



COMMUNICATION ON
PROGRESS

This is our **Communication on Progress** in implementing the principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

IU INTERNATIONAL UNIVERSITY

OF APPLIED SCIENCES

16 May 2022

TABLE OF CONTENT

Message from the Rector of IU International University of Applied Sciences	3
Our commitment to the 10 Principles of the UN Global Compact.....	5
Human Rights	7
Labour.....	11
Environment.....	13
Anti-Corruption	15
Conclusion.....	17

MESSAGE FROM THE RECTOR OF IU INTERNATIONAL UNIVERSITY OF APPLIED SCIENCES

Dear Reader,

Herewith we would like to present our 4th report – Communication on Progress (COP) – within the United Nations Global Compact Framework – since signing our commitment in December 2011. It shows some of our activities and initiatives during 05/2020 - 04/2022 and reflects our ongoing commitment to the UNGC as well as a number of recent academic challenges. This document is a key component of our commitment to the UN Global Compact and its well-known 10 Principles, deriving from: the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention against Corruption. We are delighted being a part of the world's largest corporate sustainability initiative within the United Nations Global Compact framework. We are also proud of being a member of the PRME D-A-CH chapter.

IU International University of Applied Sciences (hereafter: IU) is one of Germany's leading private universities of applied sciences. Our success is based on the fact that we enable our students to successfully complete their studies with us through a wide variety of flexible study models. We offer different study formats (full-time, part-time, online, dual studies) for careers in different fields (management, tourism, health, HR, IT, marketing, social sciences, logistics, design) at 28 locations (winter semester 2021/22) in total. Additionally, we offer tailor made educational programmes for corporate companies. With the renaming of the University of Applied Sciences from IUBH International University of Applied Sciences to IU International University of Applied Sciences in March 2021, we have adapted the name to the international orientation of our institution of higher education.

We consistently achieve high ratings in assessment measures. In the CHE ranking 2020/2021, Germany's largest university ranking, we were able to achieve top marks as a private University of Applied Sciences. In the subjects of business administration (face-to-face studies) and social work (dual studies), we achieved top marks in the categories "support by teachers", "general study situation" and "practical relevance", among others. With winning positions in six of a total of 25 categories, we received the most top marks among more than 300 competitors.

We understand that our own organisational practices should serve as example of the values and attitudes we convey to our students. Therefore, we continuously focus our efforts on advancing sustainability, and encouraging international collaboration, as we strive to live up to our vision.

Today, with more than 85.000 registered students from more than 110 countries enrolled in a large number of presence and distance learning programmes with highly qualified professors, lecturers and guest lecturers from all over the world, IU is more than just a well-known and respected private University of Applied Sciences – it is a benchmark in higher education, where business ethics, equality, equity, diversity, sustainable development and quality have been a longstanding part of our philosophy which we work off every day.

These are our values:

1. **Innovation:** We are always looking for ways to improve our offers for our customers.
2. **Courageous:** We make courageous decisions and take calculated risks.
3. **Getting things done:** We implement things quickly, pragmatically, effectively and goal-oriented.
4. **Customer-focus:** In everything we do, our customers come first.
5. **Collaboration:** We aim for the best solution as a team and have fun with it – without ego or politics.

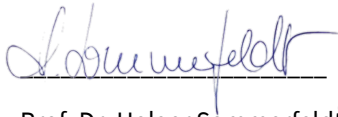
6. **Empowerment:** We support each other's development to become the best version of ourselves.

7. **Growth Mindset:** We aim to improve ourselves in everything we do and work hard to do so every day.

We fully support the voluntary initiative based on CEO commitments within the above-mentioned framework to implement universal sustainability principles and to take steps to support UN goals. This report shows some examples of work being done in our University of Applied Sciences and we look forward to deepening this engagement as we steadily grow and move forward.

Enjoy reading!

Sincerely yours



Prof. Dr. Holger Sommerfeldt

Rector

IU Internationale Hochschule / IU International University of Applied Sciences

Juri-Gagarin-Ring 152

99084 Erfurt

GERMANY

OUR COMMITMENT TO THE 10 PRINCIPLES OF THE UN GLOBAL COMPACT

We fully agree that corporate sustainability starts with a solid value system and a principled approach to doing business, operating in ways meeting fundamental responsibilities in the areas of human rights, labour, environment and anti-corruption. Responsible businesses enact the same values and principles wherever they have a presence, knowing that good practices in one area do not offset harm in another. By incorporating the Global Compact principles into strategies, policies and procedures, establishing a culture of integrity, we are not only upholding their basic responsibilities to people, but also setting the stage for long-term success. Herewith we add our name under every single Principle:

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.

LABOUR

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.

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.

ANTI-CORRUPTION

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

IU is delighted to submit this Communication on Progress for the United Nations Global Compact (UNGC). As a University of Applied Sciences, we are proud that our values of freedom, justice, truth, human rights and collective effort for the public good are at the heart of our institutional mission.



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.

Herewith, IU fully agrees to support and respect the protection of internationally proclaimed human rights and to make sure that they are not complicit in human rights abuses, understanding them as inalienable fundamental rights "to which a person is inherently entitled simply because she or he is a human being," and which are "inherent in all human beings" regardless of their nation, location, language, religion, ethnic origin or any other status. In this context, IU fully supports the Universal Declaration of Human Rights.

The respect, consideration and promotion of universal human rights are an integral part of the daily work. Discrimination based on gender, age, religion, cultural affiliation, disability or social origin is prohibited.

This is initially taken into account in the mission and vision that shape the daily actions of all employees:

Mission: "We enable our students to achieve the best study results through tailor-made, individual offers and innovative technological support based on the current state of research and teaching in order to be successful in their careers. We support our corporate partners in the best possible way to achieve their goals."

Vision: "IU International University of Applied Sciences is the most innovative and qualitatively leading provider of career-oriented study and further education programmes for students and companies in Europe. As a pioneer in the digitalisation of career-related learning and human resource development, we sustainably, efficiently and measurably improve learning success compared to all competitors and distinguish ourselves with application-oriented research."

Based on this mission statement with integrated mission and vision, various concepts and functions have been developed.

Equality at work

"Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all." – This is goal four of the 17 Sustainable Development Goals (SDGs) of the United Nations. A goal that also drives IU every day and on which has been worked in the second Corona year. The change of name to IU International University of Applied Sciences is a clear signal for the growing international orientation and the social contribution to the reduction of barriers on the way to higher education. A good indicator is the steadily growing proportion of IU students from non-academic households. In 2021, 54 % of the first-year students had a general higher education entrance qualification, 24 % had a technical college entrance qualification and 22 % did not have a high school diploma (vocationally qualified persons).

In terms of the likewise increasing proportion of permanent female professors, IU is far above the average for universities in Germany: 38 % of the more than 550 permanent professors are women (as of summer semester 2022). By comparison: In 2019, the proportion of female professors was 35 %, whereas in 2015, the proportion of female professors was under 31 %. IU has made it easy for its academic and non-academic staff to reconcile work and family life from the very beginning. This includes flexible working hours, working from home and Flex Offices, but also work arrangements independent of location as well as the possibility to switch to part-time work for a

certain period. In 2020 and 2021, IU was mentioned as part of the BRIGITTE employer study "The best companies for women". In the categories "flexibility of work" and "women's power", IU scored five out of five points in each case and is thus among the 179 best of almost 300 participating companies in 2021. Moreover, IU belongs to the TOP 1 % of employers and was named a "Leading Employer Germany 2022" by the Institute of Research & Data Aggregation.

In 2021 and 2022, IU has once again been certified as an "attractive employer" by Great Place to Work ©. The Great Place to Work © award is given by the internationally active consulting and research institute of the same name, which supports employers worldwide in implementing an attractive and future-oriented workplace culture. The award stands for credible, fair leadership and the active promotion of employees. Respect, trust, pride and team spirit are to a large extent part of the corporate culture.

IU not only signed the Charter of Diversity in 2019, becoming part of a nationwide movement and the largest network for diversity management in Germany, but has also been a founding member of "Employers for Equality", the programme for gender equality and diversity in companies in 2020. It is aimed at companies and institutions of all sizes that want to make their diversity work more effective and achieve individual goals.

Equal Opportunities Officer

Equal opportunities are understood as a cross-sectional task and are taken into account in all projects of the University of Applied Sciences. The task of the Equal Opportunities Officer is to ensure the guidelines and contents of the Equal Opportunities Concept adopted by the Senate to ensure equal opportunities for all members of IU and to further develop the Equal Opportunities Concept. The Equal Opportunities Officer reports directly to the Registrar. Once a year, the Equal Opportunities Officer submits a report to the Senate. This report is published as part of the general report on quality management.

With reference to the measures described in the CoP in 2020, the following have been implemented, among others:

- Implementation of gender inclusive language guidelines in German and English
- Establishment of the internal Sharepoint Equality and Diversity
- Creation of an official diversity landing page at www.iu.de
- Establishment of a consultation hour for students and employees
- Signing the initiative "Klischeefrei" (Cliché Free Initiative)
- Continuous expansion of disadvantage compensation (Examinations Office)
- Diversity in research: presentation of the Diversity Award
- Diversity-related training on the internal learning management system Learning Hub

In 2022, the following has been implemented or is planned:

- Creation of a video course on the topic of "Dealing with people with disabilities" with the focus target group of study guidance and teaching staff
- Guidelines on sexual violence and harassment in English and German
- Process diagram for complaints management
- Development of special counselling competence for issues concerning students with disabilities (e.g. disadvantage compensation counselling)
- Diversity survey of staff and derivation of possible measures from it
- Code of ethics (compliance guideline) for employees
- Code of Ethics and Conduct for Students

- Anti-corruption measure and whistleblower system according to the current EU Whistleblower Directive (Directive (EU) 2019/1937 of the European Parliament and of the Council of 23 October 2019).
- Drafting of a gender equality plan, based on the requirements of "Horizon Europe" with a medium and short-term target horizon
- Measures to reconcile family and career/studies
- Mission statement of the IU "Culture of Everyone®"

Diversity Award

Since 2018, IU presents the Diversity Award, announced by the Equal Opportunities Officer and recognising the best final thesis in the research area of diversity. In 2021, the winner of the award was a graduate of the English online studies Bachelor's degree programme Business Administration that focused her bachelor thesis on the question of how artificial intelligence can support HR professionals in making the selection process fairer as well as on the importance and significance of a diverse workplace in companies. The thesis highlights the issue of bias in recruitment and explores whether the use of Artificial Intelligence (AI) can be a solution to reduce unconscious bias when screening candidates.

The second Diversity Award in 2021 goes to a graduate of a distance learning degree in Social Pedagogy for her bachelor thesis entitled: "Acceptance of rainbow families – Do homosexual parents meet with less acceptance in our society than the classical family system?" She herself is a member of a rainbow family and experiences a lot of acceptance in everyday life. Stumbling blocks arise in her opinion in politics: "Although the visibility of same-sex couples with children has increased in recent years, alternative family forms are often still filled with prejudice by society. Discrimination through the current legal situation, in my opinion, contributes a great deal to heteronormative thinking," she says.

Online Programme “How to become a Female Founder”

In order to support female founders in their project, IU has launched the online programme "How to become a Female Founder" together with partners. The six-month programme is a joint initiative of IU, Weihenstephan-Triesdorf University of Applied Sciences (HSWT), the Strascheg Center for Entrepreneurship (SCE) and Startin-FOOD, all of which have joined forces in the Food Start-up Incubator Weihenstephan (FSIWS). The programme is funded by the Federal Ministry of Economics and Climate Protection and its EXIST programme – "Business Start-ups". With the programme explicitly tailored to female founders, the FSIWS wants to contribute to increase the visibility of women with innovative business ideas and to increase the number of female founders.

After a successful start last year, it entered the second round in February 2022 with an expanded range of events. The focus of the programme this time is on sustainable founding.

“Women in Tech” scholarship programme

With the “Women in Tech” scholarship programme, IU has already supported 100 women in Germany, Austria and Switzerland in their start into a tech career since 2019. In 2021, for the first time, full scholarships have been awarded to tech-savvy women in Africa. A nomination committee had approached potential female candidates and viewed their application videos. Eleven women were selected who were committed to voluntary work, had excellent grades and could not have afforded to go to university. The talented female scholarship holders aim to advance their communities with tech know-how. They will be able to start a distance learning programme in IT, Data Science and Artificial Intelligence free of charge. With this commitment, IU wants to sustainably increase the

number of women in IT, worldwide. New technologies can be the key to a better society. All the more reason for IU to make sure that women are promoted everywhere in the world. The scholarship holders come from Algeria, Ethiopia, Ghana, Kenya, Morocco and Uganda. There, too, well-educated women are rare in the technology sector.

Scholarship holders are also already studying at IU in other subject areas, including from developing countries: In 2020, there were more than 1.500 students, underlining the University of Applied Sciences' claim to facilitate access to education worldwide.

Freedom of research and teaching

The IU's basic regulations in § 3 guarantee the freedom of research and teaching. This applies equally to employees and the freedom of study for students. Staff members can freely disseminate and exchange scientific opinions. They are free in regard to research methodology and the evaluation of research results. As orientation serves the jointly developed guidelines for ensuring good scientific practice and the information sheets on data protection in research and ethics and ethical self-reflection in research projects. Scientific honesty and adherence to the principles of good scientific practice are indispensable prerequisites for scientific work that aims to gain knowledge and acceptance by the public. In order to fulfil its responsibility in research and the directly related tasks in teaching and the promotion of young researchers, IU takes precautions within the legal framework to ensure good scientific practice in its field and to deal with cases of scientific misconduct.

A central research office is the contact for all enquiries and questions regarding research. In addition, IU established an ombudsperson for ensuring good scientific practice and dealing with scientific misconduct.

To oversight medical or human research studies an independent ethics committee has been established lately. In particular, the commission examines the ethical and legal admissibility of research on human subjects and ensures that medical experimentation and human subject research are carried out in an ethical manner in accordance with national and international law.

LABOUR

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.

Being a renowned private University of Applied Sciences it is especially important for us to practically promote and to implement international principles on labour, upholding the freedom of association and the effective recognition of the right to collective bargaining, the elimination of all forms of forced and compulsory labour, the effective abolition of child labour and particularly the elimination of discrimination in respect of employment and occupation.

Personnel development concept

Two of the seven core organisational values of IU are “collaboration” and “empowerment”. “Collaboration” means teamwork, knowledge sharing and an open and valuable atmosphere. IU leaders are cooperative and are striving to create a trusting atmosphere, promote respectful feedback and mutual appreciation. “Empowerment” means to trust and help each other. Personal development is promoted through regular coaching and feedback on best performance. IU leaders support their teams by focusing, providing quick answers and helping the team to help itself.

Lifelong Learning also applies to the professors. The professional further training takes place continuously at academic conferences, congresses and with the help of professional articles on an individual basis. For further education in didactic questions or for familiarisation with new software, IU offers various further education options within the framework of its personnel development concept. In addition to the chance of taking part in external further training courses, there is also the option of inviting trainers to an in-house course at one of the sites. The seminar topics stem from the teaching practice of the participants, e.g. new didactic approaches, helpful e-learning tools or the design of teaching materials.

Learning Hub

In line with the vision "Everybody can access education to grow", IU has set itself the goal of being a pioneer in the field of digital education and providing all IU employees with self-determined access to learning content at all times. In this context, the IU Learning Hub was launched in June 2021. An important milestone on the road to inclusion was the implementation of language courses – including English and German – available to all employees, but also the implementation of courses around the topics diversity and inclusion. Besides gender conventions, the courses are about questioning one's own perspective and thus broadening the personal and collective scope of opportunities. Mainly, the courses and content serve as a trigger for critical self-reflection. The resulting knowledge serves as foundation to reveal blind spots and to develop and expand intercultural competencies.



In 2022, IU has been awarded with the eLearning Award "Project of the Year" that recognises the realisation of the IU Learning Hub as a central part of the future-oriented, IU-wide learning culture.

Practical experience

In the dual study and on-campus programmes, the focus on practice is particularly strong. Dual students spend every second week working in their employing organisations. Besides, the integration of theory and practice is a daily reality for every student. The curriculum has multiple facets which reflect this, for example discussions and lectures with experts from industry and excursions to companies. In "CEO's lectures" leaders from business and industry hold seminars on campus and students have the opportunity to interact with them directly. IU Career Services provide students with recommendations for internship placements and for jobs after graduation. In the so-called "practical workshops" students work on real business issues under the leadership of a professor and in cooperation with a company. Ideally, all parties benefit from this: The students experience in practice how research and consulting projects are carried out and what it means to present results in front of a client. The companies receive new input for their questions and benefit from the independent and fresh perspective of the students.

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.

Environmental education and Sustainability

IU is convinced that social and economic development, the well-being of people and an intact climate must be in harmony with each other. In the spirit of the 1.5-degree climate plan, IU is therefore committed to a climate-neutral future. Starting in 2020, IU has been the world's first climate-neutral distance learning institution of higher education. For the year 2021, IU was again awarded the "climate neutral" test seal by the technical inspection association TÜV SÜD. The prerequisites for certification were a verifiable CO₂-neutral energy balance, and a system for recording and balancing all greenhouse gas emissions. In addition, IU had to define measures to reduce avoidable and unavoidable greenhouse gas emissions.

The Climate Neutrality – Qualifying Explanatory Statement can be found here:

https://res.cloudinary.com/iubh/image/upload/v1641993780/07%20-%20Pages/Klimaneutralit%C3%A4t/DFGE_IUGroup_QES_PAS2060_CY2021_v5.0_1.pdf



The number of students at IU doubled in 2021, from 40.000 to 85.000. Despite the strong growth, CO₂ emissions in 2021 remained at the same level as in 2019. They did increase by 2.5 % from 7.451 tonnes to 7.639 tonnes, however, in relation to turnover, IU reduced its emissions by 27 %. According to the greenhouse gas balance sheet, IU saved emissions mainly in the areas of business travel and building heating.

IU commissioned the Institute for Energy, Ecology and Economy (DFGE) to calculate its corporate carbon footprint. Based on the international "Greenhouse Gas Protocol" (GHG), DFGE calculated not only direct emissions from its own controllable sources (Scope 1), but also indirect emissions, for example from purchased electricity or heat (Scope 2), as well as upstream and downstream emissions caused, for example, by paper consumption, service providers and business trips (Scope 3). The last two sources in particular are the main drivers of carbon dioxide for IU.

In order to compensate for its CO₂ emissions, IU has developed an action plan. This includes, among other things, switching to electricity and heat from renewable sources. In addition, IU supports globally recognised climate protection projects in Papua New Guinea, Mexico and Zimbabwe:



In March 2021, IU launched a cooperation with the Treedom initiative: To offset CO₂, a tree is planted for every fifth script that is not printed. All students who actively decide against a printed script receive a personal sponsorship for their tree, whose history they can follow online. By the end of September 2021, more than 9.500 trees had been planted in eight countries. An average of just under 1.400 trees are added each month because the students do not have to print out just under 7.000 lecture notes per month.

Furthermore, in cooperation with the non-profit association Bienenweide e.V. (in English: bee pasture – association), IU supports the mission to protect the habitat of bees and other insects. With every fifth new enrolment at IU, one square metre of bee pasture is sponsored, which is planted with regional seed mixtures and thus provides enough food for extinct insect species.

Sustainability in teaching and research

In parallel, climate protection and sustainability are incorporated as important aspects into teaching, whether through modules, projects or entire programmes. Some examples are

- the seminar project “Reforestation in Kenya”: Together with Prof. Dr. David Rempel in cooperation with the University of Nairobi, IU students explored potentials for sustainable tourism within a Kenya excursion directly on site;
- the research project “Sustainability in Hospitality” led by Prof. Dr. Willy Legrand;
- the module “Sustainability Management” as part of the Bachelor programme Tourism Management;
- the degree programme "Sustainable Management" (M.A., 120 and 60 CP) starting in June 2022;
- the research project "Sustainable Media Management” by Prof. Dr. Lisa Wolter in cooperation with the University of Florida/USA;
- the “E-mobility Compass" project that surveys the attitude and opinions of first and second year IU students towards e-mobility.

ANTI-CORRUPTION

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

IU is working against corruption in all of its forms by promoting a high ethical standard both on campus and globally. It stands for well-founded, sound scientific study and focuses particularly on promoting work ethic and service mentality at its students. Talking about anti-corruption measures, IU fully agrees that every business should work against corruption in all its forms, including extortion and bribery. IU sees itself as a good example of the implementation of such measures because of a transparent decision-making of each management level, a functioning quality management system and the freedom of research and teaching.

Transparency of decision-making

In accordance with the IU's basic regulations, members of IU are entitled and obliged to participate in the IU's self-administration. Organs and bodies are the Rectorate, the Rector, the Vice-rectors and Registrar, the Senate and the advisory board. These bodies and committees have clearly defined areas of responsibility and jointly participate in the tasks and objectives of IU. Goals, responsibilities and structures are transparently laid down in the IU's basic regulations.

The Rectorate is responsible for all operative and strategic decisions in the last instance. For this purpose, it uses the results of the quality management system (QMS, see below). The Rectorate controls the quality of ongoing operations and decides on the establishment and further development of the QMS. The Rectorate meets on a regular basis. Every session includes inter alia operational aspects of management, academic issues and current problems as well as initiatives for further development of IU and measures to improve ongoing processes.

The Senate is responsible for issues that affect the entire University of Applied Sciences or are of central importance. In addition, the Senate discusses fundamental issues of the QMS and the quality objectives. The standing members of the Senate with voting rights are the Vice-rectors and the Registrar. As elected members, the Senate includes 6 representatives from the group of professors, 3 representatives from the group of academic staff, 3 representatives from the group of full-time employees of the administration and 3 representatives from the group of students.

The Senate has the following tasks in particular:

- Statement on fundamental questions of research, teaching, evaluation and cooperation,
- Statement on the fundamental strategic orientation of the University of Applied Sciences,
- Discussion of the Rector's academic report,
- Discussion of the evaluation report of the Vice-rector Quality of Teaching,
- Recommendations and statements in matters of research, teaching and studies that affect the entire University of Applied Sciences or are of fundamental importance, including in particular recommendations on the establishment, amendment and abolition of study programmes,
- Issuing academic regulations and statutes with the approval of the Rector, with the exception of the Basic Regulations,
- Advising on the affiliation of affiliated institutes,
- Proposing the appointment and dismissal of the Rector,
- Granting of consent to the appointment and dismissal of the Vice-rectors and to the appointment of the Registrar, and application to the sponsoring company for the dismissal of the Registrar,

- Awarding the title of "Honorary Senator",
- Proposals for the appointment of honorary professors,
- Adoption and amendment of the Basic Regulations with a 3/4 majority and with the consent of the Rector, the Rectorate and the sponsoring company,
- Appointment of representatives of professors, academic staff, full-time administrative staff and students to the pool for the formation of appointment committees.

A further committee at IU is the expert advisory board. The goal of the expert advisory board and its top-level members is to use their extensive network and extraordinary pool of experience to promote the continual development of IU. This regular dialogue between campus and professional representatives is an essential contribution to tailoring the study programmes to the current needs of the market.

The responsibilities of IU are carried out by full-time academic personnel (professors and lecturers with additional responsibilities), research assistants and other academic staff (freelance lecturers and honorary professors). The academic staff has qualifications required for this group by the higher education law of the state of Thuringia. Further qualifications (for example, professional experience) may additionally be required. Professors are employed by the Rector in accordance with the provisions of the respective valid appointment regulations.

Quality management

IU supports students with innovative study programmes in realising their professional and personal goals. To achieve this target, a quality management system has been established that sustainably ensures the quality of the services offered and involves all employees. The IU quality management system is the result of an intensive cooperation process between the management, the administration, the teaching staff, the committees and the students. The quality management system has the purpose of ensuring compliance with internal and external requirements and supporting the achievement of the development goals set by IU.

The quality objectives of IU are derived from the mission statement and the development goals. They were adopted by the Rectorate after consultation in the Senate:

- Develop high-quality, innovative study programmes that enable the targeted growth.
- Continuous development of teaching quality, taking into account the latest technologies and innovative teaching formats to increase student satisfaction.
- Ensuring a high level of quality transparency with regard to teaching, administrative and technical support for students.
- Involving relevant stakeholders in the quality assurance process through regular evaluations and active involvement in the quality assurance process.

In order to achieve the development goals and the higher-level quality goals based on them, the central processes for achieving goals in the area of study and teaching were defined and documented. For each process, concretely measurable quality goals were defined, which were backed up with measurable criteria as well as with quality development measures.

As described in the SIP in 2020, IU developed a functioning quality management system based on the quality objectives and the expectations of the stakeholders. The precondition for quality management of ongoing operations is the availability of the necessary data. This goal is achieved by the IU's reporting system, which documents the degree of goal achievement at regular intervals in a Quality Report that can be found on the website:

<https://www.iu.de/en/university/quality/quality-management>

CONCLUSION

This report has shown that IU is actively engaged in a continuous development and improvement process to keep and improve the 10 Principles of the UN Global Compact. IU is proud being part of the world's largest corporate sustainability initiative.

IU can identify its role in relation to a number of the Global Goals, for example the SDG's on Poverty, Health & Wellbeing, Quality Education, Inequalities, Decent Work, Climate Action and Peace & Justice. In moving forward, the SDG Compass (published by the UN Global Compact, the World Business Council for Sustainable Development and the Global Reporting Initiative) will provide a useful guide for setting out the work and activities at IU.

If you have any further questions, please do not hesitate to contact us:



IU International University of Applied Sciences

Juri-Gagarin-Ring 152

99084 Erfurt

GERMANY

lisa.sloot@iu.org

kerstin.janson@iu.org

wiebke.drescher@iu.org

www.iu.de