

The background of the entire page is a photograph of the RMIT University building, a large, ornate, multi-story stone structure with many windows and a prominent central tower. To the right of the main building, a modern, glass-clad skyscraper is visible. The image is overlaid with a semi-transparent blue filter. The text is presented in white on red rectangular backgrounds.

RMIT College of

Business and Law

Principles for Responsible Management Education

Sharing Information on
Progress (SIP) Report

2020-2022



Contents

Message from Deputy Vice Chancellor	5
Introduction	6
PRME Approach and Commitment	10
Principle 1 - Purpose	12
Principle 2 – Values	22
Principle 3 – Method	30
Principle 4 – Research	40
Principle 5 – Partnership	52
Principle 6 – Dialogue	62
Future Direction	78



Message from the Deputy Vice-Chancellor (Business & Law)

RMIT is one of Australia’s leading universities and since our inception in 1887, we have stayed true to our commitment to education and research that responds to the needs of industry and the communities in which we operate.



Today, in the Asia Pacific region and across the world, we’re proud to connect hundreds of thousands of people, offer pathways to greater opportunity and understanding, and play an active role in the achievement of the United Nations’ Sustainable Development Goals (SDGs).

Our scale and capability in technology, design, and enterprise and the way we empower people to live and work with a ‘skilled hand and cultivated mind’ means we’re able to make a difference and help improve the lives and futures of people in a fast-changing society.

In 2020, we launched our interim strategy, RMIT Next, which built on our previous strategy Ready for Life and Work. As we near the end of this strategy work is underway on our new decadal strategy (due for release in quarter four of 2022) which will see us through to 2031.

Our College of Business and Law has played a pivotal role in the delivery of our RMIT Next strategy and will be central to the achievement of our 2031 ambitions.

The College sits proudly at the intersection of business, law, and technology with social impact, meaning that while this is our first Sharing of Information on Progress Report, responsible management education has been a hallmark of our College for some time.

We’re incredibly proud of what we’ve achieved since 2020; and our impact through research, innovation in education, and external engagement with industry and government has only enabled us to more deeply embed the Sustainable Development Goals (SDGs) in all we do.

Both RMIT and our College of Business and Law’s association with UN PRME is a source of great pride, and I am delighted to share this report detailing the progress made from 2020-2022, with you.

Thank you,
Professor Julie Cogan

Introduction

Our College of Business and Law has a proud history of providing programs that meet the evolving needs of students and industry and contributing to the creation of a fair future for all.

As we develop and educate the business leaders and social innovators of the future, what we teach needs to reflect the skills, knowledge, and innovation industry and the global community demand.

While the business fundamentals of management, strategy, accounting, and finance remain largely consistent, our focus is on ensuring our graduates are equipped to support organisations to deliver both economic and social value.



Our Mission

Through our globally connected campuses and diversity of learning modes, the College of Business and Law develops the person, the leader and the enterprise with the knowledge and skills they require to create positive, sustainable, and fair futures by managing the current state, shaping the future, and imagining the frontiers.



Our Purpose

The creation and dissemination of knowledge. We do this through impactful research informed by industry questions and share our discoveries via a range of contemporary education offerings, publications and thought leadership. Our purpose is underpinned by the principles of quality, collaboration, big ideas and putting people first.



Our Values

RMIT's identity is reflected in our values: passion, courage, agility, inclusion, imagination and impact.

We are dedicated to deep understanding, freedom of inquiry and expression, and the inherent value of ideas and evidence. As an applied institution, we are equally committed to applying knowledge, insight, and passion to the world around us.

Our Achievements from 2020-2022

Throughout the last two years, the global pandemic has had a significant impact and posed an unprecedented challenge for RMIT and the tertiary education sector in Australia and international campuses.

During this period, our focus was not only on supporting our staff and students through this tumultuous period, but also ensuring our mission, purpose and activities were aligned with the University's Next strategy and the Principles of Responsible Management Education.

Achievements:

- In 2021, RMIT received the Climate Action Award and the Award for Leading the Circular Economy at the Green Gown Awards Australasia. These awards recognise best practice in sustainability within the education sector across Australia and New Zealand. These awards provide a benchmark for excellence and are aligned with the SDGs.
- RMIT maintained its citation as an employer of choice for Gender Equality from the Workplace Gender Equality Agency (WGEA) in 2021. This is in recognition of our efforts to develop a gender-balanced workforce, support pay equity, provide supports for parents and carers, mainstream flexible ways of working and prevent gender-based harassment.
- In 2021, we were recognised as a Top Performer in the Australian Newtork on Disability's 2020-21 Access and Inclusion Index and was re-accredited as a Disability Confident Recruiter. RMIT was the first Australian university to become a Disability Confident Recruiter.
- In 2022, RMIT received the Victorian Multicultural Commission Award for Excellence in recognition of our program of access and support for students from asylum seeker backgrounds.
- RMIT achieved Platinum Employer status in 2022 from Australia's peak body for employer LGBTIQA+ inclusion, Pride in Diversity. This recognition acknowledges our leadership informing Australia's first professional network for researchers who identify as LGBTIQA+ or who research in the fields of gender and sexuality.



An overview of RMIT

About RMIT



96,000+
students



10,000
staff



480,000+
global alumni
across more than
150 countries



7 locations
across Australia,
Europe and Vietnam,
in addition to
partnerships with
institutions in
Singapore, Hong Kong,
China and Sri Lanka.

About the College of Business and Law



26,000+
students



1,000
staff



Three locations
across Australia and
Vietnam, in addition to
partnerships with institutions
in Singapore & China



Five schools
(four based in Australia
and one in Vietnam)



Rankings

- QS Graduate Employability Rankings 2022 - 74th globally, 18th in Asia Pacific
- QS World University Rankings 2023 - 190th
- QS Sustainability Rankings 2023 - 53rd globally, 5th in Australia
- 3 US News Best Global Universities Rankings - 209th
- Times Higher Education Impact Rankings - 22nd globally and 4th in Australia. 3rd globally (2nd in Australia) for SDG 10 and 5th globally (1st in Australia) for SDG 8



QS World University Rankings by Subject – 2022

- Accounting & Finance – 98th globally and 9th in Australia
- Business & Management Studies - 151-200th globally (Top 200) and 8th in Australia
- Economics & Econometrics - 151-200th globally and 11th in Australia



Shanghai Global Rankings of Academic subjects – 2022

- Management – 101-150th globally and 6th in Australia
- Finance – 101-150th globally and 7th in Australia
- Business administration – 151-200th globally and 8th in Australia
- Economics – 201-300th globally and 11th in Australia

Our PRME approach and commitment

RMIT University and its College of Business and Law (CoBL), as a leading institution in Australia and a global provider of education, research, and engagement, reaffirm our commitment to the principles and values outlined by the Principles of Responsible Management Education (PRME).

By integrating PRME's principles into our academic programs, research activities, and engagement with stakeholders, we strive to foster a culture of responsible management education that aligns with our mission and values.

We commit to the following principles of PRME:

- 1

Purpose

We are dedicated to developing educational frameworks, curricula, and research that foster socially and environmentally responsible management practices grounded in a commitment to stakeholders' well-being.
- 2

Values

We will cultivate a learning environment that promotes the values of global social responsibility, ethical decision-making, sustainability, and respect for diversity and inclusion.
- 3

Method

We will incorporate into our teaching and learning the principles of responsible leadership, which include the consideration of the broader impacts of business decisions on society, the environment, and future generations.
- 4

Research

We will advance the understanding of responsible management through research, by producing knowledge that contributes to the development of sustainable business practices and shaping policy debates.
- 5

Partnership

We will actively engage and collaborate with academic institutions, businesses, governments, civil society, and other stakeholders to create a network for sharing knowledge, experiences, and best practices related to responsible management.
- 6

Dialogue

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

By committing to these principles, we embrace the role of change agents who seek to transform the way management education is perceived, delivered, and applied.

As a signatory of PRME, we will ensure that our commitment to responsible management education is reflected in our policies, strategies, and actions. We will continuously review and improve our practices, monitor the progress, and share our experiences and challenges with the PRME community.

We consider this commitment as an ongoing journey and will strive to create a powerful and lasting impact by embedding the principles of responsible management education into the core of our institution. By doing so, we aim to inspire not only our students and staff but also our partners, industry collaborators, and the wider community to adopt responsible management practices that contribute to a sustainable and inclusive future for all.



Principle 1 -

Purpose

Through our College of Business and Law, we recognise the importance of aligning our educational activities with sustainable development and responsible management practices.

Our commitment to sustainability and inclusivity reaches beyond the College and is woven into the fabric of our university and derives from our purpose, vision, mission, and strategy.





Sustainable Development Goals (SDGs) at RMIT

We apply the lens of the SDGs across our policies, initiatives, and practices to embed sustainability across the University. This involves working with our staff, students and wider stakeholder and alumni communities. The RMIT Sustainability Committee, formed in 2009, is the governing body responsible for our sustainability agenda enterprise-wide, and delivering on our public commitments.

Our ability to deliver impact was recognised in 2021, when RMIT placed third globally in the Times Higher Education (THE) University Impact Rankings for its contribution to the SDGs. This outstanding achievement reflects RMIT's collective determination to create a more sustainable future. Standout results in this ranking included RMIT placing second in the world for our efforts to reduce inequality within and among countries (SDG 10), third for strengthening partnerships for the goals (SDG 17) and fifth for promoting decent work and economic growth (SDG 8).

Our remarkable performance in the 2021 THE Impact Rankings can be attributed to the University's dedication to collaboration and innovation across the communities where we operate, both locally and globally. We are proud of our achievements and extensive partnerships and our continuing contribution toward the UN's 2030 sustainable development agenda.

RMIT Strategy

In 2015, the RMIT community came together and shared its expertise, knowledge and ideas to create Ready for Life and Work, our strategy to 2020.

The project, #shapeRMIT, explored RMIT’s roots, identity and current activities, and asked “what should a university like ours set out to achieve over the next five years?”



“Ready for Life and Work” declared our commitment to being a global university of technology, design, and enterprise. It enabled us to define that being ready for life and work is about combining deep knowledge and relevant, up to date expertise with cutting edge learning skills and contemporary, inclusive values.

Since 2015, the strategy has come to life in many ways. To name a few, we established the RMIT Activator, RMIT Online, cross-disciplinary Enabling Capability Platforms and grew RMIT Europe and Vietnam. We established a new Indigenous portfolio and reconciliation goals, set ourselves a more ambitious research agenda and prioritised a strong, clear focus on student experience across the whole of RMIT.

In 2020, it was time to assess how our shared commitment over the past five years has helped RMIT build a stronger foundation in a fast-changing world. The landmark paper “RMIT Next – Reflections towards our 2025 Strategy” made an honest assessment of how the University fared against its strategic objectives. A renewed emphasis on the SDGs was prominent among other findings:

“The University has joined in the dhumbali (commitment) to the United Nations Sustainable Development Goals and will track progress through our annual sustainability report.

Underpinning these activities is our broader contextual dhumbali to Bundjil’s Statement and to working lawfully and respectfully on Kulin country. Bundjil’s ngarn-ga (understandings) provide us with a frame for how we govern and regulate ourselves and our behaviour on place, in a responsible, sustainable, and future-focused way.”

Like all universities in Australia, we had to swiftly adapt to online teaching and collaboration methods to ensure we could continue to operate. This, however, did not hinder the progress of developing a new University strategy.

In July 2021, after consultation with students, staff and community members, RMIT published its next major milestone on its path to a new strategy: “RMIT Shared Directions – Building our next Strategy”. Principles of creating sustainable value for business and society are, again, elementary considerations in each layer of the document.

“Our Mission: Equipping learners from any background with the skills, knowledge and connections they need to thrive, and using research, innovation and partnership to shape a more equal and inclusive society, and a more dynamic, sustainable economy.”

College of Business and Law Strategy

With RMIT's "Ready for Life and Work" strategy reaching the end of its life cycle in 2020, our College of Business and Law undertook work to critically review its positioning in the market and to come up with a refreshed strategy.

This process was closely aligned with the University's effort in strategy development. After three months of consultation, the first version of its "strategic narrative" was presented to the College executive team in November 2019:

“RMIT University's College of Business & Law develops the person, the leader and the enterprise with the knowledge & skills they require for positive, sustainable, and fair futures.

Commercial, business, justice, and social acumen is combined with human achievement capabilities (collaboration, influence, relationship management, critical thinking and confidence) to positively impact society, enterprises, and human well-being and the environment.

Knowledge Exchange is facilitated through our high quality and applied research, our teaching and program excellence, and industry partnerships. Our Values Imagination; Passion; Impact; Inclusion; Agility; and Courage are evident to everyone who interacts with us.”

In an iterative approach, this narrative was “road tested” in the College and developed into a complete strategic positioning, which was published in July 2021.

The next university-level strategy is under development and scheduled to be published in the fourth quarter of 2022. From this strategy will also flow a revised College strategy.



Annual operating planning – linking strategy with action

Our Annual Operating Plans (AOPs) are the link between the strategic direction and operational requirements of the University. They are practical roadmaps that streamline our efforts right across the University, and our shared objectives for the year ahead reflect a balance of consistent themes and new priority areas.

Each college, portfolio and entity contributes to the shared objectives outlined in the AOP through their own priority initiatives, and in some cases centrally governed projects. A preamble outlines the boarder context and positioning of the respective area. In the following table, the preambles of the College of Business and Law show how PRME principles have progressively been incorporated into the College’s positioning.

2020

“The central purpose of the College of Business and Law (CoBL) is to create an environment that enables knowledge exchange. This includes discovery through impactful research informed by industry and sharing via a range of contemporary education offerings, publications and thought leadership. Our purpose is underpinned by the principles of quality, collaboration, big ideas and putting people first.”

2021

“The College of Business and Law aims to be a leader in trusted business education, research and practice through contemporary education offerings and publications informed by industry for viable, responsible, and fair futures globally.”

2022

“In 2022, the College of Business and Law will strengthen its position as ‘A College at the intersection of business and technology with social impact’. We will further our mission of developing businesses and their leaders, legal practitioners, and policy makers, who are confidently and competently able to balance shareholder and stakeholder needs and act as socially responsible global citizens creating fair and positive futures.”

What’s next?

To further strengthen our focus on matters of social impact, an Academic Director, Engagement for Social Impact, for the College has been appointed, to commence in January 2023. This is a senior appointment, and the incumbent will work to ensure that we are well-placed to reinforce our strategic position: a College at the intersection of business, law, and technology with social impact.

The Academic Director, Engagement for Social Impact, will lead the formal development of a College social impact strategy, through the creation of a cross-disciplinary community of scholars, and engagement with external partners that seek to drive positive change in society. They will also act as a mentor for our academic staff and support them to generate and embed social impact through their research and teaching careers; and assume the role of College Indigenous Reconciliation Champion.

Principle 2 -

Values

Universities have a crucial role in addressing complex social and economic challenges through education, research, and engagement with industries and communities. Recognising this responsibility, our College is dedicated to sustainability, integrating the Sustainable Development Goals (SDGs) into our policies, initiatives, and practices.

Our aim is to influence responsible management education through our activities and curricula. This section highlights several notable examples of our leadership in promoting responsible management education.





Enhancing Engagement and Belonging in Remote Learning

We recognise the importance of sustainability in our digital learning and teaching environment, and in 2020, we focused on two key streams of work to deliver sustainability-focused outcomes.



Stream 1: Optimising the Digital Learning Environment

With limited campus access throughout 2020, we collaborated extensively with partners, including Information Technology Services and the RMIT's Education Portfolio, to ensure a seamless transition to the digital learning environment. The goal was to provide learners and teachers with the necessary support to continue their activities with minimal disruption.



Stream 2: Shifting Learning and Teaching Activities Online

The increased usage of the digital learning environment presents opportunities for students to have greater flexibility in their learning journey. In response to the closure of campuses, RMIT swiftly transitioned a wide range of learning and teaching activities to online platforms. This shift reduced the need for students to travel to campus, particularly for lecture-based activities focused on information transmission. Instead, virtual classroom sessions became the norm.

CASE STUDY:

Supporting the transition to remote learning

Amid the disruption caused by the pandemic, it was crucial to maintain student and teacher engagement. Dr Jessica Helmi, a Lecturer in our Graduate School of Business and Law, was one of many who recognised the significance of fostering belonging during times of transition. Dr Helmi coordinated and taught courses in Digital Entrepreneurship and Business Research Design, implementing strategies to create a sense of belonging for students transitioning to remote learning.

To address challenges associated with engaging students in pre-recorded lectures, Dr Helmi divided the videos into shorter durations, making them more digestible. Interactive popup questions were integrated into the recordings to keep students engaged, and their weekly online responses served as discussion points during synchronous tutorials. Student feedback demonstrated the effectiveness of these strategies in maintaining engagement and connection with the courses.

Dr Helmi also provided online networking opportunities and interactive tutorial activities using collaborative tools like MIRO. She prioritised student well-being by offering weekly drop-in sessions where students could engage in discussions beyond their studies with their peers.

By actively addressing interactivity and engagement in the online learning environment, Dr Helmi successfully transformed a challenging learning experience into a positive one for many students. Students commended her teaching approach and the impact it had on their learning journey and sense of belonging.

Through the implementation of simple yet powerful online interaction tools and a dedication to fostering student-teacher and peer-to-peer interaction, Dr. Helmi exemplified actionable steps that educators can take to increase engagement and belonging in remote learning environments.



My tutor Jessica Helmi was one of the most supportive and encouraging educators I have come across in my MBA degree. Her constant encouragement and open discussion in the lectures allowed the students to have productive discussions let the students network and connect with each other on a more personal level." - Student 1



Thank you, Jessica. Your class always gives me the opportunity to connect with fellow students (which I really need during this situation)." - Student 2



While it is true that the initial transition phase was quite difficult for me as the lack of on-campus experience made me lose my motivation, the commendable approach used by Jessica changed my perspective and brought back the excitement I had about this subject before the COVID-19 crisis." - Student 3.



Open Educational Resources

Course coordinators from the College of Business and Law, in collaboration with the RMIT Library, have played an active role in influencing the strategic direction of open education. By working together, academic staff who coordinate courses within the College have chosen open resources, resulting in substantial cost savings for RMIT students.

This collaborative effort has allowed for the adoption of open textbooks, which can be reused, revised, remixed, and redistributed, providing teaching staff with flexibility and supporting the transition to a blended teaching approach. Open educational resource usage and associated cost savings to students can be tracked through the Reading List app on the LMS.

Through the active collaboration between the College of Business and Law course coordinators and RMIT Library, the promotion of open education and the provision of valuable resources have become integral to RMIT’s educational landscape. This collaborative effort fosters a culture of openness, accessibility, and student success, reinforcing our commitment to responsible management education and advancing the principles of the PRME.



Advancing Gender Equality: Empowering Women in the College of Business and Law

RMIT is dedicated to championing gender equality and taking a leadership role in driving positive outcomes in line with the Victorian Gender Equality Act 2020.

The development of RMIT’s Gender Equality Action Plan 2022-2025 involved extensive consultation with students, staff and diversity and inclusion working groups and networks. This collaborative approach ensures that barriers to women’s inclusion and career progression, particularly within the College of Business and Law, are identified and addressed. The Gender Equality Action Plan focuses on areas such as leadership and governance, employment conditions, and women’s career advancement.

Notable achievements in 2021 highlight the progress made towards gender equality within RMIT. Currently, 44% of RMIT’s leaders are women, a significant increase from 33.9% in 2015. Results from a survey demonstrate that 84% of respondents strongly agree that their immediate supervisor/manager genuinely supports gender equality. Moreover, 60% of managerial promotions go to women, compared to 33% in 2017.

Recognising RMIT’s commitment to gender equality, the

Workplace Gender Equality Agency (WGEA) awarded RMIT the Employer of Choice for Gender Equality designation for the fourth consecutive year in 2021. This prestigious citation highlights the university’s extraordinary efforts in driving positive change for gender equality.

In 2020, RMIT attained bronze status, the highest available, in the Athena SWAN program for Women in STEM (Science, Technology, Engineering, and Mathematics). As RMIT strives for enterprise-wide silver accreditation, the action plan will reaffirm the College of Business and Law’s dedication to gender equality and empowering women within the academic community.



Enhancing Careers and Employability: Empowering Students for Life and Work

RMIT's Careers and Industry Experiences (C&IE) team plays a pivotal role in equipping students with the necessary skills and readiness to make a positive impact on the world. Collaborating with students and industry partners, C&IE strives to foster positive employment outcomes and drive innovation.

In 2020, the University's Job Shop services provided careers guidance and support to 3,452 students through peer-to-peer and one-on-one appointments. The Job Shop also organised 611 events, including resume reviews and skill-building workshops, to empower students in their job search endeavours.

Additionally, over 3,260 students were connected with industry mentors or engaged in Group Mentoring Experiences, receiving personalised guidance, coaching, and support. The Future Edge program witnessed registration from more than 3,700 students, who actively participated in workshops and programs aimed at developing their employability and 21st-century skills.



The College's commitment to supporting students' career growth also remained unwavering over the COVID-period. Here are some of the initiatives and resources offered by our College-based teams:

- Monthly Internships 101 open information sessions
- WIL drop-ins for Work-Integrated Learning support
- Co-op Cup, a large-scale team-building event fostering community among first year Applied students
- Individual resume and cover letter checks with feedback
- Personalised calls to assist students in their placement search
- Fortnightly newsletters featuring key employer job opportunities, events, and tips
- Employability skills workshops, covering topics such as internship search strategies, resume and cover letter writing, interviewing techniques, and job application guidance
- Recognition of volunteering work for academic credit through RUSU and Student Life Clubs and Society Committee Members
- International Education Resilience Fund funded student events, including study support sessions and check-in phone calls
- Check-in phone calls with students during their placement periods
- Transition to professional full-time work workshops
- Student handbooks with information and advice to support students during placement
- Employer site visits and office tours to provide insights into various industries
- Industry events for students to gain insights from industry professionals
- Speed interviewing sessions focused on disciplines like Marketing, Accounting, and Economics/Finance

These comprehensive initiatives demonstrate our commitment to enhancing students' careers and employability, by equipping them with the skills to thrive in the professional world. By bridging the gap between education and industry, RMIT continues to empower its students for success.

Our commitment to mental wellbeing

Supporting the mental health and wellbeing of both our students and staff is incredibly important to us. Our approach goes beyond short-term fixes for identified risks or problems—it is rooted in creating a sustainable and supportive culture of mental health in our work and study environments.

To put our commitment into action, we developed a Mental Wellbeing Strategic Action Plan 2020-2025. This comprehensive plan was crafted by our Wellbeing Initiatives Team, in consultation with internal and external stakeholders.

As part of our commitment to mental wellbeing, various initiatives were organised throughout the 2020-2022 period. For instance, our annual Walk this May step challenge was held across both years inviting staff from our College and across RMIT to participate.



Additionally, we celebrated Mindfulness August in 2021 - a month dedicated to prioritising mental wellbeing and investing time in practices that promoted calmness, happiness, and productivity. Throughout the month we held mindfulness sessions to increase awareness of the practice and its benefits, and support participants to design a personalised mindful practice. Throughout Mindfulness August, small daily tasks were shared to support the development of a consistent and effective mindfulness practice.

To encourage creativity and self-expression as part of mindfulness practices, in-person sessions like Mindful Collaging were organised. Staff members were provided with materials and guidance to engage in collaging as a method of awareness, self-expression, and connection.

A sense of community and engagement was fostered through social events and experiences like online trivia sessions, and resources and guidelines, such as the College Wellbeing Principles, were provided to support staff. These principles offered guidance on work-life balance and promoted mental health wellbeing.



Principle 3 -

Method

We are committed to creating an educational environment that fosters effective learning experiences for responsible leadership. In line with this commitment, efforts have been made to integrate the SDGs into our curriculum. While we are proud of the progress we have achieved to date, we recognise there is still more work to be done to explicitly teach and address the SDGs in all of our courses.

The integration of SDGs into curriculum has been facilitated by the collaboration between our academic staff, the academic development and professional team and the learning design team. This initiative not only aligns with RMIT University's strategies but also supports accreditation through the alignment with AACSB Assurance of Learning (AoL), which directly connects with the goals of PRME.

The AoL process plays a crucial role in measuring our capabilities and demonstrating our commitment to PRME and SDGs. It ensures that students acquire the necessary skills and knowledge in key PRME areas, such as 'ethical global citizenship' and a commitment to the SDGs. By embedding competency goals across all programs and directly assessing students' performance, the AoL process provides confidence that graduating students will be equipped to apply these competencies effectively as they transition into the workforce.

To support this endeavour, data collection for the AoL process takes place twice during the academic year. This data is then used in the governance processes for all business programs across all locations. The insights gained from this data collection inform decision-making and enable continuous improvement in the delivery of business education.

An initial scan was conducted of all College of Business and Law programs to determine connections to PRME. Through this scan, it was revealed that all programs included at least one course containing themes relevant to PRME. Some examples of courses with PRME, SDGs or sustainability incorporated within the course outline, learning outcomes, or assessment include:

- Business Research Design
- Data Architecture, Ethics & Governance
- Business Consulting
- Workforce Analytics and Insights
- Sustainable International Business Futures
- Key Concepts in Human Resource Management
- Eco-Tourism & Sustainable Hospitality Management
- Accounting in Organisations and Society
- Business in the Globalised Economy
- Cryptofinance & Cryptocurrency
- Global Corporate Responsibility
- Marketing for Managers (MBA)
- Law, Business and Human Rights
- Leadership and Ethics
- Diverse Perspectives in the World Economy
- Issues in Diversity
- Employment Relations

In addition to the courses listed above, from 2022 students enrolled in our Bachelor of Business have an opportunity to undertake a major or minor in Social Impact - the first of its kind in Australia. Students enrolled in the Bachelor of Business can also enrol in courses contained in the major as single courses. Courses include:

- Principles of Social Impact
- Social Enterprise and Innovation
- Law, Business and Human Rights
- Development Economics
- Marketing and Society
- Sustainable Finance and Investment
- Sustainability Reporting, Accounting and Socially Responsible Entities
- Designing Social Futures



Marketing (EMBA) and Marketing for Managers (MBA)

In our Marketing courses within the EMBA and MBA programs, we have implemented a Work-Integrated Learning (WIL) partnership focusses on social and environmental impact with a sustainability theme.

One of our WIL industry partners is a Shared Value Project, which involves a collaboration between Ability Works (a social enterprise providing employment for individuals with disabilities and other marginalised groups), Aurecon (a Tier 1 design engineer), Transurban (a Tier 1 constructor), and Apricot Consulting (program management).

The project's genesis stemmed from an EMBA alumnus at Apricot Consulting and was influenced by the Victorian Government's Social Procurement Policy. Both Aurecon and Transurban engage Ability Works within their supply chains, offering sustainable employment opportunities for disability workers.

As part of their course requirements, students were involved in market intelligence gathering and strategic marketing planning for the Shared Value Project. They pitched their recommendations to the project's stakeholders, who received the proposals positively. These recommendations subsequently informed a marketing plan developed by Ability Works, incorporating short, medium, and long-term strategies proposed by the student groups.

Despite the challenges posed by lockdowns in Melbourne, this project had a significant impact. Aligned with the proposals put forth by the students, Ability Works successfully transformed its business model into a human-centered design consultancy, augmenting its core manufacturing operations and creating a higher-margin stream of business.

The impact of this transformation was evident when RMIT MBA students, along with our Shared Value Partners, won the prestigious 2020 Social Traders Social Procurement Partnership of the Year Award. This achievement generated further impact through media coverage and subsequent industry awards in 2021 and 2022, where the partnership secured first and second place in various categories.



Quantitative Financial Method and Modelling

Our Quantitative Financial Method and Modelling students are tasked with conducting an in-depth analysis and forecasting the relationship between economic growth and carbon emissions for major nations/economic entities across different time periods. The primary objective is to test the hypothesis and understand whether the positive relationship between economic growth and carbon emissions persists consistently across various countries and periods.

To delve into this study, students examine key variables related to carbon dioxide (CO2) emissions, including different emissions by type (gas, oil, and coal), total carbon emissions, and carbon emissions per capita. They employ regression analysis, incorporating relevant economic variables such as population and GDP, to explore the relationship between these factors.

In the final stage of the project, students provide recommendations on how to reduce carbon emissions while simultaneously maintaining economic growth. These recommendations are based on their thorough analysis, research findings, and an understanding of the factors that contribute to carbon emissions.

By engaging in this project, students develop a deeper understanding of the complex relationship between economic growth and carbon emissions. They also cultivate important skills in quantitative analysis, financial modelling, and data interpretation, equipping them to contribute to the development of sustainable practices and policies in the financial and economic sectors.





Social Enterprise and Innovation

Our Social Enterprise and Innovation course provides students with a comprehensive understanding of theories and models related to social entrepreneurship.

It encourages students to explore how these models can be used to tackle significant social, environmental, economic, and political problems. Throughout the course, the United Nations' Sustainable Development Goals (SDGs) serve as tangible benchmarks, offering concrete examples of crucial global issues that social entrepreneurs aim to address.

In the latter part of the semester, students collaborate in small groups to develop their own unique ideas for a new social enterprise that explicitly targets one or more of the SDGs. Through group work, students delve into research on existing social enterprises that are already making an impact in their chosen development goal/s. They analyse these enterprises to gain insights and inspiration, which they subsequently utilise to devise their own business models for innovative start-up ventures that directly respond to the SDGs.

The Social Enterprise and Innovation course empowers students to become agents of positive change in society. They learn to critically analyse the real-world challenges outlined by the SDGs and identify opportunities for innovative solutions. Through group projects, students develop essential skills in collaboration, research, and business model development and gain a deep understanding of the potential for social enterprises to drive innovation and contribute to the achievement of the SDGs.

Advancing PRME through our global locations

Two other examples of active engagement on social enterprise and innovation in the global communities in which RMIT operates come from RMIT Vietnam, and RMIT Europe, in Barcelona.

At RMIT Vietnam, we are turning a sustainable mindset into action.

Over 210 students from RMIT Vietnam's Bachelor of Tourism and Hospitality Management program engaged in a clean-up campaign in Vung Tau in an effort to address the environmental issues plaguing the country's many tourism destinations.

At RMIT Europe, we are collaborating with the Spanish (Catalan) Government Challenge in the Ecotourism and Sustainable Hospitality Management course (Vietnam).

In May 2022, students from this course collaborated with CETT: Barcelona School of Tourism, Hospitality, and Gastronomy participated in the Spanish Government ecotourism and sustainable challenge. The students investigated and provided solutions for the Delta de l'Ebre Natural Park, Spain.

Five finalists presented their ideas to the Spanish Government and Natural Park representatives. This collaboration between RMIT and CETT gave students an excellent opportunity to present themselves in an international arena.



Diverse Perspectives in the World Economy

In the course Diverse Perspectives in the World Economy, a comprehensive analysis of various schools of economic thought and their relevance in advancing the Sustainable Development Goals (SDGs) is undertaken. The course explores how different economic perspectives can contribute to the achievement of specific SDGs, such as feminist economics for gender equality or environmental and ecological economics for SDGs 12-15.

The syllabus is thoughtfully designed to incorporate a diverse range of resources, including academic papers, books, case studies, and videos, all framed within the context of the SDGs. Throughout the course, students are exposed to these resources, enabling them to gain a deeper understanding of the complex interplay between economics and sustainable development.

An integral aspect of the course is the critical evaluation of competing economic perspectives. Students are challenged to assess the effectiveness of different approaches in addressing two significant global issues linked to the SDGs. By engaging in this assessment, students develop the capacity to navigate complex decision-making processes and defend their preferred options for achieving the SDGs.



The course aims to equip students with not only knowledge but also empathy and a heightened awareness of individual, community, and societal issues. By exploring diverse perspectives, students gain a broader understanding of the multifaceted challenges faced by our world and the potential economic solutions that can contribute to positive change.

The course Diverse Perspectives in the World Economy empowers students to become informed advocates and contributors to the SDGs. It fosters critical thinking, analytical skills, and the ability to communicate effectively in informing policymakers and stakeholders about various economic pathways to address social problems and achieve the SDGs.

Accounting for Organisation and Society

Accounting for Organisation and Society is a course that effectively integrates the key elements of the SDGs into its modules. The course modules are specifically designed to address topics relevant to both environmental sustainability (SDG 6, SDG 7, and SDG 13) and social sustainability (SDG 3, SDG 5, SDG 8, and SDG 10).

To assess students' understanding and application of these concepts, students are tasked with examining how companies' approach and report on sustainability issues aligned with the SDGs. Through this assessment, students gain insight into the diverse approaches adopted by different companies and are required to provide justifications or reasons explaining the differences observed in their sustainability practices and reporting.

This enables students to develop a deep understanding of the practical application of accounting principles within the context of sustainability. They gain firsthand knowledge of how organisations address and report on environmental and social issues, enabling them to critically analyse and evaluate the effectiveness of these approaches.

Through their engagement with the course content and assessment tasks, students cultivate a heightened awareness of the role of accounting in promoting sustainable practices. They become better equipped to identify and address sustainability challenges faced by organisations, contributing to a more responsible and accountable business environment aligned with the SDGs.





Serious Games and SDGs

With a focus on the SDGs and the Principles of Responsible Management Education, academics in our School of Accounting, Information Systems, and Supply Chain (AISSC) have taken an approach that aims to provide authentic learning and assessment opportunities using serious games in accounting education.

Serious games, defined as digital educational interventions or simulations that utilise gamification techniques, play a pivotal role in advancing innovative technology in the classroom. These games bring forth challenging problems, allowing students to engage in problem-solving activities and highlight their ability to address these challenges. The incorporation of the SDGs into the serious games allows students to explore and apply these goals in their gameplay.

In our college, a research and teaching team is actively involved in serious games research, emphasising the integration of SDGs into game development and research activities. The games developed include:

- Lucro Island - a budgeting game where students compete to name, build, and manage hotels. The gameplay extends beyond profit-making, emphasising the importance of improving hotel branding through factors like employee management, maintenance, purchases, and environmental sustainability. The game incorporates themes related to SDGs 4, 10 and 12.
- Bogart – a tackles ethical dilemmas in the workplace. Supported by forensic accounting expertise, the game provides a platform for students to confront unethical actions and make principled decisions. This game addresses SDG 8 and 16.

The team has also developed an assessment tool called WritePal, which aids students in learning and applying SDGs to their business ideas. The tool encourages students to identify relevant SDGs and justify their applicability to their business concepts.

Integrating serious games and sustainable development goals is one of the ways in which we aim to achieve RMIT Graduate Attributes, meet AACSB accreditation requirements, and contribute to PRME initiatives. This comprehensive approach ensures that students are not only equipped with technical skills but also possess a strong understanding of responsible management and sustainability principles.

Overall, the integration of serious games and SDGs in accounting education fosters innovative and engaging learning experiences, preparing students to become responsible leaders in addressing real-world challenges and making a positive impact on society.



Principle 4 -

Research

We take pride in our rigorous industry-relevant research, which is a core priority across the College. Our dedicated academic staff conduct leading-edge research and critical analyses focussed on real-world challenges that confront industry, government, and the community sector. Our research is highly translatable, and impact focussed.

Our research interests extend across the globe. Leading researchers in the College are internationally recognised and widely published in top-ranking journals, and they provide value to our industry partners in the form of evidence-based expertise. This expertise resides in disciplines central to the core themes of our five Schools.

Within these disciplines, our researchers focus on overarching themes of Digital and Frontier Business, Supply Chain and Logistics, Innovative Justice, Ethical Business, the Future of Work, International Business, Gender and Inclusion, and Social Impact.

Our Research Strategy that was in place during the period between August 2020 and August 2022 was built around the following key goals:

- 1 Uplift research culture
- 2 Ensure greater research impact
- 3 Enhance research reputation
- 4 Increase collaborative work with industry – becoming a trusted research partner
- 5 Instil interdisciplinary mindsets and initiatives (link to overall strategy: Leverage cross-disciplinary capabilities and remove siloed constructs)
- 6 Build research capability
- 7 Use research to design and deliver leading edge educational experiences
- 8 Provide a state-of-the-art experience for Higher Degree Research (HDR) students





Research Quality and Impact

Past and current CoBL Research and Innovation strategies have emphasised a strong focus on research quality. This means we apply the highest academic rigour to our research, and we aim to always publish in high quality journals.

In the most recent Australian Government ARC (Australian Research Council) Excellence for Research in Australia (ERA) Assessment in 2018, the College received very strong results. We achieved a 3 (or 'world standard') for 11 fields of research relevant to CoBL, and we were rated at 'above world standard' for two further fields of research.

Further, in the Australian Government's ARC (Australian Research Council) Impact and Engagement Assessment 2018 we achieved strong results with mid-high ratings for all College related case studies, in each category (Engagement, Impact, & Approach to Impact).



CASE STUDY:

Collaborating to Address Human Well-Being and Biodiversity Benefits

Key academic(s): Professor Jega V Jegatheesan (Australia), Dr. Nevelina Pachova (Spain) and Dr. Huy Nguyen Anh Pham (Vietnam)

Societal impacts: Collaborations to solving major world issues and is relevant to many UN SDGs.

Overview: In collaboration with Ho Chi Minh University of Technology and Can Tho University, RMIT University Vietnam hosted Asian-Pacific Network (APN) regional workshop in 2022 that presented the experience of nature-based solutions (NBS) pilot and demonstration of projects across Vietnam and two in-depth case studies understand their performance but also critical challenges and factors of success.

Nature-based solutions (NBS) for pollution control, such as constructed wetlands, biofilters, rain gardens and floating parks, among others, have been suggested as promising low-cost complements to centralised wastewater treatment facilities that could reduce water pollution and its negative impacts on ecosystems, while making cities greener, more livable and resilient. Over the past decades, decentralised wastewater treatment systems, including elements on NBS have been increasingly promoted across remote communities in developing countries in Asia. Applications of NBS as multi-functional green infrastructure across cities in the region, however, are scarce. The workshop aimed to explore and understand the potential and barriers to the integration of NBS in urban water management and planning in Australia, Europe, Philippines, Sri Lanka and Vietnam and to co-develop a methodology and guidelines for enhancing their uptake.

The workshop presented the experiences of NBS pilot and demonstration projects across Australia, Europe, Philippines, Sri Lanka and Vietnam and two in-depth case studies as a way of understanding their performance but also critical challenges and factors of success. Projects initiated and led by different types of organisations, namely universities, NGOs and

government agencies and NBS employed to treat different types of urban water (domestic, industrial, stormwater, canals, etc.) were explored and compared as a basis for defining different pathways for the establishment, up-scaling and replication of such initiatives and the specific risks, resources and capacity building needs associating with each of them. A joint integrated assessment methodology was presented to ensure the comparability of the collected data and results. The findings from the case study assessments will inform the design of a nature-based water treatment pathways methodology and guide.

The workshop contributed to compiling and synthesising existing knowledge and developing and testing an action-research methodology for engaging multi-disciplinary groups of stakeholders in designing and implementing nature-based water treatment solutions in urban contexts. As such, it will play an important role in enhancing both the knowledge and the capacities of the participating researchers to analyse and address critical sustainability challenges that require the engagement of different factors.

The findings will be published in the Environmental Quality Management journal in 2023 with the title "Co-development of an integrated assessment framework to evaluate the effectiveness and impact of selected nature-based water treatment technologies in Sri Lanka, The Philippines, and Vietnam."





CASE STUDY:

Improving the Regulation of Modern Slavery

Key academic(s): Professor Shelley Marshall

Societal impacts: Contributions to solving major world issues and is relevant to many UN SDGs, and has positive effects on human rights, legislative change and societal issues.

Overview: Reducing modern slavery in global supply chains is an Australian Government and global strategic priority. There are currently more than 25 million people working in forced labour in global and local supply chains. The presence of modern slavery within local and global supply chains of Australian business poses considerable reputational and regulatory risk.

More than 3,000 Australian businesses (plus the Commonwealth Government) will be reporting under the Modern Slavery Act, without testable and verified benefits in terms of reducing modern slavery. Enforcement of the new law is largely outsourced to civil society.

This project evaluated the effectiveness of the Modern Slavery Act 2018 by assessing the extent that changes in business conduct in response to the legislation result in improvements in working conditions. The project provided evidence-based analysis of Australian business supply chains to examine the law's effectiveness and inform the development of future business practice and Australian Government policy to mitigate and reduce modern slavery risks.

The project team has published extensively on the subject since the conclusion of the project, including multiple journal articles, a book chapter, extensive media appearances, and articles in The Conversation.



CASE STUDY:

Protecting Vulnerable Workers and Enhancing Business Integrity through Labour Hire Licensing Legislation

Key academic(s): Professor Anthony Forsyth

Societal impacts: Most relevant to SDGs 8 and 10, and project has positive impacts on human rights, legislative change and societal issues.

Overview: Professor Anthony Forsyth was appointed by the Victorian Government as independent Chair of its Inquiry into the Labour Hire Industry and Insecure Work. Prof Forsyth's role in the Inquiry was undertaken through a research contract entered into between RMIT and the Victorian Department of Economic Development, Transport, Jobs and Resources.

Under its Terms of Reference, the 12-month Inquiry examined the extent of the connection between third party labour providers and instances of exploitation of vulnerable workers; as well as the broader issue of the nature and extent of insecure work (including casual, fixed-term and seasonal work, independent contractor arrangements and sham contracting).

The Inquiry received around 700 written submissions and heard from more than 200 witnesses in 17 days of public hearings held in Mildura, Geelong, Shepparton, Morwell, Dandenong, Melton and Melbourne. It also held an academic roundtable and stakeholder consultation meetings with workers, unions, labour hire companies, industry and community groups.

The main research output is the Victorian Inquiry into the Labour Hire Industry and Insecure Work: Final Report (31 August 2016), which Prof Forsyth co-authored with Industrial Relations Victoria. The research Prof Forsyth undertook has had significant social and economic impact. It led directly to new Victorian legislation protecting vulnerable workers from exploitation by labour hire firms and host companies (Labour Hire Licensing Act 2018).

This legislation, along with that introduced in Queensland and South Australia, provides a model for national reform of the labour hire industry, which became Federal Government policy with the election of the Albanese government in May 2022.



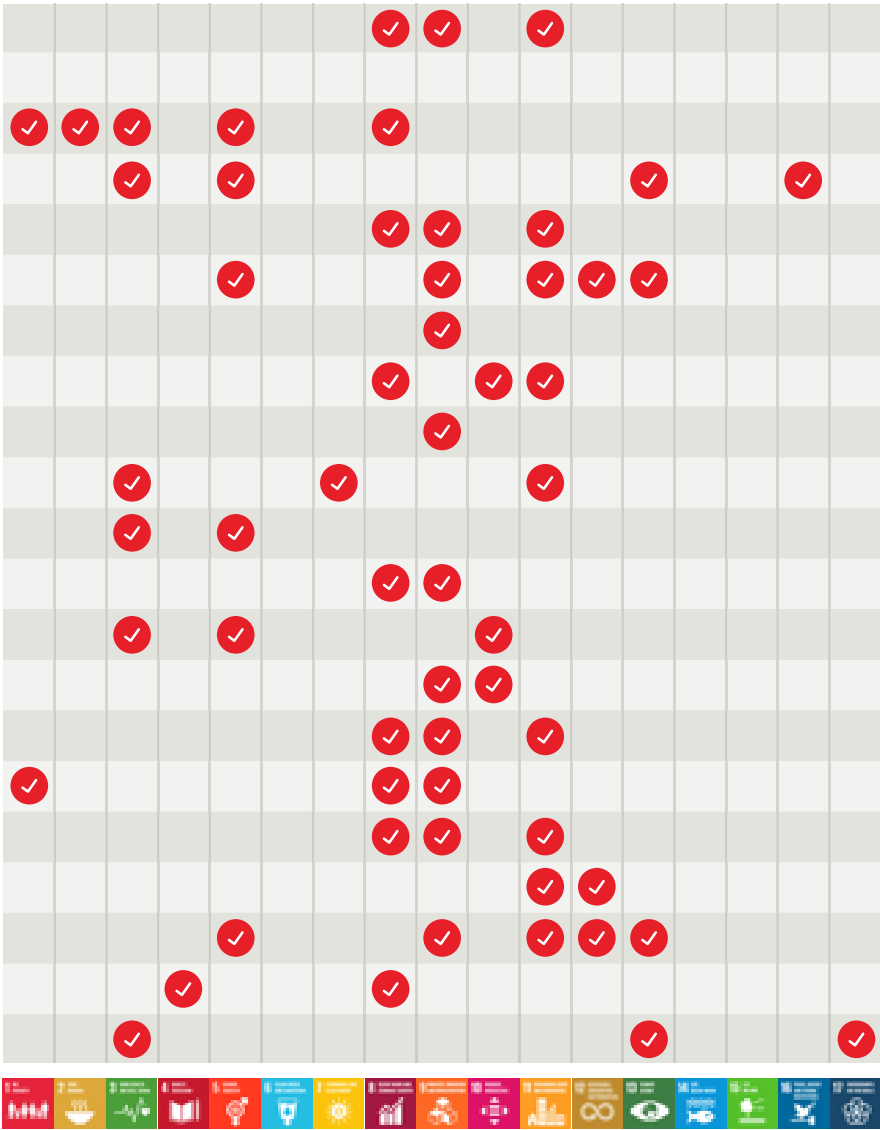
Research Centers and Groups

The College hosts a network of research centres, hubs, groups, and labs that are distinguished by their commitment to research excellence and strong links to industry.

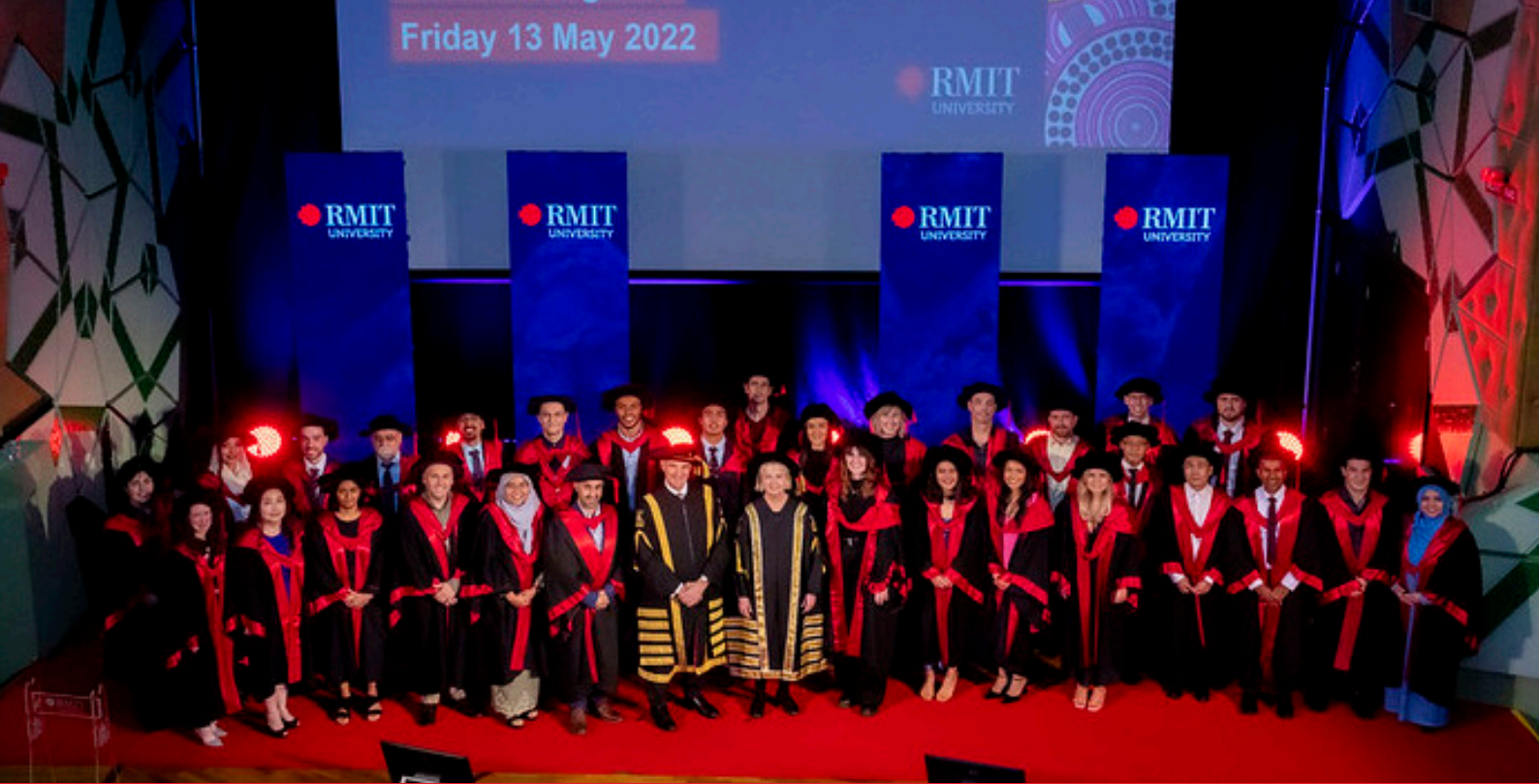
Our research centres, hubs, groups, and labs work across our Schools and tap into expertise from RMIT's other Colleges to bring in multi-disciplinary perspectives. Much of the activity in our research structures can be related to PRME research principles, and SDG themes are present in the research programs of all our research structures.

The following table gives an overview of all College of Business and Law related research structures active between August 2020 and August 2022. Additionally, their key areas of research focus have been mapped against the SDGs, and the table shows which SDGs are relevant to each research structure.

Blockchain Innovation Hub
Centre for People Work and Organisations
Centre for International Development
Business and Human Rights Centre
Cyber Security Research and Innovation
Global Transport and Logistics Group
AI and Business Analytics Group
Consumer Wellbeing Group
Behavioural Business Lab
Societal Economics Research Group
Consumer Culture Research Group
Financial Markets and Sustainability Group
Health and Wellbeing @ Work Group
Entrepreneurship and Innovation Group
Sustainable Global Business Group
VN Development Economics and Markets
VN Managing Smart Transformation
VN Tourism and Hospitality
VN Logistics and Supply Chain
VN Scholarship of Learning
VN Sustainable Development



Note: the final six entities with VN in the title refer to groups operating from our Vietnam campuses. However, where there is common interest and disciplinary expertise, staff collaborate across countries.



Supporting our research students

The College of Business and Law Doctoral Training Centre (DTC) fosters a world-class research environment in which candidates produce cutting edge research and theses that shape future society and innovation. We provide the ideal setting for doctoral education, training, and research of the highest quality. We focus on assisting candidates to address and solve problems in industry, government, non-government, and community sectors.

In the last 10 years, we have successfully graduated over 400 Higher Degree by Research (HDR) candidates. Currently the DTC hosts over 350 HDR candidates spread across nine disciplinary areas. In each of these disciplines we have world-class researchers and postgraduate supervisors with strong links to industry, government, academia, and community organisations.

We provide the following for our HDR students:

- Training that focuses on building multi-disciplinary skills and professional development
- Industry-linked scholarships and funding
- Industry engagement and work experience
- Cotutelle and joint PhD partnerships with institutions across Europe and Asia

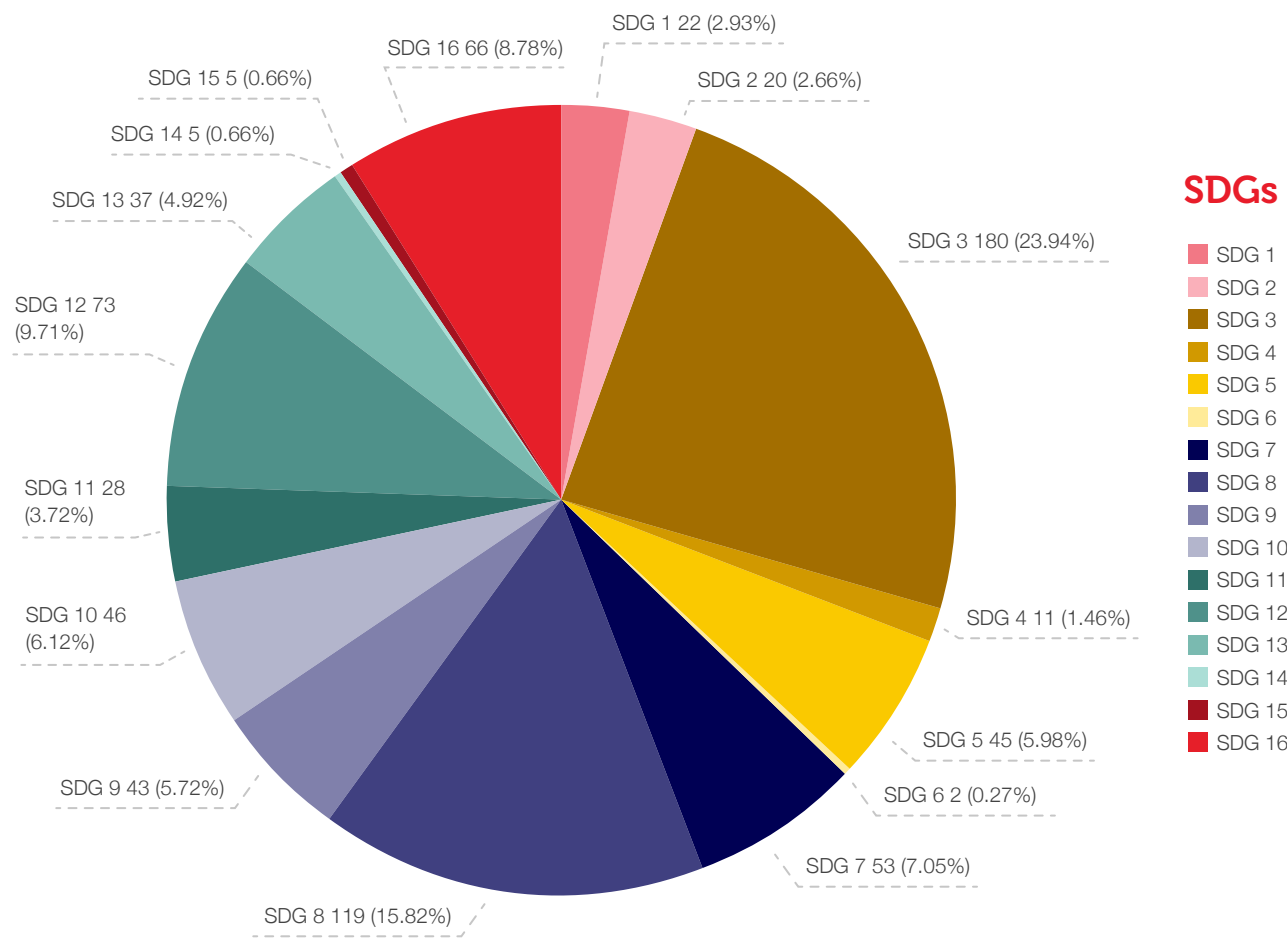
Many of our current and former HDR candidates are completing, or have completed, doctoral studies in areas that directly related to the PRME principles. Additionally, these doctoral studies are often closely aligned with SDGs.

Research outputs

The research-focussed, cohesive and supportive culture in our college provides our nationally and internationally established researchers with an environment conducive to producing high levels of research outputs. The College encourages publication in highly ranked journals, that maximise visibility and impact. Our journal outputs are quite significant; in 2022 our researchers produced 534 Scopus indexed publications, 65.1% of these were in top quartile journals.

A significant percentage of our journal publications can be directly linked to the SDGs. In the period 2020 – 2022, a total of 750 journal articles were authored by College of Business and Law academics and their collaborators. These research publications spread across all the UN SDGs, with four standout areas being

SDG 8 Decent Work and Economic Growth; SDG 3 Good Health and Well-being; SDG 12 Responsible Consumption and Production and SDG 16 Peace, Justice and Strong Institutions. The graph below demonstrates this SDG related publishing activity.



* Note that this data is taken from SciVal and is based on Scopus indexed journals, as such, the dataset may be conservative, as it will not be inclusive of outputs published in non-Scopus indexed journals. Also, SDG 17 is not included in this dataset as SciVal has not provided a search function for SDG 17.

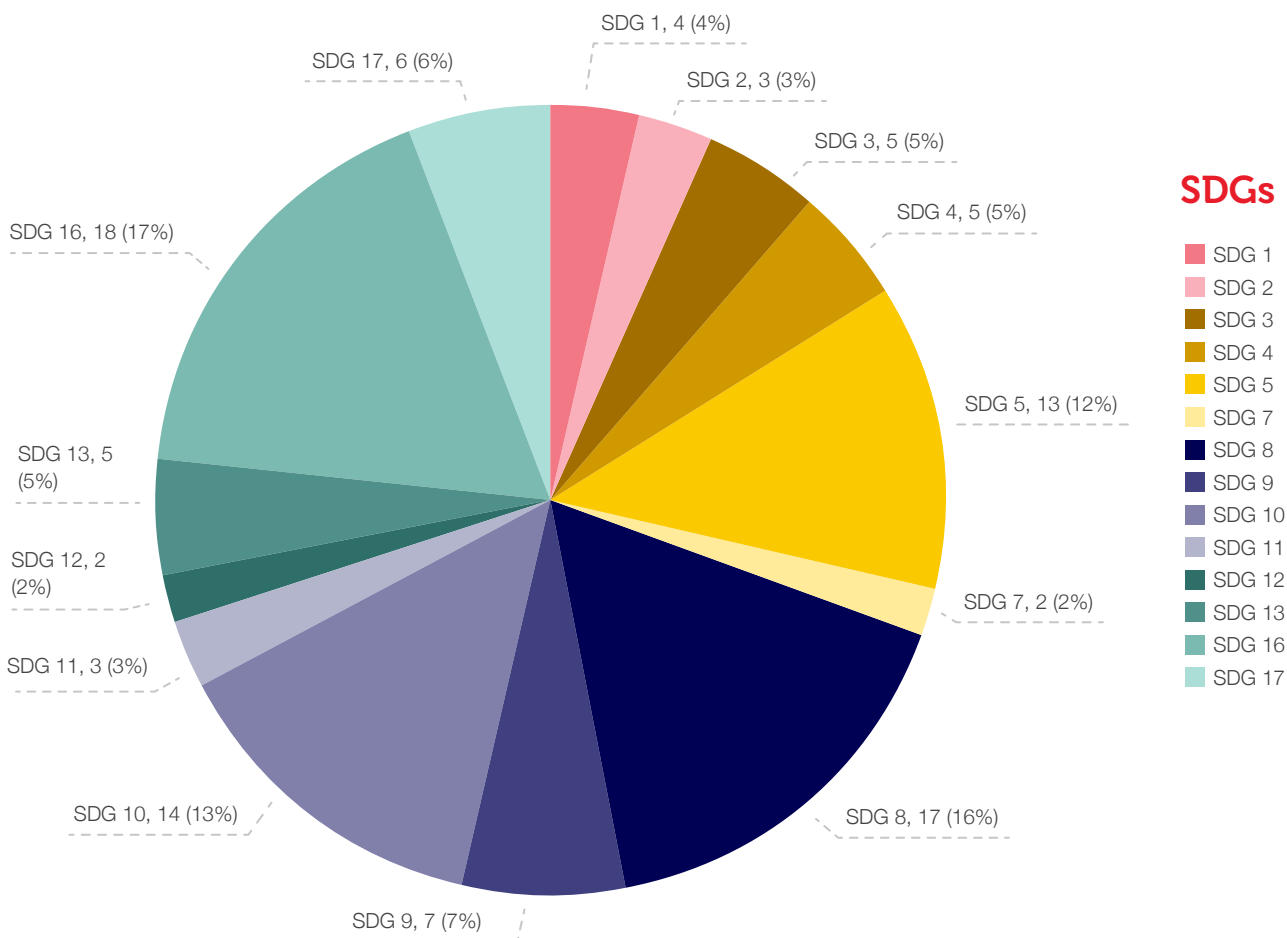
* Note that months of publication are not recorded, therefore we have had to report publication numbers for the full years from 2020-2022, as reporting from August 2020- August 2022 is not achievable.

Research Projects

Our College has an excellent track record of funding, averaging between AU\$7-8 million in research funding per year. Research project funding often comes from industry related grants and contracts, Federal and State Government research funding programs, philanthropic trusts, and peak bodies.

During the period between August 2020 and August 2022, we recorded 56 externally funded, distinct research projects that directly related to SDGs.

The value of these projects totalled more than AU\$15 million. The distribution of these projects, according to their related SDGs is displayed in the graph below.



* This SDG dataset has been extracted based on the list of keywords provided by RMIT's Sustainability Committee team against each sustainable development goal (SDG). Mapping was done by searching for the relevant keywords in the title and description of the project.

* 56 individual projects were identified. Each project may be mapped onto more than one SDG.

* No projects were identified for SDGs 6, 14 and 15.

Project examples by SDGs

Research outputs and external funding are critical inputs to achieving positive social impact. Examples of projects related to the SDGs on which academics in the College of Business and Law have placed greatest emphasis in the five years to 2022 are provided below.



Changing Lives: An analysis of Plan International's child sponsorship data

Plan International is one of the world's largest development and humanitarian organisations, working in over 50 countries for children's rights and gender equality. In order to be more effective, Plan International wanted to expand on its previous studies into the influence of child sponsorship. An RMIT research team reviewed a dataset of 12 million surveys taken among 2.7 million sponsored children over a ten-year period. Their analysis allowed for the study of different groups of children, including comparisons on girls and boys, children living with a disability, and children in rural/urban settings and conflict-affected countries.

The findings were published in late 2019 in the Changing Lives: An Analysis of Child Sponsorship Data report and has been distributed globally. Years on, the research is still having an impact and is still referred to by Plan International.



Preparing for Value-Based Healthcare: Providing Accountants with Skills in Digital Health and Supply Chain Management to Enhance Employability

This project aims to equip accountants with necessary hybridised expertise, in a sector changed by the pandemic. There is an increasing importance of managing effective supply chains to ensure the uninterrupted delivery of value to the end-user. With incentivised funding models shifting the allocation of resources to population health, further complexity is added to the system.



Australian Women in Security Network (AWSN) Research Services Agreement

This will be the first independent survey specifically focussed on Australia providing initially the baseline data that will allow for a longitudinal study and allow an understanding of the Australian security market including the Cyber Security industry. The future longitudinal study would yield great insights on the trajectory of gender composition in the sector, as well as assist to identify impactful programs and initiatives that can enhance female representation in the sector. The survey data and insights will continue to inform Australia's industry and government as well as helping drive AWSN programs and form a baseline on which to measure the success of its programs.



(EINST4INE) Fostering new skills by means of excellent initial training of researchers

The overarching objective of EINST4INE is to provide top-level training within the research fields of Industry 4.0 accompanied by enabling technologies, intelligent engineering, digital analytics and management of (open) innovation to a new generation of high performing early stage innovation researchers able to embrace future entrepreneurial pathway. To equip them with a unique set of hybrid tech-digital behavioural skills and knowledge developed within cross-disciplinary areas.



How can international humanitarian law be taught to business students?

This industry-focussed research project aims to tackle a pressing concern for Australian Red Cross: how to go about educating Business students of the relevance and value of international humanitarian law, also known as the laws of war, to their future professional roles?



Influencing factors of blockchain implementation in food supply chains

Food supply chains require advanced technologies to improve the transparency and traceability for sustainable supply chains, to minimise human engagement in supply chain operations to reduce the risk of disruption. Blockchains' features are highly desirable for food supply chains. Blockchain applications in food supply chains, mainly for traceability applications, have recently become viewed as an appealing prospect for food industries, as demonstrated by many experiments and trial implementations in the real world.



Coronial Council Bereaved Families

The Coronial Council of Victoria (via Justice System Reform) is engaging the Centre for Innovative Justice of RMIT University to lead stakeholder consultations with bereaved families and coronial stakeholders as part of a review into improving the experiences of bereaved families. Following interviews, the external research consultants will produce an analysis of findings, and a final report for consideration by the Coronial Council of Victoria.

What's next?

Research impact and societal impact will continue to be at the forefront of RMIT research strategy for the foreseeable future. Research projects that are in alignment with topics relevant to the SDGs will continue to be encouraged.

For 2023, SDGs related grant income will become a key performance indicator for college research performance. As a result, we anticipate further growth in numbers of SDG-relevant projects, which will then also have positive effects on SDG-relevant publication numbers.

Principle 5 -

Partnership

The RMIT College of Business and Law purpose is to build, nurture and grow partnerships that align with the College vision, mission and values of ethical, sustainable business and responsible and fair futures.



Evaluating and improving our partnership approach

Our strategy is to engage with a broad range of organisations (business, community, and government) both in Australia and overseas.



Our Partnership Evaluation Framework provides a guide as to how we engage with stakeholders to ensure that organisations and individuals we partner with for collaboration align with the College vision, mission and values and don't conflict with the university policy. The framework includes:

- Definition of a partnership and types of partnership we aspire to build
- The purpose of engagement
- Our partnership principles
- Guided evaluation templates for engagement

A key strategic area of our partnership framework states: Does the partnership align with RMIT values, College purpose, vision, and mission, and meet the criteria set out in the Corporate Social Responsibility framework?

Our college strategy is to provide education and research at the intersection of business and technology, with social impact. When identifying prospective industry, community or government partners, we take into consideration how the partner would contribute to this vision.

For example, in our Bachelor of Business program, we identified the Australian Red Cross as a potential partner for the program as this organisation strongly aligns with our vision and can provide value to the program through real-world problems and challenges at a local and global level.



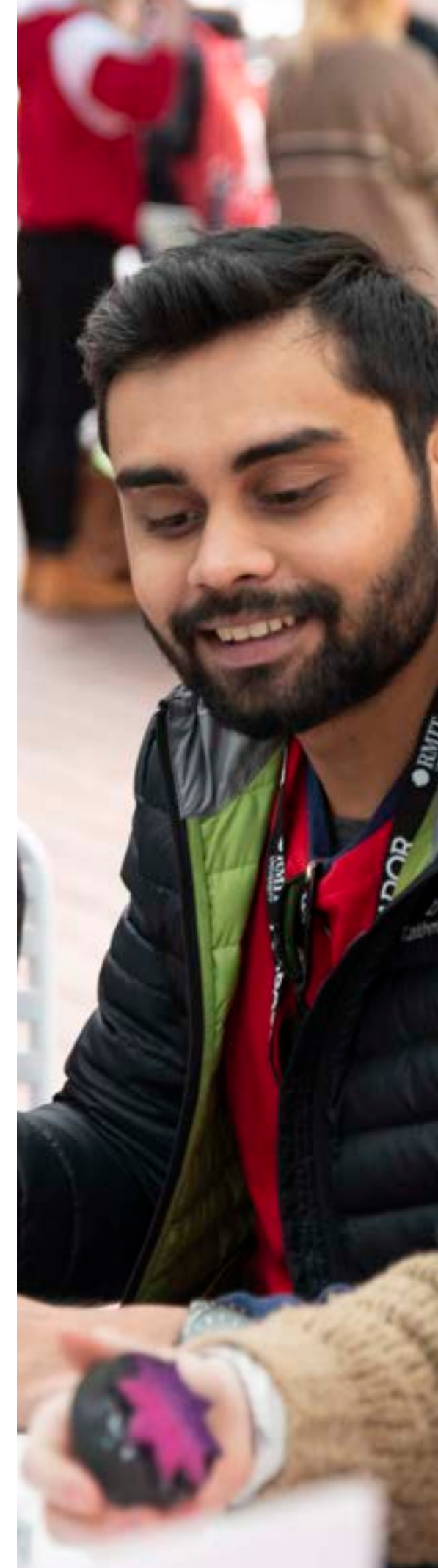
CASE STUDY:

Supporting Digital skills with Adobe

RMIT University became an Adobe Creative Campus in December 2021. Being an Adobe Creative Campus is about driving digital innovation, transforming creative technology, and fostering equity and access to technology and digital tools.

There are over 22 Adobe apps available for free to all RMIT staff and students and Adobe Creative Cloud available for everyone to use at home, work or university.

Adobe creative tools began being embedded in our Bachelor of Business in 2022 with the goal being for all Business and Law programs to have Adobe tools embedded in assessment, arming students with the creative digital skills required to succeed in today's workforce.





Overview of select networks related to PRME-related topics

International Labor and Employment Relations Association (ILERA)

Our academics are members of ILERA, part of the International Labor Organisation (ILO) - a specialised agency of the United Nations.

The ILO sets world labour standards, to many of which Australia is a signatory, including the UN Declaration on Fundamental Rights at work. ILERA members include government, unions, employers, other practitioners, and academics from around the world.

Our academics attend ILERA's three-yearly world congress, as well as regional, national, and state conferences. Our industrial relation, human resource management and labour law scholars also regularly publish in the Journal of Industrial Relations (JIR) (ABDC A); a journal owned by the Australian Labour and Employment association (ALERA), a country-based affiliate of ILERA.



Collaborating with our Bachelor of Business Program Partners

Australian Red Cross (ARC) and Medibank became two of the five inaugural Program Partners of the Bachelor of Business in 2021. We worked closely with them to design industry-based projects and wicked problems for our students to work on as part of their assessment. These projects were themed around addressing challenges with a sustainability or social impact focus.

Combating loneliness and creating healthy social connections

In 2022, our first-year business students worked on the challenge to combat loneliness and create healthy social connections. The project brief and problem statement were co-designed with Medibank and ARC.

As part of the assessment, students were asked to provide solutions, such as what interventions could be developed to enable or support people in expressing feelings of loneliness and what they can implement to reduce the cohort's experience of loneliness. Especially after COVID19 restrictions and the ongoing lockdown, how Medibank can help them begin their lives again after experiencing loneliness. This was in partnership with Medibank, and AWS and Adobe technology was used in the solution design.

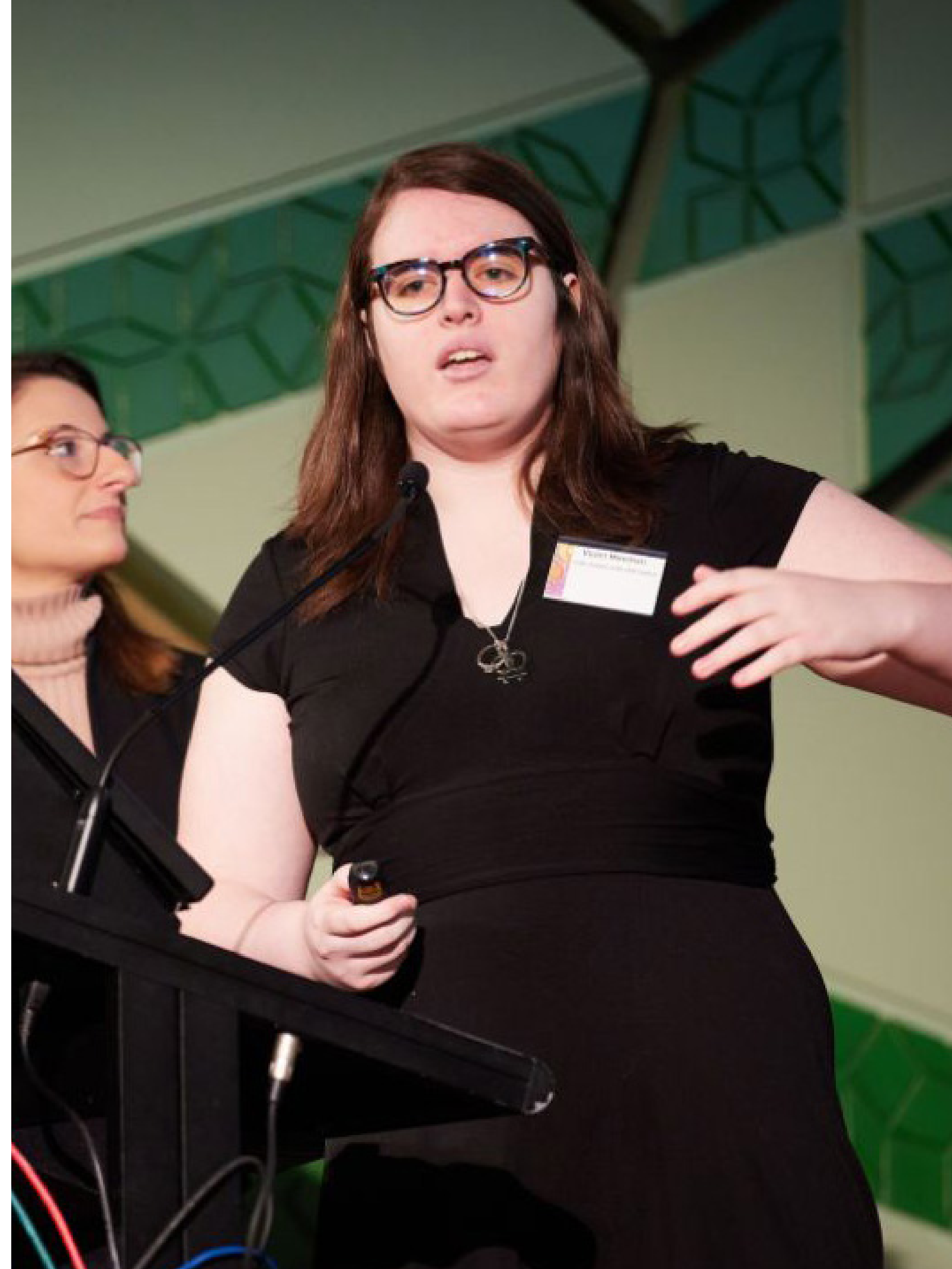


Australian Red Cross Humanitech

Humanitech is an initiative of Australian Red Cross (ARC) exploring the role of technology in meeting humanitarian need. They are testing Humanity First Design Principles they believe could assist social innovators, technologists, humanitarian organisations and policy and decision makers to design and use technology that create equitable benefits whilst reducing the risk of harm.

Through a research and design process ARC have developed the first iteration of 'Humanity First Principles' that they believe would assist individuals and organisations to design and use technology in a more responsible, ethical, and inclusive way.

Our students were set the challenge to explore how the Humanity First principles could change the way digital technology is used or designed by one (or more) of the target audience groups. Students worked in groups and presented their ideas and solutions back to ARC.





Commitment and leadership in Social Impact

CASE STUDY:

Skrunch-it

In 2021, our College introduced a new student award for commitment and leadership in Social Impact. This award was sponsored by industry partner RAM Group and awarded to the student recipient at our annual Best of Business and Law awards ceremony in May 2022.

The Social Impact Award recipient was Pieter Lamb, an Entrepreneurship graduate. Pieter received the award in recognition of his commitment to achieving outstanding social impact, by developing an aid that helps to divert plastic waste from landfill – the Skrunch-it.

Pieter developed Skrunch-it while at RMIT. It's a device made from 100% recycled PLA plastics which makes recycling soft plastics a whole lot easier by enabling users to scrunch them into a bag, trapping them in there before they expand and escape.

The Best of Business and Law Medal

The College Business and Law Medal is awarded to a student who demonstrates community leadership and engagement and in 2021 was awarded to student Muhammad M Rushdi who supported his local community, international students and refugees with meals and support during the pandemic lockdowns in Melbourne.



Future Founders Competition at RMIT Vietnam

Organised by Activator Vietnam and our Vietnam based School of Business & Management, the annual future annual competition supports students as they build, test and iterate on their startup business ideas.

In 2020, competition students presented startup ideas that had a strong preference for sustainability and circular economy-oriented solutions. The competition at the Saigon South and Hanoi campuses attracted 95 students across 25 teams. For five weeks in August, participants took part in Skill Up workshops, online tools and industry networking opportunities to help them prepare.

In 2021, the competition grew and more than 200 students across 68 teams participated in the competition. It was held virtually, and our students presented their ideas to sustainably solve some of the most pressing issues facing Vietnam today including poverty, gender equality, clean energy, and quality education.

In 2022, 119 students in 41 teams participated and were tasked with reimagining tourism in Vietnam and presented startup ideas to promote positive social, environmental and economic impact in Vietnam.



Hacktivator 2022

Held over four days, Hacktivator 2022 - an eco-hackathon competition designed by RMIT Activator Vietnam - offered students and alumni of universities in Vietnam to experience what it's like to be an entrepreneur by taking part in a series of rapid innovation challenges. Xylem Capital, in conjunction with the Swiss development organisation Helvetas Vietnam, sponsored the event.

The competition was run by RMIT University's growth engine for innovation and entrepreneurship – RMIT Activator. Participants were asked to come up with ideas to tackle the core question: "How might we create the next ground-breaking company while tackling climate change through agriculture?"

Among the seven finalist teams, Borlaug's Dream Farms (named after distinguished American agronomist Norman Borlaug) took out the win with their idea to refine rice straw with yellow mealworm and black soldier fly to produce fertiliser, protein feed, and biodiesel.

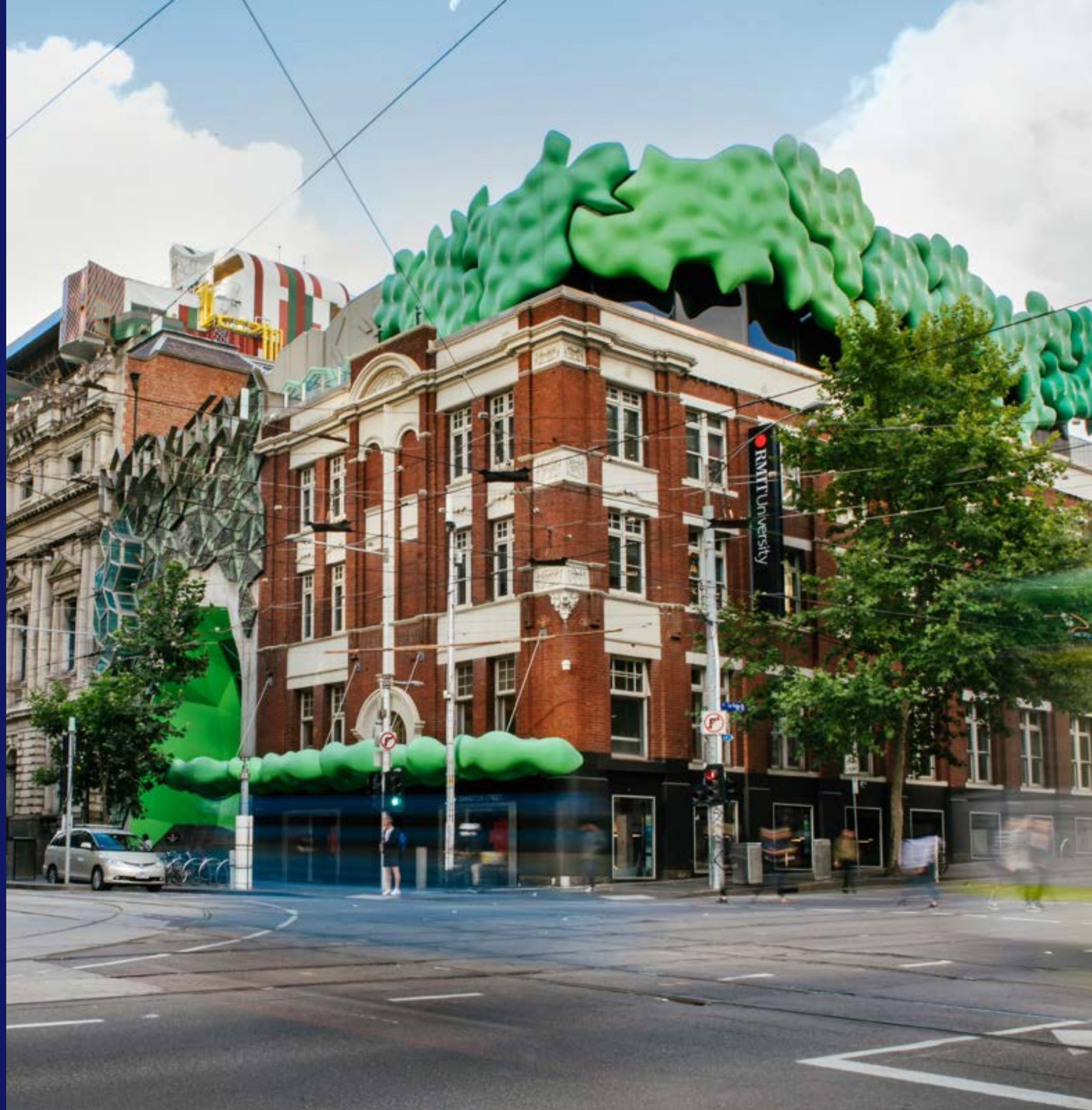


Principle 6 -

Dialogue

We have developed a robust strategy to foster dialogue on PRME-related topics, aligning with our commitment to advancing social impact and responsible business practices.

PRME principles are not only well integrated into our programs, but they inform how we engage our students, staff and industry stakeholders and promote our research and thought leadership. We actively contribute to the advancement of responsible management education, facilitate knowledge exchange, and inspires collaborative solutions to address global sustainability challenges and support the achievement of the SDGs.





Engaging our students through PRME-related co-curricular activities

We recognise the important role our students as agents of change and actively involve them in fostering dialogue on PRME-related topics. We run and supports a range of extra and co-curricular student initiatives focused on responsible management practices. These initiatives empower our students to engage with partners, lead discussions, and along with their peers to participate in meaningful and promote a culture of responsible management within the RMIT student community.

Some examples include The RMIT University Student Union (RUSU) and the RMIT Green Building Student Association.

RMIT students and staff are also able to join and engage with the following organisations at no cost to them using their RMIT email address:

- UN Global Compact Network Australia
- Supply Chain Sustainability School
- Green Building Council of Australia (GBCA)
- Australasian Campuses Towards Sustainability (ACTS)



Marking weeks of significance

At different points throughout the year, we bring our RMIT University community together to recognise days and weeks of significance and celebration: These include:

- Sustainability week – A week which encourages our staff and students to find their passion and build their capability and sustainability skill set through a series of talks, tours, workshops, and activations.
- RMIT Pride Week – Held in August Pride week is about raising awareness of issues and barriers to inclusion, creating spaces of belonging and sharing stories that connect our global RMIT community.
- National Reconciliation Week – Each year we celebrate and mark National Reconciliation Week, creating space for our staff and student to learn about our shared histories, cultures, and achievements, and to explore how each of us can contribute to achieving reconciliation in Australia.



Advancing PRME within our community

The College actively extends its reach beyond the academic realm to engage with the broader community. It organizes public events, seminars, and workshops that are accessible to professionals, practitioners, and community members interested in PRME-related topics. By inviting renowned speakers, facilitating panel discussions, and organizing community-focused initiatives, the College stimulates dialogue, raises awareness, and encourages collaboration between academia and the wider community.

Partner with RMIT

In May 2022, RMIT held its inaugural Partner with RMIT event, which was an opportunity for the university to reconnect on campus with our industry partners for the first time since the onset of the global pandemic.

Partner with RMIT presented an opportunity to spark conversations about how industry and higher education can collaborate to create a sustainable future.

The focus of the event was a panel of industry professionals from Medibank, Boeing, Siemens and Adobe, who shared their experiences of partnering with RMIT and programs and their thoughts on how industry and higher education can work together to shape the future of business, technology and social innovation.

RMIT Vice-Chancellor and President Professor Alec Cameron opened the event, sharing his passion for the collaboration between industry and universities and the impact that can be created together.

“Universities are uniquely positioned to enable productive partnerships across government and industry. At RMIT our graduates are renowned for being highly employable and that’s because their education experience is created together with the industries they hope to join,” he said.



College of Business and Law thought leadership series

In 2021, our College developed and hosted four webinars targeted at external audiences with the purpose of providing thought-leadership and sharing RMIT research capability on key topics of local and global significance.

Two of the four webinars centred on PRME-related topics covering wellbeing and embracing diversity and reducing inequality.

Webinar 1: Redefining Wellbeing: Technology at the intersection of Community and Care

The COVID-19 pandemic highlighted the importance of social health, and the impact community networks have on our physical and emotional wellbeing. In this webinar we wanted to explore the concept of wellbeing in the digital age in greater detail. To do this we invited leading researchers and industry partners to share their insights with our staff and external industry and community stakeholders.

The presenters for this webinar included:

- Bruce Winzar, Bendigo Health - Executive Director Innovation and Digital Services/Regional CIO
- Associate Professor Marta Poblet Balcell. RMIT University – Enabling Capability Platforms Director, Social Change
- Honorary Professor Brendan Lovelock, RMIT University



Webinar 2: The growing relevance of Indigenous Business Perspectives: Embracing diversity, strengthening business

This webinar was hosted by our College Reconciliation Advisor and Boon Wurrung man Gheran Steel and Professor Shelley Marshall Director of the College of Business and Law's Business and Human Rights Centre.

The webinar also featured industry speakers who shared powerful and practical insight on how to include Indigenous perspectives into business, how to enrich business practices through reconciliation and their top tips for success.



Gender equality in transport and logistics

Also in 2021, the The Global Transport and Logistics Research Group held a webinar for the transport and logistics sector titled: Gender Equality in the Transport and Logistics labour market industry: How embedded ideologies impact the labour market

Women comprise just 20% of the Transport and Logistics workforce, despite efforts to increase female participation in the sector. The industry is a male-dominated space and has been like this for centuries. This webinar addressed the question - What causes this gender imbalance, and how can we tackle it?

The webinar was hosted Professor Victor Gekara, and featured the following guests:

- Dr. Aida Ghalebeigi – Researcher at RMIT University
- Ms. Louise Weine – CEO of the National Association of Women in Operations (NAWO)
- Ms. Julia Armstrong – Execution Manager at A.P. Moller - Maersk



2022 COBL thought leadership webinars

In 2022, we've continued this series and have so far hosted one webinar: one on the topic of employee good health and wellbeing. A second on how small and medium business can embrace the SDGs and implement real change is planned for later this year.

Webinar 1: Challenges of Managing Employee Wellbeing Post-COVID: Towards Wellbeing HRM Practices

Academics from our School of Management shared insights from their contemporary research on this critical topic. They discussed the issues workers were facing such as anxiety and burnout and how Human Resource Management and other professionals can best manage their wellbeing.

They were joined by industry experts from the Department of Transport and Medibank who provided their perspectives on how they were managing the wellbeing of their workers, after two years of disrupted work conditions.

- Presenters included
- Dr Jillian Cavanagh, RMIT University
 - Professor Timothy Bartram, RMIT University
 - Karen Oldaker, Senior Executive Wellbeing and Community at Medibank
 - Tina Parras, Director Organisational Development & Talent at the Department of Transport



Vietnam Leads Series - Managing Smart Cities for a Sustainable Future Forum

In 2021, we hosted the second event in the Vietnam Leads policy discussion series as part of our 20-year anniversary celebration.

This forum featured international experts and thought leaders on Smart Cities and Urban Futures from Vietnam, Australia, Singapore and Japan, and zoomed in on key topics applicable to Vietnam.

The forum brought international and industry experts together to discuss the building blocks of smart and sustainable cities. As part of the forum's agenda, RMIT and the Ho Chi Minh City People's Committee also signed a memorandum of understanding (MOU) to foster collaboration in a number of key areas for the city's development.



Our College thought-leadership blog – Acumen!

Acumen is our College of Business and Law's external facing thought leadership blog. Through this platform we share articles written by our academics and researchers providing them with another channel through which they can present research findings and share their expertise with an external audience.

Through Acumen we share a broad range of content, touching on all areas of expertise from within our college, but given our strong focus on social impact many of the articles featured align with the Principles of Responsible Management Education.

- Some articles from 2020-22 aligned with PRME include.
- World Cup Victories for Qatar's Migrant Workers and International Law (June 2022)
 - Towards Net Zero (Nov 2021)
 - The ethics, equity and human rights of Covid-19 Vaccines (September 2021)





Reaching new audiences through social media



The College of Business and Law LinkedIn

In July 2022, our College launched a dedicated LinkedIn page providing a place for us to share learning and teaching, research, student, and industry focused content.

When developing the page’s content strategy, the principles of responsible management education were central to discussion, with social impact and the future of work and wellbeing being core content pillars guiding what we share via this channel.

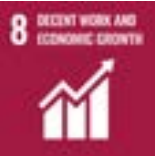
While this platform is new, our focus is on growing our audience and engaging our staff and students to share content that showcases our capability and reinforces our strategic position as a College at the intersections of business, law and technology with social impact.



RMIT Instagram and TikTok

In 2022, our college has made a concerted effort to expands the channels we use to communicate with our stakeholders. With the emergence of TikTok and the size in popularity of vertical shortform content we are looking at home we can leverage the RMIT University Instagram and TikTok accounts to tell the College story and share our expertise in PRME related areas.

These are new channels for the College and upcoming content we have planned include educational videos focused on sustainability, human rights, financial literacy, and worker rights.





Engaging and connecting with our Alumni

Higginbotham lecture

The Higginbotham Lecture is hosted by the RMIT Graduate School of Business and Law on an annual basis, providing thought-provoking dialogue on a current human right law topic. Most invitees are our law alumni. The topics and speakers in 2021 and 2022 were as follows:

- 2021 - WikiLeaks, Human Rights and Press Freedom – A View from Inside the Julian Assange Case delivered by Jennifer Robinson, Human Rights Lawyer and Barrister, Doughty Street Chambers
- 2022 - Uluru Statement from the Heart and the referendum on a Voice to Parliament delivered by Professor Megan Davis, Pro Vice-Chancellor Society (PVCS) and Balnaves Chair in Constitutional Law at UNSW Sydney



An Evening with Nobel Laureate Professor Joseph E. Stiglitz

In July 2022, we were delighted to have Nobel Laureate and former World Bank Chief Economist Professor Joseph E. Stiglitz deliver the inaugural Laurie Carmichael Lecture at The Capitol.

The lecture was the first lecture the first in what will become an annual event, delivered by our College of Business and Law in partnership with the Carmichael Centre — a new initiative of the Centre for Future Work at The Australia Institute, which undertakes research and education activities related to the legacy of former union leader Laurie Carmichael.

In his lecture, Professor Stiglitz contended historical improvements in worker conditions have been driven by the collective action of unions, and as we begin the transition from a modern to an innovation economy, the need for continued union action becomes even more important.

“Collective action needs to be at the centre of this reconstruction of the economy,” he said.

“Unions need to not only take the lead on this action, but also advocate for why it’s necessary if we’re going to achieve an economy in which the wellbeing of ordinary citizens is advanced.”

The event was attended by RMIT staff, Alumni and strategic industry partners and guests.

Connecting with our MBA and EMBA Alumni

Alumni discussion on how business leaders and organisations can achieve sustainable and meaningful social impact. Our presenters shared their lived experiences in for-profit and social enterprise contexts and addressed some of the main challenges in maintaining efficiency and growth, while achieving positive business outcomes for customers, employees and the community.



Creating career impact through the Impact Academy

With many of our student unable to undertake or complete their in-person internships and placements due to the pandemic, we created the Impact Academy to give student the hands-on experience they needed in a safe way.

The Academy was an internship program offered entirely online which brought together students from various disciplines. Working in teams the students were required to provide solutions and recommendations to real-world business problems, that have a social impact focus. To deliver this program we partner with socially conscious organisations such as Fairtrade, who worked with our students in 2021.

This program is delivered with the support of RMIT Activator, and since 2020 has become a permanent feature of our applied business curriculum.



Future Direction

Purpose and Values

Consistent with RMIT University's objective to create a positive social impact through our actions, we will create, in 2023, a College Social Impact Plan, focusing on outcomes in relation to the UN Sustainable Development Goals, to be implemented from 2024.

In 2023, we will also implement two new University-wide KPIs on academic activity, that is, external research funding related to SDGs, and courses related to SDGs, to reinforce our focus on responsible management education. In 2024, we will then evaluate the effect of these and review our goals.

Also in 2023, we'll renew the charter of the College's Indigenous Advisory Group, the Ngulu (meaning 'voice') in line with the shift to greater individual accountability for learning Indigenous knowledge and perspectives. This group will report directly to the College's Executive team.

Method

We will progressively implement changes in the academic curriculum to embed PRME objectives; and continue to recognise the importance of teaching and alumni as a way to co-create and transfer knowledge about positive social impact.

In 2023-2024, we will support a significant project to reflect Indigenous perspectives across our curriculum, and build staff knowledge and cultural competence to move to increased individual participation in Responsible Practice.

Research

Through the implementation from 2024-2025 of the College's first Social Impact plan, we'll be able to better recognise, integrate, accelerate and disseminate research with the potential to create positive social impact; increase our focus on co-creation with and knowledge transfer to social actors; and actively seek and evaluate change.

We'll also continue to support inter-disciplinary work on PRME-related topics, particularly through three College Research Centres, the Centre for Business and Human Rights (BHRright), the Centre for Organisations and Social Change (COSC) and the Centre for International Development (CID).

Partnership and Dialogue

Consistent with the College's Partnership Evaluation Framework, introduced in 2022, we'll continue to build strong and broad external relationships to support education about and responsible management in business and law organisations, but also in social enterprise, NGOs, government, unions and other social actors.

We'll also continue our conversations with professional and scholarly organisations about how to advance positive social impact. In 2023-2024, this will include professional and accreditation bodies such as CPA Australia, Australian Human Resources Institute (AHRI), AACSB and PRME; and scholarly / practitioner bodies such as the ILO's International Labor and Employment Relations Association.



