



# THE AMERICAN COLLEGE OF GREECE

UN Global Compact Communication on Engagement Report [January 2021 – December 2022]



## Statement of Continued Support

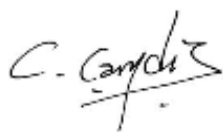
Dear Mr. Secretary General,

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

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

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

Yours sincerely,

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

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

## ACG at a glance

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

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

ACG is an independent, not-for-profit, non-sectarian, co-educational academic institution, spanning three divisions: Pierce (Pre-kindergarten/Elementary: secondary education: Gymnasium; Lyceum; International Baccalaureate Program); Deree (undergraduate and graduate); Alba Graduate Business School, situated in a 64-acre main campus in Athens suburb of Aghia Paraskevi, a 27-acre East Campus for Pierce Pre-kindergarten/Elementary in East Attica and a downtown Athens campus (Alba Graduate Business School)

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

### ACG Mission

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

### ACG Vision

To develop The American University of Greece (AUG) Global Campus and the ACG Athens Campus as a unique, comprehensive, US-based, US-accredited, international, education system serving students across the education spectrum, Pre-K through graduate, and across the world.

### Core Values

ACG and AUG are dedicated to integrating creatively:

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



## Facts & Figures:

### Enrolment Profile (Fall 2022)

- **4,768 undergraduate and graduate students**
- **2,372 pre-kindergarten/elementary and secondary students (Pierce)**
- **Faculty:** 312 Deree faculty, 251 Pierce faculty, 43 Alba faculty
- **Alumni:** Over 62,000 worldwide
- **Undergraduate:** 32 programs of study, 6 cooperative programs with Clarkson University and 58 minors offered through the School of Business and Economics, the School of Liberal Arts and Sciences, and the Frances Rich School of Fine and Performing Arts.
- **Graduate:** 9 Deree graduate programs, 12 graduate Alba programs.
- Over 50 partner universities in the US, Europe, and Asia offering study abroad and individually tailored programs.
- **ACG 150 - A plan to leverage education for economic and social impact:** Looking towards the 150th year of The American College of Greece in 2025, and staying true to its mission and values, in 2020 ACG launched the **ACG 150**, a visionary strategic plan to leverage education for economic and social impact. ACG 150 evolves existing programs and launches new initiatives with multiple, collaborative platforms for key stakeholders in order to address public policy and barriers inhibiting Greece's growth, strengthen Greece's entrepreneurial culture, boost Greece's research, innovation, and commercialization productivity, develop key areas of strategic collaboration between academia, industry, and the public sector.

## Sustainability@ACG

Human activity undeniably impacts nature and climate with devastating consequences on the planet and all its inhabitants. As a leading educational institution, The American College of Greece (ACG) recognizes the environmental, economic, and social benefits of resource efficiency and commits to educating, inspiring, and empowering its students, as well as faculty, staff, parents, alumni, trustees, and business partners, to develop a sustainability culture on campus, collaborating with the local community in promoting sustainability best practices.

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

In June 2023, ACG achieved the **STARS® Gold Rating** for the second time for its fourth [sustainability report and assessment](#), in recognition of our **sustainability achievements** in five categories: **Academics, Engagement, Operations, Planning & Administration, and Innovation & Leadership**. ACG is the only academic institution in Greece to have received a distinction from the US AASHE – an internationally acclaimed association. Through its membership in the UN Global Compact, the UN Academic Impact and the UN Sustainable Development Solutions Network (SDSN), ACG has committed to always operate in support of the UN SDGs – and most importantly, Goal No 4: Quality Education.

At ACG, we place a strong emphasis on providing our students – the leaders of tomorrow – with the knowledge, values, and experiences needed to navigate this everchanging environment while acting as engaged and responsible citizens and professionals in order to help create a more socially, economically and environmentally sustainable world.

### The Office of Public Affairs

The **Office of Public Affairs leads all sustainability-related activity** in terms of operations and engagement, to advance sustainability on campus by:

- Strengthening the collaboration with and preparing the reports for various local and international organizations supporting the UN Sustainable Development Goals;
- Working with other ACG departments on implementing STARS recommendations;
- Promoting new ACG policies;
- Organizing awareness campaigns and social impact activities engaging students, faculty, and staff;
- Organizing events on a variety of sustainability-related topics.

The Office of Public Affairs is working closely with the **ACG 150 Center of Excellence in Sustainability (CoES)**, a pioneer Center focused on advancing sustainability in academics and conducting sustainability-related research.

### ACG Center of Excellence in Sustainability

The Center of Excellence in Sustainability (CoES), a pioneer Center in Greece, was established in 2011 with the aim of promoting sustainability on the ACG campus and beyond. ACG is the only academic institution in Greece to have received a **STARS Gold Rating** by the internationally acclaimed US AASHE [Association for the Advancement of Sustainability in Higher Education] in recognition of its best practices in five categories: Academics, Engagement, Operations, Planning & Administration and Innovation & Leadership. **The Center of Excellence in Sustainability** works within the academic, civic and private sectors to:

- Promote environmental awareness, education for sustainable development and sustainability research on campus and beyond;
- Coordinate educational programs and activities while promoting experiential learning;
- Facilitate faculty and student collaboration between disciplines;
- Connect with other stakeholders and actors in the wider community in collaboration and coordination with the Office of Public Affairs.

**The Academic Advisory Board of the CoES** provides academic guidance and support enhancing the focus of academic programs in sustainability and related fields as well as promoting sustainability both on and off campus. The Board also serves as a liaison between the ACG faculty and the Office of Public Affairs, which leads all sustainability at ACG initiatives.

### **Sustainability@ACG Highlights and Achievements**

In 2021, ACG was:

- Recognized as a top performer for its sustainability best practices in the 2021 Sustainable Campus Index (SCI) of AASHE for the sixth consecutive year in the categories (i) Grounds and (ii) Purchasing. ACG is one of only two institutions outside the US, Canada, and Australia to be included.
- Included in the 12th annual "Guide to Green Colleges" of Princeton Review for the fourth consecutive year. ACG is one of only three institutions outside US and Canada to be included and the only one in Europe.
- Included in SIERRA Magazine's 15th annual 'Cool Schools' list for 2021 for the third time.

In 2022, ACG, based on the data submitted in our more recent STARS report, was:

- recognized as a top performer for its sustainability best practices in the 2022 Sustainable Campus Index (SCI) of AASHE for the seventh consecutive year in the categories (i) Grounds and (ii) Purchasing.
- included in the 13th annual "Guide to Green Colleges" of Princeton Review for the fifth consecutive year

In June 2023, ACG achieved the STARS® Gold Rating for its fourth sustainability report and assessment, for the second time with the score of 81.87 (2020: 69.44) in recognition of our sustainability achievements in five categories: Academics, Engagement, Operations, Planning & Administration, and Innovation & Leadership.

The Sustainability Tracking, Assessment, and Rating System (STARS®) is developed by the Association for the Advancement of Sustainability in Higher Education (AASHE). With more than 900 participants in 40 countries, AASHE's STARS program is the most widely recognized framework in the world for publicly reporting comprehensive information related to a college or university's sustainability performance.

You can read ACG's STARS report, which is publicly available, [here](#). Additionally, detailed statistics on ACG's sustainability progress can be found by following the provided [link](#).



**The American College of Greece**

Is hereby recognized by the Association for the Advancement of Sustainability in Higher Education as a STARS Gold Institution based on its reported accomplishments in campus sustainability.

Valid through May 18, 2026



*Meghan Fay Zahrisse*  
Meghan Fay Zahrisse, Executive Director





## **The American College of Greece and the UN Global Compact**

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

## Human Rights

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

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

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

**Scholarships & Financial Assistance:** ACG's mission is to provide access to quality education to all. Since its founding in 1875, The American College of Greece has provided assistance to students needing help in meeting their educational expenses, thereby enabling students with demonstrated ability and promise to access a quality education, regardless of their financial circumstances. In support of that, the College offers approximately over €8 million annually (need-based and merit financial aid).

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

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

### ACG Social Impact Initiatives:

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

- **"Education Unites: From Camp to Campus":** Partnering with the **U.S. Embassy in Athens, The American College of Greece (ACG)** is proud to have established "**The Education Unites 2023**" program offering fully funded scholarships to at-risk refugee, migrant and displaced students with financial need to obtain undergraduate and graduate degrees at Deree. Through a \$100,000 grant from the U.S. Embassy in Athens and a matching financial contribution from ACG, more than 40 refugee, migrant and displaced students, including 20 Ukrainians, can access scholarships for the 2023 spring and fall semesters, as well as the summer term.

ACG is collaborating with the U.S. Embassy for the sixth year under the **Education Unites** program. In 2018, the U.S. Embassy provided funding to establish the "Education Unites: From camp to Campus" program, supporting scholarships for 200 refugee students in Athens and Thessaloniki. Under "Education Unites," ACG

welcomed 100 refugee students during 2018-2019, and since then has continued to independently provide scholarships to 20 or more refugee students from different countries annually. In 2022, in response to the Russian invasion of Ukraine, ACG established the Ukrainian Student Program, providing scholarship support for 20 additional refugee students from Ukraine. The additional U.S. Embassy funding is expanding the program and offering life-changing opportunities to more young refugees from Ukraine and other countries.

Beginning with our founding 150 years ago, ACG is rooted in a long commitment to educating and financially supporting a global community of students displaced by war and geopolitical instability. One hundred years ago, 73 of our 88 students were refugees, and now 40% of our ACG students receive scholarships. Deree's commitment to providing quality education opportunities to refugees continues!

- **ACG Farmers' Market:** A volunteer initiative that started in November 2018, in collaboration with the NGO "Boroume" (=We Can), and is dedicated to preventing food waste and malnutrition in need, by collecting surplus food from the market stands and donating it to local charities. In November 2021, we adopted a second farmers' market, and in March 2023 even a third one, offering more volunteer options to our community. During the period January 2021 – December 2022, over **6 tons** of fruits and vegetables that would have otherwise ended up in the landfill, have been donated, which equal to the offering of **15.485** food portions and 510 hours of service have been provided by ACG students, faculty, and staff. We have managed to save **10,818.60** kgs of CO2 emissions.

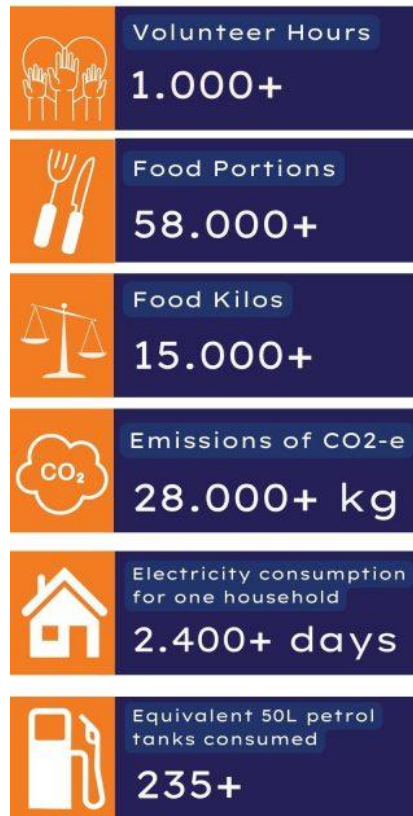


Since the start of this initiative in November 2018 and until October 2020 when it was paused due to lockdown restrictions, the ACG Farmers' Market has had the following impact:

# ACG Farmers' Markets

powered by Boroume

Our impact  
2018-2022



- **ACG Community Service Days:** Organized bi-annually, these community service days bring together members of the ACG Community (students, faculty, staff, alumni, parents) who volunteer for various causes. Such an initiative was the following:
  - In the context of the ACG Community Service Day of Fall Semester 2022, a group of Deree students and ACG Faculty, Staff & Alumni visited the premises of Loulis Food Ingredients, the largest flour industry in Greece, and baked more than 900 sweet treats, which were then donated – through the NGO Boroume – to youngsters 13-22 years old with special educational needs, studying at the Laboratory of Special Vocational Education and Training of Piraeus. The initiative was coordinated by the Office of Public Affairs.
  - Honoring the Thanksgiving spirit and staying true to our motto – To serve, not be served – ACG members volunteered at the ACG Community Service Day on Monday, November 29, 2021. Pierce Gymnasium and Lyceum students with their professors, Deree students from the ACG Sustainability Leaders student organization and the Psychology Society, a representative from the Pierce Parents Association and ACG staff participated in the 'sweetest' initiative, organized by the Office of Public Affairs, at the Pierce Home Economics professional kitchen. Together they baked 592 cookies and muffins and packaged them in 165 individual, festive, parcels for people in need!
  - In 2021 & 2022, in the context of ACG's long-standing initiative and due to the elevated and urgent need for the replenishment of Greek hospitals' blood supplies, we organized five emergency blood drives in the context of the ACG Community Service Days. Four hundred and twenty-seven ACG Community

members (students, faculty, staff, and alumni) and friends collectively donated blood to nine different Greek public hospitals.



- **Aghia Paraskevi Soup Kitchen:** Since 2013, ACG systematically supports the Municipality’s Soup Kitchen through monetary and in-kind donations. All offers are a result of [student-led activities](#) taking place throughout the year at both Pierce and Deree, especially during the Christmas and Easter periods.
- On Friday, September 25th, 2020, the English and Physical Education Departments of Pierce – The American College of Greece organized a 3km walk/5km run on the track of our school during Physical Education classes and actively [participated in the Race for the Cure](#), the largest digital sporting event in Europe aiming at raising our awareness and funds in the fight against breast cancer. A total of 1304€ was collected and donated to Alma Zois and PAMEMMAZI.
- **S.E.R.F. (Student Emergency Response Force) Trainings/Seminars:**
  - Active shooter on campus training
  - Firefighting trainings
  - Street-fighting seminar
  - Self-defence training
  - First-aid training
- **ACG stands with the people of Ukraine:** In response to the needs of Ukrainian people due to the war, the Office of Public Affairs coordinated the collection of pharmaceutical products and medical supplies that filled 49 big boxes. The initiative, supported by ACG students of all divisions, faculty, staff, and the Pierce Parents Association. The supplies were donated to the Ukrainian people through the NGO “Doctors of the World”. Additionally, the amount of 1,000 euros was raised – this was collected from small donations by individual community members, the book drive, organized by the Deree & Alba Libraries, and the sale of reusable water bottles by the Office of Public Affairs.



- **Pierce 2021 – Race for the Cure:** On Thursday, September 30th and Friday, October 1st , 2021 Pierce students and Faculty came together to put into action, our school’s motto “Non ministrari – sed ministrare”. In collaboration with the Physical Education Department, the English Department and IB student –

volunteers organized the Pierce 2021 Race for the Cure and, once again, supported the UNTOUCHABLES, the team of our late graduate's, Emma Vernikou's, NGO, PAMEMMAZI. Students walked and ran on our school's track field during Physical Education classes on both days and raised awareness about the fight against breast cancer, by posting in their social media accounts, along with photos from their participation. Together we collected and donated € 1.722 to Alma Zois, the Hellenic Association of Women with Breast Cancer (<https://www.almazois.gr/en/>), and € 540 to PAMEMMAZI (<https://www.pamemmazi.org/en/>).

- **We play with the children, we support "The Other Human":** On Sunday, December 12th, 2021 at the Park Karaoli and Dimitriou in Vyronas, the B7 Lyceum students, along with their teacher-advisor Ms. Olga Palanta, distributed packaged foods to kids that were in need, supporting the work of the charity organization "The Other Human". Our students took part in games and activities, with the aim for all the students to experience carefree moments and to offer hope, through solidarity and making a contribution towards our fellow human-beings! The students of B7 also did face-painting on all the kids, they offered them balloons and bracelets, played music on their guitars, in this way spreading Christmas joy and cheer. The Mayor of Vyronas particularly congratulated our students on organizing this event.

### ACG Counselling Center

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

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

### Gender Equality, Diversity, and Inclusion

- **ACG Equality, Diversity, and Inclusion Policy:** Greek Law and this Policy protect ACG Community members, in particular students, from discrimination, harassment, bullying, and victimization, and provide safeguards for the equitable treatment of persons with disabilities in a manner that appropriately ensures reasonable accommodations towards addressing the multiple disadvantages that they experience and enabling them to participate fully in College life (updated version: January 2020).
- On May 2023, the online event "Understanding Gender Diversity and Supporting the LGBTQ+ Community" took place. The purpose of the event was to raise awareness and inform ACG students, faculty and staff on Gender Diversity and other issues pertaining to the LGBTQ+ Community. The presenters elaborated on recent findings of relevant studies and discuss specific challenges and ways in which higher education institutions can facilitate and enhance the successful adaptation and integration of LGBTQ+ students within academic environments. The event was organized by The ACG Counseling Center
- With the support of the ACG Diversity and Inclusion Club.

### Speak-Out-Loud Campaign

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

## ACG Safeguarding Policy

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

## Deree IREA and Sociology Departments Courses

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

## Pierce ACGMUN Conference

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

## Labor

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

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

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

**Occupational Health and Safety Practices:** All suppliers to ACG are expected to provide their employees with a safe and healthy working environment in order to prevent accidents and injury to health arising out of, linked with, or occurring in the course of work or as a result of the operation of the supplier. Suppliers shall, among other things, provide: (i) Occupational health and safety training, (ii) A system for injury and illness reporting, (iii) Medical treatment

and/or compensation to injured/ill workers arising as a result of working for supplier, (iv) Machine safeguarding and other protective measures to prevent injuries/illnesses to workers, and (v) Clean and safe facilities.

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

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

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

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

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

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

#### **Wellness programs:**

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



[Smoke-free campus campaign](#) with the help of the ACG Institute of Public Health in



order to raise awareness among the ACG community regarding the health hazards inflicted by smoking.

- Nurses placed permanently on campus available to all Community members and work doctor visiting the premises weekly (for faculty and staff).
- Through the [ACG Health & Wellness Center](#), ACG provides accessible high quality health services to meet the needs of all members of the College Community. We support and encourage students, staff and faculty members to realize their optimal physical, emotional, social and intellectual goals through health promotion and disease prevention programs and services. It is the aim of these innovative services to assist the College Community in cultivating their own healthy lifestyles that will follow them throughout the course of their college experience and beyond. During the period 2019 – 2021, the Center has organized its annual wellness festival. In 2020, the festival focused on the pandemic, supporting the community to help them adapt to this situation. Throughout the duration of the pandemic, there has been an ongoing virtual awareness raising campaign – “Coexist with Covid-19” – aiming at teaching us how to adopt this new lifestyle. The Center has ongoing programs on nutrition and healthy cooking as well as mindfulness and meditation sessions.

## Environment

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

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

### ACG Sustainable Campus Operations, Waste Management, and Energy Management

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

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

- Recycling of materials. Indicatively, in 2018 1.199 Tonnes were recycled compared to 0.970 Tonnes in 2017. Our recycling scheme includes the following materials: Paper, plastics, glass, metals, and other recyclable containers, white goods (i.e. appliances), electronics, lab equipment, furniture, residence hall move-in/move-out waste, scrap metal, and pallets.
- Donation/resale of materials. In 2021, 1.94 Tonnes were donated/resold.
- **Sustainable Purchasing Policy:** ACG is committed to the highest standards of social and environmental responsibility and ethical conduct. It is imperative that we provide clear guidance with respect to proper business conduct and ethical behavior to the people who represent us in carrying out their daily duties. Our multi-cultural business model allows us to rely on local management to best serve the needs of ACG with due recognition of local cultures. However, this freedom to manage and make decisions requires employees to operate at the highest levels of transparency, honesty, integrity and responsible behavior. This Code reflects the commitment by ACG Management and all employees to achieve excellence in the way we do business, by adhering to the highest standards of corporate and social responsibility. This Code outlines ACG’s expectations for Supplier conduct regarding labor and human rights, health and safety, environmental protection, ethics, and management practices.
- **Suppliers Code of Conduct:** ACG Suppliers are selected on the basis of compliance with the institution’s established code of conduct. Specifically, all food suppliers must comply with ACG waste management systems, minimize food waste, offer a diverse meal options for all social/ethnic/dietary restrictions and provide sustainable food options, and use environmentally friendly serving options. All suppliers must comply with the occupational health and safety practices and meet set sustainability standards.

## Environmental Sustainability Awareness Raising Campaigns

### 1. *ACG Cares for a plastic-free future! The #ACGGoesPlasticFree Campaign*

In July 2018, the Office of Public Affairs launched the #ACGGoesPlasticFree institution-wide campaign in line with the EU Directive for the reduction and elimination of single-use plastic (SUP) items.

Joining our forces to the global movement, we aim at raising awareness on the harmful consequences of single-use plastic pollution and guide our community in making a successful shift towards eliminating single-use plastics from our campus and daily life.

Since 2018, we have organized a variety of events (e.g. ACG Plastic Free Challenge, ACG Plastic Free Day, etc.) and moved forward with bold actions to reduce our campus’ plastic footprint (e.g. policy banning orders of single-use plastic cups at all offices, collaborating with on campus vendors to accept reusable containers, etc.).

A comparison between 2018 and 2019 shows a significant reduction in the consumption of SUP (water bottles, beverage cups, straws, plastic cups at offices) on campus (42% decrease). Due to COVID-19 restrictions and the temporary closure of the ACG premises, the subsequent data for 2020 is not available.

2020 Overview of actions:

- Addressing one of the most pressing environmental issues of our time and in the context of the #ACGGoesPlasticFree Campaign, The American College of Greece, through the Office of Public Affairs, in collaboration with the A.C. Laskaridis Charitable Foundation organized an insightful event on single-use plastic pollution trends and best practices, locally and globally, in February 2020. Adhering to ACG’s commitment to reduce and gradually eliminate single-use plastic items on campus, this was the first ‘certified’ single-use plastic free event, supported by the A.C. Laskaridis Charitable Foundation. The event welcomed Kostis Hatzidakis, Minister of Environment & Energy (former), who delivered his keynote speech on Greece’s national plan for the elimination of single-use plastic items and a plastic-free future to an audience of over 100 internal and external guests.

- The first campus-wide survey to calculate ACG’s plastic footprint was sent out to the community (students, faculty, and staff) in Spring 2020. The survey was the product of a Deree-ACG student’s work who was also a member of the student organization ACG Sustainability Leaders – the dedicated student volunteer group that helps advance sustainability on campus – in the context of the course “Sustainable Use of Resources and Waste Management”. Key findings of the survey include:
  - 67% of the participants use zero single-use plastic water bottle.
  - 64% use zero single-use plastic items (plastic water bottles, plastic cups, plastic straws, plastic containers, plastic plates and cutlery).
  - The average individual plastic footprint amounts to 1.2 plastic items per week per person.
  - 87% of participants own a reusable bottle or cup.
  - 67% of participants bring their reusable bottle/cup to campus every day.
  - 60% is very familiar with the recycling system and how it is used on the ACG campus.
  - 55% is very familiar with the existence and the purpose of the #ACGGoesPlasticFree campaign.

In Summer 2021, we launched two more reusable items – a thermos cup and a set of bamboo cutlery – to help ACG members reduce their plastic footprint.

Renewing our commitment to raising awareness about the harmful consequences of single-use plastics and to reducing them both on campus and beyond, we are continuing our #ACGGoesPlasticFree Campaign.

## 2. *ACG Food Waste Campaign: ‘Reduce Your Footprint!’*

ACG is dedicated to reducing food waste both on campus and in the broader community. Since November 2018, the College has been collaborating with the NGO ‘Boroume’ (We Can)\*. In the context of our collaboration, we have adopted two farmers’ markets – the ACG Farmers’ Market initiative – where students, staff, and faculty volunteer on a weekly basis and save food that would otherwise end up in the landfill. This volunteer initiative is tackling the environmental and the social aspects simultaneously, by eliminating food waste and contributing to the local community, supporting the philanthropic activities of local charities. Since November 2018 we have gathered 9,932 kg of fruits and vegetables, equating to approximately 40,000 meals and to 18,870 kgs of C CO2 saved. A total of 667 volunteer hours have been offered by members of the ACG Community. In 2021, despite the Covid-19 pandemic restrictions in Greece, ACG volunteers saved 3,548 kgs from the landfill and offered 202 hours of service.

As of October 2020, ACG is a member of the Alliance for the Reduction of Food Waste, a group of public authorities, well-known companies, food and service businesses from all areas of the supply chain, social impact organizations, and academic and research institutions, coming together to prevent and reduce food waste in Greece, aiming at raising awareness, educating the public, highlighting and disseminating best practices, exchanging knowledge and ideas, promoting research and innovation, promoting and donating any surplus food to social impact organizations, and, most importantly, advocating for public policy on preventing and reducing food waste and food loss in Greece.

In March 2021, The American College of Greece (ACG), through its membership, submitted its first report on food waste prevention and reduction best practices to the Alliance for the Reduction of Food Waste, the national effort led and coordinated by the NGO ‘Boroume’ with AB Vassilopoulos, under the auspices of the Hellenic Ministry of Environment & Energy. The 2021 report is divided overall in ten (10) best practices categories, such as educating and raising awareness about the issue, assisting in the donation of food to community organizations, and measuring and recording of food waste. ACG has been featured in this report with eight (8) out of the 57 actions included in the report, the highest number of best practices and initiatives submitted by a single organization.

In the academic year 2021-2022, in tandem with the EU Directive 2018/851 and subsequent national law, we are taking it one step further by launching a campus-wide campaign on reducing and preventing food waste. "The ACG Food Waste Campaign: Reduce your FOODprint!" aims at raising awareness about this critical issue and educating our community on best practices on how to save food.

On October 14, 2021, the Office of Public Affairs, Boroume, and Dipnosofistirion, in collaboration with the ACG Center of Excellence in Sustainability, organized the event "Love Food, Hate Waste: The importance of reducing food waste". Serving as the kick-off event of the "ACG Food Waste Campaign: Reduce your FOODprint!", an interactive discussion with experts was held while in parallel Deree students from the ACG Sustainability Leaders, the ACG SDG Student Hub and the ES Society showcased videos with tips on how to reduce food waste. The campaign will run during 2021-2022 and is spearheaded in the context of our membership in the National Alliance for the Reduction of Food Waste. Over 50 members of the ACG community participated.

### 3. *ACG Waste Reduction & Recycling Campaign: Reduce, Reuse, Recycle!*

Aimed at raising awareness on waste reduction and recycling best practices, [the campaign](#) was initiated in the academic year 2017 – 2018 and is still ongoing.



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

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

### **Environmental Sustainability Events & Activities**

- **ACG celebrated World Environment Day with the half-day conference Sustainability: The Future is Now:** The American College of Greece, in collaboration with Chatzigakis Foundation, organized a one-day conference "Sustainability: The Future is Now", on Tuesday, June 7th, 2022, at the ACG premises.

Sustainable Development and the Circular Economy, with an emphasis on small & medium-sized enterprises of the fashion industry and other key environmental issues starred in the discussions, held during this interactive conference, under the auspices of the Ministry of Environment and Energy, on the occasion of the World Environment Day (5/6).

The conference ended with an innovative fashion show by Deree students, wearing creations of 3 companies that embrace sustainable practices.



- **Climathon Agia Paraskevi @ ACG:** On November 18-19, 2022, CLIMATHON Agia Paraskevi took place at The American College of Greece premises. The event was co-organized by the Center of Excellence in Sustainability and the ACG Office of Public Affairs, the Municipality of Agia Paraskevi, and the EIT Climate-KIC Hub Greece, managed by Athena Research Center, under the Auspices of the Ministry of Environment & Energy, with the participation of the LIFE IP AdaptInGr. CLIMATHON is an initiative of EIT Climate-KIC, supported by the European Institute of Innovation and Technology. It is a 24-hour ideathon that aims to engage and raise awareness among citizens on issues related to the climate crisis and change that the local community is facing. Among others, one of the main objectives is to identify sustainable and innovative solutions with a positive climate impact.
- **Higher education, sustainability and the SDGs: An interactive virtual discussion with Prof. Jeffrey Sachs!** On Tuesday, March 30, 2021, ACG hosted the online event "The Role of Higher Education Institutions in promoting the SDGs" , organized by UN SDSN Greece in the context of their initiative regarding sustainability in higher education in Greece in line with UN's Mission 4.7, in collaboration with ACG, the National and Kapodistrian University of Athens (NKUA), and the Athens University of Economics and Business (AUEB). Jeffrey Sachs, Director of the Center for Sustainable Development at Columbia University, President of UN SDSN, delivered the keynote speech while the Deputy Minister of Education (responsible for higher education) Angelos Syrigos delivered the welcome remarks. The Senior Manager for Sustainability, Office of Public Affairs and Dr. Stella Apostolaki, Associate Faculty – Lecturer I, Environmental Studies Program Coordinator – Department of Science and Mathematics, Chair of Academic Advisory Board of the CES, both participated in the event. Of special importance was the role of the three student SDG Youth Coordinators, from ACG, NKUA, and AUEB, who engaged in a thought-provoking conversation with J. Sachs.
- **Earthlips: Award at world final for Pierce student business!:** Two students of Pierce – The American College of Greece (Ariadne – Anthi Papouli and Stefania Vasileiadou,) won the "Waste and Recycling Innovation" Prize, along with a monetary award, at the Diamond Challenge International Student Entrepreneurship Competition, organized by the University of Delaware in the USA. This was the first time a participant from Greece was awarded and, for this year, is the only award-winner in all of Europe. "Earthlips", the student sustainable development enterprise, introduces a revolutionary idea in the beauty industry: a lipstick with ecological packaging which can be reused, without plastic that pollutes the environment. The lipstick itself is also user- and planet-friendly, as it was created from flower, fruit, and vegetable extracts. The prototype of the idea was created using the school's 3D printers.

## Campus-wide Sustainability Awareness Culture Survey

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

## ACG and the Alliance for the Reduction of Food Waste

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

## Anti-Corruption

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

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

## Conflict of Interest Policy

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

## ACG Foreign Corrupt Practices Act Policy

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

# Curriculum, Outreach Programs, and Continuing Education

## Campus as a Living Laboratory

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

- **Student installation arts projects:** Within the Francis Rich School of performing arts several student installation art projects are routinely taking place utilizing the infra-structure of the buildings and relating artistic meaning to the campus. In addition, the artworks on display (both internal and externally) form part of the syllabus within the FR School of fine and performing Arts.
- **Course HHU/HSS 2211 Private Stories, Public Stories: Personal Narratives in Historical Perspectives:** Using an interdisciplinary approach (that combines history with sociology and communication) and a variety of different texts (theoretical, oral, visual), this course aims to sensitize students to the functions and significance of orality as a means of articulating as well as shaping history and social experience, both private and public. Major emphasis is placed on experiential learning of the subject, as much of the course will involve on-site instruction and service work.
- **On campus meteorological station:** The Aghia Paraskevi weather station is part of the National Observatory of Athens network and is operated by the department of Science and mathematics through its Environmental Studies Program. Data is public and forms the background for local climate measurements by students and faculty for their projects and academic learning. Within the context of several courses within the Environmental Studies major air quality is also measured around campus for GhG and various other substances. Also, students have access to the real-time data provided by the Airly sensor/platform, installed on-premises, and measures outdoor air quality on campus.
- **Student energy audits:** ES students in the context of their course on Energy consumption visit the ACG offices and conduct energy audits. They interview employees relating to energy efficiency practices. They perform measurements with the institutions' equipment.
- Students in the context of their academic curriculum projects and research have access to **ACG's energy consumption data** provided by the Technical Services with the support of the Center of Excellence for Sustainability, Office of Public Affairs. Also, with the guidance of professors and based on the course's requirements students conduct projects that address issues related to the institution and provide solutions when necessary. The Office of Public Affairs, through the Center of Excellence for Sustainability, submits recommendations to the related departments.
- **"Supply Chain Management" MBA course,** where students worked on real sustainability concepts that had to do with on-site research of the Downtown campus conducted by faculty and students within the Environmental Studies major.
- **Professional Communication Course Projects:** Students in the context of the course evaluate the college's operations and the options offered to its members, resulting in a report on how to improve its offerings and provide programs that promote sustainable modes of transportation administered by the institution, such as carpooling.
- **Sustainability Training by the ACG Senior Manager for Sustainability:** The Office of Sustainability, Public Affairs, offers input and training to students, faculty, and staff on sustainability best practices and how to engage on and off campus.
- **Course Projects on Diversity & Affordability:** Students from disciplines like Sociology and Psychology, including those of the Professional Communication course, undertake class projects on issues that focus on diversity and affordability



by working on ACG's community partnerships and community contribution initiatives launched and organized by the Center of Excellence for Sustainability.

- **ACG Sustainability Leaders:** The [ACG Sustainability Leaders \(SLs\)](#) student organization is a team of student volunteers who participate in diverse activities and events aimed at motivating, inspiring and raising awareness towards a culture of Sustainability both on and off the ACG campus. The mission of the SLs is to raise awareness and engagement of fellow students with sustainability best practices and empower them to become knowledgeable, sensitized and responsible citizens of the world.
- **ACG Community Garden:** An on-campus herbs garden, operating under the Center of Excellence for Sustainability, was created in 2018. Students of the Environmental Sciences and Marketing programs collaborated for the purposes of a project resulting in the creation of the 'SPES Herbs Kit'; a branded kit with a variety of herbs, cultivated, harvested, packaged, branded, and promoted by Deree students. The garden is part of the campus as a living laboratory experience and is operated by the Office of Sustainability, Public Affairs.
- **Reuse@ACG Community Exchange Platform:** The platform launched in November 2020 in the context of the "ACG Waste Reduction & Recycling Campaign: Reduce, Reuse, Recycle!". The platform was designed and developed by Information Technology students of the Project Based Learning (PBL) workgroup, under the guidance and support of an IT Professor. This platform is used also for the college's wide campaigns in regards to collection of items aiming at supporting various charitable causes.
- **Outdoor programs:** The Office of Athletics – Outdoor Recreation's social responsibility actions range from hiking the high mountains, when participants always return from the hikes with bags full of trash, to diving to the bottom of the sea, when we remove everything that does not belong to the sea world. All their activities and programs adhere to the Leave No Trace guidelines.
- **Sustainability-focused student employment opportunities:** The Office of Sustainability, Public Affairs and the Center of Excellence in Sustainability, employ student assistants under the Work Study Program in sustainability-related positions. Students gain hands-on working experience and are introduced to the world of sustainability.
- **Sustainability Graduation Pledge:**



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

## Sustainability-related and Sustainability-focused Education

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

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

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

### Sustainability-focused Programs:

- [Environmental Studies](#) (undergraduate): Deree– The American College of Greece is the first independent educational institution in Greece to introduce an [Environmental Studies program](#). Launched in fall 2010, the program aims to develop students' understanding of the root causes and multiple dimensions of environmental problems (ecological, social, economic and political) as well as options for effectively addressing these problems in an increasingly complex world.
- [Biomedical Sciences](#) (undergraduate): This wide-ranging, interdisciplinary and career-focused program, is designed to satisfy all pre-med requirements of US medical schools. [The BMS](#) is an undergraduate degree that helps students acquire a strong foundation in the life sciences, especially in the biomedical and healthcare fields. The use of integrative approaches to health and wellness will guide students to understand key aspects of health care and help them find solutions to some of the most crucial health issues of our time.
- [MSc in Supply Chain Management](#) (graduate program at Alba Graduate Business School, ACG): [This program](#) prepares young graduates and early-career professionals for a successful career into the world of Supply Chain Business and Logistics. Students learn how to apply high standards of integrity, ethics and social responsibility, and how to deploy the latest advances in technology and process design to create a sustainable supply chain, among other learning outcomes.
- [Alba Executive Development](#):
  - Mini [MBA in Energy Management](#): This innovative, integrative Executive Education Program blends cutting-edge knowledge and practical insights in the booming field of Energy, with research-based knowledge in business and in management. Courses such as Renewable Energy Sources, Energy Efficiency & Sustainability, Electricity & E-mobility, etc., are offered.
  - [SEV Learning Series](#) (SEV-Alba Learning Alliance): Through a series of executive seminars, sponsored by SEV and addressed exclusively to SEV corporate members, participants have the opportunity to attend learning sessions that address contemporary trends, priorities and challenges and that blend academic excellence with business relevance. Examples of current and past seminar topics include: Women in Leadership, Women in Mentoring, Positivity & Resilience in Organizations, Building a culture of Trust in the Workplace, etc.
  - [A.D.A](#) (Alba Digital Academy): Alba's Digital Academy, operated within the Alba Executive Development, with a mission to design, develop and deliver state of the art learning initiatives in order to facilitate the development of the necessary skills, competencies and capabilities in the era of digital disruption and transformation. This initiative lies at the core of Alba's mission to educate leaders of tomorrow and agents of transformation.

### Sustainability-focused Minors/Concentrations:

- [Tourism & Sustainability](#) minor
- [Environmental Management](#) minor
- [Environmental Studies](#) minor
- [Sustainable Economics and Finance](#) minor

### **Sustainability Course offerings:**

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

Out of the 27 academic departments, 21 of them offer sustainability-related courses, resulting in a percentage of 77.78%.

Examples of such courses include the following:

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

knowledge is achieved by applying theory in real life situations through critical analysis and debating on prominent cases and in class discussions on current trends and developments on sustainable business activities.

## Research

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

For indicative numbers please see below:

- Number of employees engaged in sustainability research: 22
- Percentage of employees that conduct research that are engaged in sustainability research: 18.64
- Total number of academic departments that include at least one employee who conducts research: 27
- Number of academic departments that include at least one employee who conducts sustainability research: 12
- Percentage of departments that conduct research that are engaged in sustainability research: 44.44

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

International Journal Article (Scopus indexed) Vikas Ioannis, Sdrali D., Abeliotis K., and Apostolopoulos K., "Environmental Performance Influencing Factors in Industrial Clusters." *The International Journal of Environmental Sustainability* 18 (1): 59-68, 2022. <https://doi.org/10.18848/2325-1077/CGP/v18i01/59-68>

Great Expectations: Institutional Logics and the Evaluation of Corporate Social Responsibility PA Vlachos, P Avramidis, M Lounsbury, C Koritos, D Petmezas, Available at SSRN 4018516

Apostolaki S., Berbel J., Casielles R., Consoli S., Diez Cebollero E., Fatone F., Intrigliolo D.S., Masi F., Schmidt G., Sereno Rosado A., Skunca D., Tsani S., (2021), White Paper - Finding innovative solutions to tackle water scarcity in Southern Europe, EIT Water Scarcity Project - EIT Climate KIC, December 2021, ISBN: 978-9-0903-5514-6

Tsani, S, Apostolaki, S, Koundouri, P. (2021). Policies and socio-economic tools for sustainable water management In Tsani, S., Overland I. (Eds.) *The Sustainable Politics and Economics of Natural Resources*. Edward Elgar Handbooks in Energy, the Environment and Climate Change, December 2021, DOI: <https://doi.org/10.4337/9781789908770>

A) Energy Conservation and Efficiency of the Maritime Sector

Kokosalakis G., Merika, X, Merika A., "Environmental regulation on the energy-intensive container ship sector: a restraint or opportunity?", *Marine Policy*, Vol. 125, 2021

Kokosalakis G., Merika A., Triantafillou A., "Energy Efficiency & Emissions Control: The Response of The Second-Hand Containerships Sector", *Energy Economics*, Vol 100, 2021

Water resources conservation, water pipeline network leakage detection and optimum arrangement

Serafeim, A., G. Kokosalakis, R. Deidda, I. Karathanasi and A. Langousis (2021) Probabilistic estimation of minimum night flow in water distribution networks: large-scale application to the city of Patras in western Greece, *Stochastic Environmental Research and Risk Assessment*, <https://doi.org/10.1007/s00477-021-02042-9>

Serafeim, A., Karathanasi E., Papageorgakopoulos K., Stergiopoulos D., Deidda R., Kokosalakis G. and Langousis A., "Probabilistic modeling and uncertainty parameterization of real losses in the water distribution network of the city of Patras in western Greece",

(Environmental & Water Resources Institute, (EWRI), ASCE, online, Milwaukee, WI, USA, 07–11 June 2021.

Serafeim, A.V., I. Karathanasi, C. Papageorgakopoulos, D. Stergiopoulos, R. Deidda, G. Kokosalakis, A. Langousis, (2021) A Non-Parametric Statistical Approach For Minimum Night Flow Estimation In Water Distribution Networks, IWA Digital World Water Congress, Copenhagen Denmark, 24 May - 04 June 2021.

Serafeim, A.V., Kokosalakis G., Deidda R., Karathanasi I. and Langousis A., Practical Estimation of Minimum Night Flow in Water Distribution Networks: Large-scale Application to the City of Patras in Western Greece, EGU General Assembly, 19–30 April, 2021

Kay, A., Charles, T., Vlachos, P.A., Reb, J. "Mindfully Outraged: Mindfulness Amplifies Retribution via Moral Outrage at Third-Party Injustice," Working Paper (under 2nd round revision). (SDG 16)

Vlachos, P.A., Avramidis, P., Panagopoulos, N., (2020) "How to Optimize Your Company's Approach to Data Privacy," Harvard Business Review, Available at: <https://hbr.org/2020/08/how-to-optimize-your-companys-approach-to-data-privacy>

Vlachos, P.A., Avramidis, P., Panagopoulos, N., (2020) "How to Optimize Your Company's Approach to Data Privacy," Harvard Business Review, Available at: <https://hbr.org/2020/08/how-to-optimize-your-companys-approach-to-data-privacy>

Kay, A., Charles, T., Vlachos, P.A., Reb, J. "Mindfully Outraged: Mindfulness Amplifies Retribution via Moral Outrage at Third-Party Injustice," 81st Annual Meeting of the Academy of Management, 29 July - 4 August 2021

Kioses, I., Vlachos, P.A., Doukidis, G.D., Vrechopoulos, A. (2021). "Phasing Out Single-Use Plastics in Grocery Retailing" California Management Review (Insights), Available at: <https://cmr.berkeley.edu/2021/04/phasing-out-single-use-plastics/>

Kassinis, G., Kay, A., Papagiannakis, G., Vlachos, P.A. (2022) "Stigma as Moral Insurance: How Stigma Buffers Firms from the Market Consequences of Greenwashing?" Journal of Management Studies, vol. 58, no. 8, pp. 2154-2190 (ABS=4; FT; Special issue: Organizational Stigma) (equal contribution).

Bachrach, D.G., Vlachos, P.A., Irwin, K., Morgeson, F. (2022). "Does how firms invest in CSR matter? An attributional model of how job seekers react to configurational variation in CSR," Human Relations, vol. 73, no. 3, pp. 532-559 (ABS=4) – (first two authors equally contributed) (IF=5.658)

Marouli C., Savvidou P., Koutsokali M., Papadopoulou P., Misseyanni A., Tsiliki G. and Georgas D. (2022). Plant Growth on a Mediterranean Green Roof: A Pilot Study on Influence of Substrate Depth, Substrate Composition, and Type of Green Roof. *Front. Sustain. Cities* 3:796441.

Papadopoulou, P., Marouli, C. & Misseyanni, A. (2020). Sustaining Healthcare: Bridging Education with Biomedical and Healthcare Challenges. *European Journal of Sustainable Development*, 9(2), 211.

Misseyanni, A., Marouli, C. & Papadopoulou, P. (2020). How Teaching Affects Student Attitudes towards the Environment and Sustainability in Higher Education: An Instructors' Perspective. *European Journal of Sustainable Development*, 9(2), 172.

Lytras, M. D., Papadopoulou, P., Marouli, C., & Misseyanni, A. (2022). Higher Education Out-of-the-Box: Technology-Driven Learning Innovation in Higher Education. In I. Management Association (Ed.), *Research Anthology on Service Learning and Community Engagement Teaching Practices* (pp. 768-795). IGI Global.

Papadopoulou, P. Lytras, M. (2021). Empowering the One Health approach and health resilience with digital technologies across OECD countries: the case of COVID-19. In

- Lytras, M.D., Sarirete, A., Visvizi, A. & Chui, K. T. In Next Gen Tech Driven Personalized Med&Smart Healthcare, Artificial Intelligence and Big Data Analytics for Smart Healthcare, (pp. 225-241). Academic Press.
- Papadopoulou, P., Misseyanni, A. & Marouli, C. (2020). Current Environmental Health Challenges: Part I – Exposures and Research Trends. In Duca, G., & Vaseashta, A. (Ed.), Handbook of Research on Emerging Developments and Environmental Impacts of Ecological Chemistry (pp. 1-37). IGI Global.
- Marouli, C., Papadopoulou, P. & Misseyanni, A. (2020). Current Environmental Health Challenges: Part 2 – Moving Toward a Healthy and Sustainable Future. In Duca, G., & Vaseashta, A. (Ed.), Handbook of Research on Emerging Developments and Environmental Impacts of Ecological Chemistry (pp. 38-67). IGI Global.
- Lytras, M. D., Papadopoulou, P. & Sarirete, A. (2020). Smart Healthcare: emerging technologies, best practices, and sustainable policies, in Lytras, M.D. and Sarirete (Ed.), Next Gen Tech Driven Personalized Med&Smart Healthcare, Innovation in Health Informatics, Academic Press (pp 3-38), ISBN 9780128190432.
- Delistavrou, A. Tilikidou, R. and Krystallis, A. (2021) "Nested Relationships in Pro-Environmental Purchasing: A moderated mediation model", Journal of Consumer Behaviour <https://doi.org/10.1002/cb.1958> [Impact factor (2019): 1.708] - Level 2, ABS list
- Delistavrou, A. Tilikidou, R. and Krystallis, A. (2020) "Decision to Boycott "Unethical" Products: The Role of Materialism/PostMaterialism", International Journal of Retail and Distribution Management, 48(10), 1121-1138 <https://doi.org/10.1108/IJRDM-04-2019-0126> [Impact Factor (2019): 1.708] - Level 2, ABS list
- Marouli C., Savvidou P., Koutsokali M., Papadopoulou P., Misseyanni A., Tsiliki G. and Georgas D. (2022). Plant Growth on a Mediterranean Green Roof: A Pilot Study on Influence of Substrate Depth, Substrate Composition, and Type of Green Roof. Front. Sustain. Cities 3:796441.
- Papadopoulou, P., Marouli, C. & Misseyanni, A. (2020). Sustaining Healthcare: Bridging Education with Biomedical and Healthcare Challenges. European Journal of Sustainable Development, 9(2), 211.
- Papadopoulou, P., Misseyanni, A. & Marouli, C. (2020). Current Environmental Health Challenges: Part I – Exposures and Research Trends. In Duca, G., & Vaseashta, A. (Ed.), Handbook of Research on Emerging Developments and Environmental Impacts of Ecological Chemistry (pp. 1-37). IGI Global.
- Marouli, C., Papadopoulou, P. & Misseyanni, A. (2020). Current Environmental Health Challenges: Part 2 – Moving Toward a Healthy and Sustainable Future. In Duca, G., & Vaseashta, A. (Ed.), Handbook of Research on Emerging Developments and Environmental Impacts of Ecological Chemistry (pp. 38-67). IGI Global.
- Shipping in the Mediterranean and the Black Sea: History and Environment Challenges Toward Green Shipping, October 2022, DOI:10.1007/698\_2022\_900 Markella KoutsouradiDimitrios V. LyridisChristos PapaleonidasPeter J. Stavroulakis
- Starting in December 2020, the new by-laws of The American College of Greece Research Center (ACGRC), established in 2008, have been approved by the Greek Government. Following from that, ACGRC will act as a formal host for the College's research activities supported by external funds, thus, supporting ACG faculty to submit proposals to the EU and other grants. The creation of the ACGRC represents a major step in promoting our faculty's research activities and results from the College's efforts under the ACG150 strategic plan to leverage education for economic and social impact.

## The Corporate Sustainability and Responsibility School (CSR School)



The Corporate Sustainability and Responsibility (CSR) School – a specialized sustainability training program for professionals returned for the fourth year, as a partnership between CSR HELLAS, University of Crete and Alba Graduate Business School, with the support of the Office of Public Affairs of The American College of Greece.

During the 10 webinars, 45 participants attended lectures by 21 distinguished expert speakers, discussed relevant case studies, learned about best practices and exchanged views and thoughts around the incorporation of relevant theory into the CSR

initiatives of their own organization.



## AHEAD - The Alba Hub for Entrepreneurship and Development

**AHEAD** is the hub that brings together all activities dedicated to entrepreneurship at Alba Graduate Business School. We strive to live up to Alba's vision of "Business Unusual"

through the highest possible quality of innovative training, outreach and scholarship in entrepreneurship.

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

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

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

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

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

### **VentureGarden Program – "Helping People Grow Ideas"**

The [VentureGarden](#) educational and mentoring program for aspiring entrepreneurs is offered for free, in co-operation with the Alba Graduate Business School-ACG, The Hellenic Initiative and Anatolia School of Business in Thessaloniki. [The program](#), established in 2014, is based upon an intensive training period followed by several months of mentoring. More than 100 entrepreneurs go through the program each year. Several of the entrepreneurial ideas that have grown by the participants through this program are sustainability related. For example, Foodity - an application of surplus food in premium hotels and restaurants offered at a very low cost and Elektronio – a start-up solution for sustainable mobility which designs and manufactures personal mobility vehicles based on the electric bicycling.

### **Thought Leadership**

- **Participation in Committees and Councils:**
  - **American-Hellenic Chamber of Commerce (AMCHAM) Corporate Responsibility (CR Committee):** The Senior Manager for Sustainability, Office of Public Affairs, has been a member of this Committee since February 2020. In this context, the following activities and projects have been produced:
    - ✓ White paper on "Repurposing Purpose", focusing on how to redefine the corporate responsibility strategy of businesses in the post-pandemic era (May 2020).
    - ✓ White paper based on human rights with content focusing on regulation, governance, environment, labor, diversity, local and global issues, SME's.
    - ✓ AMCHAM Corporate Responsibility Conference 2020 on "[Tribes: Joined Purpose](#)" (October 2020).
    - ✓ AMCHAM Corporate Responsibility Conference 2022 on "Headwinds: Endure, adapt, persevere, embrace the changing future of sustainability" (September 2022).
  - **AASHE Advisory Council:** The ACG Senior Manager for Sustainability, Office of Public Affairs, has been appointed to [AASHE's \(Association for the Advancement of Sustainability in Higher Education\) Advisory Council](#) for a two-year, renewable, term, starting in January 2021.



- **AASHE Board of Directors:** Ms. Rania Assariotaki, Senior Manager for Sustainability, Office of Public Affairs, has been elected for the second time to the Association for the Advancement of Sustainability in Higher Education (AASHE) global Board of Directors. She is the only representative from a European educational institution to have been elected to the Board.
  - The purpose of the Board is to advise, govern, oversee policy and direction, and assist with the general promotion of AASHE.
  - The Senior Manager for Sustainability represents ACG in various networks and fora: National Alliance for the Reduction of Food Waste, UNSDSN Greece, CSR Hellas etc.
- **Publications/Articles/Studies:**
    - Rania Assariotaki, Senior Manager for Sustainability, (article), "A resilient Future For All", Thought Leaders Section, AMCHAM Business Partners Magazine, September/October 2021 issue.
    - Rania Assariotaki, Senior Manager for Sustainability, (article), "Educating The Leaders of Tomorrow: How HEIs Promote Sustainability", Thought Leaders Section, AMCHAM Business Partners Magazine, July/August 2022 issue.
    - In November 2022, the Center of Excellence for Food, Tourism and Leisure administered a panhellenic survey on the perceptions of the Greek consumers on food waste and food labelling.
    - In 2022, Alba joined forces with CSR Hellas and launched the ESG Barometer, an innovative tool to measure perceptions on Greek companies' ESG initiatives.
  - **Conferences/Symposia:**
    - The **ACG Senior Manager for Sustainability** was invited to speak at the following conferences:
      - On Jun 2, 2022 the Senior Manager for Sustainability was invited and presented at the anniversary conference on CSR practices organized by Boussias. During this anniversary conference she will present the 360o approach of ACG for sustainability. This conference was attended by representatives of sustainability professionals of all sectors in Greece. This was our 5th participation.
      - On June 7, 2022 the American College of Greece through the Office of Public Affairs, along with Chatzigakis Foundation, organized and hosted the half- day conference "Sustainability: The Future is Now". Sustainable Development and the Circular Economy, with an emphasis on small & medium-sized enterprises of the fashion industry and other key environmental issues starred in the discussions, held during this interactive conference, under the auspices of the Ministry of Environment and Energy, on the occasion of the World Environment Day (5/6). The conference ended with an innovative fashion show by Deree students, wearing creations of Maison Faliakos, 3QUARTERS and EF93, companies that embrace sustainable practices. The Senior Manager for Sustainability moderated the panel "Sustainability: A Spherical Discussion"
    - On September 30th 2022, the Senior Manager for Sustainability and member of the CR Committee of AMCHAM moderated the panel discussion "Voice of the People: The Quest for Prosperity" during the 20th anniversary CR conference of AMCHAM. During this panel Dr Athanasios Krystallis, Executive Director of the ACG CoEFTL presented the key findings of the panhellenic study on sustainability in the form of barometer. The survey was run by the Center of Excellence of Food, Tourism and Leisure in collaboration with the Office of Public Affairs with

the support of the Center of Excellence in Sustainability. For the first time ACG sponsored the conference.

- On November 16, 2022 the Senior Manager for Sustainability, Office of Public Affairs participated, along with representatives of NGOs, food industry, food retailers and the public sector at the ESG Unplugged series organized by Global Sustain. Ms. Assariotaki talked about how an educational institution fights food waste and presented the key findings of the panhellenic study on the perceptions of Greeks on date labelling and food waste administered by the ACG Center of Excellence in Food, Tourism and Leisure. The discussion was moderated by Dr. Athanassios Krystallis, Exec. Director of Food, Tourism and Leisure.
- Avramidis, P.A., Serfes, K., Vlachos, P.A., Panagopoulos, A. "Customer Data Privacy, Competition and Firm Performance," 16th Annual Competition and Regulation Summer School and Conference (CRESSE), July 1-3, 2022 (Crete, Greece).
- Sarakinou G., Apostolaki S. 2021, "Factors affecting the populations of Sea Turtles, Caretta caretta: The Case of Greece", 17th International Conference on Environmental Science and Technology (CEST2021), Athens, Greece, 1 - 4 September 2021
- Apostolaki S. Elshimi A., Chattopadhyay T, Maragou H. 2021, "Promoting education on SDGs via enhanced partnerships and collaborative structured actions at undergraduate level across three institutions located in three continents", 9th World Sustainability Forum, 13–15 Sep 2021
- Apostolaki S. Elshimi A., Chattopadhyay T, Maragou H. 2021, "SDG education via enhanced partnerships and collaborative structured actions across three institutions located in three continents", AMICAL Conference, 14 July 2021
- ATHENS UNIVERSITY OF ECONOMICS AND BUSINESS - Life Long Learning Institute (KEΔIBIM), Sustainable Education, in the framework of the educational program on Implementing the Sustainable Transition: Agenda 2030, the Paris Agreement on Climate Change and the European Green Deal, 3- hour lecture, March 22, 2021
- Events
- Roundtable Discussion on 'Challenges introduced by Climate Change, COVID-19 Pandemic and natural disasters for sustainable cities' was organized by the student organization BEST on December 13, 16:00-17:30, National Technical University of Athens (NTUA). Dr. Paraskevi Papadopoulou, Professor, Head of the Department of Science and Mathematics & Biomedical Sciences Program, The American College of Greece and Dr. Stella Apostolaki, Assistant Professor, Coordinator of Environmental Studies Program, Executive Director of the Center of Excellence in Sustainability – The American College of Greece.
- Academic Seminar on 'The start of a decade of new crises: Climate and Energy – the policy agenda' organized by the student association SAFIA, December 9, 18:00 – 20:30 and was hosted by the American College of Greece. Dr. Stella Apostolaki, Assistant Professor, Coordinator of Environmental Studies Program, Executive Director of the Center of Excellence in Sustainability – The American College of Greece on welcoming remarks and introduction into the climate change facts for Greece.
- Also, our students during their thesis explore topics related to certain SDGs. Examples can be found below:
- 1. Eleni Afouxenidou: "Happiness is a beautiful fruit that tastes of cruelty". An examination of resilience protective factors among the Greek LGBTQ+ community." (Graduate Psychology Program in Counseling Psychology and Psychotherapy - Supervisor Deree Professor Ion Beratis MSc, PhD Assistant Professor of Psychology)

- 2. Ariagni Prokaki: "Attachment style and post-traumatic stress disorder symptomatology due to the COVID-19 pandemic in healthcare professionals" (Graduate Psychology Program in Counseling Psychology and Psychotherapy - Supervisor Deree Professor Ion Beratis MSc, PhD Assistant Professor of Psychology)
- 3. Konstantinos Kyvrikosaios: "Personality and the role of gender on subjective sleep quality." (International Honors Program - Supervisor Deree Professor Ion Beratis MSc, PhD Assistant Professor of Psychology)
- 4. Romina Karkalou: "Exploring the relationship of emotional intelligence, resilience, and occupational stress in workers in Greece" (International Honors Program - Supervisor Deree Professor Ion Beratis MSc, PhD Assistant Professor of Psychology)



