



THE AMERICAN COLLEGE OF GREECE

UN Global Compact Communication on Engagement Report [January 2019 – January 2021]

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Statement of Continued Support

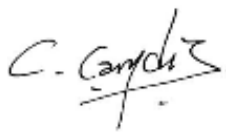
Dear Mr. Secretary General,

I am pleased to confirm that The American College of Greece reaffirms its support of the Ten Principles of the United Nations Global Compact with respect to Human Rights, Labor, Environment and Anti-Corruption.

In this first bi-annual Communication on Progress, we describe our actions to integrate the Global Compact and its principles into our academics, campus culture, and daily operations. We also commit to share this information with our stakeholders and the general public using our primary channels of communication.

Continuing to support public accountability and transparency, we are maintaining our commitment to report on ACG's progress every two years according to the Global Compact COE policy.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'C. Carydis' with a stylized flourish at the end.

Claudia Carydis - Benopoulou
Vice- President, Public Affairs
The American College of Greece

ACG at a glance

Founded in Smyrna, Asia Minor, in 1875, by missionaries from Boston, Massachusetts, [The American College of Greece](#) is the oldest and largest US accredited college or university in Europe.

For over 145 years, ACG has been offering transformative education and cultivating a fertile intellectual and cultural collaboration between Greece and the United States.

ACG is an independent, not for profit, nonsectarian, co-educational academic institution, spanning three divisions: Pierce (secondary education: Gymnasium; Lyceum; International Baccalaureate Program); Deree (undergraduate and graduate); Alba Graduate Business School, situated in a 64-acre main campus in Athens suburb of Aghia Paraskevi and a downtown Athens campus (Alba Graduate Business School)

ACG is the first American higher education institution abroad to achieve accreditation in the US (1981) – New England Commission of Higher Education (NECHE) and its Undergraduate programs are validated by the Open University, UK.

ACG Mission

To add distinctive and sustainable value to our students, Greece, American Education, Hellenic heritage, and the global community through transformative teaching, scholarship and service.

ACG Vision

To develop The American University of Greece (when the Constitution allows) as Greece's premier, independent, non-profit university.

Core Values

ACG is dedicated to integrating creatively:

- American education best practices (e.g. liberal arts; holistic student development for global citizenship; sustainability; economic and social impact).
- Greece's unique intellectual and cultural heritage.
- Campus ethos of mutual respect, inclusion, responsible action and high achievement.



Facts & Figures:

Enrollment Profile (Fall 2020)

- **4,197 undergraduate and graduate students**
- **1,577 secondary students (Pierce)**

- **Faculty:** 291 Deree faculty, 176 Pierce faculty, 46 Alba faculty
- **Alumni:** Over 59,000 worldwide
- **Undergraduate:** 34 programs of study, 6 cooperative programs with Clarkson University and 49 minors offered through the School of Business and Economics, the School of Liberal Arts and Sciences, and the Frances Rich School of Fine and Performing Arts.
- **Graduate:** 8 Deree graduate programs, 13 graduate Alba programs.
- Over 50 partner universities in the US, Europe and Asia offering study abroad and individually tailored programs.
- **ACG 150 - A plan to leverage education for economic and social impact:** Looking towards the 150th year of The American College of Greece in 2025, and staying true to its mission and values, in 2020 ACG launched the **ACG 150**, a visionary strategic plan to leverage education for economic and social impact. ACG 150 evolves existing programs and launches new initiatives with multiple, collaborative platforms for key stakeholders in order to address public policy and barriers inhibiting Greece's growth, strengthen Greece's entrepreneurial culture, boost Greece's research, innovation and commercialization productivity, develop key areas of strategic collaboration between academia, industry and the public sector.

Sustainability@ACG

Today, the fact that human activity impacts nature and climate in a harmful manner with direct consequences on the environment, society and the economy is an undisputed scientific reality. It is vital for today's students -the leaders of tomorrow- to understand how sustainable development can reverse environmental degradation and the climate change spiral and mitigate their tremendous social and financial side effects.

Following US best practices and as also reflected in its President's 2025 vision, The American College of Greece is gradually developing an ever-growing number of sustainability best practices. ACG is committed to systematically addressing issues from sustainability focus in academic programs and research and reducing its carbon footprint while improving its energy efficiency, to enhancing its social impact and increasing transparency and accountability in its daily operations.

For all its relevant activity, ACG has been awarded the **STARS Gold Rating**, in recognition of its best practices in **five categories: Academics, Engagement, Operations, Planning & Administration and Innovation & Leadership**. ACG is the only academic institution in Greece to have received a distinction by the US AASHE – an internationally acclaimed association. Through its membership in the UN Global Compact, the UN Academic Impact and the UN Sustainable Development Solutions Network (SDSN), ACG has committed to always operate in support of the UN SDGs – and most importantly, **Goal No 4: Quality Education**. In this context, the ACG Center of Excellence for Sustainability (CES), officially established in 2011, is a collaborative initiative, operating under the **Office of Public Affairs**, which leads all sustainability-related activity, bringing together education, research and operations to advance sustainability on campus.

Our Sustainability Vision

ACG aims to be a national leader in sustainability among academic institutions, by actively contributing to a more inclusive, socially responsible, financially viable and environmentally conscious society.

Our Sustainability Mission

To raise awareness and engagement of ACG students with sustainability best practices and empower them to become knowledgeable, sensitized and responsible citizens of the world.

ACG Center of Excellence for Sustainability

The Center of Excellence for Sustainability is a collaborative initiative, operating under the Office of Public Affairs, that brings together education, research and operations to advance sustainability on campus and beyond. Officially established in the fall of 2011 and, CES aims to:

- Promote environmental awareness, education for sustainable development and sustainability research on campus;
- Bridge educational activities and sustainable operations initiatives on campus while promoting experiential learning;
- Facilitate collaboration between disciplines, faculty, staff and students;
- Connect with other social actors in the wider community, i.e., the local municipality or select NGOs, increasing ACG's social impact.

ACG Center of Excellence for Sustainability – Academic Advisory Board

Launched in December 2020, the ACG Center of Excellence Academic Advisory Board was created. This board serves as a liaison between the ACG faculty and the Office of Public Affairs as well as other administrators, for sustainability-related initiatives. The Academic Advisory Board comprises of a chair and 7 members: one academic from each Deree School, one academic from Alba and three ex-officio

members (a Dean, a representative of the Office of Public Affairs, and the ACG Sustainability Officer). The Board members are offering their service to the College on a voluntary basis.

Sustainability@ACG Highlights and Achievements (2019 – 2021)

- In February 2020, ACG achieved the STARS® Gold Rating for its third [sustainability report and assessment](#), in recognition of our sustainability achievements in five categories: Academics, Engagement, Operations, Planning & Administration and Innovation & Leadership.
- ACG has been **recognized as a top performer in the [2020 Sustainable Campus Index](#)**, in the sustainability impacts areas of Wellbeing & Work, Grounds, and Purchasing. A publication from the Association for the Advancement of Sustainability in Higher Education (AASHE), the Sustainable Campus Index recognizes top-performing sustainable colleges and universities overall and in 17 impact areas, as measured by the Sustainability Tracking, Assessment & Rating System (STARS). ACG has been a top performer in AASHE's Sustainable Campus Index (SCI) consecutively since 2016.
- ACG has been included in [The Princeton Review's list](#) of the most environmentally responsible colleges consecutively since 2018.
- In 2019, ACG was featured for the second time in [SIERRA Magazine's 'Cool Schools' list](#). The 'Cool Schools' list, also known as the 'greenest' Colleges list, features 282 academic institutions who are examined for their sustainability best practices based on their STARS reports.

An Overview of ACG's COVID-19 Response

Since the start of the pandemic in Greece, ACG's dedicated team was monitoring the situation closely, taking all necessary measures to ensure the safety of its community members, as directed by the national protocols in place and following the Greek Government's instructions.

All ACG departments and offices responded swiftly to the situation. Steps were immediately taken to accommodate the remote education requirements for all three divisions – Pierce, Deree, and Alba – in order for our students to successfully complete their semester/academic year. The Information Resource Management (IRM) Department worked together with the faculty to provide training on the required online tools and system support. The ACG Counselling Center immediately extended its services to the ACG community to help navigate provide psychological support on a daily basis.

As a temporary home to many study-abroad students from countries all over the world, ACG arranged for their relocation to their countries of origin, ensuring that no student was left behind when the country entered into strict lockdown.

ACG employees immediately switched to remote work, where applicable and possible, and continued to do so throughout the first and the second lockdown from November until now (March 2021).

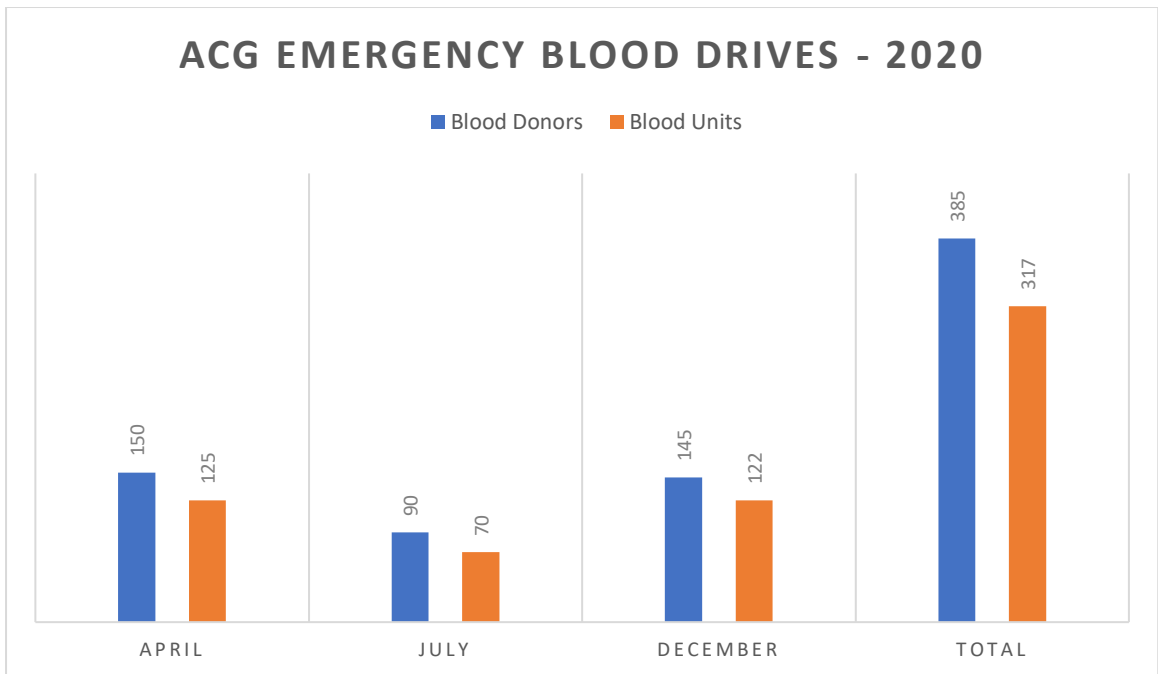
Throughout the pandemic ACG has used its facilities, know-how, tools, and human resources to contribute to the broader community, locally and nationally, by organizing a series of emergency blood drives on the safe, spacious, campus grounds, public health awareness initiatives and media interventions spearheaded by the ACG Institute of Public Health, the production of face shields at the unique Pierce Fab Lab donated to medical personnel at the forefront of the pandemic across the country, among other.

As a further response to the pandemic, The American College of Greece engaged in the following additional actions to give back to the broader community:

- 1,030 protective face shields [produced by Pierce's Fab Lab](#) were donated to 14 public hospitals and health organizations across Greece.



- Three emergency blood drives organized on campus resulting in 317 blood units donated by ACG students, faculty, staff, alumni, parents, and members of the American Hellenic Chamber of Commerce in support of public hospitals: Evangelismos, Agios Savvas and Paidon-Aglaia Kyriakou, and G. Gennimatas.



- Student councils (Gymnasium & Lyceum) of Pierce-The American College of Greece donated medical masks and gloves to the public hospitals in Xanthi and Kastoria.
- The ACG Institute of Public Health organized an online roundtable discussion titled "COVID-19 Pandemic," during which Professor Behrakis, Director of the ACG Institute of Public Health, and various experts—including the President of the Hellenic National Public Health Organization—analyzed multiple aspects of the pandemic.

ACG is committed to supporting students, faculty and staff and continues to navigate through the necessary transitions related to the COVID-19 pandemic. In addition to all other efforts, a [COVID-19 Dashboard](#) has been created on the ACG website, where all pertinent and up-to-date information and guidelines can be found per category (campus visitors, students, faculty, staff, etc.).

The American College of Greece and the UN Global Compact

Enhancing its commitment to adding value to sustainable growth and adhering to the principles of societal, environmental, and economic sustainability, ACG became a member of the UN Global Compact in January 2019 to implement universal sustainability principles and to take steps to support UN goals.

Human Rights

- ✓ Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and
- ✓ Principle 2: make sure that they are not complicit in human rights abuses.

The UN Global Compact two principles on Human Rights set a clear directive and commitment for universities and educational institutions to uphold, protect, and respect the internationally recognized human rights, as declared in the Universal Declaration of Human Rights (UDHR). This milestone document, signed in UN General Assembly in Paris on December 10, 1948, clearly outlines the human rights that are inherent to all human beings.

The American College of Greece (ACG), a non-profit institution, admits students of any race, color and national or ethnic origin and does not discriminate in its programs, its employment and in any other area. As ACG was founded on the basis of a human rights centric approach, guided by its motto "Non ministrari, sed ministrare" (To serve, not to be served), it always operates in accordance with the UDHR in all its relationships with its stakeholders, both within campus walls as well as the broader local, national, and international community.

Scholarships & Financial Assistance: ACG's mission is to provide access to quality education to all. Since its founding in 1875, The American College of Greece has provided assistance to students needing help in meeting their educational expenses, thereby enabling students with demonstrated ability and promise to access a quality education, regardless of their financial circumstances. In support of that, the College offers approximately over €7 million annually (need-based and merit financial aid).

The College has expanded scholarship and financial support programs to ensure the affordability of an ACG education particularly in challenging economic times. The College is committed to aiding students and their families in learning about the resources available through [the College's financial aid programs](#) and to assisting students and their families in finding ways to meet their educational expenses.

The Financial Assistance Program at ACG provides various levels of financial assistance based on need and/or academic achievement. **The governing philosophy of our program is grounded in our belief that lack of funds should never prevent academically talented students from receiving a quality education.** Funding for financial assistance originates from the College's own resources and from the generous contributions of donors.

ACG Social Impact Initiatives:

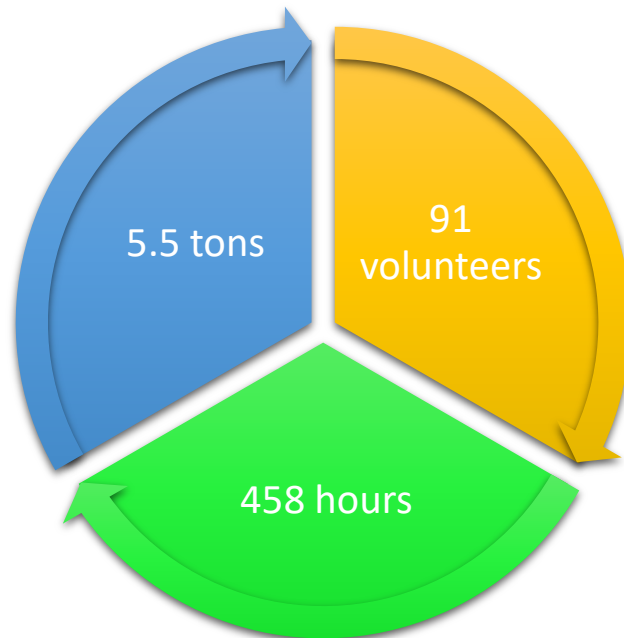
ACG has been a socially responsible institution and an integral part of the community in which it always operated. Its motto "To serve, not to be served" is characteristic of the role it always assumed and it has remained the guiding principle throughout its long and distinguished history. Such initiatives/activities include:

- **"Education Unites: From Camp to Campus":** 2019 marked the third year of ACG's scholarship program for refugees, Education Unites, giving the opportunity to 19 displaced students to continue their education, build their professional careers in Greece or in other European countries. Students represent the diversity of the refugee population in Athens: Afghanistan, Syria, Iran, Jordan, Turkey, Palestinians, Kurds, Somalia, Gambia, Sierra Leone. Students' majors are as diverse as they are: Sociology, International Relations, IT, Communication, Environmental Studies, Finance, Philosophy, Psychology, Aeronautical Engineering, Biomedical Sciences. Education Unites students are active in all aspects of the college, from the service-based "Meaningful Engagement Trip," to the film festival, and to helping run activities for the student affairs office and the admissions office.

- **ACG Farmers' Market:** A [volunteer initiative](#) that started in November 2018, in collaboration with the NGO "Boroume" (=We Can), and is dedicated to preventing food waste and malnutrition in need, by collecting surplus food from the market stands and donating it to the local church. The initiative is ongoing but has entered a brief hiatus due to the pandemic. During the period January 2019 – 2021, over 5.4 tons of fruits and vegetables that would have otherwise ended up in the landfill, have been donated and 420 hours of service have been provided by ACG students, faculty, and staff.



Since the start of this initiative in November 2018 and until October 2020 when it was paused due to lockdown restrictions, the ACG Farmers' Market has had the following impact:



- **ACG Community Service Days:** Organized bi-annually, these community service days bring together members of the ACG Community (students, faculty, staff, alumni, parents) who volunteer for various causes. Such an initiative was the following:
 - In November 2019, ACG volunteers (Pierce students with their teachers, Deree students, ACG Sustainability Leaders, faculty, and staff members) [visited the Loulis Mills Greek Baking School](#) to bake and package treats that were then donated to families through the NGO Boroume.
 - In 2020 and in the context of the ACG Community Service Days, three emergency blood drives were organized in order to support our nation's

hospitals and replenish the low blood supplies, in April, July, and [December](#). A total of 385 blood donors donated 317 units of blood.



- **Aghia Paraskevi Soup Kitchen:** Since 2013, ACG systematically supports the Municipality’s Soup Kitchen through monetary and in-kind donations. All offers are a result of [student-led activities](#) taking place throughout the year at both Pierce and Deree, especially during the Christmas and Easter periods.
- On Friday, September 25th, 2020, the English and Physical Education Departments of Pierce – The American College of Greece organized a 3km walk/5km run on the track of our school during Physical Education classes and actively [participated in the Race for the Cure](#), the largest digital sporting event in Europe aiming at raising our awareness and funds in the fight against breast cancer. A total of 1304€ was collected and donated to Alma Zois and PAMEMMAZI.
- ACG is supporting an [elementary school in Hway Hwe in Myanmar](#) in South-east Asia for the third consecutive year, thanks to the generous donation of the honorary president of SEV (Hellenic Federation of Enterprises) and ACG Trustee. In fall 2019, 54 students enrolled and 4 teachers from the community were trained and hired to teach at the school.
- The students of A3 Lyceum (Pierce – ACG) decided to collect money and to make a donation to the “Mitera” Center for the Protection of the Child, which they then visited. [During the visit](#), the students spoke with two members of staff, learned about the children’s daily life, about their adoptive and foster families, about the reasons they were abandoned and the adoption process.
- On the occasion of the Panhellenic Day against School Violence and Bullying (March 6, 2019), [Pierce students had a discussion](#), in which they exchanged views and concerns, and designed positive actions to prevent and deal with violence.
- **Annual Blood Drives:** ACG has been organizing frequent on campus blood drives in collaborations with hospitals and national authorities. During the pandemic, three such emergency blood drives were organized in the context of the ACG Community Service Days to help replenish Greece’s dangerously low blood supplies (see sections on Covid-19 actions and ACG Community Service Days for more details).
- **“UN SDGs Symposium: Exploring the DiverCity of Athens” (societal component):** Some of the key areas explored in this 3-day online Symposium in November 2020 were gender equality, diversity and inclusion, women empowerment. Focusing on SDG 10 – Reduced Inequalities and SGD 5 – Gender Equality, notable academics and experts offered valuable insights to a global audience.
- Donation of items to those affected by floods in Karditsa and Ithaca/Kefalonia (Greece) in September 2020 – Deree Student Association.
- Donation of items to refugees in the Moria Camp, Greece, following the fires that decimated the camp in September 2020 – Deree Health & Social Awareness Club.
- **S.E.R.F. (Student Emergency Response Force) Trainings/Seminars:**
 - Active shooter on campus training
 - Firefighting trainings
 - Street-fighting seminar
 - Self-defence training

➤ First-aid training



- **Donation of tablets to elementary school:** Pierce – The American College of Greece [offered ten high-tech tablets](#) to the 7th Elementary School of Aghia Paraskevi, thus contributing to meeting the educational needs of the same number of families. The 10 tablets were purchased with funds collected by the Pierce Gymnasium – Lyceum Student Communities. (December 2020)

- **Informative talk on the Vaccine and Covid-19:** On Tuesday, December 22, 2020, B Lyceum students had the opportunity to attend an [online talk](#) by Dr. Vasileios Papastamopoulos, Doctor of Internal Medicine – Infectious Diseases, on the subject “Vaccinations and Covid-19.”
- **Online talk on the pandemic for Pierce parents:** The parents of Pierce – The American College of Greece students had the opportunity [to attend an online event](#) on the subject “The latest medical developments on the pandemic and dealing with the psychological effects” on Monday, November 30, 2020.

ACG Counselling Center

ACG operates a Counselling Center that aims to support, encourage, educate, counsel, and empower students in a college setting as they adjust to the challenges and transitions of university life as well as help faculty and staff function more effectively in their work with students. Besides, ACG provides educational psychologist’s services to students who cope with learning difficulties in order to assist them alleviate these issues and enhance learning. During the COVID-19 pandemic, the Counselling Center has organized a variety of virtual activities, such as the following:

- Mental health and counselling services on a daily basis
- How to cope with stress and anxiety during lockdown
- How to best manage your feeling and responses
- Resilience-building online group
- Teaching self-care and self-compassion skills/techniques

Gender Equality, Diversity, and Inclusion

- **ACG Equality, Diversity and Inclusion Policy:** Greek Law and this Policy protect ACG Community members, in particular students, from discrimination, harassment, bullying and victimisation, and provide safeguards for the equitable treatment of persons with disabilities in a manner that appropriately ensures reasonable accommodations towards addressing the multiple disadvantages that they experience and enabling them to participate fully in College life (updated version: January 2020).
- A [special event](#) on “Gender Diversity at Work” was organized by the Deree – ACG Academic Departments of Marketing and Communication in October 2019.
- Vodafone with the academic support of the Alba Graduate Business School – ACG, [conducted research](#) about the position of women in business and improvement potential, titled “Breaking the Glass Ceiling”, published in June 2020.
- On Friday, December 11, 2020, as part of their English class, B Lyceum Pierce students in the three CCTL (Contemporary Themes Through Literature) sections attended an [online talk](#) on the subject “The Arc of Justice: Demonstrating Moral Courage in Times of Challenge,” with Harvard professor Dr. Deborah Jewell- Sherman.

- On the occasion of the death of George Floyd in Minneapolis in the USA, a Pierce B Lyceum [student wrote a moving poem](#), which he accompanied with a very powerful painting. In his artistic creation – a hymn to mutual respect, acceptance and the value of human life – a policeman and an African-American embrace, providing a true lesson in human dignity. The short poem also conveys a message of unity and brotherhood for all people, regardless of race, status or world view. The student’s creation was sent to America, where Vice President of Advancement of the American College of Greece, submitted it and it now adorns the monument created in memory of George Floyd.

Speak-Out-Loud Campaign

In 2019, the Office of Human Resources in collaboration with the Marketing and Communication Office, organized a campaign on inclusion, safety, and care, in the context of the newly adopted ACG Non-Discrimination, Anti-Harassment, Sexual Misconduct, Relationship Violence and Stalking Policy.

ACG Safeguarding Policy

ACG is committed to safeguarding students, faculty and staff, as well as third parties involved in College activities, to maintaining a campus ethos of mutual respect, care and responsible action and to providing a safe learning environment in which all students can learn and develop. The Policy particularly applies to current and prospective students under 18 years old, and vulnerable adults who are registered as students or prospective students as well as children/vulnerable adults who are connected to ACG directly or indirectly (revised version January 2020).

Deree IREA and Sociology Departments Courses

- **IREA:** [The International Relations and European Affairs \(IREA\) program](#) is offered by the School of Liberal Arts and Sciences of Deree – The American College of Greece, under the Department of History, Philosophy and the Ancient World. As part of the program, students also acquire understanding of how political thought and authority has evolved, as well as engage with discussion of issues – such as social justice, political liberalism, and individual liberty.
- **Sociology:** [The program](#) offers a solid curriculum with a diversity of courses in the following areas: Globalization and Migration, Family, Gender and Health, Social Movements, and more.

ACG Institute of Public Health

The [Institute of Public Health \(IPH\)](#) was established at the American College of Greece as of January 2016, with the purpose to develop scientific research and educational activities in the field of Public Health.

IPH, in alliance with the George D. Behrakis Research Lab of the Hellenic Cancer Society, supports SMOKEFREEGREECE, an initiative for Tobacco Prevention in Greece. Based on a survey conducted in 2019 by the Institute of Public Health, the smoking prevalence in Greece had fallen to 27,5%, proving a remarkable swift of the community’s attitude, over the last years, towards the EU goals. Those findings come in accordance with the recent national data announced by the Hellenic Statistical Authority that show a 24,5% reduction of smoking prevalence in Greece the last decade (2009-2019).

The Institute of Public Health - ACG builds on a program that had begun in 2010 by the Behrakis Foundation, through a collaboration between the Harvard School of Public Health and the Hellenic Cancer Society, under the operating direction of Professor Panagiotis Behrakis.

The IPH aims to advance Public Health through the development of scientific research and educational programs and to increase public awareness on common diseases and emerging public health issues.



During 2019 – 2021, activities/initiatives included:

- **Lecture Series:**
 - Aspects of the demographic problem in Greece: past, present and future – January 2019
 - The importance of prevention & the role of screening – February 2019
 - Alzheimer’s disease: Where we stand today – March 2019
 - Traditional greek diet and life expectancy – April 2019
 - Learning to manage my asthma – May 2019
 - Seasonal Influenza – October 2019
 - Brain and Mind: Who is the Puppet & Who is the Puppeteer? – November 2019
 - Birth Deficit & Demographic Problem in Greece – December 2019
 - Public Health in the Digital Era: Big Data and Artificial Intelligence change the Health Landscape – January 2020
 - Origins & Birth of Bioethics – February 2020
 - Round Table on COVID-19 – April 2020
 - COVID-19 Pandemic: Second Wave – October 2020
 - The burden of road traffic accidents in Greece – November 2020
 - Vaccinations for children and adolescents: Past, present & future – November 2020
 - The Role of Circadian Rhythm in Metabolic Disorders – January 2021
 - Education & Preventive Measures to Avoid Severe Accidents in Children and Adolescents – January 2021
- **Fact Sheets** on tobacco, smoking and lung health, COVID-19, pneumonia, HIV, lung cancer, asthma, chronic obstructive pulmonary disease, etc.
- Publication of the book **"Education for Smoke-free Generation"**: IPH coordinated and supervised the updated edition of this book, addressed mainly to teachers, educators and parents. The content of the book includes useful information for cigarettes and smoking products, addiction, its health/social/financial effects, passive smoking, smoking cessation, counselling and prevention in school community. The book is distributed for free to all public schools with the collaboration of the Ministry of Education.
- **Public Policy:**
 - The American College of Greece through the ACG Institute of Public Health leads the EU-funded project, Joint Action on Tobacco Control (JATC). The Institute of Public Health has been fully endorsed and supported by the Board of Trustees and highest administration to officially act on advocating policies on health issues and specifically with the Non-Smoking Law).
 - ACG has advocated for the planning and shaping of the legal framework on Tobacco control at a national level in collaboration with the Ministry of Health. The ACG Board of Trustees and the highest executives have endorsed IPH to represent the institution and lead the efforts for the implementation of the non-smoking policies in Greece. In addition, the Ministry of Health appointed the Director of the ACG Institute of Public Health and SMOKEFREEGREECE founder, as the Head of the Experts Committee for Tobacco Control in Greece, authorized by the Greek Ministry of Health, whose aim is to support the implementation of the law and the anti-

smoking policies. Moreover, he was the leading expert to collaborate with the Prime Minister and the Minister of Health for the preparation and implementation of the updated no-smoking law in Greece in 2019.

- **School-Based Intervention Programs:** Since experimentation with tobacco begins during adolescence, it is obvious that [preventative interventions](#) should be aimed at children and adolescence in order to create a tobacco free generation. As increased knowledge and awareness are key to tobacco prevention, we developed educational school-based interventions tailored to inform teachers and school-aged children on tobacco, operated through the SMOKEFREEGREECE initiative. In 2019, 17,566 school children, all over Greece, were educated on the risks of tobacco and the benefits of a healthy lifestyle.
- **Research:**
 - Kairi O, Kapetanstrataki M, Lymperi M, Behrakis P, Tzortzi A. 2020 "[Immediate effects of second-hand smoke on the mechanics of tidal breathing](#)" *Pneumon (in press)*
 - Tzortzi A., Kapetanstrataki M., Evangelopoulou V., Behrakis P. 2020. "[Smoking in Greece Where we stand in 2020](#)". *Pneumon*. 33 (2): 59-67.
 - Henderson, Elisabet, Xavier Continente, Esteve Fernández, Olena Tigova, Nuria Cortés-Francisco, Silvano Gallus, Alessandra Lugo, et al. 2020. "[Secondhand smoke exposure and other signs of tobacco consumption at outdoor entrances of primary schools in 11 European countries](#)". *Science of the Total Environment*. doi: [10.1016/j.scitotenv.2020.140743](#)
 - Dobson R, R O'Donnell, O Tigova, M Fu, M Enríquez, E Fernandez, G Carreras, et al. 2020. "[Measuring for change: A multi-centre pre-post trial of an air quality feedback intervention to promote smoke-free homes](#)". *Environment International*. 140. doi: [10.1016/j.envint.2020.105738](#)
 - Keogan S, T Alonso, S Sunday, O Tigova, E Fernández, MJ López, S Gallus, et al. 2020. "[Lung function changes in patients with chronic obstructive pulmonary disease \(COPD\) and asthma exposed to secondhand smoke in outdoor areas](#)". *The Journal of Asthma: Official Journal of the Association for the Care of Asthma*. 2020: 1-7. doi: [10.1080/02770903.2020.1766062](#)
 - Carreras G, A Lachi, R Boffi, L Clancy, S Gallus, E Fernández, MJ López, et al. 2020. "[Burden of disease from breast cancer attributable to smoking and second-hand smoke exposure in Europe](#)". *International Journal of Cancer*. doi: [10.1002/ijc.33021](#)
 - Gallus S, A Lugo, X Liu, P Behrakis, R Boffi, C Bosetti, G Carreras, et al. 2020. "[Who smokes in Europe? Data from 12 European countries in the TackSHS survey \(2017-2018\)](#)". *Journal of Epidemiology*. doi: [10.2188/jea.JE20190344](#)
 - Tzortzi, Anna; Kapetanstrataki, Melpo; Evangelopoulou, Vaso; Behrakis, Panagiotis "[A Systematic Literature Review of E-Cigarette-Related Illness and Injury: Not Just for The Respiriologist](#)". *Int. J. Environ. Res. Public Health* 2020, 17(7), 2248; <https://doi.org/10.3390/ijerph17072248>
 - Amalia, Beladenta, Xiaoqiu Liu, Alessandra Lugo, Marcela Fu, Anna Odone, Piet A van den Brandt, Sean Semple, et al. 2020. "[Exposure to secondhand aerosol of electronic cigarettes in indoor settings in 12 European countries: data from the TackSHS survey](#)". *Tobacco Control*. doi: [10.1136/tobaccocontrol-2019-055376](#)
 - Tzortzi, Anna, Stephanie Teloniatis, George Matiampa, Gerasimos Bakelas, Chara Tzavara, Vergina Konstantina Vyzikidou, Constantine Vardavas, et al. 2019. "[Passive exposure of non-smokers to E-Cigarette aerosols: Sensory irritation, timing and association with volatile organic compounds](#)". *Environmental Research*, doi: [10.1016/j.envres.2019.108963](#)

Pierce ACGMUN Conference

The Pierce MUN Club was established in 2013 to offer students the unique opportunity to participate in the global MUN community and to honor the school's tradition. Since its founding in 1875, Pierce has encouraged students to think critically, cultivate their interests, challenge themselves, and become actively involved in current issues. Especially for the academic years 2017-2018 and 2018-2019, Pierce organized the [Pierce ACGMUN Conference](#) on campus welcoming delegations from all over the world, tackling current global issues.

Labor

- ✓ Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- ✓ Principle 4: the elimination of all forms of forced and compulsory labour;
- ✓ Principle 5: the effective abolition of child labour; and
- ✓ Principle 6: the elimination of discrimination in respect of employment and occupation.

What makes The American College of Greece a leading academic institution are its people. The students, alumni, faculty, employees, suppliers, and the business partners ACG collaborates with. ACG is dedicated to adding distinctive and sustainable value to the lives of students and its stakeholders, maintaining a campus ethos of mutual respect, care and responsible action, and fostering a culture of equal opportunities for all.

Employment Standards: All suppliers to The American College of Greece (ACG) will maintain fair and non-discriminatory work environments, where all employees are treated with respect and dignity and in a manner that comports not only with workplace practices mandated by the laws, but also with ACG's commitment to the highest ethical standards in all aspects of its educational mission and business practices, including employment.

Occupational Health and Safety Practices: All suppliers to ACG are expected to provide their employees with a safe and healthy working environment in order to prevent accidents and injury to health arising out of, linked with, or occurring in the course of work or as a result of the operation of the supplier. Suppliers shall, among other things, provide: (i) Occupational health and safety training, (ii) A system for injury and illness reporting, (iii) Medical treatment and/or compensation to injured/ill workers arising as a result of working for supplier, (iv) Machine safeguarding and other protective measures to prevent injuries/illnesses to workers, and (v) Clean and safe facilities.

Labor Practices: All suppliers to ACG are expected to adopt sound labor practices and treat their workers fairly in accordance with local laws, regulations, and the ILO Declaration on Fundamental Principles and Rights at Work. In addition, suppliers must comply with the following standards: (i) Freely Chosen Employment, (ii) No Child Labor, (iii) Minimum Wages and state, (iv) Working, (v) No Harsh, Inhumane Treatment or Abuse, (vi) No Discrimination, and (v) Freedom of Association.

New Employee Orientation: All new employees are notified to go through an HR Orientation Session at the beginning of their employment. At this session, they are informed about ACG Employees benefits, administrative policies and forms, all of which can be found on the organization's Intranet. The orientation session touches upon sustainability areas like Campus Engagement, Diversity & Affordability, and Well-being at work. New employees are informed about the existing ACG Policies which strictly prohibit against any form of discrimination and harassment on Campus, briefed about the various employee benefits, which promote the mental and physical well-being of employees.

Continuing Education (Tuition Waiver Program for Employees): Through this program ACG provides the opportunity to all faculty and staff to participate in any of the courses, seminars, certificates, diplomas, majors offered by ACG including sustainability-related or sustainability-focused academic offerings.

Pay Scale Scheme: ACG is implementing a pay scale/salary structure scheme for all its employees based on each employee's rank within the organization, the length of employment, and the difficulty of the work performed.

Community Service Leave Policy: The purpose of this policy is to allow employees (faculty and staff) to participate voluntarily in services for our community during their workweek. This supports the president's goal to enable and empower faculty, and staff, to give back to the community.

Trainings/Seminars:

- **GDPR Training:** Following the GDPR law in 2018, in summer 2020, all ACG faculty and staff were required to go through a second training and then submit an electronic quiz, testing their comprehension of the law and how to best implement it.
- Training and quiz on **ACG Non-Discrimination, Anti-Harassment, Sexual Misconduct, Relationship Violence and Stalking Policy** (Effective Date: June 1, 2019) in summer 2020: ACG is dedicated to adding distinctive and sustainable value to the lives of students and to maintaining a campus ethos of mutual respect, care and responsible action. This policy is grounded in the ACG Community's respect for diversity and commitment to inclusion and guarantees that each community member is treated fairly and with respect within an educational environment free of discrimination, sexual misconduct, including sexual or gender-based harassment, sexual assault, sexual exploitation and relationship/dating violence, stalking, intimidation and retaliation against whistle-blowers who in good faith report prohibited conduct under the Policy.
- Training and quiz on **Security & Emergency Procedures Protocol (SEPP)** in summer 2020.
- **First Aid Protocol Seminar:** ACG offers the opportunity to all staff members to participate in this seminar, during which members are trained on Basic Life Support and Cardiopulmonary Resuscitation.

Policy of Equal Opportunities: The College is an equal opportunity employer, and does not discriminate on the basis of age, gender, colour, race, nationality, ethnicity, faith, disability, sex, marital status, or sexual orientation. The College strives to maximize valuable talent and potential, and eliminate unconscious bias, prejudice and stereotyping in the workplace.

Wellness programs:

- ACG provides free access to its athletic facilities (Fitness Center, Swimming Pool) to all the members of the Community, including students, faculty and staff.
- The College implements a campus-wide No Smoking Policy in order to promote the well-being of its employees. The Office of Human Resources strongly encourages employees to give up smoking and to adopt a healthier lifestyle for their own benefit and for the Community's benefit as a whole. The ACG Administration has been funding employees for their efforts to stop smoking. In addition, since September 2019, the Office of Public Affairs spearheaded the



[Smoke-free campus campaign](#) with the help of the ACG Institute of Public Health in order to raise awareness among the ACG community regarding the health hazards inflicted by smoking.

- Nurses placed permanently on campus available to all Community members and work doctor visiting the premises weekly (for faculty and staff).
- Through the [ACG Health & Wellness Center](#), ACG provides accessible high quality health services to meet the needs of all members of the College Community. We support and encourage students, staff and faculty members to realize their optimal physical, emotional, social and intellectual goals through health promotion and disease

prevention programs and services. It is the aim of these innovative services to assist the College Community in cultivating their own healthy lifestyles that will follow them throughout the course of their college experience and beyond. During the period 2019 – 2021, the Center has organized its annual wellness festival. In 2020, the festival focused on the pandemic, supporting the community to help them adapt to this situation. Throughout the duration of the pandemic, there has been an ongoing virtual awareness raising campaign – “Coexist with Covid-19” – aiming at teaching us how to adopt this new lifestyle. The Center has ongoing programs on nutrition and healthy cooking as well as mindfulness and meditation sessions.

Environment

- ✓ Principle 7: Businesses should support a precautionary approach to environmental challenges;
- ✓ Principle 8: undertake initiatives to promote greater environmental responsibility; and
- ✓ Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Committed to safeguarding the natural environment for present and future generations, ACG is systematically engaging in a variety of key environmental initiatives. These include the implementation of waste reduction and recycling practices, energy efficiency projects, and awareness raising, educational initiatives, aiming at creating responsible and engaged citizens and professionals who will amplify the message for sustainable development.

ACG Sustainable Campus Operations, Waste Management, and Energy Management

The operational side of sustainability is fundamental to achieving sustainability excellence. ACG is committed to reduce resource usage and improve understanding on consumption patterns in relation to efficiency measures. The main operational objective is to minimize ACG's environmental and carbon footprints concurrently with significant reduction of energy consumption.

- **Workshop Task Management Program (AIMMS):** The Technical Services introduced an online platform to make the process of filling in work orders for various requests (transportation of items, etc.) more efficient and environmentally friendly by going entirely paperless. We save approximately 6.000 pages per year while facilitating the communication among the community in regards to accomplishing tasks on time effectively.
- **Airly Air Quality Sensor:** The Technical Services, in collaboration with the ACG Center of Excellence for Sustainability, Office of Public Affairs, installed the Airly air quality sensor on campus in order to measure the CO2 emissions in the atmosphere, humidity levels, pressure, temperature, pollution levels, using the CAQI index (an international measurement system used to determine the levels of air pollution) in Fall 2019. The sensor presents real-time data through an application. We are the first institution in Greece to have installed such a sensor. ACG members have real-time access to the data through the application.
- **ACG Sustainable Events Guidelines:** ACG is committed to adopting and continuously improving sustainability best practices. In this context, [these guidelines](#) aim at engaging event organizers into adhering to sustainable options with their audiences and partners.
- **ISO 50001 certification:** ACG received [this certification](#) for establishing, implementing, maintaining, and improving an energy management system on campus in July 2020, in accordance with TÜV Austria procedures for organizations in the educational sector.
- **Energy Policy:** The American College of Greece is [committed to the continuous improvement of energy efficiency](#), as part of its sustainability strategy. This commitment is materialized by the implementation of our Energy Management System, in accordance with the principles and requirements of ISO 50001: 2018.
- **Clean, Green Electricity:** As part of the ACG Energy strategy to minimize the carbon footprint, our electricity is supplied by We Energy, a company that provides 100% "green energy". This action reduces our carbon footprint annually at least 85% based on 2019 calculated equivalent CO2 emissions.
- **Landscape Management:** The totality of the ACG campus grounds in Aghia Paraskevi (23.79 Hectares) is managed organically, without the use of inorganic fertilizers and chemical pesticides, fungicides and herbicides. Most of the campus empty area is heavily forested and there is only minimal tending and/or maintaining.
- **Waste Management:** ACG is committed to systematically improving its waste management practices. The College engages in the following practices:

- Recycling of materials. Indicatively, in 2018 1.199 Tonnes were recycled compared to 0.970 Tonnes in 2017. Our recycling scheme includes the following materials: Paper, plastics, glass, metals, and other recyclable containers, white goods (i.e. appliances), electronics, lab equipment, furniture, residence hall move-in/move-out waste, scrap metal, and pallets.
- Donation/resale of materials. In 2018, 1.40 Tonnes were donated/resold.

In addition, ACG has been approved by the municipality to participate in a composting scheme since early 2020. This has not been implemented yet as a result of the pandemic and the lockdown restrictions.

- **Sustainable Purchasing Policy:** ACG is committed to the highest standards of social and environmental responsibility and ethical conduct. It is imperative that we provide clear guidance with respect to proper business conduct and ethical behavior to the people who represent us in carrying out their daily duties. Our multi-cultural business model allows us to rely on local management to best serve the needs of ACG with due recognition of local cultures. However, this freedom to manage and make decisions requires employees to operate at the highest levels of transparency, honesty, integrity and responsible behavior. This Code reflects the commitment by ACG Management and all employees to achieve excellence in the way we do business, by adhering to the highest standards of corporate and social responsibility. This Code outlines ACG’s expectations for Supplier conduct regarding labor and human rights, health and safety, environmental protection, ethics, and management practices.
- **Suppliers Code of Conduct:** ACG Suppliers are selected on the basis of compliance with the institution’s established code of conduct. Specifically, all food suppliers must comply with ACG waste management systems, minimize food waste, offer a diverse meal options for all social/ethnic/dietary restrictions and provide sustainable food options, and use environmentally friendly serving options. All suppliers must comply with the occupational health and safety practices and meet set sustainability standards.

Environmental Sustainability Awareness Raising Campaigns

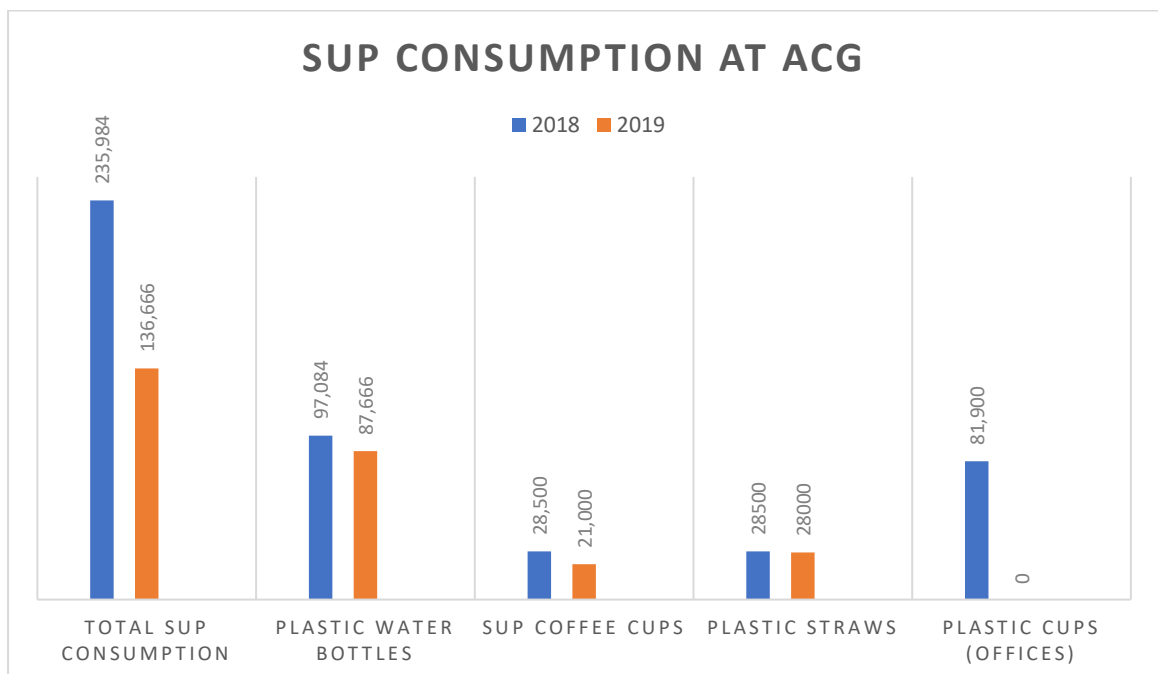
- **ACG Cares for a plastic free future! The #ACGGoesPlasticFree Campaign:** During January 2019 – January 2021, several key initiatives were organized as part of the #ACGGoesPlasticFree Campaign, an institution-wide campaign on the reduction and gradual elimination of single-use plastics on campus since July 2018 and in parallel with the respective EU directive on single-use plastics.



Below we highlight some of the initiatives during this two-year period:

- **Winter 2019** – (a). Collaboration with the NGO Institute Team Run for the World to upcycle old banners (ongoing project). (b). Launch of the “Reduce, Reuse, Refill” ACG-branded mugs for offices.
- **June 2019** – (a) Signs placed at all ACG vendors to encourage the use of reusable items, such as coffee cup, lunch box, water bottle, etc., when ordering food and beverages. (b) Promotion of the two campaign videos to showcase how easy it is to choose refillable/reusable over SUP.
- **June 10, 2019** – Launch of [the first “ACG Plastic-Free Day”](#). A symbolic day fully dedicated to raising awareness about the impact of plastic pollution and encouraging our community to be plastic-free for a day on campus by bringing their own reusable items when ordering at all on campus vendors and refusing the straw, organized in the context of the World Environment Day.
- **February 4, 2020** – The organisation of the [event “Going single-use plastic-free: the next steps to sustainable growth”](#), in collaboration with the A. C. Laskaridis Charitable Foundation. As a follow-up to the event and in the context of our close collaboration with the Foundation and the Ministry, we submitted a set of best practices on how to reduce SUP, derived from our campaign that will serve as a benchmark for their future actions (March 2020).

A comparison between the calendar years of 2018 and 2019 is available and shows the following results. Due to COVID-19 restrictions the subsequent data for 2020 is not available yet:



- **ACG Waste Reduction & Recycling Campaign: Reduce, Reuse, Recycle!**
Aimed at raising awareness on waste reduction and recycling best practices, [the campaign](#) was initiated in the academic year 2017 – 2018 and is still ongoing.



Using all the available channels (Intranet platform, social media, mass emailing, on campus screens), we are consistently engaging with the ACG community to raise awareness about the importance of waste reduction and tips on how to reduce one’s waste footprint. A key initiative during the two-year period described in this report was the creation of the [community exchange platform](#)

Reuse@ACG, exclusively available to all ACG students, faculty and staff, launched in celebration of the annual European Week for Waste reduction, November 21-29, 2020. The platform is the product of Deree students’ work who worked for over one year in collaboration with the Office of Public Affairs to successfully launch it!

- **Energy Awareness Campaign**

The Technical Services, in collaboration with the ACG Center of Excellence for Sustainability, Office of Public Affairs, launched the Energy Awareness Campaign in Fall 2019. The campaign aims at raising awareness among the ACG members on energy efficiency best practices on campus (offices, classrooms, etc.).

Environmental Sustainability Events & Activities

- **ACG Volunteers Reforest Mt. Hymettus!**



In March 2019, over eighty ACG volunteers (students, staff, faculty, alumni, and parents) joined their efforts in order to [reforest part of Mt. Hymettus in Athens](#) that had been burned in the subsequent fires of 2015, as part of the Spring 2019 ACG Community Service Day – a bi-annual occurrence devoted to community service initiatives, such as reforestations, blood drives, etc. The initiative lasted approximately 2 hours, during which 200 seedlings were planted.

- **Pierce students reforestation initiative:** As part of the “Health and Environmental Education” class, a6 and a8 Gymnasium students took part in a [symbolic tree-planting event](#) in 2019, involving 150 small trees of five different species: pines, oaks, Judas trees, carob and pistacia, in Mandra Attikis, which was hit by unprecedented floods on November 17, 2017.
- **Underwater Beach Clean-ups:** The Deree Scuba Diving Team organizes at least two [underwater beach clean-up](#) initiatives in the Attica region annually.

- **Forest clean-up:** In Fall 2020, members of the S.E.R.F. (Student Emergency Response Force) at Deree organized a forest clean-up activity to remove accumulated trash from the part of Mt. Hymettus where the ACG Aghia Paraskevi campus is situated.
- **Symposium on Climate Change: Threats, Challenges, Solutions for Greece:** On Wednesday, April 3, 2019, [a half-day Symposium](#), addressing one of the most challenging issues of our time, was hosted at Deree – The American College of Greece. The Symposium successfully managed to bring together for the first time in a private higher education institution, academics and specialists from different fields, politicians, representatives from NGOs and businesses, university students and citizens in an effort to address the 'hot' topic of Climate Change.
- **WINDMission Conference & Exhibition:** On October 14 and 15, 2019, the WINDMission Conference & Exhibition, a conference about the Greek wind energy market, was hosted at ACG. Among the speakers were H.E. Geoffrey R. Pyatt, U.S. Ambassador to the Hellenic Republic and H.E. Frode Overland Andersen, Norwegian Ambassador to Greece.
- **ACG welcomes Jeffrey Sachs:** On October 18, 2019, the Center of Excellence for Sustainability and the Office of Public Affairs, in collaboration with the Andreas G. Papandreou Foundation, welcomed Prof. Jeffrey Sachs at ACG. Prof. Sachs, Director of the UN Sustainable Development Solutions Network & Director of the Center for Sustainable Development at Columbia University, gave a speech on "Entrepreneurship & Sustainable Development."
- **"UN SDGs Symposium: Exploring the DiverCity of Athens" (environmental component):** A 3-day online Symposium in November 2020, which tackled both the societal and environmental sustainability pillars.



United Nations Sustainable Development Goals Symposium:
Exploring the DiverCity of Athens



RESPONSIBLE CONSUMPTION AND PRODUCTION
GENDER EQUALITY
SUSTAINABLE CITIES AND COMMUNITIES
REDUCED INEQUALITIES

November 11-13, 2020
Starting time: 14:30

Regarding the environmental component and focusing on SDG 11 – Sustainable Cities and Communities, and SDG 12 – Sustainable Consumption and Production, distinguished speakers offered their insight on food waste and sustainable consumption, sustainable fashion, and sustainable cities.

During these three days, 1,156 viewers primarily from Greece and abroad, had the opportunity to participate in this interactive event and learn more about these 'hot' issues that are at the forefront of public and academic discourse as well as the reality we all face on a daily basis.

Campus-wide Sustainability Awareness Culture Survey

ACG conducts an assessment in order to gauge progress on sustainability awareness in the ACG community. The sustainability literacy assessment focuses on knowledge of sustainability topics and challenges.

The 2019 survey revealed the following results:

- 76.26% stated that "Sustainability" with regard to natural resources means: Using as many natural resources as are replaced by natural processes (2017, 66%).
- 82.40% stated that it is important for ACG to address its impact on the environment (somewhat important 15.64%, not important 1.68%, not important at all 0.28% (2017 75%, 3%).

- 65.3 % Respondents feel confident in determining the true statement that represents the relationship between environmental and socioeconomic issues.

ACG and the Alliance for the Reduction of Food Waste

In October 2020, [ACG became a member](#) of the newly formed Alliance for the Reduction of Food Waste, where a mix of public authorities, well-known companies, food and service businesses from all areas of the supply chain, social impact organizations, and academic and research institutions, come together in order to build strong synergies and assume collective action against food waste and food loss. The Alliance operates under the auspices of the Ministry of Environment & Energy.

Anti-Corruption

- ✓ Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

The American College of Greece implements zero-tolerance policies in terms of corruption across all its departments (academic and non-academic), daily operations, and its relationships with external collaborators both from the private and public sectors.

Conflict of Interest Policy

The Board of Trustees, executive employees, managers and supervisors at The American College of Greece share a responsibility to ensure they conduct themselves in an unbiased manner that serves the College. Thus, the College and its employees have a duty to guard against conflicts of interest, which may compromise the integrity and objectivity of the College community. All decisions and actions of the Board and the administration, therefore, must be made with the sole purpose of advancing the best interests of the institution. By adopting this Conflict of Interest Policy, the College: 1) demonstrates its commitment to the ethical principles that guide College decision-making, and 2) establishes procedures to safeguard the integrity and objectivity of the College's Board of Trustees and employees.

ACG Foreign Corrupt Practices Act Policy

College Community Members (including staff, faculty and students) are required to act with honesty and integrity and comply with applicable laws at all times when transacting College business. This policy specifically prohibits College Community Members from engaging in bribery of a public official in connection with College business or other College activities, in order to obtain or retain business or otherwise secure an improper advantage. College Community Members must comply with applicable anti-bribery laws of the foreign countries with which they carry out international activities, including the provisions of the U.S. Foreign Corrupt Practices Act ("FCPA"), as well as with applicable anti-bribery laws of their local country.

Curriculum, Outreach Programs, and Continuing Education

Campus as a Living Laboratory

ACG is using its infrastructure and operations as a living laboratory for applied student learning for sustainability. Specifically, the following projects are key examples of the above:

- **Student installation arts projects:** Within the Francis Rich School of performing arts several student installation art projects are routinely taking place utilizing the infra-structure of the buildings and relating artistic meaning to the campus. In addition, the artworks on display (both internal and externally) form part of the syllabus within the FR School of fine and performing Arts.
- **Course HHU/HSS 2211 Private Stories, Public Stories: Personal Narratives in Historical Perspectives:** Using an interdisciplinary approach (that combines history with sociology and communication) and a variety of different texts (theoretical, oral, visual), this course aims to sensitize students to the functions and significance of orality as a means of articulating as well as shaping history and social experience, both private and public. Major emphasis is placed on experiential learning of the subject, as much of the course will involve on-site instruction and service work.
- **On campus meteorological station:** The Aghia Paraskevi weather station is part of the National Observatory of Athens network and is operated by the department of Science and mathematics through its Environmental Studies Program. Data is public and forms the background for local climate measurements by students and faculty for their projects and academic learning. Within the context of several courses within the Environmental Studies major air quality is also measured around campus for GhG and various other substances. Also, students have access to the real-time data provided by the Airly sensor/platform, installed on-premises, and measures outdoor air quality on campus.
- **Student energy audits:** ES students in the context of their course on Energy consumption visit the ACG offices and conduct energy audits. They interview employees relating to energy efficiency practices. They perform measurements with the institutions' equipment.
- Students in the context of their academic curriculum projects and research have access to **ACG's energy consumption data** provided by the Technical Services with the support of the Center of Excellence for Sustainability, Office of Public Affairs. Also, with the guidance of professors and based on the course's requirements students conduct projects that address issues related to the institution and provide solutions when necessary. The Office of Public Affairs, through the Center of Excellence for Sustainability, submits recommendations to the related departments.
- **"Supply Chain Management" MBA course,** where students worked on real sustainability concepts that had to do with on-site research of the Downtown campus conducted by faculty and students within the Environmental Studies major.
- **Professional Communication Course Projects:** Students in the context of the course evaluate the college's operations and the options offered to its members, resulting in a report on how to improve its offerings and provide programs that promote sustainable modes of transportation administered by the institution, such as carpooling.
- **Waste Audit:** Held to document the present generation of waste, including main waste streams, and recycling practices at the Aghia Paraskevi campus of the American College of Greece (ACG) in order to develop a baseline against which the College environmental performance can be compared. The audit was administered by the CES with the help of the ACG Sustainability Leaders. The results of this audit revealed that even though the percentage of recyclables increased from 1.5x to 6x in the various recycling points on campus, there is room for improvement on the

quality of the recyclable items placed in the bins and the practices to be followed to ensure maximum recycling potential. Specifically, it was reported that items (e.g. plastic coffee cups) were often placed in the bin without being rinsed first. Based on the above results, a second round of awareness raising activities on recycling best practices will be implemented in 2021.

- **Sustainability Training by the ACG Senior Manager for Sustainability:** The Center of Excellence for Sustainability, Office of Public Affairs, offers input and training to students, faculty, and staff on sustainability best practices and how to engage on and off campus.
- **Course Projects on Diversity & Affordability:** Students from disciplines like Sociology and Psychology, including those of the Professional Communication course, undertake class projects on issues that focus on diversity and affordability by working on ACG's community partnerships and community contribution initiatives launched and organized by the Center of Excellence for Sustainability.
- **Deree Business Week 2019:** In March 2019, the annual [Business Week forum](#) took place on campus. In its 14th edition, the Business Week focused on the transformation of sustainability under the 4th industrial Revolution. The approach of the theme included both an individual and a corporate integration of sustainability from personal and career sustainability, all the way to the social, environmental and economic impact, technological adaptability and the sustainable growth of the business itself. The forum was organized by the Academic Societies Deree School of Business & Economics.
- **BioBlitz Event:** In March 2019, the Center of Excellence for Sustainability and the International Honors Program organized a 3-day BioBlitz event where the ACG Community was invited to capture the rich biodiversity of our campus. Volunteers were encouraged to find and identify as many species as possible within the set area and time, thus, engaging in citizen science. Results:
 1. Over the course of the three days there were 214 observations by 21 observers involving 43 Identifiers at the international level.
 2. Overall 80 species, 87 genera, 57 families, 30 orders, 7 classes, 4 phyla and 2 kingdoms were observed.
 3. Out of the 80 species that were identified 45 were found on the IUCN Red List of Threatened Species.
- **ACG Sustainability Leaders:** The [ACG Sustainability Leaders \(SLs\)](#) student organization is a team of student volunteers who participate in diverse activities and events aimed at motivating, inspiring and raising awareness towards a culture of Sustainability both on and off the ACG campus. The mission of the SLs is to raise awareness and engagement of fellow students with sustainability best practices and empower them to become knowledgeable, sensitized and responsible citizens of the world.
- **CES Garden:** An on-campus herbs garden, operating under the Center of Excellence for Sustainability, was created in 2018. Students of the Environmental Sciences and Marketing programs collaborated for the purposes of a project resulting in the creation of the 'SPES Herbs Kit'; a branded kit with a variety of herbs, cultivated, harvested, packaged, branded, and promoted by Deree students. The garden is part of the campus as a living laboratory experience.
- **Reuse@ACG Community Exchange Platform:** The platform launched in November 2020 in the context of the "ACG Waste Reduction & Recycling Campaign: Reduce, Reuse, Recycle!". The platform was designed and developed by Information Technology students of the Project Based Learning (PBL) workgroup, under the guidance and support of an IT Professor.
- **Outdoor programs:** The Office of Athletics – Outdoor Recreation's social responsibility actions range from hiking the high mountains, when participants always return from the hikes with bags full of trash, to diving to the bottom of the sea, when we remove everything that does not belong to the sea world. All their activities and programs adhere to the Leave No Trace guidelines.

- **Sustainability-focused student employment opportunities:** The ACG Center of Excellence for Sustainability, Office of Public Affairs, employ student assistants under the Work Study Program in sustainability-related positions. Students gain hands-on working experience and are introduced to the world of sustainability. In 2020, one of the students conducted the first Plastic Footprint Survey, in the context of the #ACGGoesPlasticFree Campaign.
- **Sustainability Graduation Pledge:**



Introduced in 2019, graduating students are asked to consider social and environmental responsibility. [This pledge](#) highlights the commitment of our new graduates to use the knowledge, values, and experiences acquired while studying at The American College of Greece, acting as engaged and responsible citizens and professionals, in order to help create a sustainable world.

Sustainability-related and Sustainability-focused Education

As an institution focusing on liberal education, sustainability is infused across the curriculum and a large percentage of our students graduate with an understanding of the concept of [sustainability](#).

At the institutional level, the following learning outcomes are focused on sustainability:

- Explain different dimensions of sustainability and how it relates to one's discipline.
- Discuss ways of responsible civic engagement.
- Discuss issues of identity and inclusion.
- Engage in activities that serve the needs of the local and global community.
- Discuss the impact of science and technology on the individual, society, and the physical environment.
- Evaluate perspectives on cultural diversity.

Sustainability-focused Programs:

- [Environmental Studies](#) (undergraduate): Deree– The American College of Greece is the first independent educational institution in Greece to introduce an [Environmental Studies program](#). Launched in fall 2010, the program aims to develop students' understanding of the root causes and multiple dimensions of environmental problems (ecological, social, economic and political) as well as options for effectively addressing these problems in an increasingly complex world.
- [Biomedical Sciences](#) (undergraduate): This wide-ranging, interdisciplinary and career-focused program, is designed to satisfy all pre-med requirements of US medical schools. [The BMS](#) is an undergraduate degree that helps students acquire a strong foundation in the life sciences, especially in the biomedical and healthcare fields. The use of integrative approaches to health and wellness will guide students

to understand key aspects of health care and help them find solutions to some of the most crucial health issues of our time.

- [MSc in Supply Chain Management](#) (graduate program at Alba Graduate Business School, ACG): [This program](#) prepares young graduates and early-career professionals for a successful career into the world of Supply Chain Business and Logistics. Students learn how to apply high standards of integrity, ethics and social responsibility, and how to deploy the latest advances in technology and process design to create a sustainable supply chain, among other learning outcomes.
- [Alba Executive Development](#):
 - [Mini MBA in Energy Management](#): This innovative, integrative Executive Education Program blends cutting-edge knowledge and practical insights in the booming field of Energy, with research-based knowledge in business and in management. Courses such as Renewable Energy Sources, Energy Efficiency & Sustainability, Electricity & E-mobility, etc., are offered.
 - [SEV Learning Series](#) (SEV-Alba Learning Alliance): Through a series of executive seminars, sponsored by SEV and addressed exclusively to SEV corporate members, participants have the opportunity to attend learning sessions that address contemporary trends, priorities and challenges and that blend academic excellence with business relevance. Examples of current and past seminar topics include: Women in Leadership, Women in Mentoring, Positivity & Resilience in Organizations, Building a culture of Trust in the Workplace, etc.
 - [A.D.A](#) (Alba Digital Academy): Alba's Digital Academy, operated within the Alba Executive Development, with a mission to design, develop and deliver state of the art learning initiatives in order to facilitate the development of the necessary skills, competencies and capabilities in the era of digital disruption and transformation. This initiative lies at the core of Alba's mission to educate leaders of tomorrow and agents of transformation.

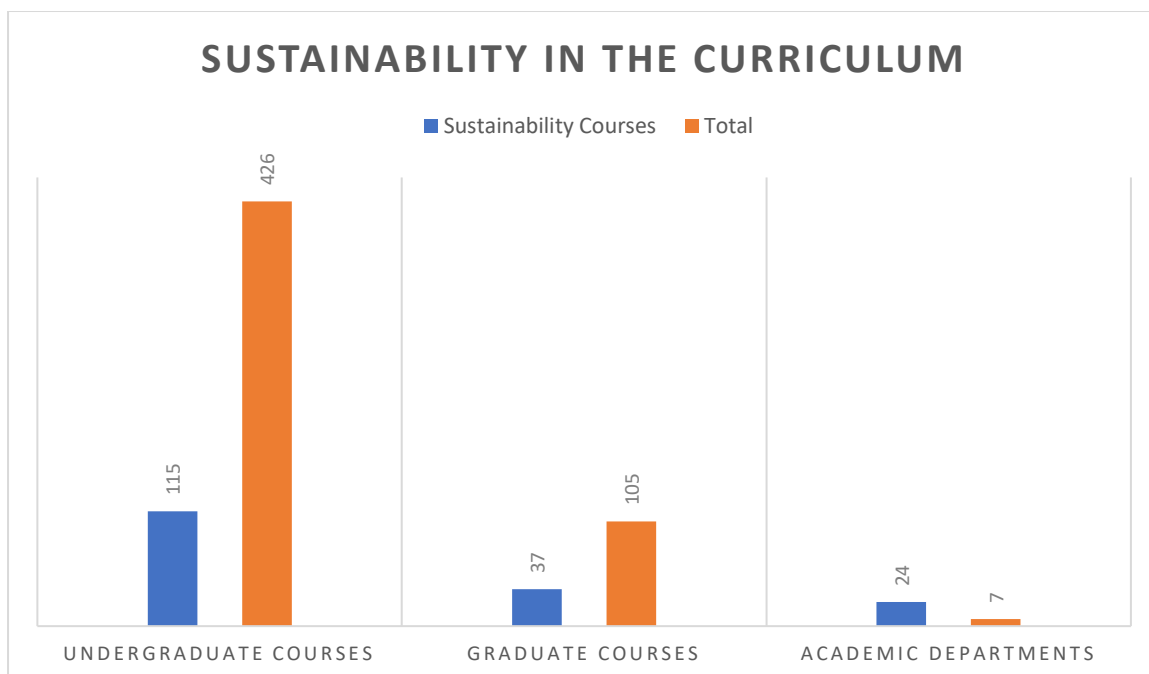
Sustainability-focused Minors/Concentrations:

- [Tourism & Sustainability](#) minor
- [Environmental Management](#) minor
- [Environmental Studies](#) minor

Sustainability Course offerings:

A total of 115 undergraduate sustainability-focused and sustainability-inclusive courses are offered at ACG out of 426 and 37 such graduate courses out of 105, resulting in a percentage of 28.06%.

Out of the 24 academic departments, seven of them offer sustainability-related courses, resulting in a percentage of 70.83%.



Examples of such courses include the following:

- BI 3215 - Environmental Health: The course discusses environmental health issues and possible approaches to control them.
- HNS 2285 - LE Greening the Campus: An introduction to sustainability and the science of selected environmental issues. Through field work, the students not only gain practical knowledge of sustainability but also strengthen the campus culture in support of environmental issues. The operation of a university has clear environmental impacts, and, in this way, it is a living laboratory for environmental science work. This course takes advantage of this and provide students the opportunity to learn about environmental issues, ways to improve our relation with nature and the environment and promote sustainability through actual field work in their own college community. The course focuses on selected environmental topics / aspects and will be related with ongoing sustainability activities on campus.
- AF 4045 - Corporate Governance and Accountability: This course explores the concept and role of corporate governance and offers a comparison of global governance systems. It examines the distribution of power within firms, risk management, audit, global corporate governance. It also explores sustainability and ethics as issues pertaining to good corporate governance.
- MG 4128 - Corporate Social Responsibility: This course provides a 'total systems' approach to integrating factors related to the workplace, human rights, the community, the environment and the marketplace into core business strategies. It involves examination of the economic, environmental and social dimensions necessary for sustainable businesses.
- PS 4224 - Industrial/Organizational Psychology: A systematic analysis of the science of people at work. Topics include, but not exclusively, jobs requirement, selection and assessment, and the overall interface between the organization and its people. Personnel selection, evaluation and training methods are assessed, whilst the roles of Job Satisfaction, Motivation at work and Productivity in changing economic times are explored. Working conditions & job design factors are evaluated in the context of the psychological work contract and the Long Work Hours Culture. Organizational behavior and stress management issues are also covered.
- SO 2004 - Social Inequality: This course examines the causes and consequences of social inequality, including theoretical background, social classes, and social mobility, illustrated through various substantive cases.
- Sustainability Business Ethics & CSR (Alba Graduate Business School – The American College of Greece): Understanding the ethical basis of human behaviour

is of fundamental importance for building commitment to organizational goals and for imparting integrity and a sense of the common good in organizational members. The course examines a broad array of matters relating to ethics. The course focuses also on sustainability, corporate social responsibility and corporate accountability with further emphasis placed on business strategies that aim to create long term value and a positive environmental, social and economic impact. Actionable knowledge is achieved by applying theory in real life situations through critical analysis and debating on prominent cases and in class discussions on current trends and developments on sustainable business activities.

Research

Faculty members from both Deree and Alba actively engage in research projects.

For indicative numbers please see below:

- Number of employees engaged in sustainability research: 18
- Percentage of employees that conduct research that are engaged in sustainability research: 16.98
- Total number of academic departments that include at least one employee who conducts research: 24
- Number of academic departments that include at least one employee who conducts sustainability research: 5
- Percentage of departments that conduct research that are engaged in sustainability research: 20.83

Examples of research conducted in this two-year period include the following:

- Miltiadis D. Lytras, Kwok Tai Chui: The Recent Development of Artificial Intelligence for Smart and Sustainable Energy Systems and Applications. *Energies* 2019; 12(16):3108
- Papadopoulou, P., Lytras, M., & Marouli, C. (2019). Bioinformatics as Applied to Medicine: Challenges Faced Moving from Big Data to Smart Data to Wise Data. In *Biotechnology: Concepts, Methodologies, Tools, and Applications* (pp. 185-209). Hershey, PA: IGI Global. DOI: 10.4018/978-1-5225-8903-7
- Marouli, C. and Duroy, Q. (2019). Reflections on the Transformative Power of Environmental Education in Contemporary Societies: Experience from Two College Courses in Greece and the USA. *Sustainability* 2019, 11(22), 6465
- Misseyanni, A., Marouli, C. and Papadopoulou, P. (2019). How Teaching Affects Student Attitudes Towards the Environment and Sustainability in Higher Education: An Instructor' Perspective. Presented at International Conference on Sustainable Development, 7th ICSD 2019, Sept. 4-5, Rome, Italy.
- Apostolaki, S.; Akinsete, E.; Tsani, S.; Koundouri, P.; Pittis, N.; Levantis, E. (2019). Assessing the Effectiveness of the WFD as a Tool to Address Different Levels of Water Scarcity Based on Two Case Studies of the Mediterranean Region. *Water* 2019, 11, 840
- Vitoraki, M. (2019). "Implementation of pay-as-you-throw schemes in Greece: major benefits and future potential", Proceedings of the 7th International Conference on Sustainable Solid Waste Management, Heraklion, June 26-29.
- Marouli, C., Papadopoulou, P., Misseyanni, A., Georgas, D., Savvidou, P., Koutsokali, M. (2019) A Mediterranean Green Roof -plant growth, substrate depth and composition and type of installation: Process and initial results. Presented at International Conference on Sustainable Development, 7th ICSD 2019, Sept. 4-5, Rome, Italy.
- Marouli, C. (2021). Sustainability Education for the Future? Challenges and Implications for Education and Pedagogy in the 21st Century. *Sustainability*, 13(5), 2901. <https://doi.org/10.3390/su13052901>
- Apostolaki, S., Akinsete, E., Koundouri, P., Samartzis, P., 2020. Freshwater: The Importance of Freshwater for Providing Ecosystem Services. In: Goldstein, M.I.,

DellaSala, D.A. (Eds.), *Encyclopedia of the World's Biomes*, vol. 4. Elsevier, pp. 71–79. ISBN: 9780128160961.

- Apostolaki, S., Koundouri, P., Pittis N. Using a systemic approach to address the requirement for Integrated Water Resource Management within the Water Framework Directive, *Science of the Total Environment* 679 (2019) 70–79.
- Akinsete E., Apostolaki S., Chatzistamoulou N., Koundouri P., Tsani S. (2019) The Link between Ecosystem Services and Human Wellbeing in the Implementation of the European Water Framework Directive: Assessing Four River Basins in Europe, *Water Journal* 2019, 11, 508.
- Tsani, S, Apostolaki, S, Koundouri, P. (2021). Policies and socio-economic tools for sustainable water management In Tsani, S., Overland I. (Eds.) *The Sustainable Politics and Economics of Natural Resources*. Edward Elgar Publishing.
- Tasoulis, K., Vlachos, P.A., Kay, A. (2019; accepted), "Who cares about corporate social responsibility? An organizational justice perspective," *European Academy of Management* 2019 (EURAM19).
- Voliotis, S., & Vlachos, P.A., (2019, Invited) "Corporate social responsibility, causal attributions and country's legal origin," In Leonidou, L., Katsikeas, K., Samie, S., & Leonidou, C. (Eds.), *Socially-responsible international business: Critical issues and the way forward*, Edward Elgar: UK.

Starting in December 2020, the new by-laws of The American College of Greece Research Center (ACGRC), established in 2008, have been approved by the Greek Government. Following from that, ACGRC will act as a formal host for the College's research activities supported by external funds, thus, supporting ACG faculty to submit proposals to the EU and other grants. The creation of the ACGRC represents a major step in promoting our faculty's research activities and results from the College's efforts under the ACG150 strategic plan to leverage education for economic and social impact.

The Millennium Fellowship Program

In 2020, eleven Deree students were selected to be part of [the Class of 2020 in the United Nations Millennium Fellowship Program](#), a semester-long leadership development program that takes place on campus and is organized by the United Nations Academic Impact (UNAI), of which ACG is a member, and the Millennium Campus Network (MCN).

ACG was part of 80 campuses worldwide (just 6%) that were selected to host 1,000+ Millennium Fellows, marking this as an important milestone for both our students and the College! Among the highlights, was the participation of Deree fellows in trainings on how to promote SDGs on campus through various initiatives, meetings with experts, training on the SDGs and the organization of the [UN SDGs Symposium in November 2020](#).

Currently, students are in the application process of the 2021 Program.

The Corporate Sustainability and Responsibility School (CSR School)

In September 2019, ACG hosted and co-organized the first Corporate Responsibility and Sustainability Summer School, a specialized sustainability training program for professionals, in collaboration with CSR Hellas and the University of Crete.



This [five-day workshop](#) welcomed over 30 participants (high executives, CEOs, etc.) from well-known Greek and multinational companies (APIVITA S.A., Coca Cola, TITAN Group, etc.) who learned about sustainability and corporate responsibility from world-class experts and worked on real-case scenarios, while earning a professional certificate of 10 ECTS credits from the University of Crete.

In 2020, the CSR School [returned for its second year](#), in a fully virtual 12-webinar format adapting to the current situation and ensuring the safety of all participants. The participants attended lectures by distinguished academic faculty members from educational institutions and organizations, such as the Wharton School – University of Pennsylvania, Alba Graduate Business School at The American College of Greece, University of London, and OECD, discussed relevant case studies, learned about best practices that have been implemented by seasoned senior professionals.

This initiative, which is the first full-fledged collaboration between a public and a private university and a business network in Greece, is set to continue in 2021.

AHEAD - The Alba Hub for Entrepreneurship and Development

[AHEAD](#) is the hub that brings together all activities dedicated to entrepreneurship at Alba Graduate Business School. We strive to live up to Alba's vision of "Business Unusual" through the highest possible quality of innovative training, outreach and scholarship in entrepreneurship.

The Alba Hub for Entrepreneurship and Development (AHEAD) was established in 2009 with the mission to advance innovative venture development by the creation, communication and celebration of entrepreneurial knowledge and activity.

Entrepreneurship at AHEAD includes all forms of venturing, such as:

- Start ups and New Venture Creation
- Family Businesses
- Social Enterprises
- Intrapreneurship and Corporate Venturing

AHEAD's work is based upon the following pillars: Innovation – Ethics – Tradition – Sustainability – Inclusion.

As part of its community outreach pillar, AHEAD supports enterprises with up to 9 employees by offering the "AHEAD Scholarships for Micro-Enterprises" with the objective to help these businesses grow. AHEAD also manages the "Next Generation Family Business Scholarship" that aims to support succession in Greek family business. Other scholarships are also offered to entrepreneurs via the co-operation with key partners.

VentureGarden Program – "Helping People Grow Ideas"

The [VentureGarden](#) educational and mentoring program for aspiring entrepreneurs is offered for free, in co-operation with the Alba Graduate Business School-ACG, The Hellenic Initiative and Anatolia School of Business in Thessaloniki. [The program](#), established in 2014, is based upon an intensive training period followed by several months of mentoring.

More than 100 entrepreneurs go through the program each year. Several of the entrepreneurial ideas that have grown by the participants through this program are sustainability related. For example, Foodity - an application of surplus food in premium hotels and restaurants offered at a very low cost and Elektronio – a start-up solution for sustainable mobility which designs and manufactures personal mobility vehicles based on the electric bicycling.

Pierce student wins sustainable development award

Eurobank Asset Management, as part of the initiatives in sustainable development of the Eurobank Group, decided to [establish an award for students](#) that distinguish themselves in student writing competitions on the subject sustainable development. Pierce – The American College of Greece immediately responded by holding an essay-writing competition for C Gymnasium students. (2020)

Thought Leadership

- **Participation in Committees and Councils:**

- **American-Hellenic Chamber of Commerce (AMCHAM) Corporate Responsibility (CR Committee):** The Senior Manager for Sustainability, Office of Public Affairs, has been a member of this Committee since February 2020. In this context, the following activities and projects have been produced:
 - ✓ White paper on “Repurposing Purpose”, focusing on how to redefine the corporate responsibility strategy of businesses in the post-pandemic era (May 2020).
 - ✓ AMCHAM Corporate Responsibility Conference 2020 on [“Tribes: Joined Purpose”](#) (October 2020).
- **AASHE Advisory Council:** The ACG Senior Manager for Sustainability, Office of Public Affairs, has been appointed to [AASHE’s \(Association for the Advancement of Sustainability in Higher Education\) Advisory Council](#) for a two-year, renewable, term, starting in January 2021.

- **Publications/Articles/Studies:**

- The **ACG Senior Manager for Sustainability** wrote an [article](#) about the need for leaders to develop new ways of thinking and of approaching challenges, focusing on the new leadership style of tribes as actors of change, in AMCHAM’s Business Partners Magazine (September/October 2020 issue).
- In 2019, the Adecco Group, the world’s largest Human Resources provider and temporary staffing firm, published the fourth edition of its [Inovantage Report](#) on “Sustainable Workforce – Driving Eco-friendly Growth”. The **ACG Senior Manager for Sustainability** provided recommendations to businesses operating in the Greek market on The Ten Principles of the UN Global Compact, the 17 UN SDGs, ISO 26000 (Social Responsibility), etc.
- **Dr. Pavlos A. Vlachos**, Associate Professor of Marketing, Alba Graduate Business School, The American College of Greece, published the following articles during this two-year period:
 - “TruValue Labs: Το «πράσινο» επενδυτικό εργαλείο του μέλλοντος” (December 21, 2020); [Online](#): Money Review (Kathimerini; Interview) [in Greek=TruValue Labs: The “green” investment tool of the future”]
 - “Covid – 19 και ΕΚΕ: Παραδόξως μια μεγάλη ευκαιρία για τις επιχειρήσεις;” Kathimerini (May 31, 2020; Sunday print edition; special issue on CSR). [in Greek=Covid-19 and CSR: A paradoxical but big opportunity for businesses?]
 - “Covid – 19 και Βιώσιμη Ανάπτυξη”. Kathimerini (May 7, 2020) [Online](#). [in Greek=Covid-19 and Sustainable Development]

- **Dr. Antonios Giannopoulos**, Assistant Professor, Department of Tourism, Hospitality and Sports, School of Business and Economics, Deree – The American College of Greece, had the following articles in conference proceedings:
 - Kalliga, A., **Giannopoulos, A.**, and Skoultzos, S., "The effect of value co-creation on virtual tourism experience and destination image in a cultural heritage context: the case of Rhodes – a work in progress", TOURMAN 2019: Tourism, travel and hospitality at crossroads: The way ahead, International Hellenic University, Thessaloniki, Greece, 24-27 October 2019.
 - Andriopoulou, M., Skourtis, G., **Giannopoulos, A.**, Strapchuk, S., and Koniordos, M., "Understanding value co-destruction in tourism service ecosystem", 11th International Scientific Conference, Science and Higher Education in Function of Sustainable Development – SED, College of Applied Sciences Užice, Drvengrad, Mećavnik, Serbia, 24-25 May 2019.
 - Bounias, C., and **Giannopoulos, A.**, "The effects of residents' perceptions of tourism development and overall life satisfaction on value co-creation: a study in progress on the Hellinikon Project", TTRA 2019 Europe Chapter Conference, Bournemouth University, Bournemouth, United Kingdom, 8-10 April 2019.
 - Kalliga, A., and **Giannopoulos, A.**, and Skoultzos, S., "Exploring the effect of value co-creation on virtual tourism experience in a cultural heritage context: the case of Rhodes - a work in progress", TTRA 2019 Europe Chapter Conference, Bournemouth University, Bournemouth, United Kingdom, 8-10 April 2019.
- **Dr. Christina Marouli**, Associate Professor, Environmental Studies, Department of Science and Mathematics, Deree – The American College of Greece, contributed the following papers at International Conferences:
 - **Marouli, C.**, Papadopoulou, P., Misseyanni, A., Georgas, D., Savvidou, P., Koutsokali, M. (2019) A Mediterranean Green Roof - plant growth, substrate depth and composition and type of installation: Process and initial results. International Conference on Sustainable Development, 7th ICSD 2019, Sept. 4-5, Rome, Italy.
 - Misseyanni, A., **Marouli, C.** and Papadopoulou, P. (2019). How Teaching Affects Student Attitudes Towards the Environment and Sustainability in Higher Education: An Instructor' Perspective. International Conference on Sustainable Development, 7th ICSD 2019, Sept. 4-5, Rome, Italy.
 - Papadopoulou, P., **Marouli, C.** and Misseyanni, A. (2019). Sustaining Healthcare: Bridging Education with Bio-medical and Healthcare Challenges. International Conference on Sustainable Development, 7th ICSD 2019, Sept. 4-5, Rome, Italy.
 - Gkikas, C. & **Marouli, C.** (2019). Food waste in a Greek Higher Education institution: Students' attitudes, compositional analysis and environmental impacts. 7th International Conference on Sustainable Solid Waste Management, Heraklion, 26-30 June, Proceedings, <http://uest.ntua.gr/heraklion2019/proceedings/proceedings.html#Thursday>
- Study on "[Best practices of Creative Leadership in Greek enterprises](#)" by SEV and Alba Graduate Business School, The American College of Greece. The purpose of the research was to identify the best practices of creative leadership in Greek organizations. The study examined the conditions that foster the transition from more conventional forms of leadership to forms of

leadership that promote creativity and innovation (Presented in January 2021).

- **Conferences/Symposia:**

- The **ACG Senior Manager for Sustainability** was invited to speak at the following conferences:
 - The 12th CSR Conference on July 5, 2019, in Cyprus, on “The Role of Higher Education Institutions in Addressing the SDGs”, presenting the case of The American College of Greece.
 - The annually held conference on “The Environment in the pandemic era” and “Environmental Consciousness: Change begins from the school”. The conference was organized by the A.C. Laskarides Foundation and the Collaborative Network for the Marine Environment on December 9, 2020.
 - The annual CSR Conference organized by Boussias Communications on 22 and 23 June, 2020, on the topic “ACG Cares for a plastic-free future”.
- **Prof. Stella Apostolaki**, Environmental Studies Program Coordinator, School of Liberal Arts and Sciences, Deree – The American College of Greece; Chair of Academic Advisory Board of the Center of Excellence for Sustainability, ACG, spoke at the following conferences:
 - Management Body of Aenos National Park, Capacity Building for Sustainable tourism planning in protected areas, Seminar in the framework of Assessment of the Aenos National Park as Europarc, 1-hour lecture, December 15, 2020.
 - WATER ACADEMY, Plenary session – Framing the Water Scarcity in Greece, in the seminar Finding Sustainable Solutions for Water Scarcity in Southern Europe, 1-hour lecture, October 26, 2020.
 - CLIMATE KIC Greece, New Urban Planning - Planning for the sustainable city of tomorrow, ATHENS CLIMATHON, October 25, 2019.
 - Deree – The American College of Greece, A Workshop on the Sustainable Development Goals, World Environment Day 2019, 1-hour lecture, June 5 2019.
 - SMIRES (Science and Management of Intermittent Rivers and Ephemeral Streams) Training Course, Water features and rivers as part of sustainable urban design: Services provided, past and current trends, 3-hour lecture, 4-6 February 2019.
- **Dr. Christina Marouli**, Associate Professor, Environmental Studies, Department of Science and Mathematics, Deree – The American College of Greece, was invited to speak at the conferences mentioned below:
 - Marouli, C. (2021). Critical Pedagogy for Environmental and Social Change: How? What Helps? What Obstructs? Learning from Experience. Session JS-9 - Participatory Action-Research and Transformative Education of the IV ISA Forum of Sociology, International Sociological Association, 23-28 February, Porto Alegre, Brazil (online). <https://isaconf.confex.com/isaconf/forum2020/meetingapp.cgi/Session/15051>
 - Panel on Making the most of food in cities, 15 October. In 18th European Week of Regions and Cities 2020, 5-22 October, virtual. https://europa.eu/regions-and-cities/programme/sessions/1807_en
 - “Food and food waste: Contradictions and implications for sustainable development”. At The 8th World Sustainability Forum, 15-17 September, Switzerland, virtual. <https://wsf-8.sciforum.net/>
 - Gkikas, C. & Marouli, C. (2019). Food waste in a Greek Higher Education institution: Students’ attitudes, compositional analysis and

- environmental impacts. 7th International Conference on Sustainable Solid Waste Management, 26-30 June, Heraklion, Crete.
- International Conference on Sustainable Development, 7th ICSD 2019, Sept. 4-5, Rome, Italy.
- **Dr. Pavlos A. Vlachos**, Associate Professor of Marketing, Alba Graduate Business School, The American College of Greece, participated in the following conferences, workshops, and lectures off campus:
- [The Economist Conferences](#): Third Sustainability Summit for the Mediterranean and South-East Europe, "Sustainability and Responsible Leadership: The Humble Leader"; October 17, 2019; Athens, Greece
 - Presentation of the paper "How to optimize your firms approach to data privacy performance." (published at HBR, August 2020) at TruValue Labs' (Sustainability Fintech firm) Academic Roundtable (October 26, 2020). More than 35 academics from institutions like Harvard, Wharton, Berkeley, and INSEAD participated.
 - Delivered a guest lecture on CSR communications at IE Business School (MSc in Marketing & Corporate Communications; course: CSR & Social Impact; October 30, 2020).
 - Moderated a CSR Hellas event on "Non-financial reporting standards and the legislative context of sustainability". This Panel discussion organized exclusively by CSR Hellas for its members (130 Greek firms). Dr. Vlachos offered a summary of research findings on the topic (CSR and legislation). This was a high-level policy event hosted representatives from the European Parliament, the Greek state, the Hellenic Capital Market, CSR Europe and EFRAG, providing a breadth and depth of insight on the most relevant developments regarding non-financial reporting today.
 - Invited as a keynote speaker for a SEV Center of Creative Leadership Workshop. Topic was: "Corporate Social Responsibility & Humble Leadership: Is the Responsible Leader the Humble Leader?" (October, 8, 2020). SEV is the Hellenic Federation of Enterprises.
- The **Dean of the Alba Graduate Business School**, The American College of Greece, Dr. Kostas Axaroglou, was invited to speak at the [3rd Ecomobility Conference](#) held in the context of the Eco-Fest 2020, where he shared his views about Sustainability in Management Education.
- **Dr. Triant Flouris**, (former) Executive Director of the Center of Excellence in Transportation, Shipping, and Logistics at The American College of Greece (ACG) , Professor of Management at Deree-ACG & Affiliate Professor of Transportation Management at Alba Graduate Business School-ACG, shared his views about the need for sustainable and responsible management during the panel ["Challenges of the Sustainable and Responsible Tourism in times of economic upheaval"](#) in the context of the Fourth Sustainability Summit in October 2020.
- **The 1st Symposium on Creative Leadership**: Stimulating, thought-provoking conversations, distinguished guests and an enthusiastic audience were the main features of the 1st Symposium held on Wednesday, February 12, 2020. [The Symposium](#), organized by the SEV Center of Excellence in Creative Leadership took place in the context of the Learning Alliance, a joint initiative by SEV and Alba Graduate Business School-ACG, and coincided with the first anniversary of the Center's operations.

