTU is internationally recognizable.

- **Infrastructure Excellence** – an integrated and modern informational and territorial complex stimulating studies and research with its centre in Ķīpsala and with a developed branch network.

Our strength is our students and our academic and administrative staff

FEEM cannot exist without the students, academic and administrative staff, because all together we have a wholesome and powerful team. Only by acting together, performing our duties in good faith, responsibly and with due diligence, we can achieve and fulfill all the FEEM goals and objectives.

For the last six years the Dean of FEEM is Dr.oec. Habil. Professor Remigijs Počs re-elected in September 2012.
Principle 1

Purpose: We will develop the capabilities of students to be future generators of sustainable value for business and society at large and to work for an inclusive and sustainable global economy.

FEEM provides all levels of higher education in various economic and business directions in 10 different fields of study, which include 28 different study programs at different levels: doctoral, master and bachelor's as well as the first-level professional higher education study programs. The level of study process and quality in FEEM corresponds to the global level and it successfully competes with study programs in other universities in Latvia, as well as in higher education institutions in Europe and worldwide.

FEEM prepares specialists in accordance with the labour market demands; it is proven by demand for our graduates. FEEM has signed cooperation agreements with companies where our students have practical placement. At the end of their placement, many of the students are invited to work in the company on a full-time basis.

Faculty also has active student self-government. RTU and FEEM respects the principles of democracy and that is why students are involved in decision making and participate in meetings of Faculty and institute councils. Students can exercise their right to vote when important decisions are taken.

Representatives of FEEM student self-government participate in the annual project “Love Festival”, organized by seven universities, which is the largest Baltic blood donation project. The project aims to donate blood to those who need it, as well as promote the donation in general, focusing on its importance in Latvian health care and everyone’s role in it. FEEM students are usually among the most active blood donors within this charity project.

Many FEEM students support the project “Mission Possible” supported by non-governmental organizations (NGOs). Involvement in the project means that its participants acquire a unique experience and make significant changes working as teachers in a school. The participants of the “Mission Possible” work as full-time teachers for two years and teach subjects relevant to their education in schools all over Latvia. Besides their work in school, they participate in leadership development programs – intensive and experience-based learning, where they acquire teaching and leadership skills and receive the support of experienced professionals. In addition to the salary of a teacher, the project provides a monthly grant. Only the very best candidates are selected. In 2012, a total of 21 new teachers started working in Latvian schools, among them was a student of FEEM.

Our students have the opportunity to participate in various interest groups organized by RTU Student Club and Cultural Centre and become the participants in folk art groups such as RTU women's or men's choirs, folk dance groups, vocal ensemble, string ensemble, students’ brass orchestra, student drama group and others. RTU Student Club and Cultural Centre are open not only to all RTU students, but also to students of other universities as well as the academic and administrative staff. Cultural Centre helps students not only to develop their social and cultural skills, but also teaches social responsibility to the community. With the help of Cultural Centre, the students are actively involved in social life. Cultural Centre regularly organizes events where every participant of interest groups can show what they have learned by performing in concerts and shows to a wider audience who can watch them for free. Cultural Centre members also participate in various national and international competitions, as well as charity events, thereby facilitating and supporting social responsibility to the society in which we live.
Principle 2

Values: We will incorporate into our academic activities and curricula the values of global social responsibility as portrayed in international initiatives such as the United Nations Global Compact.

All FEEM study programs include subjects focused on corporate social responsibility (CSR), such as Fundamentals of Ethics, Communication Basics, Business Etiquette, Politology, Organizational Psychology, and others. All students must acquire a minimum of two of these subjects. Subjects focused on CSR are included both in bachelor's and master's level programs.

Several study programs offer such subjects as “International Protocol”, which teaches business etiquette at an international level. “Personal Financial Management”, which is designed to teach students to act responsibly in their private lives assuming responsibility for their financial decisions. “Environmental Compatibility and Risks” and “Environmental Economics”, which explain the impact of business operations on the environment.

A new study course “Corporate Social Responsibility and Business Ethics” is offered in the master’s study programme. The course is designed to show the development of CSR and its role in Latvia and in the world and explore the society’s perception of corporate social responsibility by analysing moral conflict situations. Its aim is to demonstrate business ethics as an interdisciplinary academic field, to provide insight into business-related ethical problems and to present a contemporary approach to solving problems related to business relationships. The course includes theoretical knowledge of business ethics, values orientation, CSR classification and evaluation, theory of stakeholder groups and it also develops practical skills relevant to solution of ethical problems and implementing CSR strategies in a company.

The Department of Customs and Taxes at the International Business and Customs Institute (SESMI) of FEEM offer acquiring higher education in a study program “Customs and Tax Administration”, which is the only such program in Latvia. It is based on the regulations and basic principles of CSR. Director of SESMI and Head of Department of Customs and Taxes is Professor Aivars Vilnis Krastiņš. He has created customs specialists’ education and training system in Latvia, and has published more than 100 scientific works, including five monographs. A.V.Krastiņš together with his colleague Jan Erland Jansson from Sweden have participated in the development of International Professional Standards for Customs Officers, which in 2009 were approved by 177 member states of World Customs Organization (WCO).

In 2010 WCO Secretary General Kunio Mikuriya presented a certificate to Professor Aivars Vilnis Krastiņš, stating that the RTU study program “Customs and Tax Administration” has been developed in conjunction with the WCO and fully complies with international standards for the Customs profession. It was the first bachelor study program internationally recognized by WCO. Thus RTU became the first university in the world, where customs and tax administration bachelor-level specialists are trained in accordance with the WCO standards. Even today it remains the only such bachelor’s program in the European Union. Overall, there are only 5 universities in the world whose bachelor programs are internationally recognized by the WCO and have received such WCO certificate.

RTU has also received a WCO certificate recognizing the compliance of professional master’s degree program “Customs and Tax Administration” to the WCO standards.

This program is currently enrolling approximately 800 RTU and FEEM students, at the same time about 700 customs and tax professionals, customs brokers, and others upgrade their skills within this program.

Social responsibility issues are embedded in all study subjects and programs offered by FEEM.
Principle 3
Method: We will create educational frameworks, materials, processes and environments that enable effective learning experiences for responsible leadership.

In 2012 RTU participated in the project “Sustainability Index”. The project enables companies and institutions to assess the extent to which corporate strategy is realized in business processes. Sustainability Index refers to the following key spheres: strategy, society, environment, market relations and working environment, as well as social and environmental issues and communication with stakeholders.

FEEM cares about each student. Without the state budget allocated sites, all students whose families have been granted the status of low-income family, students who are without parents’ care or orphans, students who care of children under 18 years of age or with Group 1 or Group 2 disability, have the opportunity to study for free. In addition, the faculty building has the relevant equipment so that students with special needs can move freely throughout all the premises.

Our academic staff, administrative staff and students strive to be socially responsible not only within FEEM or during study process, but also in everyday life. For example, Professor Rolf Qvenfield from Norway (the study program “Innovation and Entrepreneurship”) financially supports a low-income family in Čēsis.

FEEM offers its students to use the RTU portal ortus.rtu.lv where the academic staff places their lecture materials as well as other information necessary for successful acquisition of the study course. Study materials no longer need to be printed and copied as much as before, because they are all available on-line. In addition, unnecessary papers and printed materials are collected and passed to a paper mill for recycling, thus contributing to the environment protection (saving trees from cutting down).

Every year FEEM together with other RTU faculties participate in the “Big Cleaning”, which is an environmental clean-up event with the aim to make Latvia a greener and cleaner country. FEEM students actively participate in this annual project together with the academic and administrative staff, tidying the surrounding area. By participating in the “Big Cleaning”, each student understands the importance of taking care of the environment, and what damage is done to it by littering irresponsibly.

Since 2006 FEEM is taking part in the EU intensive Program "Making Business work in the New Europe: Learning from the Baltic Sea Region". In April 2010 RTU FEEM, in cooperation with FEEM student self government and International and Public Relations Department of RTU, delivered IP on "Making business work in the new Europe – developing and transferring business knowledge in the Baltic Sea region" that involved 51 students and 11 teaching staff from 5 countries – Germany (Ilmenau University of Technology (IUT)), United Kingdom (London South Bank University), Estonia (Tallinn University of Technology (TUT)), Lithuania (Siauliai University) and Latvia (RTU). As RTU FEEM had previously participated in other IPs, it wanted to give their students the opportunity to experience international environment and study practices. IP was focused on business practices and environmental factors affecting cross border trade and investments within the Baltic Sea Region. IP students gained not only insight into Baltic market specifics but also improved language skills and experienced international environment and various learning methods and activities. RTU FEEM teaching staff developed competencies for working with multicultural students and adopted best practice in applying new teaching methods, and organizing, managing and evaluating team activities. In addition to that, a new course on Business Ethics and Corporate Social Responsibility, building on IP ‘takeaways’, has been introduced at FEEM. And one of the most important things is that study materials of IP and teaching methods are also used in study courses of all partner institutions.

In 2009 Institute of Production and Entrepreneurship developed and implemented the project “Sustainability and Social Responsibility through Learning in SME (SOCIALSME)”, which is a Leonardo da Vinci Transfer of Innovation project. Project manager is Professor Elīna Gaile-Sarkane. The project goal was to create methodology and prepare manual about sustainable, CSR-oriented business strategy development in small and medium-sized enterprises, this methodology is based on transfer of experience acquired in projects COSORE, Work & Learn and FILIP. This strategy is based on organizational and individual education (learning) through the organization’s key weaknesses, challenges and opportunities.
FEEM scientific and research activities are linked to study programs. FEEM includes 4 state registered scientific institutions (scientific institutes):

- International Business and Customs Institute;
- Institute of National and Regional Economy;
- Institute of Production and Entrepreneurship;
- Institute of Building Entrepreneurship and Real Estate Economics.

Besides scientific institutes, research is also provided by scientists of FEEM in:

- Institute of General and Civil Safety;
- Institute for Quality Engineering.

One of the youngest FEEM institutes is the Institute for Quality Engineering, which was incorporated in FEEM in 2011. Its mission is to prepare internationally competitive specialists in quality management and conformity assessment. The study direction, administered by the Institute, is focused on continuous organizational improvement with a focus on ethics, social responsibility and consumer protection, the environment and product safety issues.

Every year FEEM, on the occasion of the RTU anniversary, organizes International Scientific Conference “Scientific Conference on Economics and Entrepreneurship (SCEE)”. The aim of the conference is to present latest scientific achievements of researchers in economics, business, international economic relations, taxation and customs from Latvia and from abroad, to facilitate exchange of information and networking among scientists and to provide opportunity for doctoral students to publish their research work.

Every year articles by FEEM researchers, academic staff and doctoral students are published in various scientific editions in Latvia and abroad. FEEM is publishing Scientific Journal “Economics and Business” on annual basis, which is abstracted and indexed in EBSCO, ProQuest, Versita and VINITI databases. Scientific journal “Safety and Technogenic Environment” made by scientists of Institute of General and Civil Safety can be found in EBSCO, ProQuest and VINITI. There are also other scientific journals in such areas as Entrepreneurship and Management, Customs and Tax Administration or Real Estate Management and others. It is important to mention scientific journal “Building Entrepreneurship and Real Estate Development”, as well as students’ scientific proceedings “Economic Research in Business”.

Aspects of social responsibility are analysed in the broadest context in scientific research and publications, for example, the Institute for Quality Engineering researchers have published scientific papers on the following topics:

- “Integrated Management Systems for Building Socially Responsible and Sustainable Organizations”,
- “Corporate social responsibility: management of reliable water consumption”,
- “Social responsibility and its economic impact on society: water usage reporting and water losses”,
- “Corporate Social Responsibility and Creating Shared Value: Case of Latvia”.

Researchers of Institute of Building Entrepreneurship and Real Estate Economics have published scientific articles on:

- “Economic Aspects of Corporate Social Responsibility in Construction Industry in Different Stages of Economic Development Cycle”.
- “Economic Aspects of Corporate Social Responsibility in Construction Industry”.
- “Corporate Social Responsibility and Mass Media: Latvian Case”.

Other FEEM publications related to entrepreneurship and management spheres are:

- “Socially Responsible Marketing: Theory and Praxis”.
- “Corporate Social Responsibility (CRS) in Business Practises of the Companies: Problems and Possibilities”.

All FEEM institutes are unique in their field. Each of them is trying to use and implement the rules and principles of CSR in their work; it also appears in research papers and projects, as well as doctoral student promotion papers.
Many of FEEM PhD students have chosen for their doctoral thesis themes closely related to the topical problems of the entrepreneurship environment in Latvia – innovation, the work of clusters, ensuring sustainable development. As examples there can be mentioned:

- “Directions for Improving Bank Value Management”,
- “Operating Effectiveness of Small and Medium-Sized Enterprises. Problems and Solutions”,
- “Ensuring Competitive Entrepreneurship Management for Manufacturing Wood Products in Latvia”,
- “Problems and Solutions in Assessing Product Quality Compliance”.

These works also include chapters on CSR.

Extensive studies and projects have been developed in FEEM Institute of Building Entrepreneurship and Real Estate Economics (IBEREE) under supervision of Professor Ineta Geipele. These are the projects that are important for sustainable development of Latvian economy. For example:

- The project “Challenges and Solutions in Development of Real Estate Market and Construction Industry”. It revealed the key problems in the real estate market and construction industry, factors influencing their formation; it identified and substantiated options for stabilization of development in the real estate market and the construction sector.
- The project “Problems of Efficient Resource Use in the Construction Industry under Conditions of Increased Demand”, where research, analysis and results of other work revealed the efficiency of resource use problems in the construction industry under conditions of increased demand, resulting in creation of a framework of scientifically-based solutions to the problem of stabilization of the situation.
- The project “Funding Models for Renovation of Residential Houses in Latvia” results made it possible to assess the possible and necessary household participation in financing the renovation of the existing residential houses, as well as to develop funding models and evaluate their advantages and disadvantages in comparison with the existing models, to assess the impact of renovation of residential houses on sustainable development of the national economy, changes in energy efficiency, maintenance costs and energy consumption structure in the national economy.

Another significant research was done by Professor Jānis Vanags (IBEREE) “Socio-Economic and Ecological Aspects of Urban and Regional Development Interactions”. As the result of the study, significant socio-economic and ecological aspects of urban and rural development interaction were presented; the most significant socio-economic environmental issues in regional development and in Latvia were identified. Besides that, fiscal recommendations about urban and rural development disparity elimination were prepared, taking into account the interaction between socio-economic and ecological aspects in the context of sustainable development of the country as a whole.

No less important is the research “Classification of Factors Affecting Company Environmental Management” in which a comprehensive evaluation of economic, financial, social and legal aspects of ecological management was performed, including the assessment and classification of factors that influence its development. The scientific findings in the field of Environmental Management acquired in the research “Development of Study Content and Learning Materials in Environmental Science” were proposed to include in the study process by Assoc. Professor Tatjana Tombovceva.

Another important research project was managed by Docent Georges Motte (IBEREE) for the Norwegian Chamber of Commerce “The Latvian Crisis: What Went Wrong and Why?”, because its results revealed, in the most direct way, the corporate social responsibility in international business, it also provided possible solutions.

We care not only about the students’ education based on the principles of responsible management, but we also develop projects and conduct research in the field of CSR, which is essential for sustainable development of the country.
**Principle 5**

**Partnership:** We will interact with managers of business corporations to extend our knowledge of their challenges in meeting social and environmental responsibilities and to explore jointly effective approaches to meeting these challenges.

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**We are building a bridge between students and companies!**

Faculty cooperates with companies and organizations in Latvia whose activities are closely related to FEEM programs and need appropriately trained specialists that are prepared in FEEM. The cooperation is developed as provision of practical placement locations, as well as guest lectures in some of the study subjects. Many lecturers are specialists in their fields and occupy responsible positions, so they can introduce students not only to theoretical but also practical aspects of the relevant subject. In several FEEM study programs guest lectures outside the university are organized, as well as visits to companies to become familiar with business operations and clarify all the issues of concern in the industry.

In addition, FEEM also supports student exchange in studies and practical placement. Both the students and the academic and administrative staff use the opportunity of going on Erasmus exchanges, thus gaining international experience, which may be necessary and useful for future studies and careers. Furthermore, every year more and more foreign students and guest lecturers are attracted, which facilitates improvement and development of international cooperation between universities and RTU recognisability.

In addition to the cooperation described above, FEEM also supports study tours for their students. International business organization and management students have already twice been to Brussels, learning about and visiting EU’s central institutions. Business logistics students have visited the Czech Republic and in October 2012 participated in an international Student Olympiad in St. Petersburg. Customs and duties students for two consecutive years have gone on student practical placement program exchange tours to St. Petersburg. Study tours are organized with the aim to improve the learning process, and this is an additional experience for those students who have proved themselves as very good and active students.

Every year RTU Career Centre organizes a Career Day during which all RTU students, including FEEM students, have the opportunity to acquire more information about the relevant industry, as well as to meet face to face with company representatives, learn about employment and practical placement opportunities. The companies’ aim and interest is to attract new employees, to establish contacts with students and to promote their business. It is the day when there is the opportunity for potential employers to meet potential employees. The positive thing is that in the last two years the number of companies that require specialists trained in FEEM has increased.
In the summer of 2010, a significant and substantial cooperation was established with the Riga Hanseatic Rotary Club and Kongsberg Rotary Club in Norway. The aim of cooperation is to support and develop innovative activities and responsible entrepreneurship. This activity is an international mentoring program project, which will offer international support to innovative projects created within the FEEM study program “Innovation and Entrepreneurship”. The main focus of Hansa Project is to promote development and commercialization of ideas, and to pay particular attention to the social responsibility aspects.

The academic staff of FEEM regularly acquires new knowledge and experience in the field of social responsibility by participating in various international and local seminars.

In December 2009 and January 2010, FEEM in cooperation with Adizes Academy of Management (AAM), organized a six-day international management seminar with 3 modules “Mastering Change”, “Roles and Styles of Management” and “Corporate Lifecycle”. Workshops facilitated the development of the academic staff’s sense of leadership and focused on ethical and responsible management aspects. After this seminar, a number of new topics related to leadership, ethics and responsible business were integrated into FEEM study programs.

Also, in April 2009, Faculty in cooperation with the Baltic Management Association (BMDA) organized an international educational seminar “The Scholarship of Teaching”. The seminar addressed issues connected with copyright, plagiarism, and especially focused on responsible management education and contemporary teaching methods.

FEEM academic staff actively participated in the “Young Business Leaders’ Forum”, conducting workshops. The Forum was organized by the Latvian Investment and Development Agency within the framework of the project “Innovative Business Incentive Programs”. It was co-funded by the RTU Student Parliament and the organization “Debate Club” with the support of Swedbank youth program “Open” and “Elevator International Ltd”.

Only by working together we will achieve our goals!
The Faculty emphasizes the implementation of the strategy of internationalisation with the aim to differentiate the study programs, to attract guest lecturers and students by involving students and academic staff into different projects of international co-operation (such as Leonardo da Vinci program, ERASMUS, ERASMUS Mundus program, INTERREG, ESF and other international projects) and their implementation.

Through participation in the activities of international organisations and expansion of the circle of its partners, FEEM implements and strengthens its internationality. FEEM is a member of different international organisations and participates in implementing international projects.

**The most significant cooperation organisations are:**

- **Baltic Management Development Association (BMDA)** which was established at the end of 2002 by the initiative of universities and business schools, as well as individuals: professors of management sciences and business professionals from the Baltic countries;

- **Central and East European Management Development Association (CEEMAN)**, which is an international management development association established in 1993 with the aim of accelerating and improving the development of management in the Central and Eastern Europe.

- **World Customs Organization (WCO)** and the **International Network of Customs Universities (INCU)** – WCO is the only intergovernmental organisation exclusively focused on Customs matters. With its worldwide membership, the WCO is now recognised as the voice of the global Customs community. The INCU has been established to provide the WCO and other organisations with a single point of contact with universities and research institutes that are active in the field of customs research, education and training.

- **New Initiatives and Challenges in Europe (THE NICE NETWORK)** – the Nice Network comprises 35 partner institutions that are located in the Enlarged Europe, North Africa and Asia. The members of this network are highly committed to the Bologna and Lisbon conventions. They subscribe to a jointly agreed Quality Charter which ensures that all members accept and implement the ECTS quality standards in their institutions.

- **The International Real Estate Federation (FIABCI)** - non-governmental organization with a special consultative status with the United Nations and particularly its Economic and Social Council (ESOCOC), serves as an adviser on various global property issues. Federation represents 106 national real estate trade associations with a membership of more than two million real estate professionals from 60 countries. FIABCI activities: real estate brokerage business, management, appraisal, development, as well as law, architecture, insurance in real estate field and urban planning.

Besides the above mentioned international cooperation programs, the Department of Customs and Taxes also participates in the PICARD (Partnership in Customs Academic Research and Development) international program that is designed for enhancing education, training, scientific research of all Customs organizations and universities as well as Customs capacity building worldwide.

The Department participates in other international programs such as the UNDP (United Nations Development Program) BOMCA – the Border Management Programme in Central Asia – which is one of the largest EU-UNDP assistance programmes in Central Asia. BOMCA’s main strategy is to promote the stability and security of Central Asian states through the Integrated Border Management (IBM) and Regional Cooperation. BOMCA is also assisting countries in Central Asia in their pursuit of regional economic development and trade facilitation in Central Asia, with the neighbouring countries and between Central Asia and the EU member states. The overall objectives of BOMCA are: to help increase security in Central Asia, to contribute toward the facilitation of legitimate trade and transit, and to reduce the illicit movement of goods and people. Experts in this program for many years have been professors Aivars-Vilnis Krastiņš, Jan Erland Jansson and Aivars Gulbis. Within the framework of this Project, a delegation of 48 Customs and border guard specialists and executives from 5 Central Asian countries arrived to RTU in November 2012. The visit’s aim was an in-depth look at the experience of Latvia in Customs and border guard training.

Besides participation in international programs, Department of Customs and Taxes implements other major important projects related to the Latvia’s national economy and border security.

The Institute of National and Regional Economy (INRE) participates in implementation of an international project. It is the INTERREG IVC Programme project “Micropolis – Remote Work Centres outside the Metropolitan Areas”. It was launched on 1 January 2012. Within the project, until the end of 2014 INRE researchers will participate in experience exchange and in search for new solutions for remote work development in rural areas. Basically, it is a project for improvement and development of employment relationships, conditions and business environment.

Currently two new projects are being developed in FEEM within the framework of Leonardo da Vinci programme:

- “Employability and Skills Anticipation Policies: a Social ROI Approach”,
- “Developing and enhancing leadership skills for young managers in times of crisis: an innovative training package for European young professionals”.

**Membership in international organizations and projects is an important part of the FEEM that fosters development and implementation of responsible management educational in our faculty.**
Objectives for next 18 months

Continue working!

In the field of corporate responsibility and sustainability we are planning to:

- To increase the number of study subjects, which integrate corporate governance, business ethics and corporate social responsibility issues, in order to further develop and motivate a new generation of socially responsible managers and entrepreneurs.
- To ensure the sustainable development of RTU and FEEM, increasingly based on the principles of responsible management education in the study process and in study programs and subjects, consequently, stimulating sustainable business environment and economic development of the country through development of our academic staff and alumni.
- To promote value-based management and continuous growth, while eliminating discrimination, and showing respect for cultural differences in society.

Faculty has considerable future plans regarding the academic research and knowledge development with companies in the field of corporate responsibility and sustainability:

- Our primary strategic objective is to continue development of innovations and exchange of knowledge with the help of qualitative research incorporated in the study process by involving international and domestic partners from research institutions and the industry.
- We aim to increase student and academic staff involvement in sector-specific studies to further engage the bachelor, master and doctoral students in research, especially the research related to ethical problems in entrepreneurship and society.
- It is necessary to increase the number of research projects developed in cooperation with business associations and companies that support research and corporate activities, thereby creating a sustainable economic growth.
- We will continue to enhance knowledge about social responsibility and develop the idea that social responsibility is an integral part of management, which can improve a company’s competitiveness and increase the welfare of society.

Being socially responsible and realizing the principles for responsible management education working with students – it is an integral part of daily life of FEEM. We strive to act in accordance with these principles, to nurture and develop the understanding of these principles in all of our students, in order to build a responsible society and a sustainable country!