



İZMİR UNIVERSITY OF ECONOMICS

**UN GLOBAL COMPACT
COMMUNICATION ON
ENGAGEMENT**

2015-2017



About Izmir University of Economics

Izmir University of Economics (IUE), established as the first foundation university in Izmir and in Aegean Region in 2001, has 8 Faculties, 2 Schools, 3 Vocational Schools, 4 Graduate Schools, and 8 Research Centres. IUE offers 36 associate degree programs, 33 undergraduate programs, 43 graduate programs, and 8 PhD programs.

As of beginning of 2018, IUE also has ERASMUS partnership agreements with 175 universities in 25 countries, and academic cooperation protocols with 33 prestigious universities.

Mission

The Mission of IUE is to equip graduates with leadership attributes, entrepreneurial capabilities, critical thinking skills, and the ability to make a significant to research in various fields of sciences.

Vision

The Vision of IUE is to become a pre-eminent institution of higher learning in the world of contemporary education, and to conduct pioneering research in a variety of disciplines.

The Basic Values of the Institution

Participation; the fostering of a universal, flexible, pluralist academic environment, which is transparent and open to collaboration.

Innovation; to take part in effective and creative interdisciplinary research and development activities leading to practical innovations.

Social Responsibility; to be responsible within the community by effectively managing social resources in the production and dissemination of universally-accepted research findings. Perfectionism; to consistently aim for the best possible outcome in every activity.

Human Rights

IUE prides itself on supporting gender equality on campus, giving priority to equality within the University leadership, the student body and administrative staff.. In addition to gender equality, the University provides an environment free of discrimination, where individuals can freely express their ethnic, religious or gender identities. This inclusive approach is also applied to research activities and the curriculum of the University.

IUE understands and implements policies that respect human rights, and reflects this understanding on campus activities, working conditions, academic teaching and research. All individuals on the IUE campus, and those that contribute to the University, whether academic or administrative personnel, students or outside service providers, are treated equally, regardless of nationality, beliefs, attitudes, gender, age, marital status, or any other discriminating criteria.

In addition, the University has a range of policies in place that deal with any possible breaches of its commitment to upholding human rights and equality on campus. These policies apply equally to personnel and students. All incoming freshman are given information on the University's code of conduct and approach to human rights and gender equality. Included in freshman orientation are topics such as gender equality, and the prevention of bullying and sexual harassment. The students are also made aware of their rights in case they experience unwanted behaviour.

In relation to gender equality among academic staff, there are more females than males (59% of the academic staff and 56% of the administrative staff are women), while 46% of the upper management are women.

Currently, throughout different faculties of the University, eight separate courses are offered that focus on gender and human rights in areas such as politics, media, philosophy and economics. Several graduate and PhD level theses have also focused on gender and human rights. The student organization Equal Platform deals specifically with human rights and gender equality. As in the past, student groups continue to organize events on significant days, such as November 25 (International Day for the Elimination of Violence Against Women), March 8 (International Women's Day), Anti-homophobia week (May) and International Aids Day (1 December). The majority of these activities are funded by the University.



A faculty member of the University founded Gender and Women's Studies Research and Application Center (EKOKAM) in 2009, following a series of international gender conferences from 2006:

It was the second gender studies center in Izmir, which now has six. In addition to holding events to create gender awareness on campus, EKOKAM also organizes academic gender conferences, and sponsors events to combat homophobia in May, and to celebrate International Women's Day in March. EKOKAM carries out joint projects with local non-governmental organizations in the area of gender equality and human rights. Members of EKOKAM are also invited to provide expert opinion to state policy-makers when drafting reports and legislation on gender and human rights-related topics.

Members of EKOKAM are also part of the city of Izmir's human rights coordination council, and have contributed to the drafting of the parts of city's action plan that concern gender equality and human rights.

IUE was one of the first universities in Izmir to address the need to incorporate gender equality and human rights, not only in campus activities, but also in curriculum and mandatory entry level social science courses. These courses provide input on such topics, increasing awareness of students, who are from a wide variety of backgrounds.

Labour

The well-being of students, faculty, and staff is one of the primary concerns of IUE. Therefore several services to ensure a safe and healthy work and study environment are constantly provided. The campus health office, with one full time doctor and one full time nurse, provides basic health services to students, staff and to visitors when needed. Counselling and psychological services are also available to enhance the mental, psychological and social development and well-being of our

students and staff. Students and staff seeking psychological consultancy and support may apply to the Psychological Development and Counselling Center of the University for services, which are provided by a full time clinical psychiatrist. In addition to state public health insurance for staff and academics,, the University also offers the option for private insurance, for healthcare in private hospitals or clinics.

IUE is committed to creating an academic environment that embraces the principles of academic freedom and freedom of expression, and believes that free expression at all levels of the university is essential to excellence in teaching, research, learning, critical inquiry, and service to the community. Academic freedom affords the faculty the right to speak and write freely, contribute to shared governance, choose research topics and methods of investigation without interference, as well as to participate in curriculum design, the determination of course contents, instructional materials, methods, and assessment. Students are also encouraged to use their right of free expression, via representation in the Senate through the Student Council, which allows participation in the administrative processes. The main objectives of the Student Council are as follows: to protect the rights of students in areas such as education, health, sports, cultural and social issues, to help students increase their awareness of ways to support national development, to establish closer ties between administrative departments and students, to promote students interests within administrative departments, and to ensure the involvement of students in decisions that concern them.

IUE students can also express their views through 70 student clubs, and the student-run newspaper "Univers", published monthly since 2007.

One of the aims of the University is to provide an international and competitive environment for both staff and students. To achieve this aim, IUE encourages departments to recruit international academic staff. Currently, 15 per cent of all full-time academic staff is non-Turkish nationals. In addition, academic personnel at associate professor level and or above have the right to take one academic year's sabbatical leave on full pay. Since 2009, assistant professors are permitted paid leave of up to six months for academic studies. Moreover, faculty members with less than one year of academic experience overseas are granted leave to spend 5 to 10 months abroad for educational purposes, again on a full salary. So far, 10 faculty members carried out their academic studies abroad in prestigious universities. It is also possible for both the academic and the administrative staff to become involved in international mobility through the Erasmus+ program.

In accordance with major strategic aims of IUE, to increase and enhance research activities, the University has decided to encourage the publication of research articles in refereed journals by granting research awards to academicians who publish in SSCI, SCI, or AHSCI journals. To reinforce scientific collaboration networks, IUE provides travel grants to support academicians presenting a scientific (research) study in national and international conferences. Additionally, to promote research activity, 1% of the University's annual income is allocated to fund projects after their approval by the IUE Scientific Research Project Commission.

In addition, IUE provides tuition scholarships to administrative staff admitted to university's graduate programs.

Labour rights of staff are respected in IUE. Working time, annual leave and all holidays are compatible with labour laws. Salaries are competitive and attractive. IUE organizes free in-service training for administrative and academic personnel. For motivational purposes, after a particularly challenge period between mid-2016 to mid-2017, the Board of Trustee decided to make bonus payments to both academic and administrative staff.

IUE's library is open both to students and staff, in line with the life-learning approach of a "research oriented" campus life. Each month, the most frequent users are announced as an encouragement to others to use the facility. The library also gives regular training sessions on using databases and other tools.

The campus facility development continues to be based on a harmony with existing buildings, and green areas and natural surroundings are preserved. Domestic animals on campus, especially cats, are accepted as a part of IUE family and all their basic needs are provided by campus society. Staff and students volunteer to provide food and shelter in appropriate places.



Equality is embraced as a basic principle besides all human rights in IUE. Appropriate facilities are provided for disabled staff and students. A proportion of the staff employed in the University are disabled. A disabled center has been established for students and staff by the University to support them in all areas of life. Disabled students' records are kept confidential in this center, and their instructors are informed in confidence, to enable them to plan courses accordingly.

Environment, Energy and Sustainability

The "Sustainable Energy Division" was founded in 2011, in line with the basic institutional values of participation, innovation, social responsibility and continued improvement. This is mainly concerned with investigating the developments in the field of energy markets and policies from the social sciences and humanities viewpoint, covering environmental, social, political, legal and economic aspects.

Since 2012, M.A. in Sustainable Energy program has been run to prepare participants for work in the energy sector, and covers local, regional and global issues in the field of sustainable energy development.



This led to a number of events. During the fifth Workshop, held in May 2016, contemporary issues in the Turkish energy security were discussed within the framework of diversification strategies, and the utilization of indigenous energy resources. A keynote speech given by the Ambassador of People's Republic of China was followed by two sessions by top level executives from Turkish energy sector. In the sixth event, which was held in May 2017, there were two days of discussion on the opportunities and challenges of the energy market in Turkey. Following the keynote and opening speeches, Turkish natural gas and electricity market strategies and their future was discussed by senior managers from both the private and public sectors. During the second day, participants reviewed the investment models of renewables, particularly wind energy.

After signing UN Global Compact (UNGC) on November 2012, IUE became first signatory from Izmir and the Aegean Region of Turkey.

At the end of 2013, IUE also ranked first in a study entitled as "UI Greenmetric World University Ranking 2013" among all universities from Turkey, due to efforts in the fields of energy and environment. Ranking more than 350 universities worldwide, this study details and assesses action in seven main areas in order to determine the level of sustainability in terms of education, energy, climate change, infrastructure, waste management, water usage and transportation. "UI Greenmetric World University Ranking 2015" ranked Izmir University of Economics 8th among all universities in Turkey, and 17th in the following year.



Currently, more than 16 courses focus on the environment, energy and sustainability issues throughout the different faculties of the University.

Selected Sustainability Related Initiatives



In collaboration with the Sustainable Energy Division, as part of the Sustainability and Social Responsibility studies, IUE installed waste recycling units on campus. The units were especially designed for campus area to improve the environmental awareness and recycling through the entire University. The recycling process has seen an increase in student and staff interest and collaboration over the years.

As an update to previously established projects, Faculty of the Fine Arts and Design runs a recent EU project named "Art / culture / economy to democratize society --

Research in place making for alternative narratives" funded by H2020 MSCA-RISE – Marie Skłodowska-Curie Research and Innovation Staff Exchange Fund.

Anti-Corruption

IUE has always been committed to academic integrity. The university is aware that Transparency has a key role in preventing corruption, and furthering ethical behaviour; therefore, all the procedures and regulations in operation have undergone extensive reviews to ensure the highest level of transparent implementation and accountability.

The criteria for the promotion and the appointment of academic staff are published online on the university web pages.

Fair treatment of students is clearly at the very core of the successful anti-corruption implementation. To this end, all the multi-section courses taught in Izmir University of Economics are centrally coordinated with respect to content and also to grading policy. Where one course is taught simultaneously to different groups of students, the course is synchronized on a weekly basis. In addition to applying a universal grading policy across the groups, statistical tests are conducted to identify any irregularities in performance that could be attributable to variation associated with an individual lecturer.

IUE continues to run the Smart Campus project, established in 2015. All taught courses are video-recorded, enabling students to access their classes live via their computers, smart phones or tablets when unable to attend classes. Furthermore, the project facilitates

the development of a more transparent teaching infrastructure, hence making the entire process less vulnerable to corruption.

As part of its pioneer role as one of the first universities in Turkey to adopt the Bologna Process, IUE has raised the level of transparency in teaching and learning activities by increasing and promoting the visibility of syllabi, and by clarifying expectations from both teachers and learners through revision of the curriculum and other instructional materials.

The majority of IUE programs have been subject to accreditation processes, leading to improvement in the quality of the programs through development of ongoing curricula, program design, and delivery methods.

The IUE bachelor students are required to take GED (General Education Distribution) courses to pursue areas of knowledge outside of their major discipline. The aim of these courses is to increase ethical awareness and inculcate social responsibility and the principles of human rights. In the same vein, the MBA program focuses on ethical business management, so that graduates are able to enhance the organization performance and sustainability of companies through implementing ethical culture and practices.

The University follows the rule of transparency at all levels by announcing important events, promotions, guidance, and other information through a central system (EMAX) to all faculty members, students, and administrative staff. In the purchase of goods and services, cost estimates from at least three different companies are solicited before final decisions are made.

This procedure serves as a guarantee that no entity is favoured in the transactions, and the optimal offer is selected, based on the bidding criteria.

IUE is committed to fighting corruption and abuse in all forms. All scientific projects involving humans or animals as subjects require approval process in terms of ethics. This process is administered by the Ethics Council of the University, which also works to establish and promote the understanding of ethics in the university.

There are also academic studies on the prevention of various forms of corruption.

In Summary

IUE maintains its commitment to academic integrity. IUE's fundamental values are participation, innovation, social responsibility, and perfectionism, as stated above. In line with these values, IUE renewed its commitment to sustainable development and support for a sustainable future, signing the UN Global Compact on 15th of November, 2012.

From this date forward, building on its previous efforts, IUE has aligned its strategies and operations with universal principles on human rights, labour, environment and anti-corruption goals of UN Global Compact. This report provides a summary of all efforts that IUE has made to incorporate the UN Global Compact's Ten Principles into its 's strategies, policies and procedures, as of 2017.