



UNIVERSITY OF TURKU

Turku School of
Economics

2020 RESPONSIBLE MANAGEMENT EDUCATION



TURUN KAUPPAKORKEAKOULU

PRME

This is our **Sharing Information on Progress (SIP)**
Report on the Implementation of the **Principles for
Responsible Management Education**

Foreword

We are pleased to present the 2020 report on the implementation of the Principles for Responsible Management Education (PRME) from Turku School of Economics (TSE). As it is our mission to educate responsible future leaders, we are committed to advancing the Six Principles of Responsible Management Education.

During the reporting period we have taken important steps towards a more systematic approach on enhancing responsibility. For example, the University is committed to being carbon neutral by the end of 2025 and our Equality Plan defines the targets for e.g. how non-discrimination and equality are realised in teaching and learning. Also, all our Bachelor and Master level programs and specializations include now courses that discuss responsibility. The results are very promising showing that majority of our graduates understand the importance of responsibility in business or economic practice. In research activities, we have formed an actively connected network of scholars engaged in the study of responsibility and sustainability.

We will continue working on all fronts to integrate this theme into our mindset, research, curricula, relations, administration and culture. We want to show the path to our students, alumni, staff and the community at large.



Markus Granlund

Dean, Turku School of Economics

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Cover photo: Hanna Oksanen

our Mission


We produce high-quality intellectual contributions, drawing on discipline-based and interdisciplinary scholarship, and educate responsible leaders for national and international businesses and for the Finnish public sector.

our Vision

Our vision is to be recognized for impactful research, inspiring learning experiences, a foresight mind-set, and successful collaborations with external organizations.

our Values

We value an ethical scientific approach, which supports creativity and openness. We want our staff and students to have a future-oriented mindset and to be enthusiastic about their work.



TSE is a great place
to think ahead

Turku School of Economics (TSE)

Turku School of Economics is an accredited member of the AACSB International, which is a guarantee of continuous development of excellence in education and research.

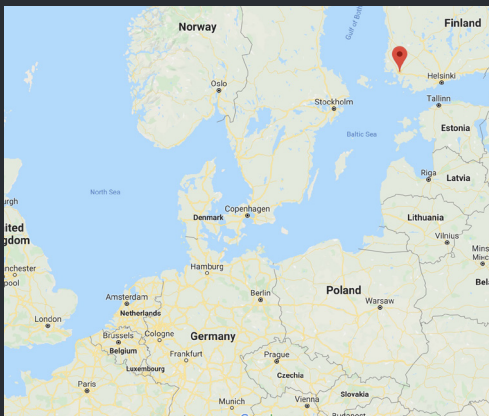
The story of TSE begins in 1950 when it was founded as a stand-alone business school on the initiative of the local business community. Today, TSE is an internationally networked community of over 3,000 students and about 250 faculty and staff members, annually hosting hundreds of foreign students and other visitors. TSE enjoys a well-established status and reputation and is the most desired places to study business and economics in Finland. In 2010, TSE merged with the multidisciplinary University of Turku (UTU), which has 20,000 students and 3,500 faculty and staff members and is one of the oldest and largest universities in Finland, regularly acknowledged in the global university rankings (e.g., THE World University Rankings, ARWU) to be among the best 300-400 universities in the world.

TSE's main campus is located close to the city center of Turku, in the University of Turku campus area. TSE represents a lively and active society, and our familiar, approachable atmosphere is valued and regularly praised by our students, staff, corporate partners, and other visitors. In addition to the main campus in Turku, TSE has a unit in the city of Pori. The Pori Unit was established in 1984 to offer business studies in the Satakunta region and to strengthen TSE's regional presence and impact. Today, the Pori Unit comprises a well-knit and attractive study place with over 500 students and about 40 faculty and staff members.

In the course of the past two decades, TSE has expanded its traditionally strong regional and national presence to international arenas. During this time, TSE's publishing activities have been strongly directed towards international journals, and international Master's programs have been established. At the same time, TSE has broadened its disciplinary base and maintained its long-standing position as a full-service business school in Finland, with a broad disciplinary base in business and economics.

In addition, one of the distinctive features of TSE is the Finland Futures Research Center (FFRC), which specializes in futures studies. Stretching beyond the traditional business studies, FFRC focuses on exploring societal change processes from an interdisciplinary perspective and on developing methodological tools to examine possible, alternative futures.

Since 2019 TSE is accredited member of the AACSB International.



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.

At Turku School of Economics, our mission is to educate responsible leaders for national and international businesses and for the Finnish public sector.

Based on the co-creative work on setting and formulating our mission and vision with our faculty & staff, students, and external organizations, we identify two interrelated, strategic objectives that are reflected in our action plans related to research, education, and engagement with business practice:

- To further integrate responsibility into our curriculum to educate responsible leaders.
- To make foresight an integral part of our activities to be able to embed it into the mindsets of our students.

As an interdisciplinary school of business and economics, we offer study programs that build on our broad knowledge-base in business, economics, and futures studies. For us, educating responsible leaders means educating business and economics professionals that are future-oriented, critical thinkers with an ability to analyze both short and long-term consequences of their actions on other people, business, and society. We understand responsibility in broad terms, encompassing economic, social, and environ-

mental responsibility. In support of responsibility and long-term well-being of our society, we seek to embed foresight into the mindsets of our students.

Our goal is that bachelor students understand the role of responsibility in business and economic practice.

As the students continue to the Master level, we want them to grow into responsible business and economic professionals.

During the past two years (2018-2019), we have implemented both responsibility and foresight systematically into the curricula of our degree programs. On a practical level, this has meant setting learning goals that focus on advancing both responsibility and foresight aspects of our students' learning experiences, and making the needed curricular changes to implement these learning goals.

Photo: Marikka Heikkilä



Students grow into responsible business and economic professionals

Principle 2: Values

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

At Turku School of Economics, we value an ethical scientific approach, which supports creativity and openness. We want our staff and students to have a future-oriented mindset and to be enthusiastic about their work. “TSE is a Great Place to Think Ahead.”

The accomplishment of our mission is based on our research and research-based education with high quality that we follow and encourage through our faculty performance evaluation system and through a number of feedback channels. We constantly develop our educational programs in terms of content and pedagogy. Teaching is based on up-to-date and relevant knowledge, both theoretical and applied. Our graduates are equipped with knowledge that enables them to work in different operating environments in Finland and abroad. We aim to educate professionals who are able to use and develop their business knowledge in a future world of continuous change, and who acknowledge the meaning and importance of responsible management for sustainable business and society.

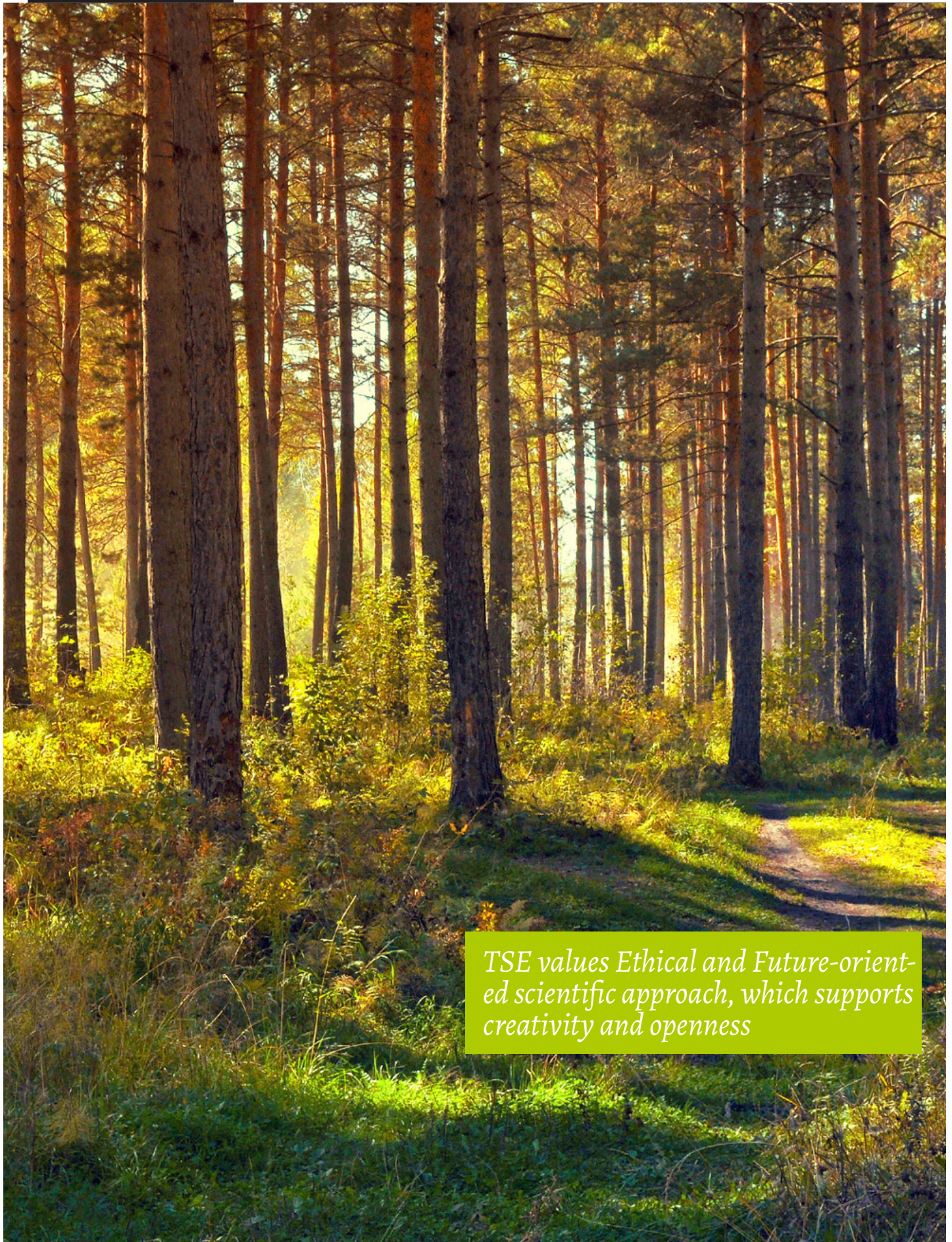
Our vision entails that we are increasingly known and valued for our research output, especially in our selected focus areas. Supported by the AACSB accreditation, we

will strengthen our role as a valued and reliable academic partner in business development projects and executive education.

As part of our values and culture, we strongly believe that an open and positive work climate is the key to having well-motivated, strongly committed and creative students, faculty and staff. Our friendly and caring atmosphere as well as equality has been praised amongst our international and national visitors as well as in nation-wide student and staff surveys. Students coming from other universities find it easy to communicate and co-operate with our faculty and students, and international students find the study atmosphere of TSE relaxed, yet inspiring and academically challenging.

Future Ethics @ UTU

Future Ethics is the leading research group of technology ethics in Finland. Future Ethics resides in Turku School of Economics and focuses on the ethics of future technologies especially but not limited to information technologies. The group consists of four doctors, five doctoral students and an active interest group with several professionals from the field of technology and from the field of ethics.



TSE values Ethical and Future-oriented scientific approach, which supports creativity and openness

Principle 3: Method

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

In line with our mission to educate responsible leaders, we have developed our programs and curricula to embed responsibility and foresight as a part of our students' learning experiences. We have also taken some important steps towards a more systematic approach on teaching and learning about responsibility. On a practical level, this means that all our Bachelor and Master level programs and specializations include a course that discusses responsibility.

Meeting this important learning goal is also being measured and followed up systematically. We have adopted an evaluation scheme and rubric for responsibility. This action item was taken on the agenda based on the analysis of the TSE's extant Bachelor's and Master's program curriculum, and the notion that although responsibility theme appeared to be embedded in the curricula, it should be further enhanced and made more explicit.

In the pursuit of stronger alignment with our mission, these themes were decided to be further emphasized and made more explicit in the program level Learning Goals and Objectives, for which direct measures of student learning will be developed and established.

TSE Courses on Responsibility

Study modules available as minor subject studies on Responsibility, Ethics and Sustainable Development:

- Elective Studies on Responsible Business (25 ECTS) since the year 2004
- Studies on Responsible Business is a part of a multidisciplinary Studies on Sustainable Development (25 ECTS), offered at the University of Turku, coordinated by FFRC

Bachelor level courses:

- Responsible Business: An introduction 6 ECTS
- Ethical Issues in Finance and Responsible Investing 3 ECTS
- Corporate Responsibility Reporting 2 ECTS
- Globalization and Corporate Responsibility 5 ECTS
- Ethical Questions of Business 5 ECTS
- Responsible Business 5 ECTS
- Social Value Creation 6 ECTS
- Accounting Trends and Corporate Social Responsibility 2 ECTS
- Social Entrepreneurship 5 ECTS
- European and International Environmental Law 5 ECTS

Master level courses:

- Information Technology and Ethics 6 ECTS
- Responsible International Human Resource Management 6 ECTS Making a Difference 6 ECTS
- New Challenges of Global Business 6 ECTS
- Global Responsible Business 6 ECTS
- Global Challenges and Sustainable Futures 6 ECTS
- Ethics of Future Studies 5 ECTS
- Taxation and Corporate Responsibility 3 ECTS
- Professional Responsibility 2 ECTS
- Strategic Role of Responsibility in Business 3 ECTS
- Responsible Health Technology 5 ECTS

Special courses:

- Sustainable Tourism, 3 ECTS, summer studies, August 2019



Principle 4: 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.

At Turku School of Economics, our mission is to produce high-quality intellectual contributions, drawing on discipline-based and interdisciplinary scholarship. We consider responsible management as a core building block of sustainable future businesses and society, which is why responsibility is interlinked with the forward-looking mindset we aim to advance through our education, research and engagement activities.

Responsibility and sustainability related research is conducted across the various disciplines and departments within TSE. The bulk of this research is undertaken by the Finland Futures Research Centre (FFRC), where the research focus is on energy futures and sustainability transitions particularly in the energy context. Researchers in information systems sciences study ethics. Finance scholars focus on responsible investment practices. Entrepreneurship scholars focus on forms of eco-preneurship. Management scholars bear an interest on agency in sustainability transitions.

Rising interest in responsibility and sustainability related topics can also be witnessed in recent PhD dissertations:

- Ameer Irfan (2019). *Evolution and control of unethical practices in sales: a study of institutionalized bribery in developing country markets.*
- Gbadegeshin Saheed Adebayo (2019). *The commercialization process of high technologies: case studies of high technologies from ICT, cleantech and life sciences industries.*
- Lauttamäki Ville (2018). *Geoenergia kiinteistöjen lämmitysratkaisujen markkinoilla Suomessa energiakriisien ajoista 2030-luvulle.*
- Mubarak Farooq (2018). *Rethinking the digital divide: emerging challenges in new global economy.*
- Heimo Olli (2018). *Icarus, or the idea toward efficient, economical, and ethical acquirement of critical governmental information systems.*
- Jännäri Jutta (2018). *Mediated construction of an ideal gendered manager and employee.*

Photo: Marikka Heikkilä

DEVELOPING A FORESIGHT MINDSET with Futures Studies at TSE

TSE's traditions in the area of futures studies trace back to the 1970s. As the first Finnish member of the Club of Rome and the President of the World Futures Studies Federation, prof. Malaska was a part of a wide-spread global network of futures studies enthusiasts, through which he started to develop new kinds of procedures and decision-making models providing alternative solutions to complex problems arising from the needs of a rapidly changing and globalizing world.

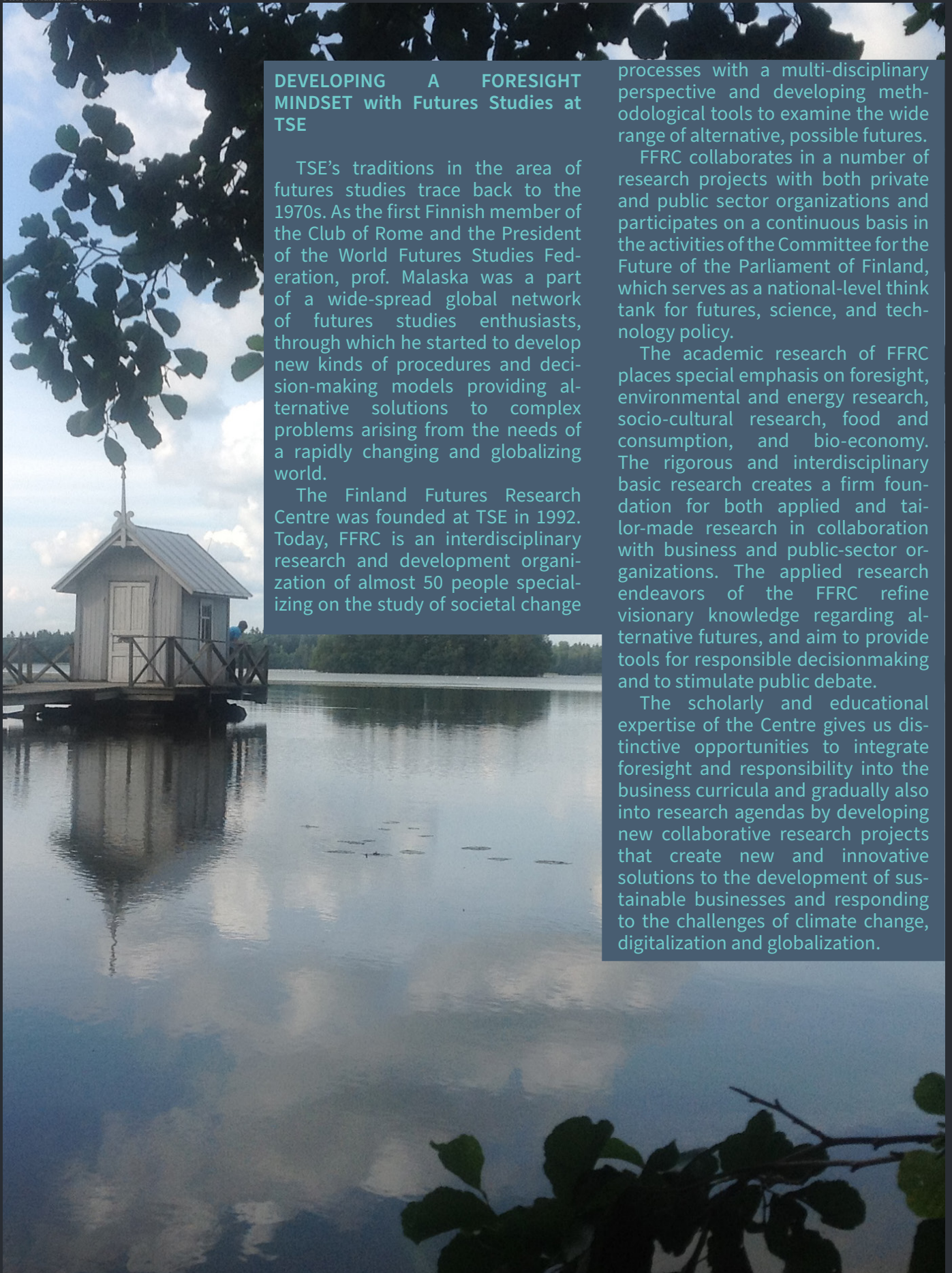
The Finland Futures Research Centre was founded at TSE in 1992. Today, FFRC is an interdisciplinary research and development organization of almost 50 people specializing on the study of societal change

processes with a multi-disciplinary perspective and developing methodological tools to examine the wide range of alternative, possible futures.

FFRC collaborates in a number of research projects with both private and public sector organizations and participates on a continuous basis in the activities of the Committee for the Future of the Parliament of Finland, which serves as a national-level think tank for futures, science, and technology policy.

The academic research of FFRC places special emphasis on foresight, environmental and energy research, socio-cultural research, food and consumption, and bio-economy. The rigorous and interdisciplinary basic research creates a firm foundation for both applied and tailor-made research in collaboration with business and public-sector organizations. The applied research endeavors of the FFRC refine visionary knowledge regarding alternative futures, and aim to provide tools for responsible decisionmaking and to stimulate public debate.

The scholarly and educational expertise of the Centre gives us distinctive opportunities to integrate foresight and responsibility into the business curricula and gradually also into research agendas by developing new collaborative research projects that create new and innovative solutions to the development of sustainable businesses and responding to the challenges of climate change, digitalization and globalization.



LEARNING EXPERIENCES FOR RESPONSIBLE LEADERSHIP

Choose Your Future Campaign of TSE Students

Choose your future campaign is our students' innovative award-winner in the global competition among universities in order to challenge extremism, especially by using social media, initiated by the US Department of State and Facebook.

In 2015, Europe faced a challenge comparable to the migration of peoples: tens of thousands of people had to leave their homes in Assyria, Afghanistan, and Iraq to seek asylum in European countries. Finland – a country with only 5.5 million citizens and unaccustomed to mass immigration – received over 30,000 asylum applicants that year. In order to respond to the challenge, students at TSE developed a campaign, Choose your future, which won first prize in the International Facebook Global Digital Challenge competition. The campaign was designed and implemented in autumn 2015 as an assignment in a Strategic Brand Management course steered by D.Sc. Joni Salminen and D.Sc. Ulla Hakala. During the course, 49 students developed a mobile application called About Turku to ease the integration process of the arriving asylum seekers by providing relevant information about neighboring areas in their native language. The idea was to give the asylum seekers a feeling of being welcome and to show them that the Finnish people care.

Besides the mobile application, the student group also founded a Facebook community where the local residents as well as the asylum seekers could communicate and learn more about each other's cultures. In addition, Choose Your Future organized various events ranging from friendly soccer games – United by Football – to an international restaurant day – United by Food – where asylum seekers prepared food traditional to their home cultures. The day gathered over 200 asylum seekers in four busloads from nearby reception centers. During the event over 600 meals were sold in roughly three hours. Through Facebook the event reached over 28 000 people and engaged 754 people on-site. The profits were given to the Finnish Red Cross for providing leisure activities for local reception centers.

The overall aim of the online and offline actions was to challenge extremism by promoting integration as well as raise awareness of the refugee situation and influence public opinion. The campaign created a lot of media exposure both in traditional media – TV, radio and print – as well as in social media where 134,211 people were reached.

The highly successful campaign is currently continuing its legacy as a company, founded by a team of six students who participated in the Brand Management course. The scope of integration has been widened to target not only asylum seekers but anyone who has moved to a new area in search for new opportunities – e.g. students and people moving to a new place for work. One of the first projects of the start up company was to develop in cooperation with the University of Turku a digital service to help first-year university students to better integrate into their new study environments. Since then, the company have won several other innovation contests both in Finland and abroad.



Winner of Service Innovation at
University StartUp World Cup
10/2018, Copenhagen



Winner of **BusinessUp**
Acceleration Program, Spring
2018, Turku Science Park



Recognized by AACSB as one of
the 35 **Innovations That Inspire**
2/2017, New Orleans



Invited to present integration
service at the **UN General**
Assembly week 9/2016, NY



UNESCO Professorship

The University of Turku has been granted a professorship by UNESCO with the aim of making use of tools of futures research to eradicate poverty and increase well-being in the developing countries. Professor of Futures Studies Markku Wilenius is appointed to the position since 2016.

The professorship is granted by the United Nations Education, Scientific and Cultural Organisation UNESCO. The aim of the professorship is to support futures work in the developing countries.

The University of Turku begins the creation of a method for introducing futures work to developing countries in co-operation with UNESCO and the other agreement partners involved. Eight universities from, for example, Namibia, Peru, China, the United States and Germany, have already signed up as partners in co-operation.

The Past Does Not Determine the Future

“My own research shows that our world is moving into the next era, the Sixth Wave. The new wave will take a great deal away with it but it will also bring new possibilities as the effective forces of movement are different from before. It is possible for the developing countries to find new ways to be part of the world economy – ways, in which they can for example increase the value added of raw materials and leave their subordinate position as the resource base for the global economy. The tools of futures research help picture these possibilities by anticipating what needs will arise and what will disappear. That is what we do here every day”, says Wilenius.

Wilenius, who has for more than 20 years worked in the field of futures research in Finland and abroad, talks about futures education.

– Our aim is to help people across the world to understand how important it is to anticipate the future and draw conclusions. The empowering starting point is that what has happened in the past does not necessarily determine what will happen in the future.

Principle 5: Partnerships

We 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.

Since the foundation of the school, TSE has had close connections to the business community.

We co-create knowledge and innovate in various forms with business partners and thereby create an impact. Within the University of Turku, TSE is recognized as playing an important role in building and fostering co-operation with businesses and society, which creates opportunities for interdisciplinary research and education.

As an implication of this, the TSE faculty participates in several large interdisciplinary research projects funded for instance by the Finnish government, Business Finland, and the Academy of Finland. Such projects include university-level initiatives (e.g. the Digital Futures, Sea and Maritime studies) connected with solving the globally identified 'wicked problems' that touch upon responsibility and sustainability.

Research projects are underway in all areas of sustainable development. Researchers at the University of Turku also serve as experts and members in several sustainable development working groups and networks, both nationally and internationally.

TSE Research projects Exploring Responsibility and Sustainability 2018-2019



Principle 6: Dialogue

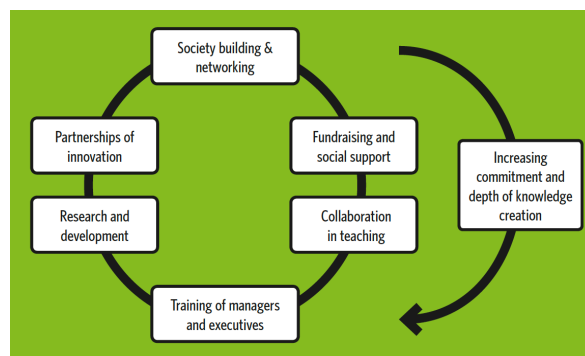
We facilitate and support dialogue and debate among educators, students, business, government, consumers, media, civil society organizations and other interested groups and stakeholders on critical issues related to global social responsibility and sustainability.

Our connections with external organizations range from research projects to consultative assignments and executive education. Our engagement with external organizations varies in depth from society building and networking activities to practitioner input in our teaching, and again to more intensive forms of engagement through research and development projects. Different types of alumni activities, workshop, and seminars are a good way to engage both our new and more long-standing company stakeholders, which often paves the way for deeper and more continuous forms of engagement, and even to research and innovation partnerships.

In support of further embeddedness of responsibility in our activities, we are a member of several international bodies and associations committed to advancing responsibility and sustainability of business schools and management education. TSE is a member of the AACSB international and the EFMD. Besides PRME, we are also a member of the Globally Responsible Leadership Initiative (GRLI).

Furthermore, TSE is a member of the Academy of Business in Society (ABIS), which is a global

network of over 130 companies and academic institutions whose expertise, commitment and resources are leveraged to invest in a more sustainable future for business in society. TSE is also a member of the Corporate Responsibility Network FIBS that is a leading non-profit corporate responsibility network in Finland. Founded in the year 2000, FIBS has over 230 members, most of them large companies. Their mission is to promote financially, socially and ecologically sustainable business in Finland by supporting our members' corporate responsibility strategy and initiatives.





Organisational Practices

We understand that our own organisational practices should serve as example of the values and attitudes we convey to our students.

We are committed to promote environmental and social sustainability in our own organisational practices. The aim of the University of Turku is to make climate work and the principle of sustainable development a cross-cutting, strategic theme for all levels of the university community.

The University of Turku takes action to reduce climate change. The University is committed to being carbon neutral by the end of 2025. We also strive to build an operational culture where sustainable development is reflected as a cross-cutting theme. As an example of practical actions taken are removal of personal trash bins from the office rooms. Instead, we have waste sorting bins in halls, near teaching premises, etc.

Equality and ethics are included in our codes of conduct. We carry out Occupational well-being survey regularly and performance reviews are conducted with each employee annually. Moreover, the Equality Plan approved by the University Board of the University of Turku defines the targets for e.g. how non-discrimination and

equality are realised in teaching and learning. According to the Equality Plan, students must be able to become full members of the University community despite their personal characteristics and situations in life.



Practical Actions 2018-2019



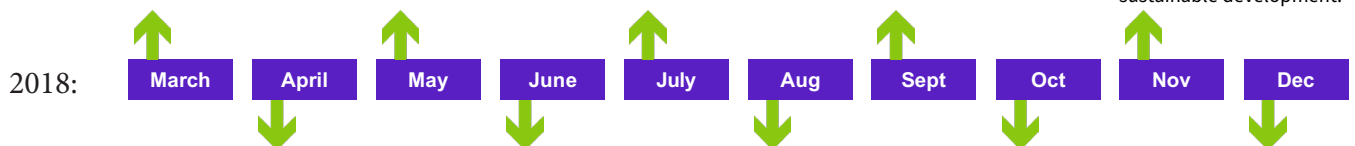
Students presenting course output

A responsibility evaluation rubric was systematically adopted across the Bachelor's and Master's programs and across different program specializations.

University of Turku joined Climate Leadership coalition - a network of businesses, universities, re-search organisations and local authorities founded in Finland.

A mandatory master-level course on foresight was organized for the first time. The foresight course was developed in collaboration with futures studies researchers and business faculty.

Sustainable Development Steering Group is established to develop, monitor and evaluate the activities and act as a coordinating body with the aim of strengthening the University's role and visibility as a pioneer in sustainable development.



The University Board decided that the University of Turku becomes carbon neutral by the end of the year 2025.



Tarja Halonen,
former President of Finland

"It is important for us all to learn to understand our own responsibility as a future maker."

Through the Futures Day discussions, we will be able to start building a shared understanding and awareness of the direction we want to head."

"Faith and confidence in the future are also key in peace building. Therefore, as a member of the UN Secretary-General's Peace Mediation Advisory Board, I hope that the Futures Day will also raise global discussions and increase understanding of alternative paths to future."

Every one of us is needed to build a sustainable future for our planet and humanity."

For the first time ever, the Finnish Future Day invites Finns to come and join us to discuss alternative futures. The event was co-organised by TSE Futures Research Center

The school launched the Healthy Mind project, which included a students' mental health survey. It received over 300 responses.

The Flavoria Research Platform and Restaurant was opened. It enables testing of real human experiences. The aim is to come up with new solutions to the needs of sustainable development and well-being.

A special course on Sustainable Tourism (3 ECTS) was organized at Pori Unit.

A guide on ethics of AI was published by researchers at the Universities of Turku and Tampere. It provides a general and understandable overview of the field of artificial intelligence ethics, its key ethical issues and challenges.

Professor Riku Santala was appointed as Professor of Practice. He promotes responsible leadership in research and education.

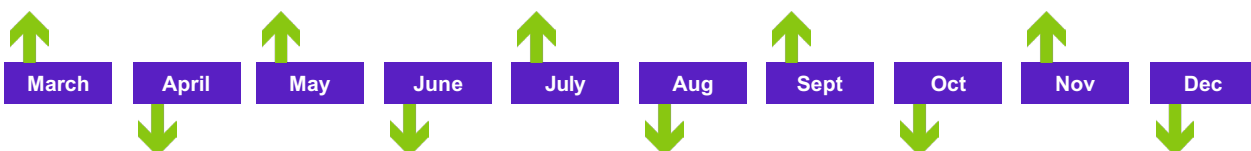
TSE took practical action to improve recycling by replacing all waste baskets with waste sorting bins.

Seminar on Technology Ethics, Turku, Finland
@Future Ethics group

TSE students ideated the processes for collaboration between multiple parties in cancer research
@BusinessInnovationCamp

UTU and student union signed Letter to acknowledge Severity of Climate change. The letter was delivered to the COP 25 climate meeting organised in Spain.

2019:



TSE Earns AACSB International Accreditation. The AACSB accreditation is internationally a very highly respected recognition of excellence in business education and research.

The University of Turku supports the Climate Wave 2019 campaign. Its aim is to gather 500,000 signatures

Cuitu NY won the EIT RawMaterials Circular Economy Award. Cuitu NY, founded in the Start Up program of the Young Entrepreneurship Association (NY), represented Finland at the JA Europe Enterprise Challenge 2019.

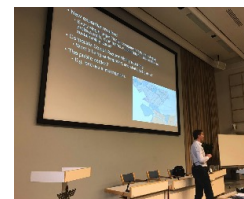
A track 'Diversity, change and sustainability in academic entrepreneurship' was organised at the 25th Nordic Academy of Management Conference.

Conference 'Constructing Social Futures - Sustainability, Responsibility and Power'. Gathered together 280 participants from 29 countries.

The Equality Plan by the University Board defines the targets for e.g. how non-discrimination and equality are realised in teaching and learning.

TSE students ideated more sustainable food processes for flights with Finnair and IBM
@BusinessInnovationCamp

A multidisciplinary seminar on climate change and biodiversity at TSE by Dean Markus Granlund.



TSE Publications on responsibility

2018-2019

How shipowners have adapted to sulphur regulations - Evidence from Finnish seaborne trade (2019)

Case Studies on Transport Policy

Tomi Solakivi, Sini Laari, Tuomas Kiiski, Juuso Töyli, Lauri Ojala

Gender diversity and firm value: Evidence from UK financial institutions (2019)

International Journal of Accounting and Information Management

Peter Agyemang-Mintah, Hannu Schadewitz

Optimal sustainable harvesting of populations in random environments (2019)

Stochastic Processes and their Applications

Alvarez E. L., Hening A.

Suomen väestöllisen ja taloudellisen huoltosuhteen kehitys suuralueilla ja maakunnissa vuosina 1990–2017 (2019)

Kansantaloudellinen Aikakauskirja

Samuli Aho, Jari Kaivo-oja

Rethinking Self-Initiated Expatriation in International Highly Skilled Migration (2019)

Driss Habti, Maria Elo

Citizens' images of a sustainable energy transition (2019)

Energy

Annukka Vainio, Vilja Varho, Petri Tapio, Anna Pulkka, Riikka Paloniemi

Making Resource Democracy Radically Meaningful for Stakeowners: Our World, Our Rules? (2019)

Sustainability

Frederick Ahen

Globalisation and Its Implications for TNCs' Global Responsibility(2019)

Frederick Ahen

Eliminating medicine waste in a Finnish university hospital - a qualitative study (2019)

Teijo Peltoniemi, Reima Suomi

Updating the Wassenaar debate once again: Surveillance, intrusion software, and ambiguity (2019)

Journal of Information Technology and Politics

Ruohonen J., Kimppa K.K.

Collective engagement in organizational settings (2019)

Industrial Marketing Management

Michael Kleinaltenkamp, Ingo Karpen, Carolin Plewa, Elina Jaakkola, Jodie Conduit

Dynamics of Diasporic Life – Entry and Exit Behavior of Highly Skilled Migrants (2019)

Maria Elo, Johanna Leinonen

Work and Labor in the Digital Age (2019)

Steven P. Vallas, Anne Kovalainen

Digital Transformation for a Sustainable Society in the 21st Century: 18th IFIP WG 6.11 Conference on e-Business, e-Services, and e-Society, I3E 2019, Trondheim, Norway, September 18–20, 2019, Proceedings (2019)

Ilias O. Pappas, Patrick Mikalef, Yogesh K. Dwivedi, Letizia Jaccheri, John Krogstie, Matti Mäntymäki

Abandoning the concept of renewable energy (2019)

Energy Policy

Harjanne Atte, Korhonen Janne M.

Global health and international business: new frontiers of international business research (2019)

Critical perspectives on international business

Frederick Ahen

International Journal of Entrepreneurship and Small Business, 2019 Vol.36 No.1/2: Special Issue on: Entrepreneurship, Migration, and Family in

Peripheral Contexts – Avenues for Growth and Internationalisation (2019)

Maria Elo, Susanne Sandberg, Per Servais, Allan Discua Cruz, Rodrigo Basco

The anatomy of plausible futures in policy processes: Comparing the cases of data protection and comprehensive security (2019)

Technological Forecasting and Social Change

Matti Minkkinen

Suomen väestöllisen- ja taloudellisen huoltosuhteen kehitys suuralueilla ja maakunnissa vuosina 1990-2017 (2019)

Kansantaloudellinen Aikakauskirja

Aho S, Kaivo-oja J

Advancing environmental sustainability through nature-based science tourism: The potential of universities (2019)

Matkailututkimus-Lehti

Räikkönen Juulia, Rouhiainen Henna, Grénman Miia, Sääksjärvi Ilari E.

Active sustainability actors: A life course approach (2019)

Sustainable Development

Katariina Koistinen, Satu Teerikangas, Mirja Mikkilä, Lassi Linnanen

The Role of Linguistic Resources in the Institutional Organisation of the Armenian Diaspora in Finland (2019)

Sonya Sahradyan, Maria Elo

Barriers and Solutions to the Implementation of Energy Efficiency. A Survey about Stakeholders' Diversity, Motivations and Engagement in Naples (Italy)(2019)

Chiara Vassillo, Daniela Restaino, Remo Santagata, Silvio Viglia, Jarmo Vehmas, Sergio Ulgiati

Visions for small-scale renewable energy production on Finnish farms – A Delphi study on the opportunities for new business(2019)

Energy Policy

Rikkonen P., Tapio P., Rintamäki H.

Migration 'against the tide': location and Jewish diaspora entrepreneurs (2019)

Regional Studies

Maria Elo, Florian Täube, Erez Katz Volovelsky

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Janne Tukiainen, Tuomas Takalo, Topi Hulkkonen

Moving beyond ethical decision-making: a practice-based view to study unethical sales behavior (2019)

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Ameer Irfan, Halinen Aino

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Anu Lähteenmäki-Uutela, Johanna Yliskylä-Peuralahti, Eunice Olaniyi, Teemu Haukioja, Sari Repka, Gunnar Prause, Olena De Andres Gonzalez

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Social Psychology of Education

Hannu Rätty, Inna Kozlinska, Kati Kasanen, Päivi Siivonen, Katri Komulainen, Ulla Hytti

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The Pioneers of Renewable Energy are Around the World - What Can We Learn from Them? (2018)

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International Environmental Agreements: Politics, Law and Economics

Louis Lebel, Mira Kähkönen, Va Dany, Phimpakan Lebel, Try Thuon, Saykham Voladet

Seniority rules, worker mobility and wages: Evidence from multi-country linked employer-employee data (2018)

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Petri Böckerman, Per Skedinger, Roope Uusitalo

Gendering expert work and ideal candidacy in Finnish and Estonian job advertisements (2018)

Gender in Management: An International Journal

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Astrid S. Huopalahti, Suvi T. Satama

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Assessment of Outcomes & Plans for 2020-2021

We achieved the two main development targets for the years 2018-2019:

Teaching:

As planned we integrated responsibility into our curriculum, and systematically added futures thinking to our courses. In Bachelor level the learning outcomes cover dimensions from identifying and describing an ethical problem to more complex level discussion on business or economic practices that could solve or prevent the recurrence of the ethical problem in the future. The learning outcomes in Master level are more advanced, and connected to the specialisation area of each student. The learning outcomes cover dimensions from identifying and describing linkages between unethical business or economic practice and societal well-being or environmental sustainability to formulating organizational practices that prevent unethical business or economic behavior or promote ethical business or economic behavior in the future.

To assess our success in making our students more aware of sustainability we adopted a rubric measuring our students' learning with respect to responsibility. The results show that large number of our students meet the expectations:

At least 68% of our Bachelor graduates understand the role of responsibility in business or economic practice and at least 42% of our Master graduates are responsible business or economic professionals.

Research:

As planned we engaged in conceptual and empirical research that advances our understanding about the creation of sustainable social, environmental and economic value. As shown in Chapter Partnerships, in 2018-2019 we had 16 projects exploring responsibility and sustainability together with companies, governmental bodies and other organisations. Moreover, we have formed an actively connected network of scholars engaged in the study of responsibility and sustainability TSE titled 'Responsible Business Network' (RBN). This marked a move from the previously loosely coupled approach to responsibility at TSE.

In 2018-2019, the following was achieved:

1. The RBN network held kick-off as well as strategic direction workshops.
2. RBN research seminars were organized to connect scholars involved in the study of responsibility and sustainability across TSE. The RBN research seminars included faculty and PhD students, providing opportunities for PhD students to present their work.
3. As a spin-off from this activity, TSE's Business Disruption Laboratory organized the Transformative Stories day in August 2019, followed by a series of breakfasts for world transformers.
4. The RBN network hosts an active email list and Facebook page, communicating relevant calls and information to the network's researchers; also its website has been updated.
5. There is a part-time RBN network coordinator.
6. Owing to the network, responsible business-minded scholars have become connected, this having led to co-authorships, conference travel (e.g. ABIS 2019), research funding partnership discussions, discussions about start-up activity. The RBNers in general share a concern for the future, and have many times discussed what they could do tangibly toward a better tomorrow.
7. The RBN network has gained visibility at the University of Turku level, and has invited into discussions on university-level sustainability strategy (2019), as well as university-wide funding strategies (e.g. Academy of Finland's various calls).

Steps forward (2020-2021)

We realise that there is work to be done in order to fulfil the promise of educating responsible business or economic professionals.

- We will analyse constantly the results of measuring and develop teaching of responsibility where needed. Our aim is that in 2021 75% of our Bachelor graduates understand the role of responsibility in business or economic practice and 50% of our Master graduates are responsible business or economic professionals.
- The RBN network will be developed from a TSE-based network to include responsible business researchers from across the disciplines represented at University of Turku. Interested researchers from e.g. educational sciences, law, and geography have indicated interest.
- A website featuring responsible business researchers at TSE will be set up.
- The responsible business studies minor of TSE is developed on a biannual basis, i.e. in winter 2020 for the 2020-2022 period.
- Opportunities for PhD seminars and courses are looked into, if teaching resources permit.

All in all, the aim is to move towards systematic and sustainable organisation of PMRE activities at TSE.

Photo: Nora Fteimi



