PRINCIPLES FOR RESPONSIBLE MANAGEMENT EDUCATION (PRME)

Sharing Information on Progress (SIP) Report for the College of Business, Law and Social Sciences

University of Derby, UK

September 2017
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University of Derby

The University of Derby is based in the English Midlands on various campuses, in Buxton, Derby, and Chesterfield. The University of Derby hosts five Colleges:

◊ Arts, Humanities and Education
◊ Business, Law and Social Sciences
◊ Life and Natural Sciences
◊ Engineering and Technology
◊ Health and Social Care

We rank in the top 5 universities in the East Midlands (UK) for Student Satisfaction, Student-Staff Ratio and Academic Services Spend (Complete University Guide, 2018). Ranked in the top 20 nationally for Teaching Quality, we are firmly established as one of the fastest growing universities in the UK. We are also a Gold TEF provider (2017).

Renowned for technology and innovation, Derby is a thriving multicultural city and home to a wide range of industries with many global companies based here including Rolls-Royce, Toyota and Bombardier. Derby is an exciting place to learn and experience university life, providing students with many opportunities to gain real world experience through placements and internships.

Environment and Sustainability

As a university with a strong focus and awareness of our impact on the local, national and global environment, we are particularly conscious of our responsibilities. Students, staff and visitors, all contribute to the university’s environmental impact, and to this end we aim to encompass environmental sustainability in all aspects of the university, including teaching, research, operational and international activities.

The university is an integral part of the local community and has the ability to strongly influence environmental issues. March 2017 featured ‘Go Green week’, a series of environmental-themed workshops and activities, encouraging staff and students to think about their environmental impact. We're an accredited Fairtrade university and we're proud to stock ethically-sourced goods in our shops and cafés. Our estates are also pro-active in carbon and waste reduction. The University have a CHP (combined heat and power) unit reducing the amount of electricity taken from the grid. 14.43% of electricity used on the University’s Kedleston Road campus was generated from the CHP unit between April 2016 and June 2017. None of our waste is sent to landfill and if it can’t be recycled then it is turned into energy.

We have just gained ISO14001 certification, are a member of the ‘Environmental Association for Universities and Colleges’ (EAUC), and were rated 2:1 in the People & Planet University League Guide 2015. We are also engaging with the NUS ‘Responsible Futures’ initiative, which aims to put sustainability into the heart of education. The University has an executive-led Environmental Steering Group, which advises the governing council on environmental issues. 

Our sustainability policies include: An environmental policy, biodiversity action plan, ethical investment policy, and carbon management plan.
The College of Business Law and Social Sciences comprises three main discipline areas: law, social sciences and business. Subjects include law, criminology, policing, social sciences, political sciences, accounting and finance, human resources, management and leadership, economics, logistics and supply chain, and marketing. The College was founded in January 2017 as part of a wider University restructure. As such, the College is relatively new.

The extension of our PRME membership from ‘just’ our Business School in 2015, to the wider College of Business, Law and Social Sciences, demonstrates our strong belief that responsible management education extends beyond business educators. By 2019, we aim to have extended the scope of this exercise further, to demonstrate the integration of PRME across all relevant disciplines. Significant progress has already been made in aligning our education efforts with the principles of PRME, as we will outline through this report.

Our engagement with, and accreditation from, professional bodies is extensive and includes (and isn’t limited to): the Chartered Institute for Personnel and Development, the Chartered Institute of Marketing, the Chartered Management Institute, the Chartered Institute of Procurement and Supply, the College of Policing, Chartered Institute of Management Accountants, Association of Chartered Certified Accountants, and the Chartered Institute of Logistics and Transport. These affiliations support us to ensure that our course content meets approved standards and provides our staff and students with a wide resource and knowledge base.

The College is host to three research centres: the Centre for Supply Chain Improvement where a great deal of green and lean logistics work is undertaken. The Centre for Business Improvement comprising clusters such as ‘Responsible Customer Engagement’, ‘Enterprise Evaluation and Applied Economics’ and ‘Sustainable Business and the Green Economy’. The Social, Culture and Legal Research Centre leads innovative research in social policy, modern slavery and approaching radicalisation.

Responsible management and business education is engrained in our approach throughout the College and we are confident that we convey this through our research, teaching and wider engagement and conduct.
Principles One and Two: Purpose and Values

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.

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.

Institutional Strategy

Our Corporate Plan outlines the importance of impacting social and economic wellbeing, and as outlined in our introduction to the University (page 3), a wealth of policies and strategies exist to support sustainability across the University.

Our vision and interpretation of responsible management education

Within the College we interpret responsible management education in its broadest sense and believe that concepts such as ‘sustainability’, ‘ethics’ and ‘responsibility’ are applicable across our teaching and research portfolio. We are confident that our students leave us with a strong awareness of their responsibilities to work as responsible global citizens, as well as to uphold immense respect for others and the environments they inhabit.

As outlined later in this SIP, ‘responsibility’ is a key theme through much of our current and emerging research (responsible customer engagement, green logistics, combating modern slavery, low carbon SME’s) and we see huge potential in such research supporting the sustainability of PRME across our institution (workshops disseminating our research for instance).

Management of PRME

The implementation and monitoring of PRME is the result of collaboration between passionate staff and students from across the College, department leads and college research leaders. We benefit from the diverse interests and perspective (social, environment, economic etc.) each party brings in relation to responsible management education.

We have embraced our new College structure as an opportunity to progress with PRME implementation beyond our initial participation in PRME (originally as the Derby Business School). We are currently redefining our College strategy and our mission and vision will clearly convey our solidarity with the principles and ethos of the PRME initiative. An evaluation and monitoring framework will also be formalised to support our ongoing commitment to PRME.

Principles One and Two: Objectives

By 2019, we will have:

⇒ Clearly embedded PRME in our revised College Strategy.
⇒ Established an evaluation and monitoring framework that reflects our new College.
**Principle Three: Method**

We will create educational frameworks, materials, processes and environments that enable effective learning experiences for responsible leadership.

In our initial application to PRME, we outlined that we were to **review our entire undergraduate and postgraduate provision within business subjects**, to ensure our curriculum integrated the sustainable and responsible ethos that PRME advocates, and we are pleased to report that we **achieved this**. Our taught provision now supports various interpretations of responsible leadership including responsible HR practice, sustainable sourcing and responsible accounting. Examples are found overleaf (page 7).

Learning experiences for responsible leadership include lectures, workshops, debates, case studies, guest speakers, simulations (including in our Bloomberg Room) and study visits (Joint Honours International Relations and Diplomacy students have the opportunity to visit the Foreign Office and the United Nations Office in Geneva (Switzerland). Assessment practice also sees students undertaking research and critically analysing contemporary issues such as sustainability, social policy and inequality. For instance, third-year students in the Derby Law School are exposed to real casework through ‘Miscarriages of Justice at University of Derby’ (MOJ@UoD), an independent organisation reviewing cases relating to wrong conviction.

We are delighted to have been awarded Gold in the Teaching Excellence Framework exercise (2017).

Our growing research presence in sustainability-related research (page 8), has supported us to embed our own research, in PRME-related topics, into teaching. The efforts of the University to embed more sustainable practice (such as ‘Go Green Week’ in March 2017) have also developed our staff’s awareness of sustainability.

**Principle 3: Objectives**

By 2019, we will have:

- Offered development activity to staff with the *specific* purpose of supporting PRME principles within teaching;
- Raised greater awareness of PRME, both inside and outside the College;
- Supported students at all levels to engage in more research projects relating to PRME themes.
## Examples of PRME in our curriculum

### Ethical Sourcing

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<tr>
<th>Our MSc in Supply Chain Improvement is a degree accredited by the Chartered Institute of Logistics and Transport, and as its title suggests is concerned with supply chain management and improvement. Within this programme, learners explore purchasing contexts and are exposed to critical exploration of ethical sourcing and sustainability theory and practice.</th>
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### The Derby Global MBA

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<th>Our Global MBA boasts many modules that explore issues of responsible and sustainable management. Some examples of these modules include:</th>
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<td>◊ ‘Global Supply Chain Management and Logistics’, which exposes learners to case studies and contemporary debate on aspects such as fair pay to suppliers and the sustainability of resources.</td>
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<tr>
<td>◊ ‘Global Strategic Operations, Markets and Resources’, sees students ‘critically analyse the importance of effective sustainable business operations’ and ‘sustainability through systems design’.</td>
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<td>◊ ‘Critical Perspectives in Strategic Management and Leadership’, explores how businesses can develop sustainable competitive advantage.</td>
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### PRME module

| Our BA (hons) Business Management programme now hosts a specific ‘Principles of Responsible Management’ module. The module is closely aligned to the first official PRME textbook by Laasch and Conaway. |

### Diplomacy

| On the Joint Honours ‘International Relations and Diplomacy’ programme, students are exposed to a range of real life settings including the opportunity to visit the Foreign Office (in year 1) and the United Nations Office in Geneva (Switzerland) (in year 2). There are also internship opportunities with international institutions such as the United Nations Institute for Training and Research (UNITAR). |

### Managing Radicalisation

| Our ‘Understanding Radicalisation’ programme offers learners the opportunity to examine and investigate the social and political concerns relating to radicalization. It looks at sustainable, multi-agency approaches to assess, refer and support those vulnerable to radicalisation. |

### Exploring Inequalities

| Within our BA Sociology, students begin to explore identity, inequality and ethics through the module, ‘Patterns of Inequalities’ (level 4). The module is delivered through lectures, debate and workshops. By Year 3 (level 6), students are able to consider these matters from an advanced policy perspective. |
Principle Four: Research

We will engage in conceptual and empirical research that advances our understanding about the role, dynamics, and impact of corporations in the creation of sustainable social, environmental and economic value.

When we first became PRME signatories in 2015, we outlined our emerging research in low carbon. We are delighted that, not only have we continued this work but that PRME-related research can be seen across all of our research centres.

Research Centres

The launch of our new Research Centres, detailed adjacent, were able to embed research themes such as green and lean logistics, modern slavery, responsible customer engagement, and sustainable business and the green economy. These research themes see us co-produce valuable research with students (undergraduate, postgraduate taught and research), industry and international research partners.

The work of our staff in these Centres can be accessed via our Open Access repository, UDORA: http://derby.openrepository.com/derby/

Postgraduate Research

We were able to secure several funded studentships in 2015/2016 relating to sustainability research themes (SME engagement with low carbon agendas, sustainable business networks, modern slavery reporting, and green logistics).

The College have recently secured funding to support several additional studentships and these studentships will all relate to researching matters of responsible and sustainable business practice (logistics, responsible marketing).

Social, Cultural and Legal Research Centre (SCaLR)

Led by Professor Alex Nunn, the Centre aims to promote applied social research. It works across five clusters of expertise: inequality and social justice, culture and social cohesion, crime policy and criminal behaviour, policing and law enforcement practice, and legal and justice research.

Centre for Business Improvement (CBI)

Led by Professor Carley Foster. The Centre focuses on applied research that relates to improved business performance and has three areas of research activity: sustainable business and the green economy, responsible customer engagement, and evaluation and applied economics.

Centre for Supply Chain Improvement (CSCI)

Led by Jose Arturo Garza-Reyes. The Centre focuses upon lean logistics research and has been awarded several research projects from funders including the British Council. Such projects include ‘Developing food security and water conservation’ and ‘Exploring Energy Efficiency Opportunities through Supply Chain and Operations Innovation’.
Examples of our Research

SMEs and the Low Carbon Economy

Researchers within the Centre for Business Improvement’s, ‘Sustainable Business and the Green Economy’ research cluster are advancing research in SME support and low carbon innovation. Researchers exploring SME awareness of low carbon support found that, whilst the low carbon sector was growing, support for SMEs was weak. These findings, and the team’s earlier successes in low carbon projects, led to them securing £200,000 in EU funding via the local enterprise partnership, to create a Low Carbon Business Network. The three-year project provides support to at least 45 SMEs wishing to supply their existing low carbon products and services to some of the regions largest organisations.

Making Logistics Leaner

Prof Jose Arturo Garza-Reyes has been researching a new approach to tackling the inefficiencies of road transportation. The research aims to investigate whether lean manufacturing principles, methods and tools (which are commonly employed by manufacturing and service organisations to improve their operations) could be applied to improve logistics and road transport operations. Prof. Garza-Reyes’ research has had clear commercial impact: it has so far helped five distribution companies in Mexico and Colombia significantly reduce their number of routes, distance travelled, excess service time, demand not satisfied and emission of harmful gases. It has also increased their Transportation Overall Vehicle Effectiveness (TOVE), average number of clients served per route and vehicle capacity utilisation. “One large Mexican organisation, which transports frozen and refrigerated products, was able to reduce its distribution routes by 27% and distance travelled by 32%,” explains Prof. Garza-Reyes. He has had four papers published on this subject in highly regarded international journals such as Industrial Management & Data Systems and the International Journal of Logistics Research and Applications.

For the full articles relating to both of these projects please visit our Research Review 2017:
Principles Five and Six: Partnership and Dialogue

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.

We will facilitate and support dialog and debate among educators, students, business, government, consumers, media, civil society organisations and other interested groups and stakeholders on critical issues related to global social responsibility and sustainability.

Engagement

Derby has a strong reputation for external engagement. Our College Employment Engagement lead, Business Engagement Leads and well-networked staff support us to engage and partner with external stakeholders.

Examples of partnership and dialogue

Examples of our partnership and dialogue are extensive but include:

◊ Go Green Week - a series of environmental-themed workshops and activities, encouraging staff and students to think about their environmental impact.
◊ The University hosted a ‘Women in Business’ event to address some of the issues facing women in business. The event included an evening with Jacqueline Gold CBE, Entrepreneur and Chief Executive of Ann Summers.
◊ The Derby University Network of Entrepreneurs (DUNE) setup to support entrepreneurs.
◊ Hosting and chairing conferences including the 16th International Conference for Corporate Social Responsibility and Organisational Governance (Aug 2017), and Tourism Naturally conference.
◊ ERDF funding to support low carbon SMEs.
◊ Engagement with PRME through regional conference attendance.
◊ Thought leadership through over a dozen academic papers in global social responsibility and sustainability topics, and a book co-edited by Business school staff entitle, ‘The Low Carbon Economy – Understanding and Supporting a Sustainable Transition’ (Palgrave, available later in 2017). Outputs can be viewed on UDORA, our open access repository.
◊ Logistics and Supply Chain week 2017, which focused on low carbon and last mile logistics. In 2018 it will explore technology and innovation in logistics as well as modern slavery in global supply chains.
◊ In June 2017, our ERDF funded Low Carbon Business Network hosted a conference for stakeholders from across the region to address 'Leading the Shift to a Low Carbon Economy in Derby and Derbyshire'.
The Future

This SIP report is the first from the College of Business, Law and Social Sciences. It has identified our successes and achievements in embedding PRME principles and its overarching ethos into our research, teaching and overall practice.

Our SIP identified several objectives - the extension of PRME across the College and beyond, more formal evaluation and monitoring, and greater staff development summarise these in the main. These objectives will support us to continue to embed PRME across our new College.

The principles and ethos of PRME will support the College and wider University, as we continue our journey towards NUS’ ‘Responsible Futures’ certification, and our College strives to achieve the CABS’ Small Business Charter.

We look forward to providing further reports on our PRME progress.
**PRME Contacts**

Dr Tracey Wond, t.wond@derby.ac.uk

Dr Fred Paterson, f.paterson@derby.ac.uk
Ref: DR/LJV

1 August 2017

PRME Steering Committee
 c/o Jonas Haertle,
Head PRME Secretariat at United Nations Global Compact Office
801 2nd Avenue, 2nd Floor
New York, New York 10017

Dear Mr Haertle

Adoption of the Principles for Responsible Management Education

As an institution of higher education involved in the development of current and future professionals the College of Business, Law and Social Sciences is committed to implementing the Principles for Responsible Management Education, starting with those that are most relevant to our capacities and mission, and reporting our progress to all our stakeholders and exchange effective practices related to these principles with other academic institutions.

Our forthcoming PRME SIP Report provides an update on progress since joining and describes the aspects we intend to develop into the future. We understand that our own organizational practices serve as an example of the values and attitudes to our students and wider stakeholders, and encourage other academic institutions and associations to adopt and support these Principles.

I commend our College as a PRME Supporter organization.

Yours sincerely

[Signature]

Professor David Russell
Pro Vice-Chancellor Dean
College of Business, Law & Social Sciences

T: 01332 593845 M: 07789 923165
E: d.russell@derby.ac.uk W: www.derby.ac.uk