



KOZMINSKI UNIVERSITY



KOZMINSKI IMPACT



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Letter from the Rector



All human ideas and endeavors should influence, create, and change the environment in the desired direction. This perspective is particularly in the case of a business school. Its operation makes sense only if it is proactive and if it has an impact on reality. This proactivity gives energy and the will to act to our entire community: employees, students, graduates, friends and organizations cooperating with us.

For nearly 30 years of its history, Kozminski University has been adopting the paradigm of proactivity and responsibility for social and economic development. We have expressed this in our mission statement "We are leveraging our entrepreneurial flair and expertise in the areas of sustainability, digital transformation, and ethical leadership to help our stakeholders address contemporary challenges."

Our impact is multidimensional and is reflected in the individual chapters of this report. They are devoted to scientific, popularizing, and educational activities, as well as to charitable, pro-environmental, or inclusive ones. Many of our initiatives are strategically planned, but there are also those that respond to unexpected events of great importance to the entire world. An example of this is our response to the pandemic, expressed in the form of fundraising and the purchase of a respirator for one of Warsaw's hospitals, or our support for refugees fleeing Ukraine, which resonated on a national and international scale.

We try to help those in need, care for equal opportunities for all, and involve the entire university community in these projects. We try to influence the reality and the public debate in the spirit of ethics, and social responsibility with a deep awareness of the challenges that Poland, Europe, and the whole world are currently facing.

I invite you to analyze the report, which is an attempt to summarize many (though certainly not all!) efforts that the community of Kozminski University has undertaken in recent months. A business school is responsible not only for research and education of the young generation but also for progress, development, and creation of appropriate social attitudes. Every day we remember it and every day we carry out our mission.

Kozminski University – A New School for a New World!

A stylized, handwritten signature in black ink, appearing to read 'Grzegorz Mazurek'.

Prof. Grzegorz Mazurek
Rector of Kozminski University

Institutional paradigm

Kozminski University has been practicing and promoting ethical attitudes and acting for sustainable development for many years now. This approach is an integral part of our philosophy, our DNA as a university. The foundation for this idea was laid by Prof. Gasparski, who has promoted ethical attitudes and behavior since the early days of the university. For his activity, he was awarded the opportunity to organize an international conference on business ethics (the Fifth ISBEE World Congress, held in July 2012, themed "Tradition and New Horizons: Towards the Virtue of Responsibility"). Responsible and sustainable development lie at the heart of our organization and encompass a range of activities and initiatives in the areas of research, teaching, cooperation with other institutions, community projects, and internal regulations. In our projects and research, we always try to act with the existing environment in mind by not only preserving it but also improving it. For instance, when it comes to our legal landscape, we study and propose new legislative solutions.

In 2020, Kozminski University – as the first university in Poland – adopted a [Sustainability Transition Strategy](#) developed on the basis of United Nations Sustainable Development Goals in order to get a better insight into the process of implementation of these goals within its own structures. The values that drive our actions include:

- Ensuring inclusive and equitable quality education and promoting lifelong learning opportunities for all.
- Achieving gender equality and empowering all women and girls.
- Building resilient infrastructure, promoting inclusive and sustainable industrialization, and fostering innovation.
- Making cities and human settlements inclusive, safe, resilient, and sustainable.
- Ensuring sustainable consumption and production patterns.
- Strengthening the means of implementation and revitalization of the Global Partnership for Sustainable Development.



GOAL 4

ENSURE INCLUSIVE AND EQUITABLE QUALITY EDUCATION AND PROMOTE LIFELONG LEARNING OPPORTUNITIES FOR ALL



GOAL 11

MAKE CITIES AND HUMAN SETTLEMENTS INCLUSIVE, SAFE, RESILIENT AND SUSTAINABLE



GOAL 5

ACHIEVE GENDER EQUALITY AND EMPOWER ALL WOMEN AND GIRLS



GOAL 12

ENSURE SUSTAINABLE CONSUMPTION AND PRODUCTION PATTERNS



GOAL 9

BUILD RESILIENT INFRASTRUCTURE, PROMOTE INCLUSIVE AND SUSTAINABLE INDUSTRIALIZATION AND FOSTER INNOVATION



GOAL 17

STRENGTHEN THE MEANS OF IMPLEMENTATION AND REVITALIZE THE GLOBAL PARTNERSHIP FOR SUSTAINABLE DEVELOPMENT

Active membership in associations that seek to promote good examples to follow with the goal of pursuing growth here and now while minimizing the damage it may do to future generations plays a significant part in the sustainable growth of our university. We are part of:

The Academy of Business in Society (ABIS) – since 2005, we have been part of a global network of over 100 companies and academic institutions whose expertise, commitment, and resources are invested in a more sustainable future for business in society. ABIS supports Kozminski University by providing access to knowledge, engagement, and network resources. ABIS uses them in joint projects and events that amplify change and make an impact. Working with ABIS, we prepare publications, participate in research projects, conferences, and workshop events for the world of business. This cooperation enables us to establish closer relationships with other universities and transnational corporations, to improve our programs of study, and to take innovative initiatives in the Polish market.



United Nations Global Compact – since 2007, as the first university in Central and Eastern Europe, we have been part of the world's largest corporate sustainability initiative set to become the main driving force for future change, based on the Ten Principles of the UN Global Compact. The main goal of the UN Global Compact is to mobilize a global movement of sustainable companies and stakeholders to create the world we want. The UN Sustainable Development Goals and the Paris Agreement represent the most powerful common agenda to achieve peace and prosperity on a healthy planet – with a crucial role assigned to business.



**United Nations
Global Compact**

Principles of Responsible Management and Education (PRME) – since 2008, as the first university in Central and Eastern Europe, we have been involved in the implementation of the principles of responsible business education. PRME has become a guiding tool in our programs and projects. The partnership with PRME has reinforced our belief that any successful "Business in Society" initiative should be based on an understanding of the real challenges of the market in serving many different social and environmental purposes. We have begun facilitating dialog between academics, business consultants, managers, civil society organizations, and journalists on a practical level. PRME encouraged our university to begin the transformation because we were convinced that social concern and engagement based on the Sustainable Development Goals would be a defining feature in the future.



Positive Impact Rating (PIR) – in 2020, Kozminski University was the only Polish business school to be included in the Positive Impact Rating based on an activity evaluation made by our students. In the 2021 edition, we were included in the "Transforming Schools" category. The fact that our students see, actively support, and appreciate the actions taken by the Kozminski University community in the field of sustainable development is our motivation and inspiration for further efforts for common good.



Business School Impact System (BSIS) – in 2020, Kozminski University was the first university in Poland to receive the BSIS accreditation granted by the European Foundation for Management Development (EFMD). The standards set by BSIS are an important part of the development of our strategy.



UNEP/GRID – in 2020, we began a partnership with UNEP/GRID, which has resulted in the inclusion of our university in the organization's ongoing research projects, as well as in the pursuit and advancement of our own original research in the areas of business ethics and unique resource management. The agreement with UNEP/GRID includes also cooperation in the exchange of information, joint scientific publications, and mutual sharing of resources.



Responsible Research in Business and Management (RRBM) – since 2021, we have been the first Polish university to be part of the RRBM community. RRBM's mission is to inspire, encourage, and support any study and research in business and management that is credible, useful, and understandable – even beyond the university environment, and not limited to academic discussions or exchange of opinions in elite periodicals. The RRBM community is guided by seven principles defined in "Vision 2030". These include: service to society, appreciation of basic and applied research, embracing pluralism and multidisciplinary collaboration, sound methodology, stakeholder involvement, taking stakeholders' expectations into account during research, and broad dissemination of results. Our researchers are committed to supporting and actively promoting responsible business and management research in line with "Vision 2030".



We are the signatories of the Declaration of University Social Responsibility, which defines the role of higher education in Poland in implementing the principles of sustainable development, ensuring the high-quality of research and education, and working towards a comprehensive development of the academic community. KU Professor Bolesław Rok, PhD, DSc, is the author of the Declaration and one of the creators of the self-assessment tool for the implementation of the Declaration within the Team for Corporate Social Responsibility and Sustainable Development at the Ministry of Development Funds and Regional Policy. On 9 March 2021, a conference titled "Report on the Implementation of the University's Declaration of Social Responsibility as a Self-Assessment Tool" was held in partnership with KU.



We support the activity and development of [Green Kozminski](#), an organization founded by our students and operating at our Sustainable Development Center. With its bold vision of a better future, the organization actively builds upon Kozminski University's commitment to foster the values defined in the UN Agenda 2030 for Sustainable Development. The members of Green Kozminski, familiar with the existing problems and global challenges, are aware that sustainability is not enough today. They look for new norms and standards for corporate social responsibility. They develop a platform for knowledge sharing and diverse partnerships for new synergies. Considering the possible effects of a climate catastrophe, the team has been designing a number of activities at Kozminski University. In collaboration with students, faculty, staff, and external partners, members of the organization are implementing a smart campus strategy, adopting measures to e.g. minimize the use of disposable products and raw materials and install electric vehicle charging stations.

Green Kozminski members take a hard look at the commitment of businesses to adopt pro-environmental solutions – and endorse those that translate into a real, positive, and regenerative impact on both the environment and society.

GREENKOZMINSKI

students for a better future

Our student and one of the founders of Green Kozminski, Aleksandra Knap, has been a Sustainable Development Goals Ambassador since December 2021. As an Ambassador of the program, Aleksandra actively implements and promotes Agenda 2030 in the local community through a range of own initiatives, organizing city-wide or province-wide events, promoting UN activities in Poland and at Kozminski University.



We have also become an official supporting sponsor of the UN AI for Good platform, where AI innovators and experts learn, create, and connect with each other to find practical AI solutions that will contribute to the UN Sustainable Development Goals. The goal of AI for Good is to identify practical applications of AI to pursue – and achieve – the UN Sustainable Development Goals and to scale these solutions for global impact.

For more information on the AI for Good platform, go here [➔](#)

Education

Ethics, sustainability, and CSR-themed courses are featured in our first-cycle, second-cycle, and doctoral programs of study. These courses are taught in Polish and English, regardless of whether it's a full-time or part-time option.



A total of 53 different mandatory courses dealing with ethics, social responsibility, and sustainability and 7 elective courses addressing these issues are taught within the framework of all fields of study and all majors.

Thanks to the changes we have implemented in our programs of study over the past year, 100% of our students are pursuing courses related to social responsibility and sustainability.



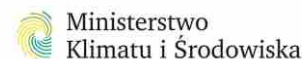
Major: **Climate Change Economics**

As part of our first-cycle economics degree program, we have created a major in Climate Change Economics, set to prepare its future graduates for a career as economists specializing in the design and implementation and evaluation of business strategies dealing with the impact of climate change on business.

The studies enable students to learn the tools necessary to conduct analyses determining the economic and social impacts of climate change. Students pursuing this major gain a comprehensive knowledge of the ecosystem and its role in the economy. Studying the economics of climate change also offers the necessary background knowledge to run an own business in the future with responsibility for natural resources in mind or to pursue a career as a specialist, analyst, or manager responsible for implementing green change – whether in private sector companies, state and local government bodies, or lobbying.

More information about the program of study is available [HERE](#). 

The field of study has received the honorary and material patronage of the Ministry of Climate and Environment.



The head of the major in Climate Change Economics is KU Professor Waldemar Karpa, PhD, Dsc.

Major: **Sustainable Organizational Development**

As part of our first-cycle management degree program, we have created a major in Sustainable Organizational Development, with the first edition to launch in the academic year 2022/2023. Studies in the field of management with a major in organizational sustainability will educate professionals who specialize in the planning and comprehensive business management in a new – green – economy. The program of study emphasizes the importance of the impact of global change and regional regulations on the operations of locally empowered companies aspiring to sit among the leaders of responsible business laying the foundation for the green transformation.

Anna Czarczyńska, PhD, is the head of the major in Sustainable Organization Development

Major: **Sustainable Transitions**

As part of our second-cycle management degree program, we have created a major in Sustainable Transitions, with the first edition to launch in the academic year 2022/2023. The Master in Management degree program with a major in Sustainable Transitions will prepare students to become professionals in the field of sustainable transition management (Climate Officer, Sustainability Manager), as well as entrepreneurs able to see, understand, and take advantage of the opportunities associated with the challenges of sustainable transition. The program of study is based on the utilization of (interdisciplinary) scientific research conducted at Kozminski University (e.g. positive impact startups, energy transformation, sustainable finance) as well as of a network of working contacts with Polish and foreign research centers specializing in this field and with companies designing sustainable development strategies.

Agata Dembek, PhD, and Agata Stasik, PhD, are the heads of the major in Sustainable Transitions.

Postgraduate studies

In the 2021/2022 academic year, in addition to the existing fields of study such as:

- CSR. SDGs in Business Strategy
- Positive Organization – Well-Being and Health in the Workplace,

the university offers also a new program: **Sustainability Principles for Business**

The aim of the program is to prepare its participants for the challenges of the necessary energy transition, in a situation of opportunities resulting from the implementation of the new MFF and the National Recovery Plan. Classes are taught by practitioners – employees of the Institute of Environmental Protection – National Research Institute and the Ministry of Climate and Environment.

*The head of the program
is Igor Mitrochuk, PhD.*

Staff development

The program of study of the “CSR. SDGs in Business Strategy” studies was created in 2009 and is one of the most popular and best recognized programs in Poland. Previous editions have totaled over 320 graduates, 50% of whom are now executives or senior managers in ethics, CSR, or sustainable business management. So far, we have run 12 editions of studies in this field. Their participants bring great value to the startup marketplace through e.g. their contribution to the “Positive Impact Startups” Report.



Research and excellence

Kozminski University faculty members conduct interdisciplinary research in the field of CSR, ethics, and equality at the following research centers: the Positive Impact Entrepreneurship Research Center, the Business Ethics and Social Innovation Center, the Sustainable Development Center, the Research Center for Women and Diversity in Organizations, and the Interdisciplinary Research Center in Law. Moreover, Kozminski University academics publish articles and books of significant social importance. The topics covered in these publications concern local issues and socially relevant matters, such as artificial intelligence, digital transformation, sustainability, entrepreneurship, diversity, or equal opportunities in access to education, to name just a few.

Socially responsible research projects

Kozminski University faculty members are involved in 8 research projects that are important from the point of view of society and are in line with the Sustainable Development Goals.



Female Entrepreneurship: A Model of the Relationships between Business-Family Interface and Firm Performance

More information [➔](#)

Research on the relationship between work/business and family is most often conducted within the framework of the so-called WFI (work-family interface) theory, which describes the processes occurring in the work-family domain. These processes are particularly relevant for female entrepreneurs. The WFI theory is defined by two concepts that describe the business-family interface: the benefits that result from this combination and the losses/conflicts that this type of combination can cause. These two dimensions of WFI run either from family to business or from business to family, creating four sub-dimensions in effect. For instance, family problems can affect success in business, but business failures can also have a negative impact on family life. Success in business can translate, in turn, into a better – happier – family life. The benefits of the business-family combination are further divided into instrumental family support (e.g. financial, organizational) and emotional support (e.g. moral support, encouragement).

The project will be the first to simultaneously consider two sub-dimensions of the benefits of the work-family interface – instrumental and emotional support – and their relationship with the performance of companies run by a women. Also, literature does not offer a comprehensive approach to analyzing the feedback running from business performance to business-family benefits and conflicts in the business-family dimension.

The principal investigator is KU Professor
Eugeniusz Kąciak, PhD, Dsc.

The outcomes of the project are the following publications:

Dirk De Clercq, EUGENIUSZ KĄCIAK, Narongsak Thongpapanl, 2021, Work-to-family conflict and firm performance of women entrepreneurs: Roles of work-related emotional exhaustion and competitive hostility, INTERNATIONAL SMALL BUSINESS JOURNAL – <https://doi.org/10.1177/02662426211011405>

Dirk De Clercq, EUGENIUSZ KĄCIAK, Narongsak Thongpapanl, 2021, Mitigating work interference with family by leveraging an entrepreneurial strategic posture, THE INTERNATIONAL JOURNAL OF ENTREPRENEURSHIP AND INNOVATION – <https://doi.org/10.1177%2F14657503211035477>

Dirk De Clercq, EUGENIUSZ KĄCIAK, Narongsak Thongpapanl, 2021, When Does Market Hostility Curtail Competitive Performance through Diminished Entrepreneurial Efforts? Buffering Effects of Women

Entrepreneurs' Family Business Support, SMALL BUSINESS ECONOMICS – <https://doi.org/10.1007/s11187-021-00549-7>

Dirk De Clercq, EUGENIUSZ KĄCIAK, Narongsak Thongpapanl, 2021, Tacking into the wind: How women entrepreneurs can sail through family-to-work conflict to ensure their firms' entrepreneurial orientation, ENTREPRENEURSHIP RESEARCH JOURNAL – <https://doi.org/10.1515/erj-2021-0047>



SONNET – Social Innovation in Energy Transitions

The SONNET project aims to create an inter- and transdisciplinary model of understanding diversity and social innovation processes in the energy sector (SiE). The project will critically evaluate the success, contributions, and future potential of social innovation in the energy sector towards a sustainable energy transition in Europe. SONNET investigates how, to what extent, and under what favorable conditions different types of SIEs can lead to new breakthrough applications or effectively help overcome barriers to transition – such as limited citizen engagement or slow adoption of new technologies.

The work package of the SONET project coordinated by KU includes 6 reports from the Urban Laboratories organized in Mannheim, Antwerp, Warsaw, Basel, Grenoble, and Bristol, published in October 2021.

*The principal investigators
are Agata Stasik, PhD, and Agata Dembek, PhD.*

The reports are available [HERE](#). ➔

More information ➔

GREEN HEAT – Towards Collaborative Local Decarbonization

The main objective of the project is to contribute to the departure from the use of fossil fuel boilers in Poland by developing effective scenarios for the decarbonization of heating systems at the household scale.

The project approaches the issue of eliminating fossil fuel boilers in an interdisciplinary manner, while treating the attempt to transform the heating system as a potential opportunity to introduce a broader social change involving a move towards sustainability in the energy industry through stimulation of the development of new business models. It is expected that the involvement of the local community and key stakeholders will result in an increased level of civic awareness of sustainability challenges. The idea of the project is to carry out the necessary work taking into account various social, technical, and economic aspects.

*The principal investigator
is Agata Dembek, PhD.*

Bottom-Up Socio-Technological Innovations in the Energy Sector: the Case of Energy Clusters

The research carried out as part of the project contributes to the discussion on bottom-up innovation by providing an in-depth analysis of Polish energy clusters: highly diverse, locally emerging initiatives that produce and distribute energy from a variety of renewable sources. The description of said Polish clusters will be based on both in-depth case studies and a survey conducted on cluster participants. Moreover, the concept of imagined futures will be incorporated into systemic transformation theory, emphasizing the role of expectations in investment decisions.

The project will contribute to the understanding of why self-control mechanisms often fail and people make impulsive decisions. The results of the project can also be used in the future to develop new, more effective strategies or behavioral interventions to support self-control of eating impulses. This can be very helpful in the battle against overweight and in the prevention of obesity and other diseases of affluence – such as hypertension, diabetes, and cancer.

The principal investigator is Agata Stasik, PhD.

More information 



Measurement and Visualization of Achievements in Smart Cities. A Comparative Analysis between Poland and Sweden

The project focuses on an overlooked challenge: how to measure and visualize the performance of cities in Poland and Sweden. The integration of multiple stakeholders into management processes highlights a long-standing problem of management in the public sector, i.e. the issues of dealing with the often conflicting, multiple, and ambiguous performance measures and requirements associated with the nature of the public sector.

The implementation of the proposed project will provide new knowledge about the dilemmas, trade-offs, paradoxes, and challenges as well as the opportunities associated with the implementation of smart city initiatives. We expect to describe fresh innovative concepts that combine management practices used in smart cities with operational efficiency. At the same time, these concepts will contribute to creating attractive, living-friendly, and sustainable cities in Poland and Sweden, based on three criteria: environment, health, and value creation.

The principal investigator is KU Professor Giuseppe Grossi, PhD, Dsc.

More information 

The outcomes of the project are the following publications:

ANNA MARIA GÓRSKA, DOROTA DOBIJA, GIUSEPPE GROSSI, ZUZANNA STANISZEWSKA, 2021, Getting through COVID-19 together: Understanding local governments' social media communication, CITIES, 121 – <https://doi.org/10.1016/j.cities.2021.103453>

GIUSEPPE GROSSI, Olga Trunova, 2021, Are UN SDGs useful for capturing multiple values of smart city?, CITIES, 114, <https://doi.org/10.1016/j.cities.2021.103193>



TiGRE – Trust in Governance and Regulations in Europe

Trust is an essential element of any relationship, especially that between the public and the government or public administration. It is not only a prerequisite for well-performing regulatory systems, but also a product of such systems. The team working within the framework of the EU-funded TiGRE project will combine science with policy and practice. Its mission is to identify how administrative reforms and practices can maintain, strengthen, rebuild, and nurture trust. The team will analyze trust at all levels of governance (EU, national, and regional) and across different regulatory regimes (finance, food safety, communications, and data protection). In their efforts, the researchers will employ cutting-edge approaches using a variety of methods to better understand the complex processes involved in trust.

The project will develop criteria, indicators, and early warning mechanisms useful for detecting declining levels of trust in governments among Europeans.

The principal investigator is Professor Dominika Latusek, PhD, Dsc.

*The principal investigator
is Professor Dominika Latusek, PhD, Dsc.*

More information [▶](#)

You can read about the outcomes of the TiGRE project [HERE ▶](#)



16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS



3 GOOD HEALTH
AND WELL-BEING



MEDFAKE: Building Trust in Vaccination using Technically Advanced Communication Tools and Social Impact Methods

The main goal of the project is to increase confidence in immunization in Poland by developing tools to encourage patients/adolescents to reject false medical claims regarding vaccination (medical fake news). Rejecting vaccines results in the spread of infectious diseases, which translates into medical (medical costs), social, and economic (sick leave costs) consequences. Decisions whether or not to get vaccinated are made not only through contact with a physician, but also based on information found online. The project will examine the decision-making mechanisms and adjust the final shape of the tools to target groups in order to respond to their needs and achieve the expected result, which is a decrease in the number of refusals to vaccinate. The aim of the project is to develop consistent strategies for medical professionals, teachers, parents, and adolescents based on psychosocial mechanisms based on techniques of persuasion and social influence. The project focuses on systemic solutions, including a model of organization of primary healthcare in the implementation of a mandatory immunization program and ready models of cooperation with local governments, NGOs, public institutions, and proposals of the necessary legislative changes and legal acts. The spread of fake news regarding vaccinations may lead to the adoption of incorrect health behaviors and attitude involving rejecting medical knowledge.

The result of the project will be an innovative IT tool enabling the identification and inhibition of the spread of medical fake news at an early stage of their emergence and making it possible to escape the trap of post factum response. The adopted communication strategy includes live chats, Q&A webinars, podcasts, and the TEDex format. The use of the developed tools will make it possible to maintain a long-term and coordinated health policy, which should translate into a lower rate of refusal of immunizations.

*The principal investigator
is Professor Dariusz Jemielniak, PhD, Dsc.*

W ramach projektu powstały publikacje:

DARIUSZ JEMIELNIAK, YAROSLAV KREMPOVYCH, 2021, An analysis of AstraZeneca COVID-19 vaccine misinformation and fear mongering on Twitter, PUBLIC HEALTH, 200 – <https://doi.org/10.1016/j.puhe.2021.08.019>



Climate Change Deniers: Online Cultures of Open Collaboration against Science

Bruno Latour (2017) refers to the Anthropocene as the defining notion of our times and calls for more studies into the social phenomenon of climate change reception and legitimization strategies. The project is a response to this call and addresses a challenge occurring where three major social changes meet:

- Increasing distrust in science combined with anti-intellectual sentiments in the society
- New forms of self-organization online (peer production, open collaboration)
- Democratization of knowledge creation and distribution through citizen science

These three phenomena are manifested in citizen anti-science: participative, self-governed communities challenging the existing scientific knowledge – such as human-induced climate change deniers. The goal of the project is to analyze the online discourse of climate change denial: social networks, Polish and US media, in a study combining information/computer science, sociology, organization studies, and anthropology.

The project will create a new field of research into “citizen anti-science”, making a significant contribution to the broader discussion on social hierarchies of knowledge and anti-intellectualism, leading to discoveries concerning climate change deniers.

*The principal investigator
is Professor Dariusz Jemielniak, PhD, Dsc.*

More information 

Latest publications in the field of sustainable development

Seeing the growing demand for research in the field of public well-being, Kozminski University researchers regularly address the subject of sustainable development in publications in prestigious journals, including:

AGATA STASIK, DARIUSZ JEMIELNIAK, 2021, Public involvement in risk governance in the internet era: impact of new rules of building trust and credibility, JOURNAL OF RISK RESEARCH, 24 (1) – <https://doi.org/10.1080/13669877.2020.1864008>

ANNA MARIA GÓRSKA, DOROTA DOBIJA, ZUZANNA STANISZEWSKA, KAJA PRYSTUPA-RZĄDCA, 2021, Women's pathways to management boards. The role of bonding and bridging types of social capital, GENDER IN MANAGEMENT – <https://doi.org/10.1108/GM-01-2021-0004>

ANNA MARIA GÓRSKA, Karolina Kulicka, ZUZANNA STANISZEWSKA, DOROTA DOBIJA, 2021, Deepening inequalities. What did COVID-19 reveal about the gendered nature of academic work?, GENDER, WORK AND ORGANIZATION, 28 (4) – <https://doi.org/10.1111/gwao.12696>

DOROTA DOBIJA, ANETA HRYCKIEWICZ, Mahbub Zaman, KAROLINA PUŁAWSKA, 2021, Critical Mass and voice: Board gender diversity and financial reporting quality, EUROPEAN MANAGEMENT JOURNAL – <https://doi.org/10.1016/j.emj.2021.02.005>

Krzysztof Herman, LEON CIECHANOWSKI, ALEKSANDRA PRZEGALIŃSKA, 2021, Emotional Well-Being in Urban Wilderness: Assessing States of Calmness and Alertness in Informal Green Spaces (IGSs) with Muse – Portavle EEG Headband, SUSTAINABILITY, 13 (4) – <https://doi.org/10.3390/su13042212>

Popularization of science

Among the goals adopted by Kozminski University there is popularization of science and research as well as education of the society. The university is committed to promoting the research conducted by its researchers in the domestic media – in printed press, on television, on the radio, and online. Members of the Kozminski University community are eager to share their knowledge about entrepreneurship, finance, and law with young people in education.

International conference titled “Women in Management. Experiences from Central and Eastern European Countries”

Prof. Dorota Dobija, PhD, DSc, Anna Górka, MSc, Zuzanna Staniszevska, MSc, from Kozminski University and Prof. Sibel Yamak, Professor at Wolverhampton University, organized an international conference titled “Women in Management. Experiences from Central and Eastern European Countries”, which took place online on 2-3 December 2021. More than 50 people participated in the event: male and female paper authors, researchers, and students. 15 papers were submitted, and the best 5 were chosen for publication in Central European Management Journal.



More information [➔](#)

“Become a Researcher! Women in Science 2020”

Prof. Dominika Latusek-Jurczak, PhD, DSc, was a speaker at an event titled “Become a Researcher! Women in Science 2020”, aimed at promoting scientific careers among women, organized by the Academy of Young Scientists of the Polish Academy of Sciences. A recording of the lecture is available [here](https://amu.pan.pl/badaczka).

ZOSTAŃ BADACZKĄ!
Kobiety w nauce 2020

11 grudnia 2020

<https://amu.pan.pl/badaczka>



prof. dr hab. Dominika Latusek-Jurczak

Mazovia Circular Congress

Prof. Bolesław Rok hosted a panel titled “Closed-loop Economy in Regional Policy”, where the speakers included 6 ambassadors – of Finland, Switzerland, Norway, Austria, the Kingdom of the Netherlands and Sweden. The event took place in Poland as part of the Mazovia Circular Congress 2020 and focused on the implementation of closed-loop economy friendly solutions.



Source:

International Panel on Behavior Change

KU Professor Grażyna Wąsowicz, PhD, DSc, became a member of the Scientific Committee of the International Panel on Behavior Change, which was established on the initiative of the Institute of Environmental Medicine in Paris. The panel brings together representatives of social sciences from around the world and is supported by the United Nations Environmental Programme (UNEP). The initiative's mission is to complement the efforts of the International Panel of Climate Change by sharing knowledge to foster a more sustainable and just world. Prof. Wąsowicz is one of the co-authors of a report resulting from the panel members' involvement in the said cause.

More information [▶](#)

Kozminski Business Hub – an Ecosystem of Positive Impact

Kozminski Business Hub is committed to promoting a sustainable and responsible approach to business. The Ranking of Responsible Companies has been published since 2018 (in cooperation with Deloitte, "Dziennik Gazeta Prawna" daily, and the Responsible Business Forum). So far, over 200 companies have taken part in it, including BNP Paribas Bank Polska, Polpharma, Coca-Cola HBC Polska, Orange Polska, Santander Bank Polska, Samsung. In 2019, awards were given to 16 startups implementing socially innovative projects aimed at the achievement of the Sustainable Development Goals. As part of the 2021 edition, themed "Positive Impact Startups. Radical Social Innovation", over 600 positive impact startups operating in the Polish market were analyzed.

More information [▶](#)



ekosystem
pozytywnego
wpływu

Case studies in the field of sustainable development

In cooperation with the 17 Goals Campaign and within the framework of the Academy360 program, our research and teaching staff members prepare case studies for students of all higher education institutions in Poland – available to general public. Topics covered include sustainability, focusing in particular on closed-loop economy, diversity, and digital transformation. Our plans for the future include creating a learning platform where teaching and learning resources will be available free of charge.

KAMPANIA  17. CELÓW

Online courses in new technologies available to general public

With funding awarded through the NAWA SPINAKER program, our experts are creating an offering of free online courses on Data Science, AI in Business, and Introduction to Python. As part of the PYTHON I AND II course – INTERNATIONAL INTENSIVE TRAINING PROGRAM, which took place from 15.10 to 17.12.2021, 30 participants had the opportunity to develop their programming skills supported by Kozminski University faculty members.



Online classes for secondary school/university students and anyone interested

During the period of school and university closures due to the coronavirus pandemic, we run online classes in Polish and English, available to general public. Virtual classes taught by Kozminski University faculty members, similarly to those delivered on-premises, intend to provide daily support to high school and university students in their preparation for the matriculation (matura) examination and other exams. Recently, we have organized several series of events with the involvement of not only our academic teachers but also students from the Student Legal Clinic and our graduates.

In addition to the traditional lectures we organized to respond to individual needs of many different high schools, the online lectures included the following projects:

- Civics online at Kozminski – a series of 8 meetings aimed at familiarizing high school students with the subject of civics and social studies.
- Student Legal Clinic lectures – a series of 10 meetings hosted by KU law students involved in the activity of the Student Legal Clinic. The meetings covered issues related to criminal law and proceedings, civil law, business law, labor law, and social insurance.
- “A WINTER HOLIDAY PLAN with Kozminski” – a series of 11 meetings during winter holidays 2021, taking the form of creative entertainment for all those who spent winter holidays at home due to COVID-19 restrictions.

- Career planning workshop sessions
- “Score 100% on your English matriculation exam with Kozminski” – A cycle of 10 meetings preparing high school students for the matriculation exam in English, delivered by a native speaker of English – John Sidor.

A total of 3,697 people attended the series of lectures, both those available to general public and tailored to the needs of schools.



**WOS ONLINE
W KOŹMIŃSKIM**
— wykłady dla szkół średnich
19.11.2020-28.1.2021

AKADEMIA LEONA KOŹMIŃSKIEGO

EQUIS ACCREDITED AACSB ACCREDITED AMBA ACCREDITED Business School Rankings



KOŹMIŃSKI PROPONUJE
**PLAN
NA FERIE**

AKADEMIA LEONA KOŹMIŃSKIEGO

EQUIS ACCREDITED AACSB ACCREDITED AMBA ACCREDITED Business School Rankings

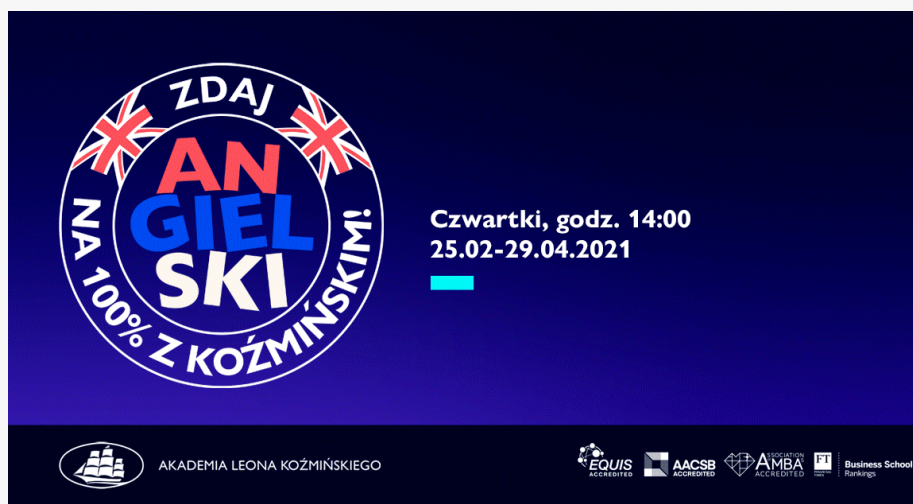


**WARSZTATY
PRAWNICZE**
DLA LICEALISTÓW ONLINE
15.12.2021-02.02.2022
Środy, godz. 12:00

AKADEMIA LEONA KOŹMIŃSKIEGO

STUDENCKA PORADNIA PRAWNA

EQUIS ACCREDITED AACSB ACCREDITED AMBA ACCREDITED Business School Rankings



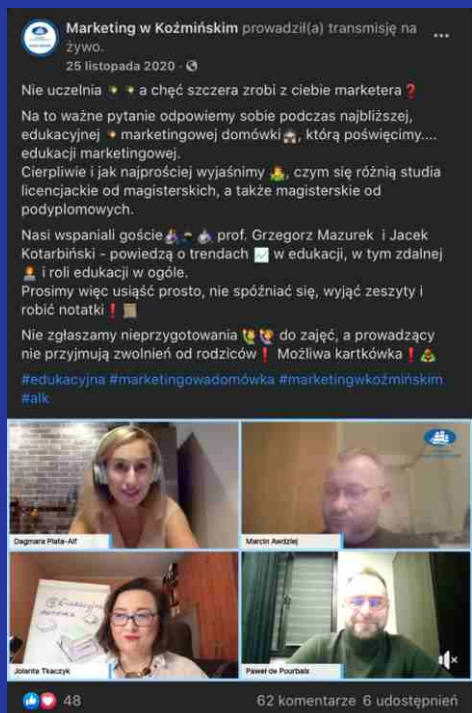
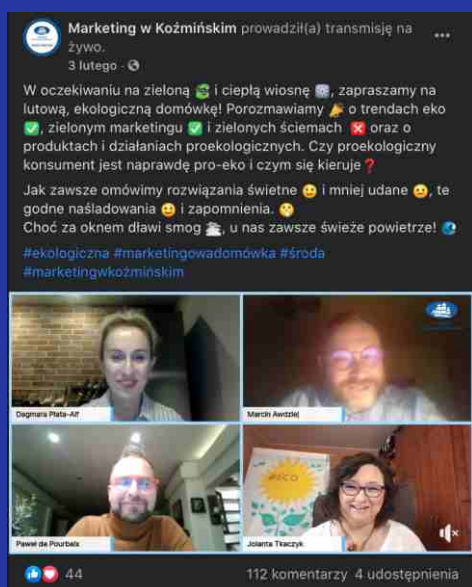
Science Festival 2021

The 25th edition of the Science Festival in Warsaw took place on 20-24 September 2021. As a co-organizer of the festival, which sees nearly 100 scientific and cultural centers as well as public and private institutions working together to organize it every year, we prepared six online and offline events. The themes of the events touched upon issues concerning new technologies, business innovation, entrepreneurship, and global changes that take place in the lifestyle of modern man. Around 210 people took part in the meetings.



Marketing House Party

Our faculty from the Department of Marketing have been hosting online meetings for all marketing enthusiasts on their Facebook fanpage "Marketing w Koźmińskim" since April 2020. Each meeting is broadcast live from the homes of the four speakers: Marcin Awdziej, PhD, Jolanta Tkaczyk, PhD, Paweł de Pourbaix, PhD, and Dagmara Platy-Alf, MSc. Each house party, hosted in a casual and fun atmosphere, focuses on one specific industry, product category, or target group.



Inclusion

We strive to make Kozminski University a university that provides necessary support to students and employees with disabilities and promotes the idea of equality in the academic community.

Kozminski University has an Office for Scholarships and for Students with Special Needs, where students with disabilities can handle matters concerning their studies and receive the necessary help, support, and guidance. All buildings are adapted for students with mobility issues. In addition, KU supports students with disabilities by hiring 5 sign language interpreters, 1 assistant, and 1 reader for individual English language classes. In the 2020/2021 academic year, we awarded 50 grants and scholarships to individuals with disabilities.

In January 2021, we launched the "ACCESSIBLE – OPEN – CREATIVE. Kozminski University – a university of equal opportunities" project, co-financed by the European Union, aiming to ensure that Kozminski University achieves a significant increase in accessibility for people with disabilities compared to the baseline level, by increasing the accessibility of internal processes – especially admissions, recruitment, education, and research activities, as well as popularization of solutions granting accessibility in organizational units that still suffer from a lack thereof.

Major infrastructural activities to be carried out under the project include:

- Continued improvement of accessibility and elimination of architectural barriers.
- Implementation of updated regulations to ensure barriers are eliminated and accessibility is ensured.
- Provision of educational support for students.
- Organization of disability awareness training sessions for KU staff members.
- Appointment of a Rector's Proxy for Accessibility, an Anti-Discrimination Expert, and an Accessibility Specialist.

Główne działania w obszarze infrastruktury, które zostaną rozwinięte w ramach projektu to m.in.:

- Purchase of additional evacuation equipment.
- Purchase of additional blood pressure monitors and defibrillators.
- Hearing aid system – additional induction loops.
- Retrofitting elevators with a voice announcement system and braille signage.
- Implementation of a signage system for the blind and visually impaired.
- Digitization of documents.
- Website adaptation – including WCAG compliance.
- Mentoring module – launching more services available to students supported by the Office for Scholarships and for Students with Special Needs.
- Offering comprehensive tutoring to each student from the beginning of their studies – determining the needs of each students, developing a support plan.
- Methodological preparation of foreign language teachers to teach people with disabilities.
- Purchasing sports equipment and preparing coaches to work with people with disabilities.
- Organizing a series of awareness training sessions to equip staff with the fundamental knowledge of accessibility and functioning of people with disabilities.
- Organizing training for teaching staff on working with people with different types of disabilities (legal, psychological, communication aspects).

Psychological support for students and staff

We have been offering professional emotional support to our students and staff members since the beginning of the COVID-19 pandemic. Assistance is provided via phone and the MS Teams app. Seeing how important it is to act for the well-being of our community, we launched the Wellbeing Office, which will become a permanent element of Kozminski University. Marzena Indra and Michal Godlewski, who provide said support, are regularly supervised. The employees of the Wellbeing Office are planning to run a training session to train students on how to support others in stressful situations. In the academic year 2020/2021, more than 70 individuals received support. Issues addressed most often include:

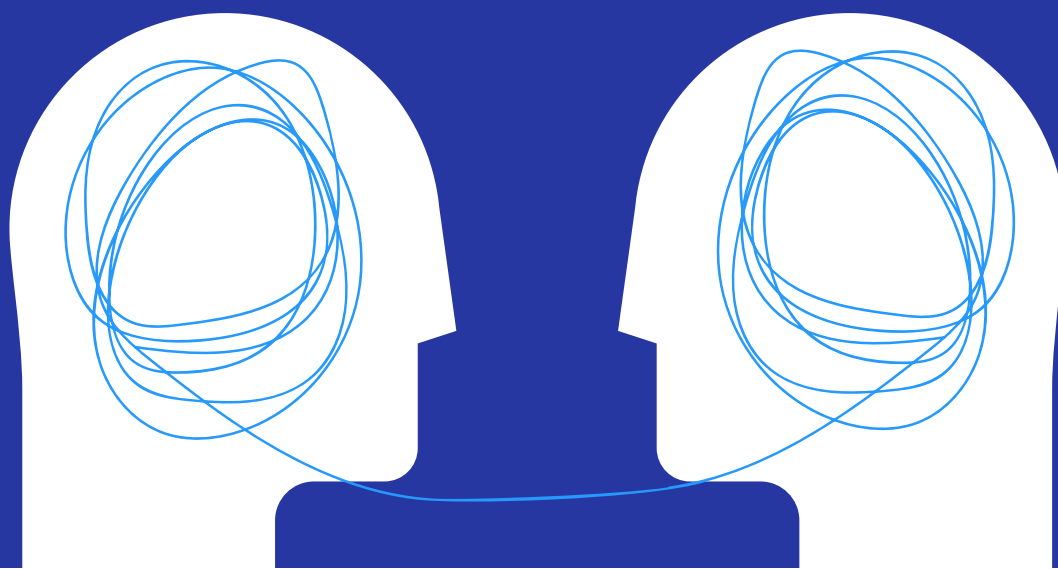
- fatigue and malaise caused by the current situation,
- loneliness,
- lack of motivation,
- insomnia,
- relationship problems.

Our Wellbeing Office also provides access to psychotherapeutic and psychiatric consultations in collaboration with the MindMed Psychotherapy Institute as part of the "Accessible-Open-Creative. KU as a university of equal opportunities" project.

Dorażne wsparcie

w bieżącym funkcjonowaniu
dla społeczności
Akademii Leona Koźmińskiego

— bezpłatne | poufne



Gender Equality Plan

On the basis of a diagnosis conducted in 2020-2021 and consultations with the Kozminski University community, we have created our Gender Equality Plan. This document sets out to achieve 5 important objectives. These objectives include:

OBJECTIVE 1

Supporting the development of women's careers at Kozminski University

OBJECTIVE 2

Increasing transparency and impact of women employees in creating procedures and the functioning of the University

OBJECTIVE 3

Supporting work, study, and family life

OBJECTIVE 4

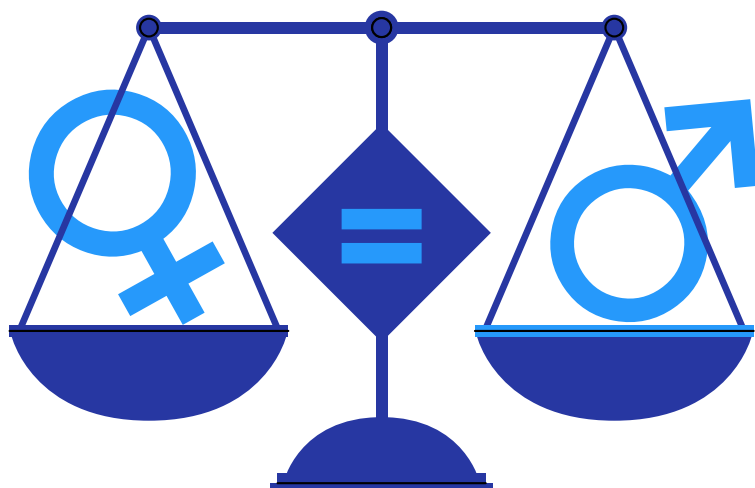
Making invisible work visible

OBJECTIVE 5

Fostering an inclusive organizational culture

We aim to pursue the initiatives for equality, set out in our Plan, between the years 2022 and 2023. To ensure a variety of perspectives, our GEP was prepared by a team appointed by the Rector, which included women and men, both KU faculty and administrative staff members, on different levels of their careers, with different points of view, and from different KU colleges, departments, and research centers. The team is led by KU Professor Aleksandra Przeglasińska-Skierkowska, PhD, DSc (Vice-Rector for International Relations and ESR) and Anna Maria Górską, PhD (KU Impact Advisor).

Download brochure [➤](#)



Sustainable partnerships

We are actively engaged in and work to strengthen our national and international partnerships with research institutes and higher education institutions to address social, economic, and environmental issues, enhance participatory knowledge sharing, and foster innovation.

New University in Exile Consortium

In May 2022, we joined the New University in Exile Consortium, which brings together higher education institutions guided by the belief that the academic community has both the responsibility and the capacity to help protect intellectual resources that are at risk and to advocate for academic freedom around the world. Consortium members include e.g. Yale University (USA), McGill University (Canada), University of Bonn (Germany).



About New University in Exile Consortium [▶](#)

Educating seniors

Since October 2021, Kozminski University has been working together with the Praga-Północ District of Warsaw to create the first Praga University of the Third Age for 60 students aged 60+. As part of the collaboration, our academic teachers provide seniors with interdisciplinary knowledge and enable them to develop skills in various areas – including psychology, economics, and IT.



Prof. Tomasz Olejniczak, PhD, and Anna Pikos, PhD, from Kozminski University during an inaugural lecture titled "The Secret of Longevity: Historical Continuity of the Oldest Polish Companies" (15.10.2021)

Ranking of Responsible Companies

Since 2018, Kozminski Business Hub has been publishing an annual list of companies operating in Poland, assessed for the quality of their corporate social responsibility management system. The ranking offers a reliable assessment of one's advancement in meeting the challenges of sustainable development – and is also a valuable educational tool.

The latest edition of the report is available [HERE](#). 

#StayHome and consult an expert about your business!

With the Kozminski University community in mind – including owners and managers of companies affiliated with the university, together with Senetic and partner companies, we have created a free business support platform – [pytajeksperta.pl](#). The platform makes it possible to schedule online consultation sessions with experts in the following areas: labor law, civil and commercial law, digital transformation, finance, corporate liquidity and debt, bankruptcy, restructuring, and taxes. The list of the available consultation sessions is constantly expanding. To date, we have provided assistance to over 700 entrepreneurs.



In solidarity with women

As part of our cooperation with the Center for Women's Rights, we run a weekly two-hour online counseling service at Kozminski University. Participants have the opportunity to consult their application documents, diagnose their professional balance, and learn about the latest trends in the Polish labor market. The mission of the Center for Women's Rights is to prevent all forms of violence and discrimination against women in private, public, and professional life. To date, 20 women have participated in the workshop program.



KU as a partner of the conference titled “Mental Well-being of Employees as an Indispensable Asset of Your Organization”

The conference was aimed at e.g. leaders who are in charge of designing a wellbeing strategy for their organizations and those who wanted to become Mental Wellbeing Ambassadors. The agenda covered topics from areas such as medicine, positive psychology, and organization.

The panel “Psychological Capital and its Pillars: Hope, Sense of Efficacy, Resilience, Optimism” was hosted by Agnieszka Zawadzka-Jabłonowska, MSc, from KU’s Department of Social Sciences.

Tuition for children and teenagers

As part of our cooperation with the Warsaw Family Assistance Center, we have 8 KU students teaching maths and English to foster care children supported into independent living, and Polish to those who have been granted refugee status in Poland. Our students have delivered a total of 100 since the start of the project, i.e. November 2021.

Mazovia Development Forum

KU faculty members took part in a discussion on the future of Warsaw and Mazovia during the Mazovia Development Forum, addressing the topic of European Funds in the region.

During the event, a group of experts discussed the directions of the region’s development as well as the needs and challenges that Mazovia will face. The discussion focused also on the question of how to ensure sustainable development of a voivodship with the largest share in generating Poland’s GDP.

KU’s Rector, Prof. Grzegorz Mazurek, PhD, DSc, hosted a debate themed “European Mazovia – the Needs and Challenges on the Threshold of the Next EU Perspective”. Participants in the debate included: Adam Struzik, Marshal of the Mazowieckie Voivodeship, and Rafał Trzaskowski, Mayor of the Capital City of Warsaw.

KU Professor Katarzyna Kolasa, PhD, Head of the Division of Health Economics and Healthcare Management at KU, was a moderator of a debate themed “When the Enemy is Invisible. (Un)equal Fight for Life and Health”.

In addition, there were two debates in which our female faculty members took part: “A Moonscape after the Pandemic? Job market or Jobless market?” with KU Professor Aleksandra Przeglasińska, PhD, DSc, Vice-Rector for International Relations and ESR

- “E-Revolution and Local and Regional Development” with Karolina Malagocka, PhD, from KU’s Marketing Department

Find out more HERE [!\[\]\(a8f9309f944226d1420f5fed22e2b6e6_img.jpg\)](#)

ESA Lab at Kozminski University

As part of KU's cooperation with the European Space Agency – ESA, an ESA Lab was established at our university. The key objective of this initiative undertaken by ESA is academic collaboration – in research and in the delivery of high-quality education in the form of programs related to sustainable business projects and entrepreneurial opportunities brought about by peaceful space exploration. ESA Lab brings together 14 universities – 3 from Great Britain, 3 from France, 2 from Italy, 2 from Poland (Kozminski University and Gdańsk University of Technology), and 1 from Norway, Germany, Italy, and Romania.

The conference inaugurating the partnership between Kozminski University and European Space Agency was held in online format on 19 February 2021. The post-conference videos were viewed by 4,003 people.



POSITIVE IMPACT HACKATHONS

Together with our partners, we regularly organize hackathons (LEOthons), where our students have the opportunity to create socially responsible solutions to make our world a better place.

The first LEOthon 2021 took place in March and focused on the issue water and waste management plans for Polish cities (Kraków, Konin, Zgierz). The hackathon was organized in cooperation with Microsoft, GovTech Poland, and PwC. We had 80 people register for the LEOthon. Twelve teams qualified and spent less than two days developing their solutions under the watchful eye of 17 mentors.

The innovative “Smog Radar” created during the March LEOthon edition by a team of team of Bachelor in Management and Artificial Intelligence students: Jan Molski, Wojciech Mroczyński, Tomasz Słowik, has been implemented by the City of Zgierz.



The June LEOthon – [#AISupportsTheBlind](#) – was organized in cooperation with ING and Google Cloud, and aimed at creating AI-based solutions for blind and visually impaired bank customers.



In November 2021, together with ESCP Business School, we organized the first international LEOthon. The event involved 8 international teams working on solutions for one of two categories:

- **Business Idea**, where students self-selected the business they wanted to internationalize.
- **Rent like home** – a startup with over 700 apartments for rent in 8 cities in Poland; the participants of the Leothon had to develop a model of internationalization to help the business expand into other countries.



Young SDG Leaders 2022 Leothon

In April 2022, in cooperation with the Empiria i Wiedza foundation, CFA Society Poland, and e-Mission, we organized a Leothon aimed at high school students and their teachers interested in sustainable development. Participants were tasked with planning actions for our planet under a selected Sustainable Development Goal. The winners came up with a project named "areA – make your city sustainable" – an application that will make it possible for citizens to communicate and learn effectively while promoting the idea of sustainable development.

1st place – team "Baczyński" from K. K. Baczyński High School No. 3 in Białystok

2nd place – team "Slapstick" from Maria Skłodowska-Curie Bilingual High School No. 1 in Katowice

3rd place – team "Prus4People" from Boleslaw Prus High School No. 35 in Warsaw



In cooperation with UNEP/GRID-Warsaw, under the patronage of Microsoft and Tauron, we organized the EcoCraft Day. During the event, the participants played Minecraft to develop green and sustainable urban solutions. With the new module, users will be able to create cities of the future, taking into account e.g. the relevant environmental factors.



In partnership with SAS, AstraZeneca Pharma, and the Maria Skłodowska-Curie National Research Institute of Oncology, under the patronage of the L. Kennedy National Cancer Institute, we were partners of the SAS Data Science Hackathon. The idea of the event was to prepare an analytical project that could help the National Research Institute of Oncology automate the process of analyzing and processing physicians' notes.

KU Professor Katarzyna Kolasa, PhD, DSc, was a member of the jury of the competition.



We were also a patron of the Transport Ideathon for Warsaw. During the hackathon, participants, guided by the invited experts, looked for solutions to improve public transportation, enhance its safety, and restore trust in it. The event was organized by the Miasto Jest Nasze Association, Venture Cafe Warsaw, and Design Thinking Institute. The experts involved in the event included our graduate Artur Kurasiński – entrepreneur, public speaker, and online content creator.

Academic debate – “Sustainable or Dynamic Development – UN Agenda 2030”

In March 2022, Praga Koneser Centre hosted an academic debate – “Sustainable or Dynamic Development – UN Agenda 2030”, featuring our students. The main takeaway of the meeting was “Sustainable development is dynamic development”. Participants of the debate included representatives of Green Kozminski and Polish Forum of Young Diplomats. The debate was organized by: Kozminski University together with the College of Law, Green Kozminski, Lege Artis Legal Scientific Club, Student Legal Clinic, Polish Forum of Young Diplomats, Praga Koneser Center, and Przeróbmy. The strategic partner of the event was Credit Agricole Bank Polska S.A.



Project “New Dawn”

Project “New Dawn” aims to bring together Ukrainian, Polish, and European scholars, researchers, and social and political activists for a series of discussions on the challenges Ukraine will face after the end of the war caused by Russia’s brutal aggression. The initiative is co-organized by Kozminski University, iSEE (Institute for Socio-Economic Enquiry), New Europeans, and Media Dialogue. The kick-off meeting titled “European Integration of Ukraine: Building the Future and Reconstruction of Ukraine” was held at our university on 13 April 2022.



Community support

Kozminski University takes part in a number of projects for the benefit of local communities, supporting charitable organizations and offering support to people in difficult life situation. These projects often bring together various stakeholders of Kozminski University, including its graduates, students, or partners from the business world.

Thanks to the support of the Kozminski University community, the Kozminski Foundation has been operating continuously since 2004 and has awarded more than 300 scholarships and grants to talented and enterprising young people, with the total value of PLN 1,000,000. In the academic year 2021/2022, a total of 50 scholarships and grants, amount to PLN 160,000, were awarded to the most gifted students of Kozminski University



The community and friends of Kozminski University regularly support people in need. Recently, we have joined our efforts to take part in the following charity events:

A fundraising campaign for a ventilator

To express solidarity and appreciation for the exceptionally difficult and responsible work of all health care professionals, the Kozminski Foundation organized a fundraising campaign for a ventilator for the Praski Hospital in Warsaw. The campaign was a success – in October 2020, the device was delivered to the hospital and on the very first day it helped to save a patient's life.





#GotowiDoPomocy (#ReadyToHelp)

The community of our Academy has joined the #GOTOWIDOPOMOCY initiative initiated by the Legia Warsaw football club, which aims to provide comprehensive assistance to Warsaw seniors. You can get involved in supporting the elderly during this difficult time of pandemic by:

- providing direct material support: donating goods such as food, sanitary or hygiene products, or preparing fresh meals
- joining the #GOTOWIDOPOMOCY team of volunteers
- funding a warm meal for a senior.

10 Kozminski University students (who are also Kozminski Foundation scholarship/grant holders) and 6 Kozminski University employees volunteer for the cause on a permanent basis. The Kozminski Foundation has donated over 10 thousand zloty for meals for seniors.

“Wymarzony Prezent” (“Dream Gift”) – a Christmas campaign for children’s homes

Despite the fact that Christmas 2020 was significantly different from the previous ones, the Kozminski Foundation, supported by the Kozminski University community, launched the “Dream Gift” campaign and collected funds for children staying at children’s homes in Lidzbark Warmiński, Domaszków, and Barycz. Together, we donated over 10 thousand zloty for the purchase of the goods and products children needed most.

More information [➔](#)



Christmas Talent Auction

The Christmas Talent Auction is an initiative launched by Kozminski International Society to provide financial support to the “Serca dla Maluszka” Foundation. The event was organized in the form of an auction where attendees bid on 21 talents showcased by KIS members, including lessons in photography, singing, or ballet, as well as training in international promotion and marketing. The event was attended by 30 people and the total amount of auctioned items was PLN 2219. All of the proceeds were donated to the “Serca dla Maluszka” Foundation to help children and families in need.

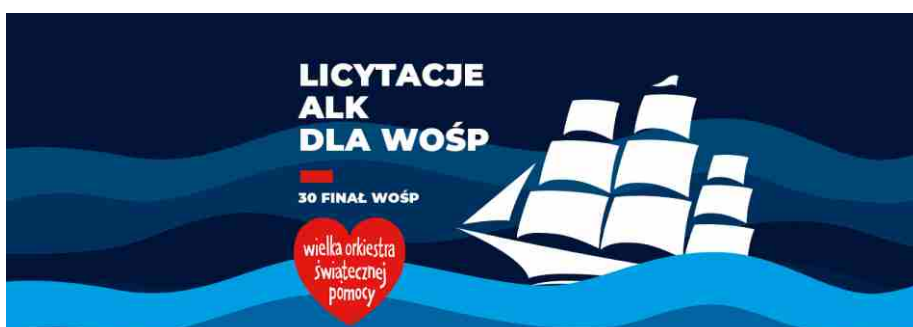
A fundraising campaign for graduates who were affected by a fire

On November 28, 2020, a tragic fire broke out in the new apartment of Kozminski University graduates – Kasia and Igor. Igor suffered severe burns that covered a large part of his body. In addition, our graduates’ 7-month-old dog died in the fire. In the face of such a great tragedy, the Kozminski University community, with the support of the Kozminski Foundation, organized a fundraising campaign and raised PLN 20,500 for Igor’s treatment and rehabilitation.

KU auctions for the Great Orchestra of Christmas Charity (WOŚP)

In support of the 29th Finale of the Great Orchestra of Christmas Charity, in January 2021, we organized two auctions – with all proceeds transferred to the foundation.

One auction included a set of books autographed by our professors: Prof. Andrzej K. Koźmiński’s “Czas pokera”, Prof. Grzegorz W. Kołodko’s “Czy Chiny zbawią świat?”, and Prof. Grzegorz Mazurek’s “Transformacja cyfrowa”. The other auction offered an opportunity to take part in a training course themed “Emotional Intelligence in Practice”, conducted by Lidia Czarkowska, PhD. The auctions raised PLN 3,000.



6

Kozminski University has undertaken a number of initiatives in solidarity with Ukraine.

Activities to support refugees

- On 25 February 2022 we set up a Warsaw Support Centre for refugees in the building of Kozminski University. The Centre was established in cooperation with the Ukrainian House in Warsaw of the 'Our Choice' Foundation. In the first days and hours of the war, we aided 340 Ukrainian families, including 600 adults and nearly 500 children.
- We hosted 1,336 volunteers registered – including many KU students (as of Monday, 28 February, 13:00). 3,000 beds were offered and about 4 tons of goods were collected.
- Kozminski University faculty members conduct activities supporting refugees directly on the Polish-Ukrainian border

Initiatives for the Ukrainian community of KU

- KU offers support in the area of personal well-being, provided by our Wellbeing Office and qualified professionals from MindMed Psychotherapy Institute.
- The Kozminski Foundation's "In solidarity with Ukraine" fundraising campaign was launched on 25 February 2022. The campaign is co-organized by the KU Student Council.
- KU Legal Office staff provides support in legalizing the stay of KU's Ukrainian employees and their families in Poland. The Legal Office staff provides support to the Student Council Board in organizing fundraising campaigns.
- KU Student Council began collecting pledges from KU students willing to donate blood for those fighting in Ukraine. The Council is planning to arrange for a blood donation bus to come to KU.

Education and sharing knowledge about the invasion of Ukraine and its consequences

- KU faculty have organized online seminars, for e.g., *'Russia's aggression against Ukraine in light of international law'*, hosted by the Department of International Law and European Union Law of KU's College of Law.

"Ukraine belongs to Europe! Call for a comprehensive, concrete, and effective plan for Ukraine's inclusion in the European Union" hosted by the Department of International and EU Law of KU's College of Law and Conference of Polish Ambassadors Team Europe Direct Poland.



KU and Bardziej Kochani playing a charity match

In April 2022 we hosted the charges of the “Bardziej Kochani” association, which takes care of children with intellectual disabilities by destigmatizing the diseases they have to cope with. The visit, which took place on the eve of the World Down Syndrome Day, featured a lecture, art workshops, and a charity basketball match played between our guests and our students. The game was surely fierce, but eventually the visiting team came on top. The initiator and organizer of the event was Kozminski International Society.



Green infrastructure

Our goal is to promote responsible consumption and waste prevention at the institutional level, endorse sustainable practices among our stakeholders, and foster a sustainable mindset and lifestyle among our students. We take a number of measures to benefit the natural environment, but we also educate others, making it clear that even small changes and initiatives matter. Together with our students and employees we look for new areas where we can be more EKOZMINSKI.

- We have reduced paper consumption by switching to electronic exams where possible (31% of paper saved – data from a period of normal operation of the campus) and adopting automatic duplex printing as standard. We also use Ecolabel® certified ecological paper. We strive to become a paper-free organization.
- We segregate waste – we have paper, plastic, and glass containers and containers for used batteries in many places.
- We promote zero waste – we offer discounts on beverages at all catering outlets on campus to those with their own cups.
- We have done away with plastic bottles and cups across the campus – we have adopted reusable paper cups.
- We have improved the thermal performance of the entire campus thus reducing the electricity consumption and, consequently, the amount of carbon dioxide emissions. In order to reduce Kozminski University's carbon footprint, in November 2020 we decided to decommission part of our campus. All offices working in the on-premises mode were relocated to one building, enabling us to reduce the level of energy consumption.
- As of July 2021, we have photovoltaic panels that enable us to produce energy for our own use – excess energy produced will be transferred to the grid.
- We have a smart lighting management system and an internal air circulation system. We systematically replace our lighting solutions with LEDs and modernize electrical switchboards – including through a system of compensation of reactive energy (compensatory reactors).
- We promote sustainable supply chain companies in the area of our purchasing.
- We border the Vistula riverbank – a Natura 2000 project area. That's why for many years, out of concern for nature, we've had no firework shows or loud music during our events.
- We've put up birdhouses where we leave healthy food for birds.
- Since July 2021, we've been running our own apiary, ready to produce urban honey in 2022.



Poets and Quants

Kozminski University was featured in an article about sustainable business school campuses, published by Poets&Quants, a global portal covering business education. Other universities mentioned included: Harvard Business School, Trinity Business School, BI Norwegian Business School, and Erasmus University Rotterdam.

Our university has been recognized for its electromobility system promoting better ways to travel. We have undertaken to educate our community on modern trends in transportation. Our students and employees are encouraged to use public transport. There are electric vehicle charging stations as part of the Uni2Charge project, electronic display boards with up-to-date bus and tram schedules from the bus stop next to the university, and a station with city bikes (suspended for the duration of the pandemic, like other on-premises activities).

A series of webinars on regulations, new business models, and charging station infrastructure development has been conducted to further educate the academic community. The university has worked with national and international experts in this area, including the Global e-Mobility Forum, the Polish Alternative Fuels Association, and the National Center for Climate Change. You can read the article [here](#).



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The Business Schools Making Their Campuses More Sustainable

BY: CATALINA VLAD ON APRIL 20, 2021 | 0 COMMENTS | 1,011 VIEWS



Charging stations for electrical vehicles have been operational on campus at Poland's Kozminski University since 2018

AN ELECTROMOBILITY SYSTEM TO PROMOTE BETTER WAYS TO TRAVEL

Another institution leading the way in sustainability is Kozminski University, a business school in Warsaw, Poland. They were the first business school in the country to start paying attention to socially responsible companies and have been co-organizing competitions that identify leaders in this area for over a decade. Although located in the capital, the campus is situated on the Vistula River in the Natura 2000; a network of nature protection areas throughout the European Union.

Charging stations for electrical vehicles have been operational on campus since 2018 as part of their Uni2Charge project which is focused on supporting better ways to travel. However, their initiative's scope not only covers the installation of charging stations, but the building of an entire electromobility ecosystem.

Ewa Barlik, a spokesperson from Kozminski University, says, "The key is education and raising awareness among both students and administration staff to modern trends in transport. We have also started to encourage students and employees to use public transport. For this, we installed electronic boards at the university with the current schedule of buses and streetcars from the stop next to the university."

Kozminski University conducted a series of webinars hosted by national and international experts, addressing legal regulations, new business models, and the development of charging station infrastructure. In this regard, they cooperated with organizers of some of the world's largest conferences on electromobility – Global e-Mobility Forum, the Polish Alternative Fuels Association, and the National Centre for Climate Change. The school has also organized postgraduate studies in electromobility to offer an education that meets current business needs.

Safety and security

As the Kozminski University community, we are open to diversity and minority groups – this is particularly important in the context of the high level of internationalization of our university (international students are 14.93% of our entire student population). All mechanisms of stigmatization and stereotyping of others can lead to discrimination, which is why it is so important to counteract them. At Kozminski University, there is no place for prejudice that may lead to conflicts.

The regulations adopted at the University have translated into the establishment of the Ethics Committee and introduced a range of mechanisms to prevent:

- direct discrimination,
- indirect discrimination,
- harassment,
- sexual harassment,
- mobbing.

In light of the implementation of restrictions in Poland to prevent the spread of the COVID-19 pandemic, we have taken measures to adapt our campus to enable it to operate safely. These measures include:

- Implementation of a resolution and procedure laying down the rules and policy of preventing and combating SARS-CoV-2 infection and the spread of the disease on campus,
- Description of the course of action – including procedures – to prevent and neutralize sources of infection and to cut the paths for the spread of the epidemic,
- Absolute order to cover mouth and nose on the premises of the university,
- Installation of devices at the entrances to university buildings to measure the temperature of those entering the campus,
- Increasing the number of touchless hand sanitizer dispensers in the hallways and determining the maximum number of people allowed in particular rooms,
- Stands with plexiglass windows to allow safe contact between applicants and students and the staff of KU Admissions Offices and Student Offices,
- Enhanced level of cybersecurity of our systems – phasing in mandatory multi-factor authentication (MFA) for the entire KU community.

Transition to accessible learning

The COVID-19 pandemic has catalyzed the infrastructural changes at Kozminski University. The greatest challenge the university faced was to expand and strengthen its IT infrastructure.

Within the first two weeks from the suspension of full-time classes at universities in Poland (March 2020), Kozminski University transferred more than 90% of its bachelor's and master's level courses taught in Polish and 98% of those taught in English, as well as 100% of MBA courses to the online domain. At present, all classes take place online. The main platform used to teach classes is Microsoft Teams. In order to support our students, academic staff, and administrative employees, we are developing the itsLearning platform, which offers e-learning courses to supplement knowledge (e.g. a course in statistics, computer science, time management, tools for creating multimedia presentations and infographics).

Our level of innovation was recognized and honored by Microsoft, which awarded us the "Microsoft Cloud University" title on 24 February 2021.

In order to improve the inclusiveness of teaching at Kozminski University, we decided to create hybrid classrooms enabling us to teach classes to those who are in the classroom and to those who are at home at the same time. In January 2022, Kozminski University had 19 hybrid classrooms (including 3 special rooms sponsored by: Prof. Andrzej Kozminski, Huawei, and LogiTech). Our plans for the coming months include investing in another hybrid classroom.

Collaboration with business partners plays an important role in increasing the inclusiveness of remote education. Thanks to the support of Huawei Poland and the Huawei ICT Academy program, our students have the opportunity to become familiar with new, smart technologies in practice – including artificial intelligence and machine learning. Our partnership with Google has made it possible for us to join the Google Career Readiness program and Qwiklabs – a real-world cloud environment that helps our students get to know and master the features of cloud platforms and software (Firebase, Kubernetes).





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