



# **PRME**

## **Sharing Information on Progress (SIP) Report 2016-2018**







# PRME

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2016-2018

As an internationally recognised school in the fields of economics and business, we are changing our name to outline the importance of our balanced economics and business education.

On 22 February 2019 our name became the **University of Ljubljana, School of Economics and Business.**







# Contents

LETTER FROM THE DEAN . . . . .	4
SHARING INFORMATION ON PROGRESS (SIP) . . . . .	6
THE FACULTY OF ECONOMICS . . . . .	8
PRINCIPLE 1: PURPOSE . . . . .	16
PRINCIPLE 2: VALUES . . . . .	20
PRINCIPLE 3: METHOD . . . . .	24
PRINCIPLE 4: RESEARCH . . . . .	28
PRINCIPLE 5: PARTNERSHIPS . . . . .	32
PRINCIPLE 6: DIALOGUE. . . . .	36
PRINCIPLE 7: ORGANISATIONAL PRACTICES. . . . .	40





**METKA TEKAVČIČ**

Dean

*Univ. Ljubljana*



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# Letter from the Dean

The School of Economics and Business, University of Ljubljana (SEB LU) – formerly Faculty of Economics (FELU) became one of the signatories to the UN Principles for Responsible Management Education (PRME) in 2009, and is deeply committed to its principles. Ethics, responsibility and sustainability are reflected throughout the Schools' Strategy and the principle of purpose is best reflected in the SEB LU's values, mission and vision, which express who we are and what we believe in.

Responsibility is and has always been embedded in the SEB LU's activities, not only now when it is widely discussed globally and becoming almost a must in companies' written statements. The values inseparably linked with responsibility – ethics and integrity – were strong drivers for generations of SEB LU teachers and students who over the years have built our academic community together with business partners within the country and abroad. The forthright posture of key SEB LU professors at some critical moments in our development, also during former Yugoslavia, enabled the school to protect the freedom of mind and cohabitation of different theoretical schools. The SEB LU's environment has always stimulated creativity that has fully utilised our human potential and led to excellent research and study results.

The most important thing is that we 'walk the walk'. Teachers are and should be an example for students' reactions and behaviour. The SEB LU has topics on social responsibility built into all courses. We widely and openly discuss them among ourselves and do not steer around unpleasant topics. We are aware that our great social impact also means the SEB LU is very exposed to public scrutiny. It is sometimes extremely tough to combat the stereotypes and biased public opinion resulting from shallow knowledge and understanding of complex phenomena. However, if we act fairly, the truth will sooner or later be revealed. We want our students to be aware of this. We stress the importance of learning, deep knowledge, ethics, integrity, transparency and consistency in people's behaviour. These are inevitable elements of a responsible society. It is us who enable it. This is an important motto underpinning our activities.

In the period 2016 - 2018, SEB LU was active in promoting multiple PRME-relevant activities among all of its stakeholders. In order to promote the responsible behaviour of SEB LU's stakeholders, many projects, conferences, and roundtables were organised. In 2018, SEB LU hosted fifth PRME Chapter CEE meeting, entitled: "Creatively Educating Socially Responsible Citizens of the World" with numerous guest speakers from different professional backgrounds. Many important events took place at SEB LU in this period, among them a public discussion on 'precarious work,' which was organised in order to alert and encourage discussion on important issue of precarious work. Another event I would like to mention was a career guide for students with special needs, where opportunities and challenges during studies and upon entry to the labour market were presented.

Business schools should be committed to educating conscious individuals with high ethical standards who can successfully work in teams and co-create sustainable business solutions for the needs of a resilient global society. At the SEB LU we are responsible for achieving our mission and embracing our values, and we will continue to strengthen our implementation of the PRME.

Prof. Metka Tekavčič

Dean, School of Economics and Business of the University of Ljubljana



A group of business professionals, including two men in the foreground and two women behind them, are walking down a set of stone stairs outside a modern building with large glass windows. The man on the left is wearing a light blue shirt and light-colored trousers, while the man on the right is wearing a dark blazer over a light blue shirt and jeans. They are both smiling and looking towards the right. The text "SHARING INFORMATION ON PROGRESS (SIP)" is overlaid in large white letters across the center of the image.

# SHARING INFORMATION ON PROGRESS (SIP)



The School of Economics and Business, University of Ljubljana (SEB LU) became one of the signatories to the UN principles for Responsible Management Education (PRME) in 2009. In 2011, the SEB LU prepared its first PRME 2009–2010 progress Report, followed in 2013 when the SEB LU prepared its second PRME progress Report focused on achievements in implementing the principles during 2010–2012, while in 2015 and 2017 the third and fourth PRME progress Report were prepared for the periods 2012–2014 and 2014–2016. This is the Sharing Information on Progress (SIP) report for 2016–2018 with information on our diverse activities concerning implementation of the seven PRME principles.

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## The Seven Principles for Responsible Management Education (PRME)

The principles for Responsible Management Education (PRME) initiative is the largest organised relationship between the United Nations and business schools, with the PRME Secretariat housed in the UN global compact Office. The initiative was launched at the 2007 UN Global Compact Leaders Summit in Geneva. The mission of PRME is to transform management education, research and thought leadership globally by providing the principles for Responsible Management Education framework, developing learning communities and promoting awareness about the United Nations' Sustainable development goals.

The seven PRME principles are the foundation for the global platform for responsible management education. They are inspired by internationally accepted values, such as the United Nations Global Compact's Ten principles, and provide an engagement structure for academic institutions to advance social responsibility through incorporating universal values into curricula and research.

### 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.

### 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.

### PRINCIPLE 3: METHOD

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

### 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.

### 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.

### PRINCIPLE 6: DIALOGUE

We will facilitate and support dialog 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.

### PRINCIPLE 7: ORGANISATIONAL PRACTICES

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



An aerial photograph of a university campus. In the foreground, there is a large green lawn with several trees. A parking lot filled with cars is visible to the left of the lawn. In the background, a large, modern white building with red accents is prominent. To the right of the main building, there is a large, dark, dome-shaped structure. The sky is blue with some clouds.

# THE FACULTY OF ECONOMICS





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## Vision

By 2025 we will be the school of choice among business and economic schools in Central and Eastern Europe for doing research, learning, and creating sustainable development solutions.

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## Mission

We broaden horizons and build competences for socially responsible management to master business and economic challenges.

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## Core Values

Eagerness to learn, Creativity, Entrepreneurialism, Integrity, Respect, Inclusiveness

As an internationally recognised school in the fields of economics and business, we are changing our name to outline the importance of our balanced economics and business education.

On 22 February 2019 our name became the **University of Ljubljana, School of Economics and Business.**



## Zhonghui Ding

Respect means respecting the local culture and regulations, but at the same time embracing diversity and differences.

Academic Unit for International Economics and Business

## Tjaša Ristić

As I was raised within the spirit of karate, this value is very powerful in my world. Respect is the key to having a successful personal relationship with anyone – a friend, life partner, coach, professor, or superior.

Student of the master's programme in Tourism, bronze medal winner at the European Championship in 2018 in karate

## Dr Igor Lončarski

Like trust, genuine respect has to be earned.

Academic Unit for Money and Finance

## Dr Patricia Kotnik

Respect means listening to the arguments of others with an open mind.

Academic Unit for Entrepreneurship





### Žiga Jarm

Respect is one of the most important values. It is shown in the way you treat others, and reflects in how you are treated by them.

Student of the master's programme Bank and Financial Management, TopEF member

### Dr Maks Tajnikar

Today, more than ever, every individual is confronting cultural, religious, gender, age, educational diversity, and inequality. In such a complex world we have to be guided by core values that include respect – respect for oneself and others.

Academic Unit for Economics

### Smiljana Zajec

Respect is the awareness that every person you meet can teach you something.

Head of the Quality Assurance Office





## Embracing Corporate Responsibility within the SEB LU

The SEB LU creates educational frameworks, materials, processes and environments that enable effective learning experiences for responsible management education. Ethics, responsibility, and sustainability topics are incorporated into the majority of SEB LU courses, and in overall curricula. SEB LU lecturers are encouraged to integrate special projects concerning ethical, responsibility, and sustainability issues within their courses. The SEB LU delivers programmes that are designed around the issue of sustainability and also short-term programmes on responsible topics.



# HIGHLIGHTS



## The SEB LU co-creates the PRME Chapter of Central and Eastern Europe (CEE)



SEB LU became one of the signatories to the UN principles for Responsible Management Education (PRME) in 2009 and co-created the PRME Chapter of Central and Eastern Europe (CEE) together with renowned schools from the CEE region. PRME CEE is a regional platform for dialogue, collaboration and collective action within the CEE to further advance Responsible Management Education (RME) and sustainable development in support of broader United Nations' (UN) goals. Since 2016, five meetings of the PRME CEE were developed and attended by the SEB LU. The fifth PRME Chapter CEE titled "Creatively Educating Socially Responsible Citizens of the World," took place in September 2018 on SEB LU's premises.

## 'Green Flag' acquired by SEB LU

SEB LU has been awarded the Green Flag in 2018, an international environmental acknowledgment. The SEB LU staff and students, together with representatives of the Eco-School, celebrated receiving the Green Flag with the formal signing of SEB LU's Eco Deed over a traditional Slovenian breakfast. The scope of activities and events planned is very ambitious. In the next years we plan to open the Eco-Corner and organise a round-table on a very topical environmental issue. With great expectations and maturity, we will be welcoming among us our new 'colleagues', i.e. bees. The project Eco-Reading Badge has also started.

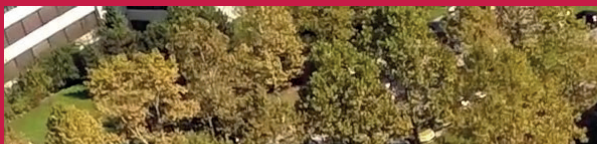




# HIGHLIGHTS

**CO2 emissions  
decreased by 640  
tonnes, or by 46% in  
the last five years**

Undertaking environmentally responsible investments by completing the energy-efficient renovation project in its Ljubljana campus facilities. The investment provides the SEB LU with estimated heat savings of 872 MWh per year, and electricity savings of 305 MWh per year. The Faculty has been calculating the SEB LU's Carbon Footprint and promoting water and energy savings with posters, stickers and leaflets across the SEB LU's premises since 2009. SEB LU's CO2 emissions decreased by 640 tonnes, or by 46 per cent in the five years due to environmentally responsible investments.





## Social Entrepreneurship Centre established within University of Ljubljana



Social Entrepreneurship Centre brings together the University and its six members (one of them is SEB LU) with the aim to develop research, education, consulting and other support activities in social entrepreneurship. The Centre was established to set up an applied framework for research and development that connects researchers, educators and students from different areas with the economy and nongovernmental sector, while offering potentials for cooperation to all those interested in the topic.

## Patronizing the project Slovenia Reads for enhancing literacy in reading

SEB LU joined the international campaign to improve literacy in reading launched by the Chamber of Commerce and Industry (GZS), called Slovenia Reads. Under the motto "One company one book", participating institutions "adopt" a book of their choice. SEB LU "adopted" the book »Precarious work and social uncertainty« and organised several events.





A photograph of two women, one with red hair and one with blonde hair, both smiling and looking towards the camera. They are holding a large, light blue banner that features a logo with green stylized leaves and a blue outline of a person. The banner is partially covered by a green cloth. The background is a blurred indoor setting with glass doors.

**PRINCIPLE 1:**

**PURPOSE**



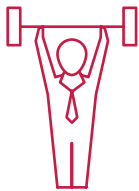
# Building a Responsible Future

Ever since its establishment, the School of Economics and Business, University of Ljubljana (SEB LU) – formerly Faculty of Economics (SEB LU), our name was officially changed in February 2019 to better reflect the school's balanced focus in both fields; economics and business – has held the position of national market leader in all of its principal activities. Despite the growing competition, SEB LU has managed to keep its strong position through internationalisation, programme development, quality of teaching, high-quality research, development of executive education, strong links with the corporate community, good infrastructure, and supporting services. With approximately 4,800 students, SEB LU is the largest higher education institution in Slovenia in the field of business, is geographically positioned in the centre of Slovenia and in its capital Ljubljana, and

is economically positioned in the most developed region in Slovenia. SEB LU offers an international study environment with cross-cultural learning experience and partnerships with institutions from around the world, and has the biggest centre for executive education within a university setting. It is the only internationally triple accredited school in Slovenia and offers programmes in English on all three Bologna levels. Since its beginning, SEB LU has been a powerful driver for the economy, not only through its graduates, but also through the school's contributions (in terms of research, consultancy, and serving in various public offices) to the shaping and functioning of the national economy. Altogether, SEB LU has awarded 49,660 degrees to students completing different programmes.



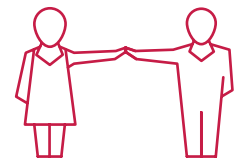
Green Flag awarded in 2018 as a part of the Eco-School programme rewarding SEB LU's sustainable actions.



SEB LU received recognition for encouraging a dual career and providing athlete-friendly education by the Olympic Committee of Slovenia.



CO2 emissions decreased by 640 tonnes, or by 46% from 2011 to 2017.



Enabling gender diversity: 49% of the school's faculty and 40% of governing body are women.



# Impact on society and economy as the final goal

By including diverse key stakeholders, SEB LU developed SEB LU's Strategy 2016-2020 which is guided by mission, vision, and values. SEB LU's mission is in line with the university's mission, whose first paragraph states: "The University of Ljubljana implements and promotes basic, applied, and developmental research, and is pursuing excellence and the highest quality as well as the highest ethical criteria in all scientific fields and art." The slogan used to emphasize the mission of SEB LU is "Knowledge for Progress."

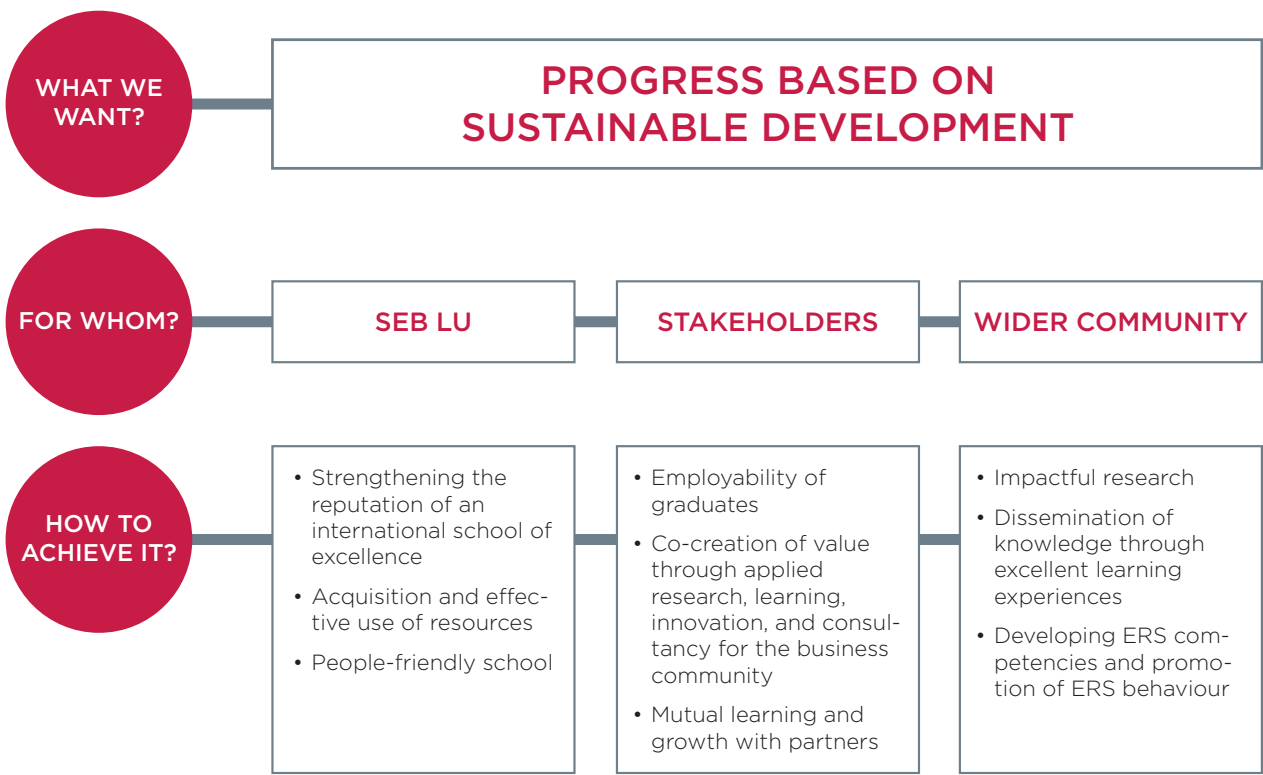
The SEB LU's final objective is to create important breakthroughs in society and the economy (Slovenian, regional and global) – economic and social impacts. SEB LU's final goal cannot only be an employable graduate but a graduate who creates jobs and can work and create in a highly diversified society. The final objective of research cannot be just the publishing of academic articles in journals with a high impact factor, but also research work that must contribute to the development of different professions, disciplines as well as business and economic practice.

Research contributions will have to solve complex societally-relevant issues.

The SEB LU strategic direction is summarised in SEB LU Strategic Direction.

## SEB LU Strategic Direction

SEB LU's formal commitment to ERS is illustrated by the signature of Principles for Responsible Management Education (PRME), as evidence of SEB LU's commitment to responsible education. The SEB LU's tourism programmes hold the UNWTO's prestigious TedQual international accreditation since 2002. Tourism programmes are based on the UN Tourism Educational Future Initiative (TEFI) and emphasise the importance of sustainability, knowledge, professionalism, mutuality and ethics in tourism education, development and business. Key activities that show SEB LU's commitment to ERS and contribute to strengthening SEB LU's drivers of impact as shown below.





SEB LU drivers related to ERS		Commitment to ERS by
Diversity	Plurality of thought	Encouraging <b>critical thinking</b> ; presenting <b>multiple theoretical perspectives</b> ; and <b>multi and interdisciplinarity</b> in education and research. Ensuring a frequent interaction and <b>dialog with the external community</b> by inviting guest lecturers and practitioners from business and professional communities. <b>Incorporating ERS into course content</b> , student assignments, and in the overall curricula.
	Diversity of people	Large <b>diversity of international student and faculty population</b> . Arrangements to <b>accommodate students with special needs</b> (e.g. disability, athlete or culture status, motherhood). The <b>Confucius Institute</b> , which promotes Chinese culture in the wider Slovenian society. Promoting intercultural and international competencies and <b>diversity</b> in the workplace; supporting the <b>faculty's sports</b> teams.
Equal opportunity	Openness	<b>Broadening horizons</b> through education. <b>Open-door</b> policy, student and employee <b>voice mechanism</b> : conducting employee satisfaction surveys and communicating the <b>"Your Opinion Counts"</b> campaign to encourage student engagement.
	Welcoming attitude	Providing <b>support to foreign students and faculty</b> , organising "Slovenian for Foreigners" courses. <b>Family-friendly employer</b> . Admission of <b>refugees</b> into study programmes.
	No discrimination	Creating environments that <b>enable equal learning experiences</b> for all members: establishing <b>SEB LU Foundation</b> which supports deprived students by providing scholarships; providing various kinds of <b>tutorship</b> ; continuously <b>improving accessibility for disabled people</b> by adding new wheelchair ramps; promoting gender and age equality. <b>Balanced age and gender</b> mix of SEB LU faculty and management.
Social responsibility	Care for Environment	Calculating <b>SEB LU's Carbon Footprint</b> . Investment in <b>energy efficient building with a solar power plant</b> . <b>Recycling</b> and promotion of <b>energy and water savings</b> with posters, stickers and leaflets throughout SEB LU premises. <b>SEB LU's Mobility Plan</b> . <b>Eco-school</b> initiative. Environmental topics included <b>in programmes (teaching &amp; research)</b> .
	Contribution to community	<b>Creation and dissemination of knowledge</b> . Instilling ERS values and behaviour to members of SEB LU community. Promoting a <b>healthy lifestyle and sports/recreational activities</b> for students, alumni, and employees. <b>Promotion of culture</b> (galleries, artwork, art performances). Encouraging and supporting students to be engaged in <b>socially and environmentally responsible projects</b> (e.g. a charitable educational week, raising funds for people deprived of the basic needs). Integrating ERS into the <b>SEB LU's research and dissemination of results</b> . Organising and participating in events <b>promoting ERS</b> (such as round tables, conferences, academies).





**PRINCIPLE 2:**

**VALUES**



# Contribution and Impact on “The World Around Us”

Business schools have a big impact on the society as a whole, not only in shaping the business sphere, but they are also responsible for instilling values for a resilient society that go beyond the profit-maximising logic. **SEB LU's mission** to build competencies for socially responsible management to master business and economic challenges **guides the school toward educating responsible individuals** who will make a difference and have a positive impact on the whole society.

**Mission:** We broaden horizons and build competences for socially responsible management to master business and economic challenges.

**Vision:** By 2025 we will be the school of choice among business and economic schools in Central and Eastern Europe for doing research, learning, and creating sustainable development solutions.

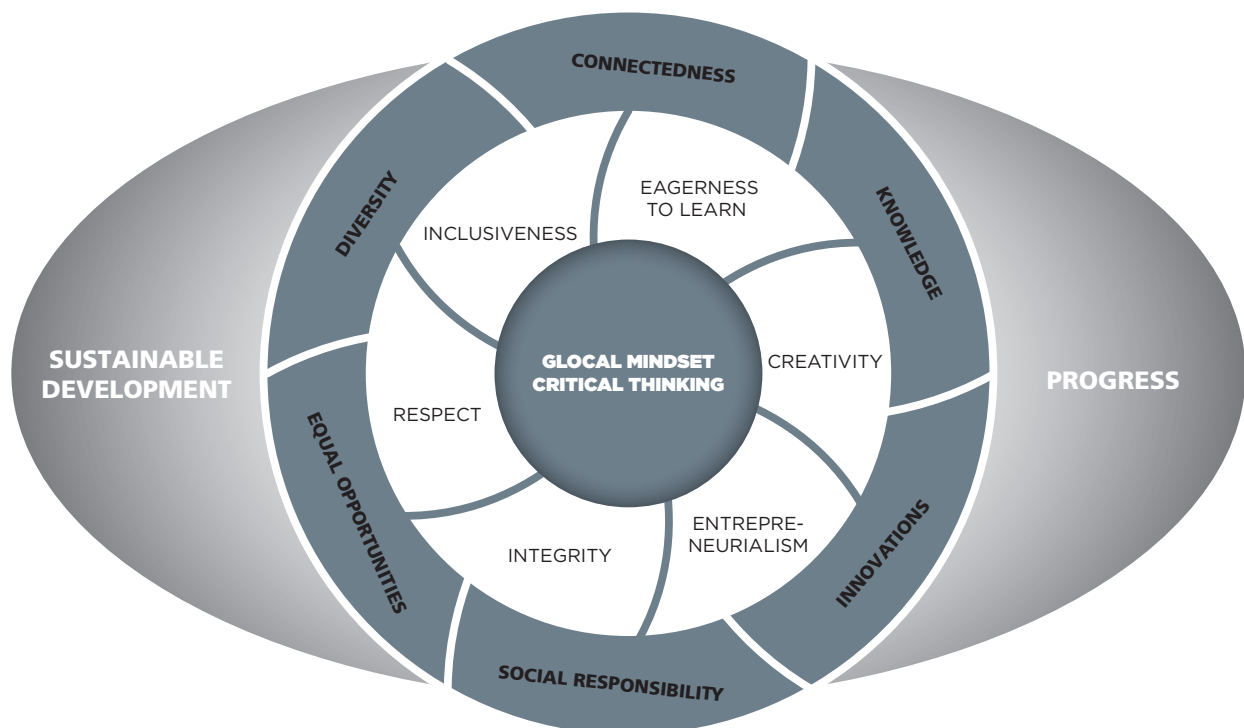
**Values:** Eagerness to learn, Creativity, Entrepreneurialism, Integrity, Respect, Inclusiveness.

SEB LU also designed SEB LU's Eye for the 2025 Vision. At the centre are two **guiding principles** to ori-

ent SEB LU's actions: a 'glocal mindset' and critical thinking, followed by the **core values** that support SEB LU's mission and vision, and guide SEB LU's community. The guiding principles, together with the core values, support SEB LU's drivers for impact: diversity, relevant economic and business knowledge, innovation, connectedness, equal opportunities, and social responsibility. In doing so, SEB LU will contribute to the progress and sustainable development in Slovenia, the CEE region, and globally, and create value for SEB LU's stakeholders as well.

## SEB LU's Eye for the 2025 Vision

At the centre are two guiding principles to orientate SEB LU's actions: a 'glocal mindset' and critical thinking. The guiding principles, together with the core values, support SEB LU's drivers for impact: diversity, relevant economic and business knowledge, innovation, connectedness, equal opportunities, and social responsibility. In doing so, SEB LU will contribute to the progress and sustainable development in Slovenia, the CEE region, and globally, and create value for SEB LU's stakeholders.





# A Role Model in the Area of Social Responsibility

Ethics, responsibility, and sustainability (ERS) are **incorporated in SEB LU's values, vision, and mission**. The mission, vision, and values are publicly displayed and all stakeholders are regularly informed about the progress made towards meeting the vision. Students are informed about SEB LU's ethical standards during Orientation Day. SEB LU's values, vision, and mission are **communicated to students** on Student.net on the webpages for exchange students, on SEB LU's monitors, and also in part on exam sheets. According to surveys and activities in classrooms students reveal that they perceive an **ethical climate to be evident at the school**.

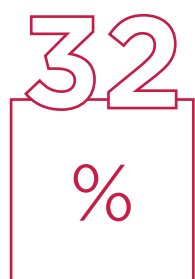
SEB LU adopted the **Integrity Plan** to apply the principles of ethically and socially responsible governance and management. SEB LU has made a plan for improvements regarding integrity, and measures for the timely detection, prevention, and elimination of corruption risks. These measures include the University Code of Ethics, the conflict-of-interest policy, the policy on the prohibition and restriction on the receipt of gifts, the list of permissible gifts, and whistleblowing arrangements. SEB LU's values, strategic focus areas, and ethical principles promote ethical behaviour among students, faculty, and professional staff and serves as a guide to their everyday professional conduct. The **Ethics Committee** was set up in 2011 as a core part of the SEB LU integrity structure and **Ethics Committee for Research** was established in 2016. It was one of four institutions who published Corporate Integrity Guidelines in order to provide guidance and guidelines for companies that want to establish busi-

ness in accordance with the Good Practice Guidance on Internal Controls, Ethics, and Compliance. In 2017 the SEB LU signed Diversity Charter Slovenia along with 59 other Slovenian organisations. In 2018 SEB LU was awarded the Green Flag, an international environmental acknowledgment.

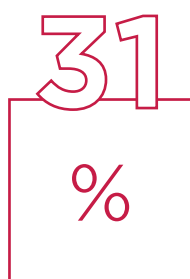
To develop **ERS competences through study**, both specific programmes and courses have been and continue to be developed; besides, ERS topics are incorporated into the content of three quarters of all courses. Students, alumni, academic and other partners, business, and the wider community, participate at many **ERS-driven events at SEB LU**, such as public discussions, roundtables, and charity events. SEB LU promotes arts and culture, both Slovenian (e.g. through its Art Gallery) and international (Chinese through Confucius Institute), and is actively participating in the initiative, 'Manifesto of Slovenian Promotion of Reading.' SEB LU promotes a **healthy lifestyle, recreation, and the well-being of employees and students**, and makes every effort to become an **Eco-School**. SEB LU signed the **Charter of Diversity of Slovenia**, which promotes equal opportunities, mutual respect, acceptance, and the inclusion of diverse employees.

Students also develop responsible leadership skills by participating in developmental activities, such as raising food for underprivileged large families in collaboration with the Slovenian Association of Friends of Youth. ERS topics are also a big part of student initiatives.

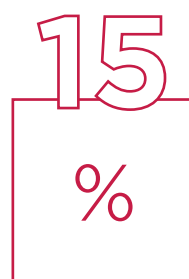
## Socially responsible academic community



of SEB LU's staff participate in carpooling.



of students come to SEB LU's premises on foot.



of recent graduates are volunteers.



of alumni participate in socially- or environmentally-responsible projects/organisations.



## Highlights

The school serves as a role model in the area of diversity; it has a high percentage of women and a high diversity of nationalities among the School's staff. The School's faculty includes 49 per cent of women and 40 per cent in the governing body. SEB LU's core faculty includes 8 different nationalities.

In 2017, the Diversity Charter Slovenia was established and signed by the first 59 Slovenian organisations, including SEB LU's Charter of Diversity Slovenia, as the 20th consecutive charter to join the European platform – which brings together over 8,000 organisations and 18 million employees. It encourages the acceptance, respect, and inclusion of diversity in organisations as a potential for innovation for sustainable organisation solutions. On behalf of our faculty, the charter was signed by the Vice-Dean, Dr. Aleš Popovič.

SEB LU's stakeholders are bringing social responsibility into everyday life. Based on the survey results among SEB LU staff in 2018, 170 employees (66%) use car transportation to come to work, and carpooling is evident in 32 per cent of SEB LU's staff. Moreover, the survey results among SEB LU students in 2018 shows 31 per cent of students come to SEB LU's premises on foot, and 14 per cent of them commute on bicycles.

On the occasion of publishing a compendium of expert interviews on precarious work entitled, "Precarious Work and Social Uncertainty," a public discussion on that issue was hosted by Dr. Bogomir Kovač at SEB LU. Even though different opinions on precarious work emerged from the discussion, all participants agreed on the importance of dealing with the issue. The discussion concluded with an agreement that the issue must be treated as an important and omnipresent social phenomenon.

Every year SEB LU's Student Council and three student societies organise a '**Charity Week,**' and donate collected contributions to selected charities.





**PRINCIPLE 3:**

**METHOD**



# Enabling Responsible Learning Experiences

## TEACHING AND LEARNING (T&L) PHILOSOPHY

"At the SEB LU we aim to create and distribute knowledge for sustainable progress by offering a global curriculum so that we "broaden horizons and build competences for responsible management to master business and economic challenges" (SEB LU mission, SEB LU 2018). We believe that excellence in T&L should be scaffolded with sustainability, progress, global and local environment, and critical thinking and supported by values. Teachers and students actively demonstrate our core values. Moreover, they can assume that every partner in the study process acts according to these core values. "

Programme design and content at all three levels explicitly include aspects of ERS (ethics, social responsibility, environmental responsibility, or sustainability). SEB LU is highly dedicated to incorporating ERS into all educational offerings. SEB LU's programmes have specific social responsibility-related learning goals. To support its achievement, there are some specific courses within programmes (e.g. Business Ethics, Corporate Social Responsibility, Ethics in Health Care), for some ERS topics are largely included in course content (e.g. Strategic Management 2, Business Environment), or they are linked to various topics within the course (e.g. ethics in Sales Management or in Business Communication). 76 per cent of the courses cover social responsibility, 76 per cent ethics, and 71 per cent sustainable development issues.

While most SEB LU programmes incorporate ERS topics, there are also some programmes that are **designed around the issue of sustainability**, such as the European Master in Tourism Management (EMTM) programme. Another example is the Public Sector and Environmental Economics (JMPSE) programme with a specialisation in Environmental and Natural Resource Economics and Management. Programme for Sustainability Leadership (a result of the Erasmus+ project) was launched to develop a new degree programme in the near future and enrich the SEB LU's programme portfolio. The SEB LU Senate has already approved the new Master's programme in Modern Economics for Sustainable Development.

Traditional methods such as lectures, tutorials, and seminars have been greatly supplemented by the **contemporary teaching and learning methods**. These include, for example, project work, case studies, field research and case study writing, workshops, d.school, business simulations, etc. Moreover, SEB LU's IT-supported teaching and learning methods include lectures and exercises with computer games, computer simulations, e-homework, e-chat rooms, practicum with electronic statistical databases, e-assignments, polling, production of video clips (both with handheld devices), etc. In order to facilitate electronic delivery of course materials and to promote new teaching approaches, SEB LU employed the Canvas platform for technology enhanced learning (TEL). In the 2017/2018 academic year, pilot courses have been conducted, introducing various e-materials and assignments. Until 2020 most of SEB LU's programmes and courses will use the platform for blended learning.



76% of SEB LU's courses cover social responsibility.



76% of SEB LU's courses cover ethics.



71% of SEB LU's courses cover sustainable development issues.



## WELL-EQUIPPED FACULTY

The quality of faculty members remains SEB LU's major competitive advantage in both regional and international markets. Continuous professional development lies at the core of **SEB LU's HR strategy** and is central to achieve the desired impact. **Junior staff members** have a mentor who guides them through the early career development phase. In addition, more detailed appraisal interviews with younger staff members are in place on an annual basis. SEB LU's management has set other **motivational systems** in place to stimulate faculty engagement in high quality research, international programme development and delivery, executive education, and applied research.

Development of teachers' pedagogical skills is supported by the Quality Assurance Office to improve the quality of teaching, encourages the introduction of modern teaching methods, and supports faculty development with various workshops and seminars (Value-based Approach to Becoming Multiculturally Competent, Social conflict as an opportunity of intercultural understanding and dialogue, etc.). Newly employed faculty members are encouraged to take a range of seminars on various pedagogical issues.

Faculty diversity is of a high importance for the SEB LU since the diversity presents one of the key drivers for impact.

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## Academic year 2017/2018

29

### Pedagogical training workshops

12

Blended learning  
and online courses

12

Didactics and  
teaching methods

5

Other topics

156

### Participants on pedagogical training workshops

128

Core Faculty

28

Professional Staff



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## Highlights

Each year SEB LU's students from the International Full-time Master's Programme in Business and Organisation (IMB) present the results of a research project to an international audience at the annual Portorož Business Conference. The conference is organised in cooperation with the Slovenian business daily, Finance, is the major event for the business audience in Slovenia and the countries in the region. SEB LU plays a strong role in designing the programme, and presenting both its research findings and work of its professors and students.

Learning from participating in the debate of the future of EU through the livestream conversation with Jeroen Dijsselbloem and SEB LU Students. Jeroen Dijsselbloem is one of the three people (together with Junker and Draghi) who had navigated us through the turbulent waters of the euro crisis. He shared with our students his extensive experience from past years when he was at the helm of Eurogroup and at the same time the Dutch Minister of Finance in the toughest period of the financial crisis.

The 2-year joint programme European Master in Tourism Management (EMTM) was selected by the European Commission as a success story. The programme was selected following strict criteria, taking the programme's quality, suitability and results into account. Success stories are projects that stand out for their influence, contribution to policy design, innovative results, creative approaches, and provide inspiration to others. The EMTM programme reached an extremely high 9th place among the TOP 100 in the Eduniversal ranking in the study year 2016/2017.

In the academic year 2017/2018, SEB LU acquired an eye-tracking device to be utilised for research and the professional work of SEB LU's researchers. Eye-tracking is a sensor technology that determines which part of a picture, video or object has caught the attention of an observer, for how long and in what sequence were the elements observed. SEB LU aims to combine the eye-tracker with other devices in the future. The eye-tracker device is available for SEB LU researchers under the guidance of Dr Aljoša Valentinčič.





**PRINCIPLE 4:**

**RESEARCH**



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## Developing Sustainable Knowledge

SEB LU's strategic direction is to contribute to the progress and sustainable development of wider community through impactful research, and it co-created value for the business community through applied research. In line with SEB LU's strategy, research is international, multi- and interdisciplinary, with a focus on

sustainability topics, and in accordance with ethical standards. Research conducted at the school contributes to the quality of its programmes and also serves the needs of corporate clients. The SEB LU promotes courage, acumen, diversity and innovation in research and motivates researchers to publish their findings.

### Research Output in 2018





## INTEGRATION OF ERS INTO RESEARCH AND DEVELOPMENT

SEB LU's researchers follow the **Code of Research Ethics** adopted by the University of Ljubljana in 2014, and the **European Code of Conduct** for the preservation of research integrity (European Scientific Foundation and ALLEA). SEB LU encourages researchers to carry out **research that focuses on ERS** topics and multidisciplinary research.

The SEB LU has **seven Research Programme Groups**. All of the programme groups have PRME-relevant content:

- **Challenges of inclusive sustainable development in the predominant paradigm of economic and business sciences** provides scientific contributions, through improved understanding of sustainable development, inclusive growth, and life quality in the applied interdisciplinary framework.
- **Sustainable competitiveness of the Slovenian economy in European and global perspectives** investigates aims to create knowledge in three pillars of sustainable competitiveness and inclusive growth, namely, firm competitiveness and performance, equality, and sustainable use and management of resources.
- **Challenges of investors, firms, financial institutions, and a government in an uncertain Europe-**

**an economic environment** aims to bridge the gap between theory and practice around three groups of challenges: first, socio-economic and financial challenges arising from the "new normal" altered post-crisis environment, combined with ongoing sustainability issues; secondly, institutional and political challenges in the EU and around the World (rise of populism, Brexit, etc.); and finally, the challenges related to technological advances that have an impact on financial institutions, markets, and hence, individuals and societies.

- **Impact of corporate governance, organizational learning, and knowledge management on modern organisations** deals with the questions of how to design sustainable organisations for the future.
- **Future internet technologies: concepts, architectures, services, and socio-economic issues** advances the current knowledge of the concepts, models, applications, and services for the dynamic IT and sustainable business environments.
- **New development strategy of Slovenia as a member of the EU** is focused on areas which are important for the societal, economic, social, and sustainable development of Slovenia.
- **Digitalization as Driving Force for Sustainability of Individuals, Organizations, and Society.** joins an interdisciplinary team comprising experts from different fields like digitalization, information management, computer science, human resource management, business strategy, etc.

# 45

## Research Projects in 2018

# 10

Projects commissioned by the European Commission and other foreign funding entities

# 13

Research projects commissioned by the Slovenian Research Agency (SRA)

# 6

Research programmes by the SRA

# 13

Bilateral projects by the SRA

# 9

Projects commissioned by various ministries, agencies and corporate clients



Selected multidisciplinary research projects with PRME-relevant content:

- SiGrowth - Innovation-fuelled, Sustainable, Inclusive Growth
- GETM3 - Global Entrepreneurial Talent Management 3
- Fair Labor in the Digitized Economy
- In search of sustainable and responsible consumption (SRC)
- Guidelines for destination management based on carrying capacity and tourism flows models
- MAPA: Multidisciplinary Analysis of the Precarious work: legal, economic, social and health protection aspects
- Review and analysis of development visions and potentials of Slovenian cities for defining key urban

development measures

- Development of a unified method for estimation of benefits of constructional and non-constructional measures for flood risk reduction
- Development of Social infrastructure and services for Community based long-term care
- CEIBS ERICEE - The benefits and costs of corporate social responsibility - Fad or necessity

In the 2013-2018 period there were more than 750 research articles published in refereed journals, 37% of them covered CSR and sustainable development topics. Since 2016 the share of published articles on CSR and sustainable development increased to more than 40% per year. There were more than 40 research seminars covering CSR and sustainable development topics organised at SEB LU in the 2015-2018 period.

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## Highlights

SEB LU professor for Money and Finance, Dr Igor Lončarski published an article in the Journal of Business Ethics, which ranks among the Financial Times' Top 50 journals. The co-authored article talks about one of the biggest insider trading cases in Australian history, and proposes a bottom-up approach to ensure ethical individual and organisational behaviour.

For the European Researcher's Night, SEB LU actively incorporates high school students into their research via the Research Polygon. Together with faculty they wonder about the common traits of neuroscience and economics, whether tourists can behave in an eco-friendly manner, about how much they pay for a piece of chocolate, how to get the product at the door with a click, etc.

SEB LU assistant professor Dr Tamara Pavasović Trošt received the Best Paper award in the field of nationalism for 2017, which is awarded annually by the London School of Economics, Association for the Study of Ethnicity and Nationalism. The award was given for the article "Ruptures and Continuities in Ethno-National Discourse: Reconstructing the Nation through History Textbooks in Serbia and Croatia".

SEB LU professor Dr. Adriana Rejc Buhovac, co-wrote the best-selling book with Marc J. Epstein: "Making Sustainability Work: Best Practices in Managing and Measuring Corporate Social, Environmental, and Economic Impacts," which was ranked by the BookAuthority as one of the 100 Best Sustainable Development books. BookAuthority identifies and rates the best books in the world, and was created by experts and leading business people, including Richard Branson, Sanjay Bakshi, etc.





**PRINCIPLE 5:**

**PARTNERSHIPS**



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## Driven by Balanced Internationalisation

SEB LU partnerships and networks are marked by common values and initiatives related to responsible management: we learn from others and share our own knowledge in looking for common and sustainable solutions for building a durable society. Partners play an important role, not only in designing programmes and overseeing their quality, but also in their delivery.

In an effort to effectively respond to international trends in business and education, SEB LU added a new external governing body in 2018, the International Advisory Board. Members of the advisory board are leaders of educational institutions, CEOs of successful international companies, and a president of a chamber of commerce. Its is to guide SEB LU's strategic direction and provide feedback on its strategic actions.

SEB LU's programmes reflect the needs of the business community. Representatives of the business community are also members of the Steering Committees. They are directly involved in setting guide-

lines for the revision of programmes and in developing corrective measures. Through engaging business community SEB LU follows the strategic directions of developing graduates' employability and co-creating value with the business community.

SEB LU is strategically orientated towards balanced internationalisation, offering a truly diverse and heterogeneous international environment. Its aim is to provide exposure to differences, and to limit the overwhelming influence of certain cultural contexts and groups. SEB LU's classroom structure resembles more of a diverse mosaic than a cultural melting pot. SEB LU's structure of partners across the globe shows balanced numbers of country structures. Currently SEB LU has about 225 international partners from 58 countries. SEB LU foreign visiting professors are also of great importance, contributing to the development of new and better teaching techniques and the overall quality of the faculty.

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## Connecting with a Purpose

SEB LU offers six double degree programmes and one joint degree programme at a graduate level. At the undergraduate level, the University Degree Programme in Business and Economics also offers double-degrees in Marketing and International business specialisations. Students can choose among sixteen partner institutions from the Republic of Korea, France, Norway, Italy, Denmark, Portugal, Sweden, or Germany

SEB LU is a partner in three consortiums of schools within the University of Ljubljana providing interdisciplinary programmes:

- The second-cycle programme Applied Statistics;
- Interdisciplinary Doctoral Programme in Statistics; and
- Interdisciplinary Doctoral Programme in Environmental Protection.
- Summer School on Cultural Management.

Over the years, SEB LU has made a considerable effort to increase internationalisation by offering short-term programmes. In addition to Ljubljana Summer School "Take the Best from East and West" and Ljubljana Doctoral Summer School SEB LU offers also the following short-term programmes in collaboration with partner institutions:

- Joint Summer School Toulouse/Ljubljana with the Toulouse Business School;
- Global School in Empirical Research Methods (GSERM) in collaboration with the University of St. Gallen;
- JM Chair Summer School "Corporate Governance and European Integration";
- Shanghai Summer School in collaboration with Confucius institute Ljubljana at the SEB LU and Shanghai University of International Business and Economics (SUIBE).



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## Academic year 2017/2018

682

### Students at FELU's Short-term Programmes

418

Ljubljana Summer School

82

Ljubljana Doctoral Summer School

60

Global School of Empirical Research Methods (GSERM)

122

Tailor-made programmes

SEB LU is a member of several international and national networks and alliances like:

- The Diversity Charter Slovenia,
- The Slovenian Corporate Integrity,
- The China-CEECs 16+1 Think Tanks Network,
- The Central and SE European PhD Network,
- European Doctoral Programmes Association in Management and Business Administration (EDAM-BA),
- The SEB LU's Vice-Dean for Research and Doctoral Studies is a member of the NIBES board (NIBES),
- Alliance of Chinese and European Business Schools (ACE), where the SEB LU is a founding member,
- New Initiatives and Challenges in Europe (NICE Network),
- The European Business School Librarians' Group (EBSLG),
- Central and South-East European PhD Network (CESEENET).

SEB LU's researchers are leaders of a number of PRME-relevant International research networks and projects

- ManETEI -Management of Emerging Technologies for Economic Impact
- ReNewTown - New post-socialist city: Competitive and Attractive
- ClusterCOOP - Enhancing Framework Conditions for an effective Transnational Cluster Cooperation in Central European Countries
- FORSEE - Regional ICT Foresight exercise for Southeast European Countries
- STAREBEI - Effectiveness of Infrastructure Project Investments in Africa
- AGENTA - Ageing Europe: An application of national transfer accounts (NTA) for explaining and projecting trends
- DRINKADRIA -Networking for Drinking Water Supply in the Adriatic Region in public finances
- ISIGrowth - Innovation-fuelled, Sustainable, Inclusive Growth
- Fair Labor in the Digitized Economy



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## Highlights

The fifth PRME Chapter CEE titled “Creatively Educating Socially Responsible Citizens of the World,” took place in September 2018 on SEB LU’s premises. The event was coordinated by Dr Judita Peterlin, and Ms Klavdija Besednjak (SEB LU), and hosted various guest speakers from different professional backgrounds.

SEB LU’s Centre of Business Excellence has become the leading partner of the Academy for Sustainable Business Strategic Transformation of Slovenian SMEs (Small and Medium Enterprises). The most recent event is a round table organized by Public Agency SPIRIT and Pegasus on sustainable values.

SEB LU staff has the opportunity to participate in academic mobility for teaching or training at partner university. In academic year 2017/2018, the International Relations Office organised mobility for 26 professional staff and for 16 academic staff to 19 countries. Among the visited countries were Canada, the Republic of South Africa, Azerbaijan, Belarus, Russia, and European countries. SEB LU also received 32 incoming professional staff and 15 faculty members.

Since 2017 the International Relations Office organises the Erasmus+ International Staff Week for non-EU partners. In 2018 eighteen representatives from seven countries and nine institutions learned more about Erasmus+ programmes, summer schools, and internationalisation. Training provided a special learning experience, new insight on others’ work, an exchange of ideas, and gaining knowledge in an international setting – which will have a positive impact on cultural awareness and future cooperation among the universities.



A photograph of a group of people in a meeting or conference. In the foreground, a man with dark hair and a light beard is looking intently towards the right. Behind him, another man with a beard is also looking in the same direction. To the left, a woman with long blonde hair is partially visible, gesturing with her hand. The background is blurred, showing red and white rectangular shapes, possibly flags or banners. The text "PRINCIPLE 6:" is overlaid in large, white, bold, sans-serif capital letters.

**PRINCIPLE 6:**

**DIALOGUE**



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# Committed Together

Throughout its history, SEB LU has had a vital influence on the national economy and the wider region. Faculty, alumni, and students contributed significantly to the Republic of Slovenia attaining its economic and political independence, and development in the years following. SEB LU's aim is to achieve the progress based on sustainable development for the institution, its stakeholders and the wider community as presented in SEB LU's Strategic Direction.

The dialogue with SEB LU and the corporate world, government and civil society is evident in all levels of the School's activities. Corporate and civil society representatives have an important role in the SEB LU's organization (Business Advisory Board, International Advisory Board, and Steering Committees), which are the guidance bodies of SEB LU. The dialogue is incorporated into schools' activities in the form of guest lecturers, business-oriented projects and case studies, excursions and company visits, internships, and other activities that SEB LU uses to facilitate students' skills acquisition. Students are highly encouraged to interact with the business and community during their studies. This is evident through their regular participation in various business competitions, in applying for national and international internship programmes, the delivery of business-oriented case studies and projects, theses, and so on.

SEB LU contribution to the wider society is also made through organising events and conferences to shape the business sphere and promote values for resilient society. Some examples of projects are:

- **International Talent Matters Conference** presenting best practices and challenges of shaping the future of work.
- **EcoMod** conference with the goal to promote exchange of ideas among economists conducting quantitative analysis for policy and decision-making in the public and private sector hosted more than 120 participants from all continents.
- The **Corporate Integrity Academy** was designed within the SEB LU's initiative to promote Slovenian Corporate Integrity Guidelines.
- The **Leadership Academy** with the goal to deepen leadership mindsets of business leaders towards authentic leadership, effective communication, and ethical principles of leading.
- **Discover your brain, mindset, & open innovation** academy for top managers on establishing sustained competitive advantage in their organisations.
- **Corporate Summer Schools** with the goal to support students in the process of finding their first employment by creating a meeting place for stu-

dents and companies.

- **Deepening of EMU** organised by SEB LU within the pan-European discussion on the future of the EURO and the EU.
- In the last three years SEB LU and BTC Corporation joint project **BTC Campus** helped 90 young unemployed university graduates to gain additional knowledge for future business careers.
- **Afternoons for Corporate Integrity:** to date seven Afternoons for Corporate Integrity attracting more than 400 participants, mostly forensic experts, heads of compliance departments, and internal auditors.

PRME related content is evident in SEB LU's communications and activities:

- **SEB LU faculty members actively discuss on ERS-related issues** on their blogs, invited commentaries in newspapers, TV and other media. More than 20 faculty discussed topics like demographic trends, housing challenges, young generation mobility, technologies for lowering emissions, etc. in general media in the last year.
- Each year a **special chapter in school's Yearly Review** - the main SEB LU's publication for external stakeholders and partners - is committed to social responsibility.
- SEB LU students and graduates joined together within the **Movement for Economic Pluralism (the GEP)** and a new student scientific journal Review of Economics and Economic Methodology (REEM). The first issue was entitled The World and Transition: The Great Recession, Conflict and Imperialist Rivalry in the 21st Century.
- **Social Entrepreneurship Centre established within University of Ljubljana** by six faculties (one of them is SEB LU) with the aim to develop research, education, consulting and other support activities in social entrepreneurship.

SEB LU students in student organisations are also in contact with business world through their activities. In the last three years, there have been more than 40 events organised by SEB LU's student organisations with more than 4,000 participants. There were 17 socially responsible projects and events organised by student associations in the last academic year. Some examples of the events:

- International Women's Day Round Table organised by the Association of Female Students of Business Studies entitled "A Skirt amidst Trousers"
- Economics Week organised by the Student Council each year highlights the power of charity.
- The traditional film night around the ethics of whis-



tleblowing was organised by the TopEF bringing a presentation of the movie The Insider.

- For the sixth year in a row, the Management Group in collaboration with SEB LU organised 'Humanitarian Alarm,' a charity event which aims to give back to the community.
- Young Project Managers section organised a charity event "How to become A in Apple." with George Deriso, former Apple Manager in Australia.
- Students from the Management group organised a charity stand-up evening.
- Members of the Society of Female Students of Business Sciences participated at the 13th annual DM Women's run, which included charity fundraising for Slovenia's initiative "We Grow with Sport."

PRME values are promoted also within SEB LU Alumni:

- SEB LU Alumni Club promotes healthy life-style within the Alumni CYCLISTS section.
- The Beta Gamma Sigma SEB LU club organised a multidisciplinary workshop on global education challenges.
- A special Integrity and business ethics event was dedicated to the question of efficiency of company compliance, business ethics and integrity programmes.
- SEB LU MBA Radovljica Foundation offers financial support to students and international experts, teaching at SEB LU. Their alumni mentorship programme is open to IMB students and alumni to develop their career.

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## Equal Opportunities for All

Various living and health conditions of students influence the possibilities for their full involvement and participation in the study process. SEB LU enables students with special needs student status to help overcome the obstacles they face during their studies.

SEB LU provides different kinds of tutorship: An Introductory tutorship for first-year students, A course-specific tutorship to help students successfully cope with more demanding courses, Tutorship for students with special needs, and Tutorship for international students.

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## Academic year 2017/2018

80

SEB LU Tutors

3

Coordinators

1871

hours of  
volunteer work

53

Students with special  
needs



Career Guide for Students with  
Special Needs



# Highlights

Seven events Afternoons for corporate integrity in business practice have been organized at the SEB LU since 2014. The Afternoons for corporate integrity in business practice deal with current issues of corporate integrity.

On the occasion of publishing a compendium of expert contributions on precarious work entitled: »Precarious work and social uncertainty«, a public discussion on that issue was hosted by Dr Bogomir Kovač at SEB LU. The discussion concluded with an agreement that the issue must be treated as an important and omnipresent social phenomenon.

Four organisations; BTC, the SEB LU, the Employment Service of Slovenia, and the Municipality of Murska Sobota joined together and prepared BTC CAMP 2017 project. The aim of BTC CAMP to improve the job prospects of young graduates.

In 2017, the Diversity Charter Slovenia was established and signed by the first 59 Slovenian organisations, including SEB LU. Diversity Charter encourages the acceptance, respect, and inclusion of diversity in organisations as a potential for innovation for sustainable organisation solutions.

EFMD Conference for Deans and Directors General of business schools was held at the SEB LU in 2017 and was attended by over 300 deans and directors general of business schools from around the world. The speakers discussed climate change and why they thought it should dictate future economic development. The conference concluded by stating that there is a great need for development that is environmentally sustainable.

Two SEB LU students won 3rd place in The Best Sustainability Project Idea competition at the University of Salford during their study exchange. Students had to critically assess how the University addresses one of the 17 Sustainable Development Goals, and identify the main strengths and weaknesses of how the university is tackling that goal.



An aerial photograph of a modern, multi-story building with a flat roof. The roof is covered with numerous solar panels arranged in long, parallel rows. The building has a light-colored facade with some red accents. Surrounding the building are trees, a paved area, and a small green lawn. The overall scene is bright and sunny.

**PRINCIPLE 7:**

**ORGANISATIONAL  
PRACTICES**



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# For a Better Tomorrow

In order to act sustainably SEB LU implemented several activities in order to assure its campus is eco-friendly. The SEB LU's sustainable campus is known for:

- Generating and producing its own energy. The solar power plant reduces carbon dioxide emissions by approximately 77.2 tonnes annually. Information on solar power generation is available and displayed on a screen in the School's main lobby in order to motivate sustainable attitudes and behaviour.
- Undertaking environmentally responsible investments by completing the energy-efficient renovation project in its Ljubljana campus facilities. The investment provides the SEB LU with estimated heat savings of 872 MWh per year, and electricity savings of 305 MWh per year.
- Being aware of sustainable waste management: The SEB LU is committed to sustainable waste management by decreasing the consumption of materials, encouraging re-use, and promoting recycling and the use of recycled materials.
- The School has been calculating the SEB LU's Carbon Footprint and promoting water and energy savings with posters, stickers and leaflets across the SEB LU's premises since 2009.
- With the help of the Confucius Institute's investment in Confucius Aedicule and the surrounding Zen Garden SEB LU's garden usability was uplifted.
- Promoting a healthy way of living. Since 2010, 'Big-Fish' Bicycles have been available to all employees and a covered parking space for bicycles is offered to students and employees. Moreover, SEB LU employees and students have an opportunity to participate in sports on the SEB LU's premises or at sports facilities covered by the SEB LU.
- In 2017, the SEB LU joined the Eko šola (English: Eco-Schools) programme in order to raise awareness and educate about sustainable development of the whole SEB LU community.

SEB LU's policy demands all SEB LU staff to consider environment in their activities, like before printing and whenever possible the SEB LU's promotional materials are printed on the certified eco paper. In 2018 the SEB LU promotional notebook has been produced from the SEB LU's tunnel tarpaulin and therefore made 100 per cent recyclable notebook cover. SEB LU is a public institution and, in procurement all public institutions in Slovenija have to act responsibly and in accordance with the Public Procurement Act.

SEB LU strives to provide an internationally, culturally, and socially diverse place of learning for all types of students with special needs due to their social and other circumstances. Diversity and equal opportunity are two of the drivers of SEB LU's impact.

- For Slovenian students there are many opportunities to get a scholarship to cover living expenses, either from government or from companies which use this mechanism as a recruitment channel. In the 2018 SEB LU Student survey, 24% of students reported that they receive a monthly scholarship in the average amount of almost 200€.
- With regard to socially disadvantaged students, SEB LU works along two dimensions following its values and strategic direction to be socially responsible and use equal opportunities as a driver for impact.
- For students with a special status (e.g. disability, motherhood, status due to high level of sport or cultural engagement), SEB LU offers assistance and special arrangements regarding examinations and other course requirements.
- The SEB LU Foundation offers financial assistance for study purposes, mostly scholarships aimed at supporting international students and scholarships for Slovenian students going on exchange abroad.
- Since 2016 seven student refugees have been studying at the SEB LU at the undergraduate level. SEB LU assigns a student refugee with a special status – the status of a person with recognised international protection, and so they have the right to be educated under the same conditions as the citizens of Slovenia, i.e. tuition-free.
- In 2018, SEB LU acquired a recognition for athletes-friendly education, awarded by the Olympic Committee of Slovenia. Students with special status receive special attention and help from the Student Affairs Office (study matters), the Central Economics Library, and the Book Store (access to study materials), and teaching staff. Exam-taking can be adapted to their special needs (size of fonts, colour of paper, place of writing, assistance with writing, etc.).
- Example how to successfully help to promote cultural diversity and to broaden horizons is the Confucius Institute, based on the SEB LU's premises, a non-profit organisation established for the purpose of promoting and teaching Chinese language and culture and act as a bridge between the Slovenian and Chinese business environments.

SEB LU competed sizable investments in buildings and equipment to improve accessibility for disabled persons (SEB LU buildings were built in 1977, before disabled-friendly standards were introduced). Investment and maintenance projects include:

- Elevators: After an elevator was installed in the main lecture hall building some years ago (enabling access for disabled students to lecture halls and teachers' offices), another elevator installation pro-



ject (enabling access for disabled to the Phd offices and research office) is planned to be completed by the beginning of the next school year.

- Wheelchair ramps and automatic gliding doors: Wheelchair ramps were built throughout the SEB LU premises (two ramps within the atrium, and ac-

cess ramps to the west and east side of the campus) and automatic gliding doors were put at all entrances enabling access for enabled students.

## Promoting Healthy Lifestyle

SEB LU promotes the healthy lifestyle and well-being of employees and students by providing healthy meals. Several recreational activities are organised for employees on the SEB LU's premises, and also in rented facilities (swimming, aerobics, Pilates, skiing, dance lessons, etc.). SEB LU has a regular health screening programme for its employees and Flu vaccination shots are organised every autumn. All employees are required to undergo fire and safety training. Ten employees are trained to provide basic emergency medical care.

Good health and physical fitness are important elements of sustainability and SEB LU students greatly benefit from the physical education courses that are obligatory and offered for free for the first year undergraduate students and for a small fee to others (EUR 20-30 per semester). SEB LU employs three physical education teachers and the options for sport and recreational activities are there to fit any person-

al interest (e.g. basketball, volleyball, football, swimming, tennis, badminton, dancing, aerobics, cross fit, stretching, and yoga; horse-riding and golf are offered for additional fee). Students can also engage in sport competitions and SEB LU students are among the most successful teams and individuals at UL. In 2018, the Unit for Physical Education prepared a series of short videos in the Slovenian and English language for stretching in the classroom during lectures.

SEB LU encourages professional athletes by providing assistance in organising their studies. By giving them the status of professional athlete, they are offered additional help in managing their study and sports activities. SEB LU has established also the "Sports Class," which includes students who hold the status of a professional athlete in the current academic year. A sports class coordinator consults with students about the organisation of their study obligations.

## 2017/2018 achievements





## Gold medals at University competitions



SEB LU's men's volleyball team



SEB LU's women's basketball team



SEB LU's men's swimming team



SEB LU's women's chess team

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## Highlights

Celebrating SEB LU achievements with a BBQ - SEB LU staff joined together for a picnic in the atrium, where they celebrated the hard work and dedication behind important faculty milestones in the 2017/2018 academic year.

International Women's Day, March 8, marks the achievements and equality of women. In the spirit of celebration, SEB LU traditionally honours it with a recital of male colleagues as interpreters of Slovene, and a world love poetry.

SEB LU staff has the opportunity to participate in academic mobility for teaching or training at partner university. In academic year 2017/2018, mobility for 26 professional staff and for 16 academic staff to 19 countries was organized. Among the visited countries were Canada, the Republic of South Africa, Azerbaijan, Belarus, Russia, and European countries. SEB LU also received 32 incoming professional staff and 15 faculty members.

SEB LU was acknowledged for providing athlete-friendly education by the Olympic Committee of Slovenia in 2018. SEB LU also continued to strengthen its already extensive relationship with the Olympic Committee of Slovenia - the Association of Sports Federations - by signing an institutional agreement in the field of developing knowledge about management in sports.











University of Ljubljana **SCHOOL OF ECONOMICS AND BUSINESS**

As an internationally recognised school in the fields of economics and business, we are changing our name to outline the importance of our balanced economics and business education.

On 22 February 2019 our name became the **University of Ljubljana, School of Economics and Business.**

