

A BUSINESS SCHOOL FOR SOCIETY

SHARING INFORMATION ON PROGRESS REPORT
2019 – 2021



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PRME

This is our **Sharing Information on Progress (SIP)**
Report on the Implementation of the **Principles for
Responsible Management Education**



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A WORD FROM THE PRESIDENT

SSE'S COMMITMENT TO PRME

The Stockholm School of Economics (SSE) hereby submits its Sharing Information on Progress (SIP) report for the period 2019 to 2021, its fourth in total.

The COVID-19 pandemic certainly tested business schools around the world, and SSE was no exception. A necessary transition to digital teaching tested our pedagogical agility and our logistics. The difficulties that isolation caused for our students, especially our international students, tested our support structures. However, SSE's commitment to sustainability and responsible leadership never wavered. On the contrary, during the pandemic, we executed our mission and supported our constituents through research and research-based education with an even clearer emphasis on responsibility and sustainability. As this report will detail, SSE continued its journey towards more responsible management education despite the challenges created by COVID.

Highlights of that journey over the past two years range from education through research to governance and operations. Educationally, we launched a unique executive education program on sustainable finance and green bonds, where our partners are major participants in the work to use green finance to support developing economies. We joined forces to help selected banks from developing markets with insights into green bonds and the underlying drivers of sustainable finance. In our degree programs, two new partnerships, one global and one European, are adding new courses, new projects, and new transcultural experiences to our curricula, and these will certainly shape our educational frameworks, which develop the capabilities of our students to create sustainable value. Likewise, sustainability questions continue to feature more prominently on SSE's research agenda; this work largely takes place through our dedicated center of excellence, the Mistra Center for Sustainable Markets (Misum), which is described in this report, and of course across the School's academic departments. Another highlight comes through improvements in SSE's governance of sustainability work. There is now a sub-strategy for sustainability, and the Sustainable SSE Group, established in 2018, has developed extensively to advance our work of operating within planetary boundaries and accelerating the greening of the SSE campus. Operationally, as part of our swift response to the pandemic, we established a

Corona Task Force to better protect our students and staff with diligent information distribution and crisis control. In another operational sphere, we have, like other educational institutions, learnt a great deal about remote education and its limitations, and we are working to provide our students with a campus experience that prioritizes sustainability, innovation, and inclusion.

At SSE, we realize that in the 21st century businesses will need to orient their core activities to a large set of societal stakeholders beyond companies' shareholders and that decision makers of the future will have to negotiate tensions between short-term profitability and long-term value for society. This is why SSE has the strategy it has —complete with sub-strategies on sustainability, gender equality, and international outlook. In this spirit, we are pleased to continue espousing the PRME values and supporting sustainability work throughout the School.

This year, we altered the structure of our SIP report. Previously, the six principles of PRME organized our description of sustainability work at SSE. Now, because four operational areas organize the work of the Sustainable SSE Group (research, education, campus, and outreach), we believe that describing these areas best communicates SSE's strategic push to integrate sustainability and responsibility throughout the School. In doing so, we hope to share with you how we enact the six principles.

Finally, I would like to acknowledge the efforts of the faculty, professional staff, and students who have developed our new and exciting initiatives for responsible management education over the past two years.

The undersigned, President of the Stockholm School of Economics, hereby renews our institutional commitment to the Principles for Responsible Management Education.



Professor Lars Strannegård
President
Stockholm School of Economics

A WORD FROM THE PRME REPRESENTATIVE

PROGRESS IN THE PAST TWO YEARS

The past two years have been a period of unprecedented challenges. It has also been a period of new beginnings. The global PRME movement changed its governance structure and leadership, and this affected SSE when our Professor Mette Morsing was appointed to lead the PRME Secretariat.

During this period, SSE also redesigned the curriculum of its largest program, the Bachelor Program in Business and Economics and opened it for international enrollments. Much of this took place while SSE was responding to the COVID-19 outbreak, which of course required substantial resources and organizational energy. Fortunately, the School's response was not defined solely by costs, limitations, and fatigue; it was also marked by new thinking, creativity, solidarity, and empathy. In particular, the pandemic seems to have promoted sustainability by showing that work and education can entail less travel, less energy use, and less consumption of material resources.

Since 2019, SSE has taken big steps towards integrating sustainability into its educational programs, research, partnerships, and operations. Highlights include a redesign and upgrade of the Global Challenges sequence, the School's flagship courses on sustainability for the revised BSc Program in Business and Economics (BSc BE) and the establishment of a Sustainable SSE Group, and the promotion of sustainability as one of three key areas with an explicit sub-strategy (along with internationalization and gender equality). This governance structure now leads

the School's work to bring sustainability into its research, education and operations. Another landmark achievement for SSE was the establishment of a strong relationship with the Global Compact Network Sweden. These activities were successful largely because of the dedication of my predecessor, Maria Perrotta Berlin.

Looking forward, we anticipate a renewed focus on education and pedagogical tools. In collaboration with representatives of other PRME schools in the Nordic chapter and in the PRME Champions' Group, the work we do increases both the visibility and the impact of sustainability principles in our pedagogy, faculty development and course content. This exchange of experience not only increases the incorporation of existing research on sustainability into the curriculum, it also points to possible improvements on campus and in outreach. In this respect, SSE students are also very active, as described in the Campus section below, and they provide valuable insights into further work with PRME principles.



Laurence Romani
PRME Development Director at SSE



ABOUT SSE

AN OVERVIEW

The Stockholm School of Economics (SSE) was established in 1909 following an initiative by the Swedish business community. It offers a range of educational programs, and its faculty conducts research in finance, economics, business administration, and related fields. For over a century and always as a private institution, the School has evolved in close dialogue with the business community and with society at large.

Driving this evolution and this dialogue is a clear mission: SSE exists to improve the competitiveness of its host community and its constituents regardless of whether that community is defined locally, nationally, regionally, or globally. It does so through its research and the educational programs based on that research. Typically, collaboration serves as SSE's strategic vehicle for internationalization and continuous improvement. Historically, this has meant collaboration with firms and other organizations to address challenges that emerge from business operations or from overarching economic conditions. This has included, of course, the challenge of providing the specialists, managers, and leaders that all organizations need in order to succeed. Over time, the School and its partners have recognized that success is more than a good bottom line or even a good triple bottom line (i.e., people, planet, profits). Therefore, today, SSE and its collaborators work with challenges that foreground the symbiotic relationships between organizations and the societies that host them.

Moreover, since the 1990s, SSE's collaborations have evolved to include network relationships with other academic institutions. These relationships, all of which entail a sustainability agenda of some kind, include:

- The CEMS Global Alliance, where the Master Program in International Management frames "responsible citizenship" as one of five learning objectives
- The CIVICA alliance within the European Universities initiative, where the mission is to holistically serve European societies and where the aims include knowledge-creating research that "tackles societal challenges" and the "development of flexible, sustainable and accountable governance structures"
- The Global Network for Advanced Management (GNAM), where the mission is to drive innovation and create value for the 32 members "from diverse regions, countries, cultures and economies in different phases of development" by "deepening their understanding of differences and commonalities in their economies".

SSE's strategic partnerships, then, have two features in common: All are highly selective networks that vet potential members for student and faculty quality; and each, in various ways, incorporates values and actions consistent with global social responsibility. These values also resonate with another SSE partner, the European Foundation for Management Development (EFMD), whose EQUIS quality-assurance accreditation foregrounds sustainability, ethics, and diversity as key aspects of quality.

As a founding member of EFMD, with EQUIS accreditation since the 1990s, and as an active PRME signatory since 2013, SSE obviously works to infuse all of its operations with a broad understanding of sustainability, where that breadth encompasses social, environmental, economic, and institutional aspects of sustainability. This is a special point of emphasis in SSE's educational offering and its research organizations. The educational offering consists of eleven degree programs (two bachelor programs, five master programs, three doctoral programs and one executive MBA program) and a sizeable executive education program portfolio. All degree programs are open for international enrollment with English as the language of instruction. All programs also reflect SSE's ambition to diversify the student body by enrolling more students with diverse backgrounds, whether that diversity pertains to ethnicity, gender, sexual identification, or — not to forget — family history with higher education. The research organization consists of six academic departments, all of which carry out some research related to sustainability and some of which do so extensively. Complementing the School's departments (Accounting, Economics, Entrepreneurship/Innovation/Technology, Finance, Management & Organization, Marketing & Strategy) are thirty or so research institutes, some of which are devoted solely to sustainability research, and where SSE's faculty works side by side with visiting faculty and other affiliated researchers. Among these research centers are SSE's four centers of excellence which are the loci for the School's four prioritized research areas. These centers are the Swedish House of Finance (SHOF), the House of Innovation (HOI), the Center for Retailing (CFR), and the Mistra Center for Sustainable Markets (Misum).

The last of these centers of excellence merits particular attention in an SIP report. Misum, which features prominently throughout this report, is a catalyst for SSE's sustainability work and the hub for its sustainability research because of its active collaboration with all of the School's academic departments. It is, therefore, a cross-disciplinary



center of excellence where research constitutes the core that informs educational programs at SSE and outreach to its stakeholders. In this way, Misum carries out a threefold mission: to conduct multi-disciplinary research that is both scientifically rigorous and practitioner relevant; to educate students and equip them with tools to understand and act upon pressing challenges; and to participate actively in cross-sectional collaboration and industry outreach.

Beyond its research, a business school affects societies through the actions of its graduates. As becomes clear below, an SSE education prepares its graduates to be generators of sustainable value for businesses and society at large. This preparation begins with curricula, but it continues with the empowerment of students through active participation in the School's governance, from the board of directors through to course level student representatives. Additional preparations come with extra-curricular opportunities like the SSE Business Lab, which since its launch in 2001, has generated over 230 companies that together have created more than 4,500 new jobs and over 1.1 billion USD in combined revenues. Significantly, the lab must meet KPIs on gender distribution and sustain-

ability among its entrepreneurs. Finally, SSE alumni are in positions to affect societies. Beyond traditional roles in sectors such as finance, consulting, logistics, and media, they also take positions in the public sector and politics, including cabinet positions and leading roles in national and international NGOs.

FINANCIAL TIMES 2020 RANKINGS

Masters in Management **7** of 90

Masters in Finance **19** of 55

European Business Schools **21** of 90

Executive Education:

Open Programs **17** of 75

FT Top 50 Schools **19** of 50

Customized Programs **30** of 85

Executive MBA **60** of 100

PRME AT SSE

2019–2021, AND BEYOND

Since becoming a signatory of UN PRME in 2013, SSE has worked to apply the six principles in multiple ways, often learning from other PRME schools. After initially laying a foundation for responsible management education first in its undergraduate programs and then successively in its graduate programs and executive education, SSE has become increasingly active in the PRME community by sharing practices and lessons learned, specifically in the PRME Nordic Chapter and since 2018 in the PRME Champions' group.

SSE IN THE NORDIC CHAPTER

SSE left the chair of the PRME Nordic Chapter in 2019. In 2020, the new chair needed to develop new practices for the chapter to function during the COVID-19 crisis. This included more digital communication and remote meetings for sharing experience, tools for online teaching, ideas for cooperating at a distance, and other strategies for coping with the pandemic.

Against this background and despite restrictions on physical meetings, SSE launched a PRME Student Ambassador program in 2020. This initiative aims to leverage students' engagement with their schools for the benefit of the whole Nordic Chapter. PRME ambassadors at each participating school share information on school-internal initiatives, exchange visits, and learn from one another's experience. Within the limits allowed by the pandemic, the program was enthusiastically received in the chapter and exchanges are taking place.

Since 2020, SSE has initiated closer cooperation with the Global Compact Network Sweden, PRME's sister organization. This cooperation began by involving the Network in SSE's Global Challenges courses. Other PRME signatories within the Nordic Chapter have been encouraged to cooperate with their corresponding Global Compact Local Networks.

A February 2021 survey of network members highlighted the Local Network's potential for collaboration. These opportunities include:

- Dialogue between business leaders, academic researchers and educators
- Research collaborations to find solutions for specific challenges for industries

- Collaborative advocacy for policy change (e.g., developing white papers/policy recommendations)
- Contributions by business to thematic educational programs
- Business engagement with students (recruitment, internships, case competitions). These activities were successful largely because of the dedication of my predecessor, Maria Perrotta Berlin.

Another project within the Nordic Chapter is a PhD course jointly offered by SSE and Hanken School of Economics. The PhD course is planned for spring 2022 and open to students from all the Chapter's member schools.

SSE IN THE PRME CHAMPIONS GROUP

During the previous PRME Champions' cycle, 2018–2019, SSE undertook major international immersions and created new ties, especially with Deakin Business School (Australia), the Glasgow Caledonian University (United Kingdom), the Gordon Institute of Business (South Africa), the University of Applied Sciences HTW Chur (Switzerland) and the University of Colorado Boulder (United States of America) within the Blueprint project (see below). Work in the current Champions' cycle has been heavily influenced by the COVID-19 crisis, and digital meetings replaced the four Champions' meetings that normally frame a two-year Champions' cycle. This led to meetings being held more often and to members supporting one another through the crisis. This experience might well herald a more permanent shift to a new form of cooperation with more frequent communication and less travel.

SSE also belongs to the small working group for the PRME Blueprint for SDG Integration. The Blueprint provides concepts and frameworks to support business schools as they integrate the SDGs into their research, education, and partnerships. It was presented at the Global Forum in June 2020, and in the current cycle the Blueprint will launch a website with an online repository of approaches that have already been successfully adopted.

SSE'S APPROACH TO RESPONSIBLE MANAGEMENT EDUCATION AND SUSTAINABILITY

SSE's strategic direction is strongly aligned with the goal of making graduates capable of recognizing and creating sustainable value. This shows in the 2021-2025 strategy, which foregrounds societal impact, diversity, and holistic learning. It also shows in the formulation and execution of SSE's educational mission to help students become FREE in ways that are appropriate for contemporary conditions and limitations. Similarly, SSE has established research priorities that reflect a rationale of societal relevance; the areas of finance, retail, innovation, and sustainability receive special emphasis through targeted funding strategies, recruitment, internal support, and outreach. At the level of governance, this strategic direction shows in the formulation of explicit sub-strategies for sustainability and gender equality, with the latter approved by the board of directors in the spring of 2021 and the former due for approval in the fall of 2021. In that spirit, the School's Sustainable SSE Group (SSSE Group) has intensified its work toward the gradual transformation of SSE's premises into a sustainable urban campus.

This strategic direction is consistent with the first three PRME principles: purpose, values, and method:

Principle 1, Purpose: We will develop the capabilities of *students to be future generators of sustainable value for business and society* at large and to work for an inclusive and sustainable global economy.

Principle 2, Values: We will *incorporate into our academic activities, curricula, and organizational practices the values of global social responsibility* as portrayed in international initiatives such as the United Nations Global Compact.

Principle 3, Method: We will create educational frameworks, materials, processes and environments that enable *effective learning experiences for responsible leadership*.

FREE

SSE has formulated its overarching educational aims through the acronym FREE. It stands for:

Fact and science based mindset. We are fundamentally a scientific institution, and facts are the basis for all critical and analytical thinking. An SSE graduate will make decisions based on facts and have the ability to differentiate between types of knowledge. This ability becomes particularly important in a world of alternative facts, fake news and filter bubbles.

Reflective and self aware. The future will require more reflection and self-knowledge. Individuals trained at SSE will be able to contemplate what role they play in the world, understand the impact they have on others, evaluate their personal preferences, and be aware of how their choices are determined.

Empathetic and culturally literate. Empathy and cultural sensitivity remain today uniquely human attributes. We are convinced that an empathetic person becomes a better leader and decision maker; thus we expect our students to consider fully the perspectives of others. Cultural literacy and the tolerance it engenders are prerequisites for success in a future where interaction are common among people with different backgrounds, expertise, and professional perspectives.

Entrepreneurial and responsible. SSE graduates will have an entrepreneurial and creative approach to the world. They will strive to create change in a responsible manner. They should not accept the status quo but seek improvement for society and the world at large.

To pursue this strategic direction, SSE uses a four-part model for describing its work on sustainability: 1) research 2) education, 3) campus and 4) outreach. The newly developed Sustainable SSE Group (SSSE Group) oversees the work in these four areas throughout SSE as mandated by its mission: to operationalize sustainability and responsible management education at SSE. The Sustainability Director leads this group, and the director's role is to coordinate the development of the SSE sustainability agenda and the work within the SSSE Group. The director, who also is the School's Chief Financial Officer, is a member of the SSE management team and can therefore ensure that sustainability remains an anchor of SSE's strategy. The director also functions as a conduit for bottom-up activities and concerns. The Sustainable SSE Group meets at least once per semester, and in addition to the director, its composition includes representatives from the faculty, the student body, professional services units, and executive education. Through this group, SSE has established a platform for regular dialogue and for tracking and reporting progress. Given that smaller and more agile task forces best translate values and insights into actions, the SSSE Group consists of thematic working groups, for instance on food and waste management and climate action. Much of the implementation then happens in the established structures of program and department management, student initiatives, event organization, and purchasing policies.

The four areas reflect PRME Principles 1 through 6. PRME Principles 1 and 2 inform the basis of the School's work of sustainability and responsible leadership and therefore feature throughout the report, which proceeds as follows: The first section, Research, illustrates how SSE departments and research institutes generate and disseminate knowledge to foster sustainability and sustainable development through the lenses of various disciplines and via various research partnerships, as per PRME Principles 4 and 5. The second section, Education, describes the "educational frameworks, materials and processes" (PRME Principle 3) applied in SSE's courses and programs in order to equip students to become responsible leaders. That section also describes the pedagogical methods and underlying values that manifest in the teaching at SSE (PRME Principle 2). The third section, Campus, addresses PRME Principles 3 and 6 and illustrates how SSE incorporates the values of responsible business management in its own practices. It explains how the campus is used as a platform for dialogue and debate among the internal stakeholders, in particular educators and students, but also with businesses and other external stakeholders. The final section, Outreach, describes the wide range of public events and other efforts by SSE staff and researchers to share knowledge, insights, and evolving positions with practitioners and decision makers (PRME principles 5 and 6).



RESEARCH

PRINCIPLE 1, PURPOSE: We will develop the capabilities of students to be future generators of sustainable value for business and society at large and to work for an inclusive and sustainable global economy.

PRINCIPLE 2, VALUES: We will incorporate into our academic activities, curricula, and organizational practices the values of global social responsibility as portrayed in international initiatives such as the United Nations Global Compact.

PRINCIPLE 4, RESEARCH: We will engage in conceptual and empirical research that advances our understanding about the role, dynamics, and impact of corporations in the creation of sustainable social, environmental, and economic value.

PRINCIPLE 5, PARTNERSHIP: We will interact with managers of business corporations to extend our knowledge of their challenges in meeting social and environmental responsibilities and to explore jointly effective approaches to meeting these challenges.

SSE is home to some 30 research centers. Some are embedded in one department, others link two or more departments, and others operate autonomously. Many of these units conduct research that addresses various SDG topics, and some are exclusively dedicated to such research.

The Mistra Center for Sustainable Markets (Misum), for instance, is dedicated solely to sustainability research and functions as a hub for sustainability research across SSE departments and institutes. Therefore, collaboration and transdisciplinarity characterize this research. The former shows through the current participation of 70 affiliated researchers from six SSE departments and 16 external universities from four continents. The latter is evident through the projects and initiatives headed by senior researchers from Finance, Marketing, Economics, Accounting, Strategy, Management, Entrepreneurship, and Organizational Studies, who bring different methodologies and perspectives to sustainability questions.

One way to describe sustainability research at SSE is a simple four-part taxonomy of sustainability domains: sustainable finance; sustainable markets; sustainable business development; and sustainable economic development.

RESEARCH ON SUSTAINABLE FINANCE

Sustainable finance means looking at financial markets through the lens of sustainability. Sustainability has growing importance for businesses and society, yet without expertise in, for example, financial products, asset pricing, corpo-

rate finance, and ownership, it may be difficult to bring sustainability into financial markets. SSE's Swedish House of Finance (SHOF) has increasingly integrated sustainability into their research agendas, education, and outreach. In doing so, SHOF has produced a wide range of working papers and several high-quality journal publications that integrate sustainability issues in traditional finance areas. These publications can be found in Appendix B.

In the last two years, there have been two major developments within sustainable finance research at SSE. Mistra Financial Systems (MFS) was a cross-disciplinary, international research program with two objectives. One was to identify and assess potential obstacles to employing financial markets for sustainable development. The other was to identify key mechanisms and any required changes necessary for employing financial markets in this way at the micro, meso and macro-levels. As the MFS project approached its completion in 2020, and in the wake of its success, SSE initiated a new program to advance sustainable finance research, the Sustainable Finance Initiative (SFI). This program explores how financial market actors can best engage with and respond to sustainability transformations. One project includes a collaboration with the Stockholm Environment Institute and CleanTech Scandinavia, which maps the scope of Swedish municipalities' sustainability plans. Another studies the evolution of workers' mental health in the context of corporate restructurings caused by takeovers.

These projects provide credible pathways towards

achieving SDGs 3 (Good Health and Well-being), 8 (Decent Work and Economic Growth), 11 (Sustainable Cities and Communities), and 12 (Responsible Consumption and Production). They also provide context-relevant solutions for SSE's partners in the finance industry seeking to develop increasingly sustainable and ethical financial practices. Further examples of sustainable finance research can be found in Appendix B. Some events based on other SFI projects appear in the Outreach section and Appendix A.

RESEARCH ON SUSTAINABLE MARKETS

At SSE, researchers at the Departments of Accounting and of Marketing & Strategy, and Misum unpack the organizational micro-level, focusing on internal processes, business-to-business relationships and public-private partnerships in order to understand their impacts on the environment and sustainable market processes. From a marketing perspective, this research includes work examining the conditions for just and fair supply chains, such as questions of transnational supply chains and supplier identity construction.

Some of the research produced at SSE in accounting offers valuable insights for sustainable business practices. One recent study seeks to identify short-termism among European companies. The results of this study will provide an empirical foundation for the European Commission's work in developing new regulations that support long-term investments and greater sustainability. Another study identifies the factors necessary for equity analysts to consider ESG measures in the valuation of companies while yet another clarifies the role of accounting calculations in the development of sustainable technologies.

All these results provide credible pathways towards achieving SDGs 8 (Decent Work and Economic Growth), 9 (Industry, Innovation, and Infrastructure), 10 (Reduced Inequalities), 11 (Sustainable Cities and Communities), and 12 (Responsible Consumption and Production). They also support the practice of environmental, social and governance analysis within asset-management organizations. Further examples of research on sustainable markets can be found in Appendix B.

RESEARCH ON SUSTAINABLE BUSINESS DEVELOPMENT

This research attracts attention from many disciplinary directions. At SSE, the Departments of Entrepreneurship, Innovation and Technology, Marketing and Strategy, Management and Organization, and Accounting work in various ways to learn how businesses can develop sustainably. This breadth ensures an interdisciplinarity that yields results on policies, norms, and local contexts that are relevant for communities and companies moving forward sustainably. The Department of Management and Organization, for example, has historically characterized its research as focused on either people in organizations or organizations in society, but today research at the intersection of these two treats impactful domains such as CSR, digital transformation, sustainable work, inclusion, and the relationship of business to culture and the arts. Another example is the Department of Marketing and Strategy,

where a key research theme is understanding transformations in market ecosystems. The results of this work posit descriptions of future market ecosystems and outline putative strategies for a digital and sustainable world.

Another notable example of research into sustainable business development is the work done at Misum and the Department of Entrepreneurship, Innovation and Technology to understand the Recirculate project. Recirculate is a partnership-based approach to generating solution-focused research and eco-innovation in Africa. Researchers, policymakers and industry practitioners from Ghana, Nigeria, Benin, the United Kingdom, and pan-African networks are building capacity for a safe, circular water economy across the African continent. The focus of SSE's research here is a mapping of the success factors and obstacles manifest in the relationships between entrepreneurs and the community in such partnership projects.

This research speaks to SDGs 1 (No Poverty), 5 (Gender Equality), 6 (Clean Water and Sanitation), 8 (Decent Work and Economic Growth), 9 (Industry, Innovation, and Infrastructure), 10 (Reduced Inequalities), 13 (Climate Action), and 17 (Partnerships for the Goals). The results of this research provide impactful insights for collaborative efforts towards sustainability. Other examples of research that speaks to the SDGs can be found in more detail in the Outreach section.

RESEARCH ON SUSTAINABLE ECONOMIC DEVELOPMENT

Research on sustainable economic development examines the economies in a range of countries. It aims at understanding how investments in human capital can improve the education, health, and well-being of people in those countries and thus translate into more sustainable development. At SSE several units conduct research in these topics, including Misum, the Department of Economics, and the Stockholm Institute of Transition Economics (SITE). Some examples of projects in the last two years include: a study drawing connections between mass layoffs in US coal-mining communities and the prevalence of climate

"In 2019, the department engaged all its faculty in a strategy process in which it formulated the following vision and mission for research and teaching at the department:

Our vision is to contribute to a sustainable society where contextual understanding of management, leadership and organizations drives responsible change in business and society."

Andreas Werr
Head of Department,
Management and
Organization



ignorance, two separate projects identifying links between domestic violence and isolation caused by COVID-19 in Uganda and in Sweden, and a recent publication that identifies the obstacles to achieving universal foundational literacy and numeracy under India's new National Education Policy.

SSE has also been active within the research community that is developing better understandings of sustainable development. This took the form of online seminars for researchers. In 2020, seminar topics included new strategies of development in low and middle-income countries and the role of governments in sustainable recovery measures after COVID-19.

SSE's research on sustainable development produces results that indicate ways of achieving many of the SDGs: 1 (No Poverty), 4 (Quality Education), 5 (Gender Equality), 6 (Clean Water and Sanitation), 7 (Affordable and Clean Energy), 8 (Decent Work and Economic Growth), 10 (Reduced Inequalities), 13 (Climate Action), and 16 (Peace, Justice and Strong Institutions). Other examples of impactful research that has been published as journal articles and policy briefs can be found in Appendix B and in the Outreach section.

INTERNATIONAL RESEARCH COLLABORATIONS

SSE also promotes collaborative engagement with other research and policy institutes in Sweden and abroad. These collaborations produce robust results that can inform policy making. A national collaboration between SSE's research institutes and the Swedish International Development Cooperation Agency (Sida) generated prolific output in recent years in the fields of empirical institutional economics and political economy in low-and-middle income countries. The emphasis was on inequality, gender issues, environmental economics, and just institutions. SSE is also involved in international collaborations in research on sustainable development in emerging economies. This includes SITE researchers who are engaged in the network called Forum for Research on Eastern Europe and Emerging Economies. This is a collective initiative that includes SITE and research institutes from Minsk, Riga, Moscow, Szczecin, Tbilisi, and Kiev. The purpose of this network is to intensify the interaction among researchers, policy makers, and business representatives across the world. SSE also has two researchers from Misum and the Department of Economics affiliated with the Abdul Latif Jameel Poverty Action Lab (J-PAL), a global research center working to reduce poverty by ensuring that policy is informed by research-based evidence.

The COVID-19 pandemic led to collaborations that brought about significant contributions to understanding the immediate and long-term effects of this pandemic and potentially others. These collaborations include the SSE Corona Economic Research Network (SSE-CERN) and the EU funded Horizon 2020 project Pan-European Response to the Impacts of COVID-19 and Future Pandemics and Epidemics (PERISCOPE). The SSE Corona Economic Research Network (SSE-CERN) was established during 2020 with the aim of bringing together researchers in



economics and other disciplines that conduct research or policy work related to the pandemic. Among other outcomes, the members of the SSE-CERN network published a short white paper on policies for managing the COVID-19 pandemic and a series of webinars on topics such as lockdown policies, social distancing, and the links between mandatory face masks and behavioral changes. The PERISCOPE project brings together academics, professionals, and other experts from a broad range of disciplines. SSE's House of Innovation joins 32 European partners in PERISCOPE to strengthen preparedness for pandemics, map the impact of the current pandemic, and provide guidance for policy makers and health authorities on how to mitigate pandemic effects. A reflective dimension of the project considers the future of multi-level governance in health and other domains that have been affected.

THE ROLE OF RESEARCH IN EDUCATION AND OUTREACH

As demonstrated, research in sustainability as a complex and ever-changing concept is present in many forms at SSE. It manifests the School's commitment to interrogating all facets of sustainability: societal, economic, and environmental. As a business school for society, SSE values the contributions of its researchers to all of the School's constituents. Research in sustainability is, therefore, also a key component of SSE's outreach and stakeholder engagement. Moreover, the sustainability research produced at SSE establishes a basis for critical and analytical thinking in the educational programs at every level. In this respect, the impact of SSE's research informs the following sections on Education and Outreach.

EDUCATION

PRINCIPLE 1, PURPOSE: We will develop the capabilities of students to be future generators of sustainable value for business and society at large and to work for an inclusive and sustainable global economy.

PRINCIPLE 2, VALUES: We will incorporate into our academic activities, curricula, and organizational practices the values of global social responsibility as portrayed in international initiatives such as the United Nations Global Compact.

PRINCIPLE 3, METHOD: We will create educational frameworks, materials, processes and environments that enable effective learning experiences for responsible leadership.

SSE's 2017-2019 PRME SIP report identified an ambition to systematically accelerate the pace at which faculty integrate into all programs content pertinent to sustainability and particularly the SDGs. Since then, the results of a digital mapping of course content served as the foundation for a workshop series arranged by the SSE PRME Director for interested faculty. The outcomes of these workshops included an increased awareness of the SDGs among teachers and a sharing of best practices for incorporating sustainability content through small adjustments. Moreover, the workshops reminded teachers to make clear to students that their future roles as managers, entrepreneurs, and decision-makers will position them to actively contribute to sustainable development.

Follow-up workshops were planned, but the COVID-19 pandemic affected the formats of faculty development as well as teaching. Therefore, in the spring 2021, the new SSE PRME Director used SSE's new digital infrastructures to continue the faculty-development initiatives on SDG content online with prerecorded materials. One such film reviews the importance of sustainability teaching, and another examines the SDGs in detail and makes recommendations on teaching material and methods. Additional short films are planned with interviews of SSE faculty and students to highlight best practices and perceived shortcomings. They will be launched in August 2021.

In addition to the activities integrating SDGs into the courses mentioned above, SSE has a number of external advisory boards that help ensure operational quality and relevance to the needs of professional life. Every program director works with an advisory board composed of individuals active in the domains where a program's graduates will likely work and make decisions. Much of this dialogue concerns adjustments that make program graduates more conscientious actors for sustainability in their organizations

"I teach two value investing electives at the master level. Neither of them was designed to touch on the PRME principles or the SDGs. But now I can see that they both do, through case studies. These cases covered a clothing label manufacturer, an air-quality firm, and two companies that develop and distribute recycling technologies — all organizations where sustainability issues relate to the financial principles I was teaching."

Kenneth Jeffrey Marshall
Lecturer at the Department of Finance

and in society more generally. As a result, most SSE programs at all levels incorporate some degree of sustainability teaching in their objectives, content, and assessment.

BACHELOR LEVEL – GLOBAL CHALLENGES, SOCIAL ENGAGEMENT, AND PERSONAL DEVELOPMENT

SSE offers two bachelor programs, one in Business and Economics (BSc BE) and one in Retail Management (BSc RM), and in both programs, sustainability features prominently in the curriculum. This begins in the programs' intended learning outcomes where one is "the ability to reflect on and to take professional and personal ethical responsibility for the impact of one's analyses, decisions, and actions in the world, with the intention of contributing to improving society".



BACHELOR PROGRAM IN BUSINESS AND ECONOMICS (BSC BE)

SSE introduced a new curriculum for its largest bachelor program, Business and Economics, in the fall of 2020. The program is taught completely in English and has welcomed its first international students pursuing the SSE BSc BE. Some of the improvements in the new curriculum include a revised format for Global Challenges, new opportunities for social engagement through the CIVICA Engage Track, and a new element, the BSc BE Reflection Series.

Global Challenges

Global Challenges plays an important role in the program, and since its introduction in 2016, the course sequence has helped students better understand urgent and large-scale problems, such as climate change, accelerating environmental degradation, and the risks related to population growth, political instabilities, and cyber insecurity. The courses introduce interdisciplinary content and new methods to encourage self-reflection and taking responsibility for leadership in addressing these problems. Over a thousand students have now completed the courses and been equipped with innovative new tools and perspectives to work towards the SDGs in their future careers.

Both the Global Challenges Foundation and a program-specific advisory board support SSE in making continuous improvements based on the feedback from students and from SSE stakeholders engaged in sustainability work, and of course based on the latest science on the SDGs and education for sustainable development. After minor adjustments in the past, the School has introduced some structural changes in conjunction with launching the new BSc BE curriculum. Two obligatory courses in semesters

one and three directly replace four shorter courses over four semesters, a change that increases the proportion of credits allocated to Global Challenges in the degree requirements. In addition, the new structure includes a project-based elective.

The first module (Global Challenges I) now emphasizes the importance of different forms of cooperation in managing global challenges. One course objective is to acquaint the students with the concepts that modern social scientists – psychologists, sociologists, economists, and political scientists – use to discuss cooperation and conflict. With this conceptual toolkit in place, students turn their attention to addressing current global challenges.

After having examined the social dimension of addressing and overcoming global challenges, students themselves, as responsible actors, come into focus in the second module (Global Challenges II). This includes augmenting the students' own skills and capacities in order to make them agents of positive change working to achieve the SDGs. A growing body of research identifies three kinds of skills as crucial in this context: 1) cognitive 2) emotional, and 3) integrative.

In addition to the two mandatory courses (Global Challenges I and Global Challenges II), the Global Challenges cluster includes an elective project-based course for hands-on application of disciplinary and transdisciplinary knowledge and perspectives. The aims of these projects all include a concrete contribution to reaching one or more of the SDGs or Agenda 2030 goals. Students in this course will continue the SSE tradition of pitching their Global Challenges project each spring at the Global Challenges Expo. The 2021 Expo had Mindshift as its theme, so it highlighted the mindshifts necessary for taking the next

THE GLOBAL CHALLENGES EXPO OVER-ALL WINNER 2021 WAS SPIDERFY

A tool developed by students to simplify information about the sustainable grades for mutual funds. In doing so, it supports investors, especially small scale investors, who want to weigh sustainability in their investment decisions. The point of making this complex information more accessible is ultimately to help more people invest sustainably.

step in the planet's development. Due to the COVID-19 pandemic, the GC Expos in 2020 and 2021 were held digitally, which did nothing to dampen the widespread enthusiasm about the student projects. Instead, the online format made possible much greater participation by members of the general public.

The CIVICA Engage Track

The CIVICA Engage Track is a new opportunity open to BSc BE students. The track is offered within the CIVICA alliance which was launched in 2019 within the European Universities initiative. Funded by the European Commission to cooperate across languages, borders, and disciplines, this initiative addresses societal challenges and shortages of essential skills by supporting strategic partnerships among higher education institutions. CIVICA's emphasis on developing the skills necessary for tomorrow's challenges chimes with SSE's overarching mission to increase competitiveness. Similarly, the alliance's emphasis on societal challenges creates a broad arena for global outreach, public engagement, and social responsibility, all of which are consistent with SSE's ambition to be a school not just for business, but for society. Students complete the CIVICA Engage Track with a combination of three activities: European Weeks, Engage Courses, and an Engagement

Showcase project. European Weeks are thematic explorations of one social concern. In June of 2021, SSE hosted the first CIVICA European week in a fully digital format on the theme of unequal access to financial literacy. It brought together students and faculty from different universities and disciplines (finance, political science, philosophy, management, and more) to address this social challenge. The Engage Courses use content and assessment methods, including a community-based project, to support students' social engagement on a wide range of topics, where examples include: Social Innovation for Global Challenges, Climate Change Economics, Green Marketing, and Geographies of Race. The Engage Showcase is a reflective communication project that describes students' experiences of socially engaged learning.

BSc BE Reflection Series

This is another new element introduced into the BSc BE program as of 2020. By developing students' reflective abilities, this series activates a multidisciplinary academic mindset that supports the School's FREE educational mission (Fact and science-based mindset, Reflective and self-aware, Empathetic and culturally literate, and Entrepreneurial and responsible). Furthermore, by encouraging life-long learning processes, this series supports the development of self-conscious and mature citizens open to learning and thus capable of driving positive social change.

RETAIL MANAGEMENT (BSC RM)

In the Bachelor Program in Retail Management, engagement and individual responsibility are core components that encourage students to develop a deeper understanding of sustainability by embedding elements of sustainability content in a range of courses and activities. These elements include coursework on ethics, sustainability reporting, and sustainable consumption behavior in marketing and accounting. In addition, the faculty has produced a series of teaching notes to summarize key take-aways for graduates in their future careers. These notes provide a brief overview of academic literature on,



for instance, psychology and consumption behavior to showcase tools for enacting a sustainable development agenda. Teaching notes frame these tools practically as answers to questions like: Why retail sustainability? What barriers to sustainability in retail? A how-to for retail sustainability, and What kinds of retail sustainability?

A course-level example is Supply Chain Management. There, one intended learning outcome is for students to understand and apply the concept of sustainability in their descriptions and analyses of supply chains. The students meet the broader socio-economic theories that guide the assumptions behind supply-chain management models to examine in depth the two key concepts for analyzing supply chains: value creation and sustainability. In contemporary markets, managing supply chains means managing processes which are often spread across national boundaries, regions, and time zones. That requires understanding and questioning the role of supply chain management in dealing with global scale challenges such as climate change, social inequality, and access to critical materials.

In addition to courses and teaching notes, a substantial part in the Retail Management Program is dedicated to applied work with partner companies (Applied Retail Track) and a series of tutorials (Antonia Ax:son Johnson Tutorial Program) to develop intellectual skills and to link academic content, practical applications, and personal development. These two program components have developed over time, and the tutorial program now consists of three year-long phases: academic discourses, self-leadership, and ambassadorship. Sustainability constitutes a large part of the Applied Retail Track with about a quarter of the company assignments and workshops dedicated to concrete sustainability challenges. In engaging seriously with these challenges, students create and sustain intensive dialogues on ethics and conflict management.

MASTER LEVEL – SUSTAINABILITY IN SPECIALIZED PROGRAMS

SSE offers five Master programs: MSc Economics, MSc Finance, MSc Accounting, Valuation and Financial Management, MSc Business and Management and MSc International Business. Because graduate-level education develops specialization and methodological expertise for either management positions or an academic career, SSE's master programs highlight specialized aspects of sustainability related to, for instance, corporate valuation, intermediation, investment strategies, innovation management, or sustainable entrepreneurship.

MASTER PROGRAM IN ECONOMICS

The Master Program in Economics deals with the majority of the SDGs more or less explicitly. Some of the mandatory microeconomics coursework revolves around game theory, including concepts related to cooperation and free riding, which are relevant for public goods such as clean air. Furthermore, more than half of the elective courses have one or several SDGs at their core. Alongside the courses Development Economics (addressing challenges around



SDG 1–4, 8 & 10) and Natural Resource and Energy Economics, two new courses were introduced in 2019 and 2020, namely Environmental Economics (addressing SDGs 7 & 13–15), and Gender Economics (addressing SDG 5). An increase in master theses related to SDGs also demonstrates that students have grasped the relevance of economic assessments as tools for executing a sustainable development agenda.

MASTER PROGRAM IN FINANCE

SSE's Master Program in Finance has increased sustainability content significantly since the last PRME SIP report. In 2019, the mandatory course Responsibility and Sustainability was introduced to confront students in their first semester with these complex topics:

- Stakeholder welfare
- Corporate governance
- Legal, ethical, social, and economic perspectives on sustainability
- Relationship between individual actions and organizational behavior

In semesters two through four, students specialize and choose electives, many of which include questions of ethics, sustainability, and governance (i.e. ESG content). These include Real Estate Finance, which covers sustainability aspects of property prices and credit eligibility, and Sustainable Finance, which covers the challenges and

A PERIOD IN ISOLATION: MEASURING THE PREVALENCE RATE OF CHHAUPADI USING THE LIST EXPERIMENT IN NEPAL

Two master students wrote their thesis in economics. They used seed funding from Misum in 2019 to conduct a study in Nepal that estimated the prevalence rate of Chhaupadi (a cultural tradition that forces menstruating women and girls to stay outside the family home and live in a small hut for 4-5 days).



trade-offs of integrating sustainability into an organization and has the broader aim of critically reflecting on the role of business and finance in society.

Moreover, the Master Program in Finance includes a wide range of extracurricular activities to prepare students for their future careers in the finance sector. The activities have a strong emphasis on increasing diversity, inclusion, and good governance as per SDGs 4, 5, 8, 9, and 10. One such activity is a series of Career Panels focusing on diversity.

MASTER PROGRAM IN ACCOUNTING, VALUATION AND FINANCIAL MANAGEMENT

Like the Finance program, the Master Program in Accounting, Valuation and Financial Management (MAVFM) increasingly addresses sustainability and CSR. It also highlights principles of ethics and responsibility in accounting. The program's work in this area has evolved from occasional guest lectures to course modules explicitly designed around sustainability. One example occurs in the course Current Issues in Accounting & Financial Management, where the students are asked to analyze, discuss, and problematize current phenomena with various theoretical

frameworks or models. To concretize this theory, prominent guest speakers like CEOs and CFOs, board members, financial analysts, journalists, and consultants are invited to talk about current issues and developments in business life and what role accounting in a broad sense plays in these processes. One of the three major themes for these talks in 2020/2021 was Sustainability in Accounting. To integrate sustainability even more into the program's course portfolio, students can choose as an elective the Department of Finance course in Sustainable Finance.

The MAVFM Program Director and faculty have chosen an integrated approach to CSR. One example of this integration is CFO Challenges in Multinational Companies, a course with the objective to provide students with frameworks and techniques for addressing the management-control challenges faced by CFOs and the finance/controller function of MNCs. Most generally, the course covers how these firms allocate responsibilities and coordinate activities in three areas, one of which is sustainability. The course also looks at the management control challenges related to transforming MNCs into sustainable organizations.

MASTER PROGRAM IN BUSINESS AND MANAGEMENT

With a clear focus on innovation and business development, The Master Program in Business and Management uses the live case as one of its central platforms for teaching and learning. These cases are run together with companies, and they provide realistic arenas for direct and indirect encounters with sustainability concerns. In other words, this sustainability content is always embedded among complex and competing contextual factors, as is often the case in actual practice. One example with a relatively direct sustainability perspective explored business development for firms considering alternatives to fossil fuels for vehicles of the future.

Sustainability content also features in more traditional elements within the program. These include integration in obligatory courses such as operations management, where there is extensive treatment of sustainable sourcing, lean production, and resource management. There are also guest lectures like one delivered by a senior manager from a global industrial concern on the topic of sustainable leadership.

MASTER PROGRAM IN INTERNATIONAL BUSINESS

In the Master Program in International Business (MIB), ethics and CSR are integrated throughout the program to mirror the integrated role it should have in everyday decision-making. In the spring of 2021, SSE mapped SDG coverage in the MIB program. The result showed that all SDGs were present in the program's core curriculum. The program's commitment to integrate ethics, CSR, and sustainability extends even to the case interviews applicants undergo as part of the selection process. The cases written for this purpose each year always include SDG components.

Since 2018, MIB students have carried out a social immersion project on health and hygiene in Uganda. In 2019 the students travelled to Uganda to do this on site, but in 2020 and 2021 COVID-19 forced the project online. The theme in 2021 was sanitation and water, and its aim was to leapfrog a financially and environmentally unsustainable sanitation infrastructure through an ecosystem approach that leverages innovations in technology, business development, and community engagement. The business models developed by the student teams relied on social involvement at the community, national, or global level. The students collaborated closely with foundations, technology companies, and government representatives.

Another opportunity for the MIB students to work on sustainability in close collaboration with companies is the CEMS Business Project, which is part of the CEMS Master in International Management and an obligatory element in the MIB. Moreover, the MIB curriculum facilitates successful completion of the CEMS Master in International Management (see below) which, in addition to courses and the business project also includes an exchange term abroad and an internship. The majority of MIB students also complete the CEMS Master.

CROSS-PROGRAMS INITIATIVES – MSC LEVEL

CEMS Master in International Management

The CEMS Alliance was founded in 1988 and SSE became a member in 1991. The Master in International Management (CEMS MIM) is offered jointly by a network of 34 business schools, 68 corporate partners and 7 social partners (NGOs). The vision for the alliance is to offer a management program "that prepares future leaders for making responsible contributions to a more open, sustainable and inclusive world. In other words, the CEMS mission is ethical and responsible management education".

All SSE Master students can apply to the CEMS Master in International Management as an option in their second year. For students in the Master Program in International Business, CEMS is an integrated element in their education, which expedites their completion of the two degrees, one from SSE and one from CEMS.

In 2020, the program added a new seminar called CEMS Global Citizenship. It is a two-day intensive seminar on corruption, ethical business practices, and ethical decision making. Transparency International, a CEMS social partner, takes an active role in the Global Citizenship seminar, which developed out of an earlier CEMS CSR initiative. That was a two-day module on Global Responsible Leadership, which was introduced in 2014. That module covered a broader array of responsible management problems and practices and allowed for wider partner participation. The new seminar responds to a need among students, faculty, and practitioners for a sharper and stronger focus on ethics per se.

Another element of the CEMS program is the Business Project, where the students gain practical experience on projects conducted together with CEMS corporate and social partners. In a few notable projects conducted in the spring of 2021, students worked with an online retail strategy (with Fairtrade), commercialization of carbon capture storage (with CO2 Management) and speeding up the process of attracting diverse talent (with McKinsey).

SSE offers many CEMS elective courses, and since 2018 one has been a Model United Nations Framework Convention on Climate Change (UNFCCC). The course is offered in parallel at several European universities and business schools with the aim of immersing students in the problem of climate change and its consequences for society and for businesses. Therefore, it also introduces students to the evolving policy environment, the underlying science of climate change, and the role of business in the global effort to contain rising temperatures.

CIVICA at the MSc level

SSE's participation in the CIVICA alliance and the European Universities initiative gives its master students new opportunities to learn about sustainability. The flagship offering is a new elective course, The Future of Europe, which examines the concept of "Europeanship" by critically exploring four policy areas: Globalizations, Digitalization & Innovation, Sustainability & the Environment, and Democracy & Institutions. The course is open to students

from all eight partner schools and, importantly, taught by a team of faculty drawn from all eight schools, who deliver it digitally and synchronously. The course includes capstone projects on a concrete policy problem carried out by transnational, transdisciplinary teams. This course launches in the fall of 2021.

In another CIVICA course at SSE, Social Innovation and Social Entrepreneurship, students meet the leading theories, models, and concepts on social innovation. After an initial focus on the diversity of institutional contexts, organizational structure, funding options, and individual incentives, students learn to identify common challenges and critical decisions facing social enterprises. Students then formulate strategies that address questions on financing models, governance arrangements, social impact measurement, and organizational settings.

GNAM at the MSc level

Another international collaboration that gives master students more electives is the Global Network for Advanced Management, which SSE joined in May of 2020. This action expands the range of electives and thereby gives students scope for individualizing their studies, an ambition SSE has fostered for some time. GNAM partners offer SSE's master students a menu of international elective courses that are highly accessible since they are delivered as small network online courses (SNOCs). Obviously, the increase in available electives gives the students scope for taking more courses related to sustainability. Some examples of courses offered by GNAM schools during 2020/2021 are Green Economy Management (University of Ghana Business School) and Global Health and Policy Management (FGV Escola de Administração de Empresas de São Paulo). SSE will offer four courses in fall 2021 open to GNAM students including Corporate Sustainability and Responsibility and Natural Resource and Energy Economics.

PHD PROGRAMS

SSE offers three PhD programs, one in Business Administration, one in Economics and one in Finance. The PhD programs are primary research-based programs. A list of PhD dissertations can be found in Appendix C. In addition to the research-based courses, SSE provides pedagogical development courses that are open to PhD students in all programs.

The Inclusive classroom

One such course is the Inclusive Classroom, which addresses both the theoretical and practical aspects of inclusive teaching, and the overall purpose of the course is to help participants make their teaching more inclusive both in the classroom and in their other contacts with students. The course examines typical challenges and pitfalls and provides several tools to increase inclusiveness, including the legal obligation to prevent and address discrimination and harassment.

The Intended Learning Outcomes are that students can:

- 1) Analyze the inclusivity (or lack thereof) in other teachers' classrooms and provide constructive feedback on how it can be improved.
- 2) Reflect on ways of teaching, including one's own, in terms of creating an open and inclusive classroom environment.
- 3) Design and carry out teaching sessions in ways that are welcoming and that encourage participants regardless of their background or identity.

While the course originally attracted PhD candidates, who receive course credit for it, the course directors have, in the past two years, worked actively to attract more tenured and tenure-track faculty. Their efforts include dialogue with department heads and program directors.

CIVICA

For the PhD students, CIVICA offers new collaboration platforms. CIVICA enables PhD students to share ongoing research with colleagues at all eight schools in several ways. CIVICA's focus areas for research are Societies in Transition and Crises of Earth, Challenges to Democracy in the 21st Century, Europe Revisited, and Data Driven Technologies for the Social Sciences. One example of the activities linked to this research is the CIVICA PhD Panel Series – Summer Edition organized by the Hertie School, where one panel will address Energy and Climate Policies. Another example is the Summer School. A summer school on European integration in historical and contemporary perspective is planned for September 2021; another, on post-pandemic policies was scheduled for July 2021, but was postponed to 2022 because of the pandemic.

SSE EXECUTIVE MBA

SSE offers an executive format MBA, which runs part-time over the course of 18 months. While comparatively small, the SSE MBA is still among the global top 100 and ranked as number 60 in the latest Financial Times ranking. Most notably, it ranks 26th for work experience, 38th for CSR and Sustainability, and with 40% women SSE is among the top 15 in the world for gender balance. Sustainability and practical applications are core elements of the program and embedded in all courses throughout the program, a pedagogic approach called MBALive®.

The Executive MBA program will implement a new curriculum in December of 2021. Early in the program, students begin a module called Corporate Social Responsibility & Sustainable Business, which then runs through the entire program. It explores the purpose of companies and organizations in society, works with stakeholder perspectives, and maps the expanding boundaries of corporate responsibility from a global norm perspective. Students confront the challenges and opportunities of integrating sustainability into corporate strategy and learn how diverse companies manage their corporate social performance in a wide variety of industries. The module evaluates different ways of managing and implementing CSR and their financial and societal outcomes. The environmental and human rights challenges of ever-expanding supply chains are also addressed. As part of an international program, the module considers the influence



of national and cultural differences in CSR approaches.

Finally, SSE's participation in the GNAM network will enhance students' learning experience through Global Network Weeks for EMBA students and the broader range of electives those weeks entail. The Global Network Weeks is an intensive study period at one of the GNAM schools where the students can choose from different topics, for example Sustainable Leadership, Impact and Responsible Investing, and Social Impact.

SSE EXECUTIVE EDUCATION

SSE Executive Education was launched in 1969 with the purpose of strengthening Swedish business and industry. SSE Executive Education develops leaders through programs that apply cutting-edge research, initiatives within innovation and entrepreneurship, insights into sustainable growth and finance, and preparation for transformational change. They operate three different kinds of training: Open programs, Customized programs, and Consortium programs.

OPEN, CUSTOMIZED AND CONSORTIUM PROGRAMS

Scandinavian companies are forerunners in CSR and sustainability but, or maybe for this reason, they are also aware that much more needs to be done. SSE Executive Education has upgraded the sustainability content in its programs in recent years to meet these rising expectations.

There are two open programs with clear sustainability learning objectives. One is Sustainability Strategy & Innovation, where theory and case studies map the relationships between CSR and strategy and CSR and innovation. The other is Sustainable Finance, which like

the master-level course foregrounds questions of ethics, sustainability, and governance (ESG), but from a perspective tailored for active finance practitioners.

Similar programs are available for SSE's customized program partners. There the sustainable finance program has a strong focus on green bonds. The program, launched in fall 2019, is an exclusive program offered to selected banks from developing markets. It is designed to deliver deep insight on green bond issuance and the underlying drivers in sustainable finance, including closely related products such as green loans. In developing this program, Sustainable Finance and Green Bonds, SSE Executive Education partnered with the International Finance Corporation (IFC), a sister organization of the World Bank, the International Capital Markets Association, the Swedish International Development Cooperation Agency (Sida), the Swiss Federal Department of Economic Affairs, Education and Research (SECO), and the Luxembourg Ministry of Finance. Other programs addressing sustainability, strategy and innovation use the customization process to highlight the sustainability effects of participants' strategies and innovation landscape. That understanding, in turn, should guide participants' firms towards the intersection of sustainability and profitability.

SSE's consortium programs work with a stable and selective group of national and international firms to support the development of high potential leadership talents. Inherent in such an assignment is a contextualization of the firms' operations and objectives within planetary limits, social responsibilities, and broad stakeholder interests. Because these factors shift dynamically for participating partners, the specifics of program content and methods also change.

CAMPUS

PRINCIPLE 1, PURPOSE: We will develop the capabilities of students to be future generators of sustainable value for business and society at large and to work for an inclusive and sustainable global economy.

PRINCIPLE 2, VALUES: We will incorporate into our academic activities, curricula, and organizational practices the values of global social responsibility as portrayed in international initiatives such as the United Nations Global Compact.

PRINCIPLE 3, METHOD: We will create educational frameworks, materials, processes and environments that enable effective learning experiences for responsible leadership.

PRINCIPLE 6, DIALOGUE: We will facilitate and support dialog and debate among educators, students, business, government, consumers, media, civil society organizations and other interested groups and stakeholders on critical issues related to global social responsibility and sustainability.

The Stockholm School of Economics seeks to reduce its own environmental impact over time and ensure overt positive social impact in society. Appropriate governance is a necessary part of maintaining a sustainable campus, and governance in turn requires systematic measurement and reporting. Therefore since 2018, SSE's Office of Finance and Accounting has published an annual sustainability report as part of the general SSE Annual Report. It covers the outputs of research and education and, especially the environmental and social impacts of SSE's internal operations. The report also acknowledges the role of student groups in furthering sustainability at SSE and follows up on SSE's commitment to non-discrimination, gender equality, and diversity.

Through this commitment to reducing its environmental impact, SSE is implementing a holistic approach to sustainability in its organizational character so that its academic and extra-curricular activities embody the values of global social responsibility. In addition to more sustainable operations, this holism encompasses programs and activities geared towards fostering an empathetic and culturally literate student body through engagement with the arts and the society from which art emerges. These include the SSE Art Initiative, the *Natur & Kultur* Literary Agenda, and events hosted and facilitated by the Student Association and other groups engaged with sustainability at SSE. These activities create dialogues with stakeholders who are positioned outside of the norms and assumptions typically aligned with business schools, for instance assumptions about consumption and growth, and these dialogues constitute a possible step towards sustainable practices within and outside of the School.

BUILDING A SUSTAINABLE CAMPUS AND ITS FACILITIES

SSE seeks to have sustainability as a stable feature of its operations. Over the last two years, the efforts to improve SSE's operational practices have built upon existing solutions and created new ones. In 2019 and 2020, the Office of Finance & Accounting and the Office of Facility Management & Internal Services made significant efforts to ensure that sustainability principles drive the School's purchasing and waste management. The following measures have made the SSE campus more sustainable:

- Introducing policies and processes for purchasing and travel, facilities renovation, construction, and maintenance with sustainable suppliers, materials, and circular economy as first-hand options
- Developing a sustainability manual for SSE's procurement, reuse, upcycling, and recycling within facility management
- Evaluating with a master plan how SSE uses its spaces and uses energy for lighting and climate control
- Evaluating the working environment and its alignment with the Schools' equality and diversity strategy
- Planning for projects so that student organizations and the SSE Facilities Department can procure contractors together
- Mapping the recycling at SSE to set targets for outcomes and possible expansion

During this reporting period, SSE contracted a consultant to evaluate energy use on the SSE campus. SSE's energy



SSE Atrium with visual artwork, Cryptogami, by Christine Ödlund

and environmental profile is now documented with clear goals and metrics for the main campus building. SSE can now make informed decisions about long-term energy usage on cooling and heating. SSE's existing infrastructure provides a strong foundation for creating more sustainable options.

Furniture usage has also drawn attention as a sustainability question. Upcycling existing furniture and buying second-hand are some of the options being considered

EXAMPLES OF MEASURES TAKEN TOWARDS A SUSTAINABLE CAMPUS

- Low-energy lamps/LEDs where possible
- Eco-labelled electricity, cooling, and heating
- Recycling of all electronics
- Battery boxes in the premises
- Recycling of glass, lamps, cardboard, and paper
- An agreement with SSE's taxi provider to use only low or no emission cars
- Cleaning only with safe environmentally approved cleaning agents
- Lighting control
- Separate waste spaces for recycling leftover food residues from the café with the departments planning to connect through the SSE Recycling Initiative project.

to reduce SSE's consumption profile. Local suppliers are also an option when they use environmentally friendly materials. Therefore, in 2019 there was a major review of SSE suppliers and an update of the School's purchasing policy. Like the purchasing policy, the travel policy was also updated, and agreements are in place with a new business-travel provider. These changes ensure that all agreements are reviewable on the basis of a) the environment, b) social conditions and staffing, c) respect for human rights and, d) anti-corruption. These supplier-management measures have created both greater efficiency and greater awareness of sustainability.

SSE also continuously works on practical sustainability at Campus Kämpasten, where executive education clients normally meet. With its suppliers and partners, Campus Kämpasten formulated the plan "Better Tomorrow 2025", which uses the SDGs (particularly 2, 3 and 7) to articulate concrete and measurable actions. At Campus Kämpasten, the oil-based heating was replaced by a heat pump that provides more efficient and more holistic climate control. A new system was also implemented for waste management and recycling that increases repurposing and reduces the use of chemicals. Campus Kämpasten has also steadily increased the proportion of organically produced food, vegetarian meals, and seasonal ingredients in its catering. Finally, an active collaboration with its suppliers is in place to reduce the number of deliveries and to make a collective difference through local networks.

In the future, SSE aims to continue centralizing purchasing for a lower carbon footprint and internal efficiency. Building on current initiatives, SSE will change to more flexible and efficient recycling bins on the entire campus (including



The project group and student models of the Sustainable Fashion Show 2021

increased collaboration with students for awareness raising), reducing waste by implementing and developing recycling solutions (by weight) and lowering energy usage (by switching to energy saving solutions). Post-pandemic, SSE also expects to use digital meetings more frequently than it has done as part of its effort to reduce emissions.

A SUSTAINABLE AND INCLUSIVE LEARNING ENVIRONMENT

To address the social elements of sustainability, SSE's annual sustainability report foregrounds both the work of the School as an employer and as an educational institution and the significant efforts of student groups. SSE encourages the Student Association (SASSE) and other student groups to host events that highlight sustainability issues. These actions are consistent with SSE's PRME objectives from the previous reporting period, where SSE sought to engage students as stakeholders in sustainability work.

AN INCLUSIVE COMMUNITY

SSE's goal is to have a campus where students and staff feel safe and welcome to study or work regardless of gender, ethnicity, gender identity or gender expression, social background, functional ability, sexual orientation, age, or religion or other belief. Therefore, SSE is committed to the values of equity, diversity, and inclusion. In accordance with these values and the Swedish Discrimination Act, SSE works to embed diversity, equality of opportunities and inclusion in both strategic and day-to-day work at the School. All work is done from a norm-critical perspective which recognizes power imbalances and the status quo that sustains them; moreover, this perspective encourages reflection and ultimately change on both an individual and a structural level.

SSE aims to make its faculty more diverse by increasing the proportion of women in the faculty and the number of faculty members with citizenship or graduate degrees from abroad. As current progress is too slow, SSE has

recently launched a new gender equality strategy with the ambitious goal of a minimum 40/60 ratio between female and male employees across all personnel categories, in management positions, and among students in all programs. Ambitious international recruitment has proven successful, and this strategy will continue in order to increase the proportion of international faculty.

More diverse student recruitment and participation are also priorities at SSE. Therefore, the School is carrying out several initiatives with the goals of achieving a balanced gender distribution in every program, increasing the number of students from backgrounds not traditionally found at SSE, and ensuring that all students are fully included in the academic and social life of the School. With respect to moving toward increased gender diversity both at the School and in society, SSE is involved as a project partner in the TARGETED-MPI program. TARGETED-MPI focuses specifically on institutional changes through the development and effective implementation of gender equality plans in business and management schools to drive more inclusive, sustainable, and transparent academic cultures. This collaboration is consistent with PRME principles 2, 5, and 6 and is relevant to SSE's educational mission to encourage reflection and self-awareness, empathy, and cultural literacy.

STUDENTS' CONTRIBUTION TO SUSTAINABILITY AND INCLUSION

There are two major student groups dedicated explicitly to questions of sustainability at SSE. One is the SASSE Sustainability Group (SSG), a multifaceted group with a broad range of responsibilities, such as organizing various events and activities for students to raise awareness about sustainability, promoting more sustainable operations within the student association, and representing students' interests in sustainability internally and externally. Various projects executed by SSG cover a range of topics from sustainable investments and effective altruism to sustainable fashion and a circular economy.

For example, together with the Tech Committee, the SSG organized a three-day sequence of digital events on the topic *The Future of Food*. One of the events, a lunch lecture, drew their largest audience since the shift to online activities. The final event of the project was a digital banquet in collaboration with Sopköket (The Garbage Kitchen), a local restaurant and catering business that creates and donates meals from unsold food from supermarkets in Stockholm. Another example of an impactful event was Sustainability Fashion Week; this event attracted 1,500 global viewers and national media attention. It was also recognized as SASSE's Initiative of the Year as it highlighted trends toward sustainability in the fashion sector and examined the complex relationship between sustainability and consumption. The SSG is instrumental in shaping parts of the student experience at SSE, which also entails how students engage with sustainability. It also hosts several projects such as Effective Altruism, the Sustainable Finance Club, and Focus CSR. Effective Altruism, for instance, organizes career workshops to help students

make the future decisions that are right for them and case competitions focused on solving sustainability issues.

Obviously, student health shapes the student experience, and it is important for the School. The SASSE Health Group arranges annual lectures on alcohol and drug abuse for new students as one way to promote health. The SASSE Health Group also provides a contact number for any students that need confidential assistance, whether that assistance pertains to alcohol and drugs, to domestic violence, to suicide or depression, or to any other crisis. Altogether, these activities expose students to ideas embedded in the SDGs, such as SDG 3 (Good Health and Well-being), SDG 4 (Quality Education), and SDG 12 (Responsible Production and Consumption).

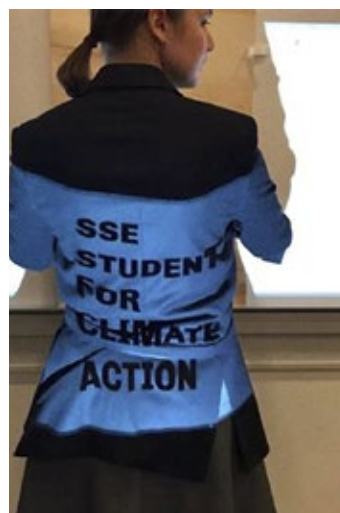
SSE provides its students with opportunities to interact with many kinds of stakeholders, prompting them to think about their role in society during as well as after their studies. In 2020, the SSG joined Misum, students from the Karolinska Institutet (a leading medical school), and the Swedish Institute for Global Health Transformation to co-host Global Health Night. The event featured speakers and panelists from the WHO, the Swedish Ministry of the Environment, and the UK Foreign, Commonwealth and Development Office. Together with other speakers, they discussed the socio-economic impacts of the pandemic and the actions needed to go beyond building back better. The SSG also frequently hosts lectures on social, environmental and economic sustainability in collaboration with companies and NGOs. Some examples from the last two years include lectures with *Naturskyddsföreningen* (The Swedish Society for Nature Conservation), the secretary-general of the Council of Ethics of *AP-fonden* (a national pension fund) and the current chair of the Swedish chapter of Amnesty International.

Student groups independent from SASSE also promote sustainability at SSE. The SSE Students for Climate Action (SSCA) is one such group. SSCA is a student-led initiative that connects and engages students, alumni, and faculty members at SSE to increase the focus on environmental

NORM-CRITICISM AS A TOOL FOR CHANGE

The diversity, equity and inclusion work at SSE is carried out from a norm-critical perspective. This approach foregrounds norms and power structures rather than phenomena that are perceived to be “different”. Norm-criticism means:

- Exposing norms and power structures
- Studying the consequences of them
- Showing who gains/loses from following/breaking them
- Determining how we all as individuals contribute to reinforcing or weakening them



Climate protest poster workshop with SSE Students for Climate Action (SSCA)

and climate-related issues within academia and to accelerate the shift toward a sustainable economy. SSCA targets SDG 12 (Responsible production and consumption) and SDG 13 (Climate action) to foster an informed public at SSE with respect to climate action. Although the SSCA engages with actors at the School, including other students and faculty, they are independent of SSE and the Student Association. Their contributions, nevertheless, include an action roadmap for fostering a sense of climate action in the School. SSCA's report, *Educating the Leaders of the Future - A Roadmap by the Students*, is the by-product of a workshop held for bachelor students. The group serves as another channel through which students can make their voices heard at SSE.

There are also other channels through which students facilitate dialogue on the values that SSE espouses. One of these is *SSE Unfiltered*, a platform for the students to explore various subjects within student and campus life at SSE. Their topics have ranged from art, sports, entrepreneurship, and SSE's FREE educational mission. The series can be thought of as a way of using the arts to generate awareness and reflection among students. A video on sports, for example, highlighted the significance of gender norms in male-dominated industries. The president of the SASSE Sports Committee 2020/2021 laid out her career plan. Building on her experience playing football professionally, and eventually in coaching, she hopes to use her degree to work in FIFA or AIFA. The web series has become, among other things, a way for students to discuss ideas that are present in the SDGs, such as SDG 5.1 (end discrimination of women and girls) and 5.5 (more inclusive decision-making and leadership).

THE ARTS AND CULTURE AT SSE

One of the objectives SSE established under Principle 3 in the last PRME report was to increase the visibility and impact of the arts to create awareness and reflection among students. Visual arts and literature provide subtle and emotional knowledge of new realities not yet articulated by theory. Over the last two years, culture and the

arts have had a prominent position at SSE through the SSE Art Initiative and the *Natur & Kultur* Literary Agenda. In addition, the SSE Art Society is a modern community where colleagues can meet, have fun, and learn - all in connection with contemporary art. While the SSE Art Society has a long history at the School, today it shares a stimulating arts environment with the SSE Art Initiative and the Student Association's Art Division.

The SSE Art Initiative has engaged in making visual arts and poetry central to the School's overall educational mission. Aesthetics opens pathways to ethics and socially responsible decisions. Among other things, the Art Initiative manifests the value of cultural diversity and underscores culture's necessary contribution to sustainable development. Through its events, the Art Initiative addresses issues such as income inequality, climate change, and atmospheric emissions and brings new perspectives to the School's educational mission. The following exhibitions are a few examples from the SSE Art Initiative.

Exhibition on Income Inequality (Spring 2020)

A Place in Europe by Cecilia Parsberg and Erik Pauser was on display on the SSE campus outside the School's historic oak doors. Formally, the work resembles a house that appears to be sinking into the ground; functionally it is a screen that displays the short film *A Place in Europe* on a loop. The film's protagonist, Thomas, had been sleeping under a loading platform in Stockholm for three years prior to his being evicted. He represents a displaced citizenry, living in a parallel economic, political, and social reality. The film tacitly asks the question: "Is a person's destitution an individual or of societal failure?"

Exhibition on Critical Thinking and the Information Economy (Fall 2020)

In the fall, August Eriksson's exhibition *Var Uppmärksam/ Pay Attention* was featured at SSE. Eriksson's accompanying Art Talk in September 2020 centered on the theme of "attention" present in his work. Displayed at an entry way to SSE, the work, as well as the talk, foregrounds the information economy where attention is a scarce and precious resource that everybody covets. The exhibition and Art Talk encouraged students and staff to consider what is worth paying attention to in an age of short attention spans, increased access and exposure to media.

Exhibition on Climate Change (Fall 2020)

Another relevant exhibition from the Art Initiative included Bigert & Bergström's *CO2 Lock-In* sculptures, displayed on the doorsteps to SSE. The artists position their work at the intersection of humanity, nature, and technology. The three-week exhibition consisted of a series of performances in which the artists, students, researchers, and other experts were chained to the artwork and, there, interacted with passersby from the student body, SSE staff, and the

"Art makes me take on new perspectives and challenge my reality. It is there to help us draw interdisciplinary connections, to pay attention to things and people outside of business, to appreciate beauty, to share and interpret."

Caroline Charlotte Heuwing

Exchange student fall 2020 and member of Art Division



A Place in Europe by Cecilia Parsberg and Erik Pauser



Var Uppmärksam by August Eriksson

general public. Among the performers were a climate negotiator and analyst at the Swedish Environmental Protection Agency (*Naturvårdsverket*), an Associate Professor who teaches Global Challenges and Global Citizenship at SSE, the SSE Students for Climate Action, and researchers who study carbon emissions, divestments, decarbonization, and other issues relating to natural resources.

REFLECTION, EMPATHY, AND CULTURAL LITERACY

Another strategy for using the arts to talk about key challenges facing society is the *Natur & Kultur* Literary Agenda at SSE. The Literary Agenda gives students an opportunity to participate in book circles, author talks, and literary lectures arranged by the School. These activities include, for instance, conversations with authors and poets on their work, and they address broad ethical and societal questions. In the autumn of 2019, the group had multiple visits from authors, such as Ian McEwan, author of the book *Machines Like Me*. The group also broadcasted a livestream conversation with the novelist Jamaica Kincaid hosted by *Kulturhuset*, a Stockholm cultural institution. In 2020, the SSE Library organized Library Sessions with poets, translators, and teachers, further encouraging an exploration of the themes brought up in the Literary Agenda. In the spring of 2020, during the pandemic, the Literary Agenda arranged three virtual events. The first event was a conversation about poetry and writing with Athena Farrokhzad, followed by a poetry workshop led by Anna Hallberg, and finally a conversation with Jason Diakité about his book *A Drop of Midnight*, which explores experiences of navigating cultural and racial divides in Sweden. Other events include literary talks and collaborations with *Internationell Författarscen* (the International Writers' Stage) that facilitates dialogue between international authors and Swedish interviewers.

"We study economic activity through an aesthetic lens, we look at artistic activity through an economic or organizational lens, and we use art and art-based methods to bring about change in companies or in society."

Emma Stenström

Associate Professor and Center Director of the Research Center for Art, Business & Culture (ABC)

One talk that was also open to the public, focused on how gender, ethnicity, and sexual orientation are represented in literature. The Literary Agenda promotes reflection, empathy, and cultural literacy among students. It is also growing in popularity, with more than 260 students, doctoral students, faculty, and staff having participated in the second year's book circles.

SSE, as both a physical space and educational environment, is working to imbue its campus with sustainability as a practice and a mindset. By using a variety of practices to engage with students, staff and other stakeholders, SSE promotes the conditions necessary for a more empathetic and responsible leadership. The sustainability work on the SSE campus can be framed with respect to operations and facilities, the learning and working environment, and the extra-curricular activities. With sustainability-focused governance and active engagement from the student body, the SSE campus complies actively with principles 2, 3, and 6. This compliance is evident in annual reporting, practical initiatives, and campus-based events with a wide range of stakeholders. When students leave SSE, they should do so with strong commitments to sustainability, reflection, and self-awareness.



Bigert & Bergström, the artists responsible for CO2 Lock-In outside SSE

OUTREACH

PRINCIPLE 1, PURPOSE: We will develop the capabilities of students to be future generators of sustainable value for business and society at large and to work for an inclusive and sustainable global economy.

PRINCIPLE 2, VALUES: We will incorporate into our academic activities, curricula, and organizational practices the values of global social responsibility as portrayed in international initiatives such as the United Nations Global Compact.

PRINCIPLE 5, PARTNERSHIP: We will interact with managers of business corporations to extend our knowledge of their challenges in meeting social and environmental responsibilities and to explore jointly effective approaches to meeting these challenges.

PRINCIPLE 6, DIALOGUE: We will facilitate and support dialog and debate among educators, students, business, government, consumers, media, civil society organizations and other interested groups and stakeholders on critical issues related to global social responsibility and sustainability.

The Stockholm School of Economics actively highlights its research on sustainability, one of the School's four priority research areas along with finance, retailing and innovation. This takes the form of proactive outreach through the media and debate articles, academic events, research seminars, or popularized publications and presentations for general audiences. SSE is also involved in numerous partnerships that offer new insights into research and industry through collaborations with international companies and research institutes. These collaborations provide a platform for the relevant experts among SSE's faculty to address questions of sustainability for private sector practitioners, public sector actors, and of course members of the general public — all of whom can act on these insights. Outreach in society encourages dialogue about ways to move toward sustainability, and ideally it even fosters greater social cohesion and more ethical choices. With these goals in mind, SSE shares its expertise and resources through its outreach initiatives.

OUTREACH FOR IMPACT

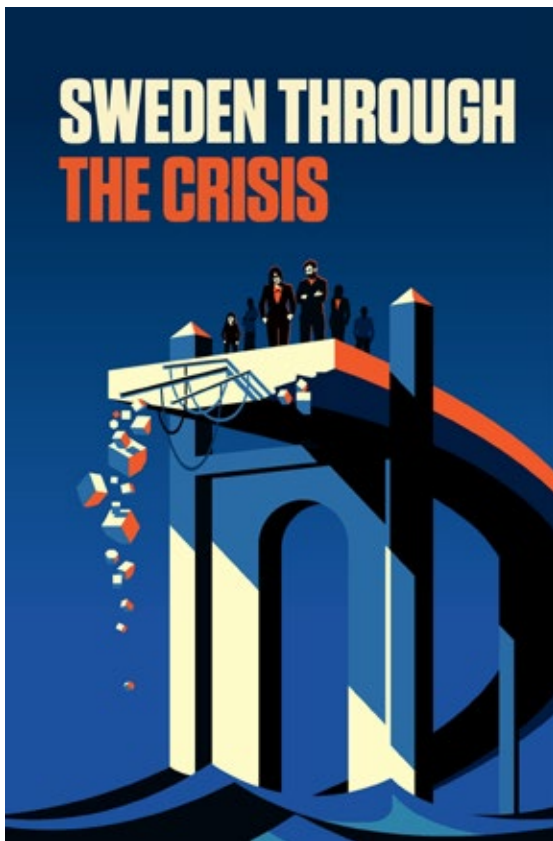
The driving force for SSE's engagement is to make a positive, impactful contribution to society. This entails carrying out research that offers concrete solutions for complex questions for a variety of stakeholders in the private sector, public sector, and civil society.

Since 2020, one significant branch of this outreach has

addressed the COVID-19 crisis.

The most impactful outreach initiative on that topic was *Sweden Through the Crisis*. This was a collaboration among many SSE researchers and some of their national and international partners, and it resulted in an edited volume that collects interdisciplinary insights into how and why Sweden's approach to COVID-19 differed from that of other nations. The chapters examine these decisive decisions in the hope of helping policy makers in different sectors understand the effects of the pandemic and Sweden's response.

The collection also contains examples from outside of Sweden and offers perspectives that have proven relevant to international actors. Over 40 research contributions examine a range of themes including Sustainability, Society, and the Future of Education and examine COVID effects on matters of societal concerns such as layoffs, domestic violence, and economic vulnerability. The evidence of the book's international relevance lies, first, in the research team's frequent contact with the ambassador and other expert representatives from Norway, Australia, Switzerland, Georgia, and India. SSE also hosted roundtable discussions, where representatives from Georgia and Israel met with their peers from Sweden's national public health agency. Finally, the School also hosted a digital conference with representatives from the Swiss, Belgian, Canadian, and Serbian embassies, where the results reported in the



The Sweden through the crisis illustration, created by Bo Lundberg

volume featured prominently. Another dimension of the project's impact was evident when one chapter was summarized on the World Economic Forum website, Sustainability, COVID-19 and staying focused on the longer term.

Another branch of SSE's impactful outreach speaks to business practitioners with concerns about sustainability and corporate responsibility. This includes a recent study from the Center for Advanced Studies on Leadership, which makes a direct contribution for firms wanting to make

their operations more sustainable and more responsible. The longitudinal project was carried out between 2014 and 2020 with a focus on the interplay between social responsibility and innovation in three major companies in Sweden. The results appear in *Responsible Leadership: The Road to Sustainable Business* (originally in Swedish: *Ansvarsfullt ledarskap: vägen till hållbara affärer*). One finding foregrounded the vulnerability of firms, even those doing proactive sustainability work, to the actions of suppliers that operate unethically or unsustainably.

Still another branch of outreach for impact speaks to both governmental and corporate decision makers. One example of this kind of outreach was a webinar on new frontiers in sustainable finance. The webinar presented and discussed the results of a five-year, cross-disciplinary research program, MISTRA Financial Systems. The project examined the themes of policy, governance, market drivers, and practical tools as they relate to the implementation of more sustainable financial systems. Among the discussants were a former Swedish Minister for Financial Markets and the Head of Corporate Communication & Sustainability at Investor AB. Another SSE webinar with dual impact considered Swedish climate policy and international sustainability goals. Featuring a panel debate, *Bending the Emissions Curve* considered competing strategies for Swedish climate policy to impact global CO₂-emissions reduction more ambitiously. These included an international agreement on a global carbon tax, scaling up exports of climate neutral Swedish products, and diversifying Swedish energy and transport investments. The panelists included leading researchers, an opposition spokesperson on the environment and climate policy, and a Swedish member of the European Parliament.

OUTREACH IN SOCIETY

SSE's departments and research centers value public engagement and their relationships with their stakeholders. For this reason, communicating about ongoing research



Misum director, Martina Björkman Nyqvist, speaking at the Misum Annual Forum 2020

is a part of their contribution to society. As mentioned above, in the last year, the effects of COVID-19 featured prominently in this outreach with work given the pandemic's effects on, for example, unemployment, uncertainty in the financial markets, and long-term economic stability. As a highly regarded academic institution, SSE could leverage its established partnerships and communication infrastructure to advance these important public conversations. One such partnership, with the Swedish Educational Broadcasting Company, generated a series of seven broadcast videos based on some of the research reported in *Sweden Through the Crisis*. These covered the future of work, climate discourse and more, and always in language precise enough to be informative yet accessible for general viewers.

Again, because of the School's standing and acknowledged commitment to public discussion, SSE researchers are frequently called upon to offer expertise on pivotal developments in industry or government through interviews for or opinion pieces in national media outlets. Some of these contributions include analyses of rising government debt and long-term unemployment in Sweden and calls for more evidence-based debate on fiscal policy and better data on ethnicity and race to combat social segregation. These conversations in the media facilitate dialogue with audiences beyond academia. In 2019, SSE participated in one of the largest civil society events in Stockholm, *Järvaveckan*, with the dual aims of diversifying its own student recruitment and endorsing the value of higher education more generally among communities where tertiary education remains relatively rare. Other forms of engagement on difficult topics include the Art Talks, mentioned in the Campus section, whereby members of the public are invited to interact with the artists, students, and SSE staff on many topics where art intersects with societal concerns.

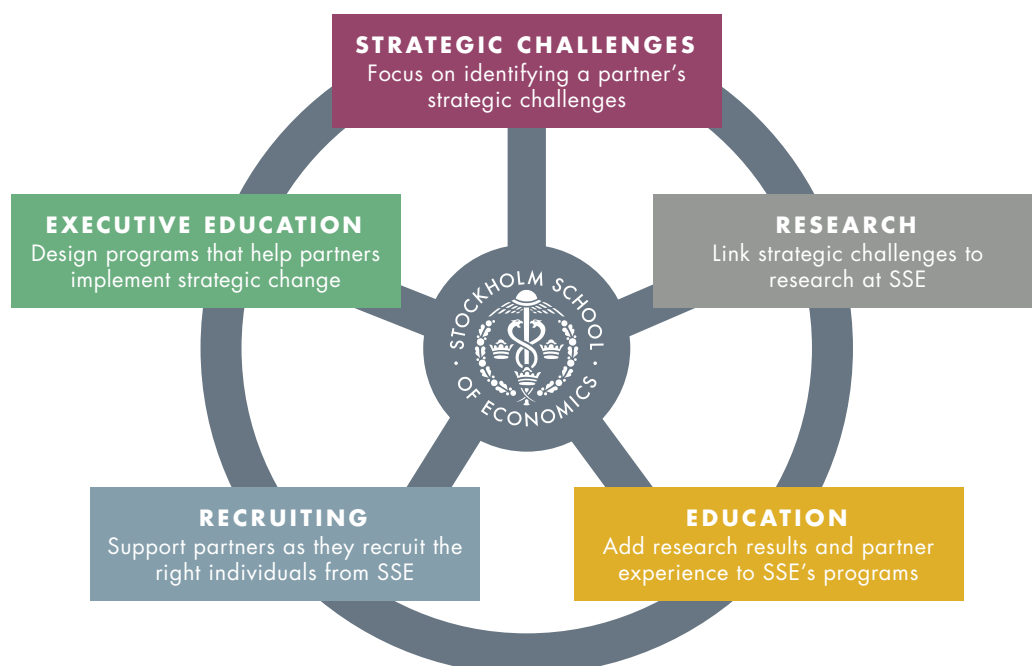
Research contributions from SSE can also inspire impact-

ful events. One such event is MindShift, which is actually a series of events about human development and meeting organizational, societal, and global challenges. More specifically, MindShift brings together a wide range of stakeholders working to develop the capabilities, qualities, and skills necessary to reach the UN Sustainable Development Goals. This series follows from a 2019 article written by twelve leading practitioners and researchers, including two from SSE, on the pioneering work done in the Nordic countries in the fields of gender equality and environmental sustainability. The MindShift conference was jointly organized by SSE, the Center for Social Sustainability at the Karolinska Institutet, 29k, the Ekskåret Foundation and many other organizations. This event will continue annually and benefit from the impact that sustained engagement with diverse stakeholders.

OUTREACH TO OUR PARTNERS

SSE has numerous partners with which it develops outreach content and strategies. These partnerships vary in nature and reflect the way research at SSE cuts across disciplines and industries. Many of these partnerships are long-lasting and formalized in the Corporate Partnership Program. It consists of a network of more than 110 leading Swedish and international companies where SSE enacts its five-sided approach to corporate outreach illustrated in the collaborative wheel below.

This approach begins with strategic collaboration between SSE and a corporate partner and a focus on the partner's key strategic challenges, which are identified in dialogue. Once identified, strategic challenges may be addressed by conducting research that is relevant, by bringing to bear student talent through the live cases that are prominent in SSE's pedagogy, by commissioning open or customized executive education or by recruiting key-talent graduates. The collaborative wheel is multi-



MISUM ANNUAL FORUM 2020

COVID-19 CRISIS: INCREASING INEQUALITIES AND DECREASING INVESTMENTS

This transdisciplinary forum was a digital half-day event with two objectives:

- To present interdisciplinary research insights to accelerate the transition towards sustainable markets from all Misum's research areas and its sustainable finance initiative.
- To continue a focused dialogue with business leaders, politicians, and civil organizations on inequality and decreasing investment, especially on practical implications and emerging questions.

The forum featured two panels that combined SSE researchers and external speakers and added opportunities for public interaction through social media.

The first panel outlined the short-term and long-term impacts of COVID-19 across sectors and countries, especially impacts on health and education in low to middle income countries, specifically India and Uganda. The speakers demonstrated the relevance of using past crises in other geographical areas to provide insights into recovery patterns while also highlighting the importance of COVID-19-specific trends. The second panel looked at the pandemic's effects on entrepreneurship and innovation, especially lessons learned from contrasting how longstanding entrepreneurial firms and newer networks building new ways of coping, creating, and coordinating. The event brought together researchers, experts, practitioners, and industry pioneers to explore maintaining sustainable market-systems development strategies in light of and in

the aftermath of the pandemic. There were representatives from a number of industries, including retail and automobile manufacturing, and from the non-profit sector.

The forum is an example of how SSE leverages its standing in the international research community to bring together key individuals to address nuances in complex processes during crises like the pandemic and to highlight the role that research and policy have in mitigating these challenges.



Anders Olofsgård, Misum Affiliate and Deputy Director at SITE. Olofsgård presented findings on the indirect impact on public health in low- and middle-income countries because of COVID-19.

directional, and it guides a structured process for exploring and enacting partnership-based outreach. Naturally, results from the research spoke of this wheel can be communicated through public seminars policy briefs, or research reports that present practical suggestions for business and government.

Partners' challenges are complex and vary according to geographic or industry context. One example is the gender gap in the finance industry, a global phenomenon that requires context specific solutions. SSE's Swedish House of Finance (SHOF) offers input through regular industry seminars, which bring together academics and practitioners to collectively discuss a topic. SHOF has made a concerted effort to highlight research on Women in Finance in its outreach. On this theme and together with Nasdaq, SHOF hosted a webinar on *Gender and Minority Diversity - Developments Around the World* in early 2021. The webinar was followed by a two-part roundtable discussion

with senior figures from the financial industry addressing, first, the importance of diversity for company success and, then, active measures for becoming more diverse. Another seminar on gender equality addressed the challenge of attracting and retaining female talent in the securities markets. The talk provided a focused overview of the present situation in the Nordics with comparative examples from the US and the rest of Europe to better understand how women impact performance, governance, and boardroom decisions. These industry seminars also allow students and other stakeholders to see at first-hand what challenges the industry is facing and what steps it is taking to meet these challenges. As Sweden's national research center for financial economics, SHOF puts SSE at the center of the dialogues that apply cutting edge research to the quest for more sustainable practices.

SSE has many international partnerships that promote



multilateral exchanges of knowledge and expertise on societal challenges. One example is the Forum for Research on Eastern Europe and Emerging Economies Network through SSE's Stockholm Institute of Transition Economics (SITE). Together, researchers host seminars and produce policy briefs related to key issues either shared by the countries within the Network's scope or faced by one particular country or region. Some examples include the SITE Energy Talks and a seminar documenting the COVID-19 vaccine efforts in the Network countries. The Energy Talks offer a look into the intersection of society, economy, and climate, demonstrating the value of abandoning research silos. One recent SITE Energy Talk brought together speakers from Sweden, Russia, and Spain to address market power, ownership structure for energy storage, and their potential distortion effects on investment and use. The Network also publishes a series of policy briefs with a focus on topics such as public economics, environmental concerns, corruption and governance, and education and development. These partnerships create arenas for dialogue and offer concrete solutions to policy makers, either nationally or internationally, for the sustainability challenges they are

facing. The titles of these reports and policy briefs can be found in Appendix B.

As mentioned under Research, SSE participates in several research collaborations on the topic of sustainable finance. In conjunction with the Stockholm Sustainable Finance Center, the following reports have been published in 2019 and 2020, *Long-term perspectives in investment analysis*, *Active ownership for environmental and social progress: What works?*, and *A Swedish market for sustainability and socially labelled bonds: Institutional investors as drivers*. The reports have received wide recognition by practitioners as they provide a rigorous analysis of their practices and sustainability benchmarks. The reports examine how different actors in investment analysis define 'long-term' and how they address long-term questions in investment analysis. They also highlight the issue of short-termism in the context of the European Commission's Action Plan for sustainable finance. Through these collaborations, SSE provides insight into another of society's pressing issues: climate change. SSE recognizes its role in facilitating dialogue and providing scientific research on the influence that market and financial activity has on

the climate. Therefore, it is important to be able to provide key actors in government and the business community with relevant data, analyses, and practical recommendations for meeting their commitments to Agenda 2030.

OUTREACH TO THE COMMUNITY

SSE's graduates provide a stable conduit to the business community and the community at large. One part of this conduit is the SSE alumni network. For instance, the SSE alumni network links current students and new graduates through the master-level Mentor Program. In addition, the Alumni Webinar Series offers insights into a range of subjects relevant to SSE graduates. Some recent titles include *Online Businesses after COVID*, *The Future of Travel and Urban Mobility*, *Digitalization of Expertise – The future role of the expert*, and *Challenges and Opportunities in Retail*. These webinars are also available to the public through SSE's website.

Just as SSE reaches out to its alumni, it also reaches out through its alumni. One such outreach is Social Initiative. Two SSE graduates started Social Initiative in 2002, pioneering the field of social entrepreneurship in Sweden. Social Initiative operates globally by supporting innovative social entrepreneurs in East Africa, India and Sweden with knowledge and capital. In March 2020, the House of Innovation and the Alumni Office hosted an evening on social entrepreneurship in collaboration with companies and philanthropists. At this event, one of Social Initiative's social entrepreneurs Barbara Mutabazi, a computer scientist from Uganda, shared her experience of starting Women in Technology Uganda (WITU). This social venture trains young women from the slums of Kampala in IT and entrepreneurship to help them to move out of poverty.

For alumni who wish to make their mark through start-ups, the SSE Business Lab is an impactful resource. The SSE Business Lab prioritizes diversity and sustainability in the ventures they support, and for teams that are homogenous, the Lab provides education in diversity. This training covers the benefits of diversity and methods for including it in an enterprise's vision. It is also required that all SSE Business Lab startups have a sustainability component

in their project. With diversity and sustainability deeply embedded in these new firms, they are positioned to have a positive impact on society.

Naturally, the relevant community for SSE's outreach extends far beyond the School's alumni. Public events such as webinars and conferences are available to members of the general public who seek fact-based solutions to pressing social and environmental concerns. Through collaborations with SSE research centers, many parts of the School work together to make sustainable research accessible and applicable. Among the hosts for these popular webinars are SSE's Executive Education, House of Innovation, and Misum. Among the topics covered during this reporting period are:

- COVID recovery, i.e., suitable actions that countries can take to recover in a just and sustainable manner and to become more resilient in the future
- The role of accounting systems in transitioning towards a fossil-free economy, i.e., the interaction between traditional accounting and new accounting frameworks and their impact on future sustainability reporting and on a transition to a fossil free economy
- NGO engagement with sustainable finance campaigns, i.e., an open discussion based on a research project outlining how the NGO community interacts with financial sector

As a business school for society with diverse constituents, SSE values outreach and communication as a necessary component of the work it does to execute its mission — to increase the competitive strength of our community and do so sustainably and responsibly. The summaries provided here show that the School's outreach is rich in sustainability content and consistent with the principles of responsible education. This richness and consistency hold whether the focal point of the outreach is high impact audiences such as policy makers, key actors within society such as business leaders, educators, artists, or social advocates, SSE's many and various partners, or stakeholders from other parts of the School's local or global community.



One of Social Initiative's social entrepreneurs is Barbara Mutabazi, business computing scientist from Uganda



SSE alumni Pernilla Bard and Caroline Cederlöf started Social Initiative in 2002

PROGRESS AND NEW OBJECTIVES

SSE's past objectives, current performance, and future commitments to the PRME principles are listed in the following table. A number of them are relevant to several PRME principles and thus overlap to some degree.

PRME PRINCIPLE 1: PURPOSE

OBJECTIVES 2019–2021	PERFORMANCE 2019–2021	OBJECTIVES 2021–2023
<ul style="list-style-type: none"> Fully implement the organizational strategy unit called “Sustainable SSE” committed to working collaboratively across SSE to promote activities that address sustainability principles. 	<ul style="list-style-type: none"> The Sustainable SSE Group (SSSE Group), established in 2018, has developed extensively to advance the School’s sustainability work under the direction of the CFO and Sustainability Director. 	<p>SSE will continue to increase its sustainability work and further coordinate various units for holistic impact. It will:</p> <ul style="list-style-type: none"> Allocate more personnel and financial resources to SSSE Group, which includes recruiting a sustainability coordinator to execute a range of activities, such as workshops for various participant groups.
<ul style="list-style-type: none"> Further integrate the Global Challenges track into the Bachelor of Economics program as part of a new curriculum 2020. 	<ul style="list-style-type: none"> The Global Challenges is now a larger element in the core curriculum of the revised Bachelor Program in Business and Economics. 	<ul style="list-style-type: none"> Enhance sustainability work through increased communication among different units.
<ul style="list-style-type: none"> Support students’ sustainability initiatives and encourage increased collaboration among those initiatives. 	<ul style="list-style-type: none"> There is student representation in the SSSE Group; SSE launched the PRME Ambassador program; Student Association’s Sustainability Group formalized its collaboration with Misum. 	<ul style="list-style-type: none"> Establish common routines for sustainable operations across academic departments, degree programs and professional services units. Systematically follow-up on the objectives set in the sustainability strategy. Increase diversity and inclusion in the student body, faculty, and professional staff.

PRME PRINCIPLE 2: VALUES

OBJECTIVES 2019–2021	PERFORMANCE 2019–2021	OBJECTIVES 2021–2023
<ul style="list-style-type: none"> • Formulate a sustainability vision for the whole School. 	<ul style="list-style-type: none"> • A sustainability sub-strategy has been drafted to support SSE's overall strategy. 	<p>SSE will continue to develop the capabilities of students to be future generators of sustainable value for business and society and to work for an inclusive and sustainable global economy. It will:</p> <ul style="list-style-type: none"> • Develop and promote a sustainability track open to students in all MSc programs. • Make existing sustainability content and activities at the School more explicit for stakeholders. Incorporate mainstream sustainability content that follows PRME principles and supports SDG attainment across more activities at SSE, especially courses and events. • Work systematically to map the application of FREE learning objectives in courses and programs. • Work systematically to further integrate FREE (support/material/tools for course and program directors and use it to guide continuous improvement). • Add one or two questions on sustainability to course evaluations. • Measure the effects of SSE's programs on sustainability attitudes by surveying students on sustainability at the beginning and end of programs.
<ul style="list-style-type: none"> • Support the establishment of a sustainability group within the SSE Student Association. 	<ul style="list-style-type: none"> • Several groups with a sustainability focus have emerged within the Student Association. 	
<ul style="list-style-type: none"> • Design and implement a biannual survey on attitudes among SSE students on responsible management education. 	<ul style="list-style-type: none"> • As a first step, a Qualtrics survey was introduced for students following the Global Challenges track. 	
<ul style="list-style-type: none"> • Increase courses that have FREE learning objectives. 	<ul style="list-style-type: none"> • Through a number of channels, the School has worked to increase the number of courses applying FREE learning objectives. Examples: PRME workshop; Lunch & Learn presentation; discussions in Pedagogical Development Group; CIVICA courses with FREE learning objectives. • A mapping of SDGs in courses has been conducted in several programs (e.g. SSE MBA and MIB). 	
<ul style="list-style-type: none"> • Incorporate more sustainability metrics into SSE's Quality Assurance System. 	<ul style="list-style-type: none"> • Questions about FREE have been added to the Program Evaluations. 	

PRME PRINCIPLE 3: METHOD

OBJECTIVES 2019–2021	PERFORMANCE 2019–2021	OBJECTIVES 2021–2023
<ul style="list-style-type: none"> • Develop a menu of pedagogical best practices to improve communication about and integration of the FREE mission into existing educational programs. 	<ul style="list-style-type: none"> • Continuing work to communicate and integrate FREE. Examples: Reflection series in the BSc Business and Economics. • Teacher workshops organized in 2019; FREE implementation a regular agenda point in SSE Pedagogical Development Group and a topic for a Lunch & Learn. • SSE has been part of PRME work on the Blueprints for Sustainability Integration, a collaborative project by PRME champion schools to develop online repositories of materials and best practice to help and inspire business schools integrating sustainability in their curricula. 	<p>SSE will further the development of educational frameworks, collaboration, processes, and environments to enable responsible leadership. It will:</p> <ul style="list-style-type: none"> • Strengthen the School's successful collaboration with the Student Association, for example, by promoting the Student Sustainability Group (SSG) among students, staff, and external parties. • Support the coordination of all student groups working with sustainability at SSE. • Develop additional courses with sustainability content (e.g. within the CIVICA Engage Track and GNAM network). • Develop an SSE Sustainability Guide that informs students about SSE's work with sustainability. • Create additional faculty development opportunities to increase the inclusion of sustainability content in SSE courses. • Develop a more systematic way to keep track of sustainability content in programs/courses. • Encourage faculty to include more practical projects related to sustainability & SDG in courses (e.g. in collaboration with businesses). • Develop measurement for climate impact on campus with annual follow-up in collaboration with other Swedish universities within <i>Klimatramverket</i>. • Finalize a sustainability manual with regards to facilities and operations. • Develop a section on intranet with the new sustainability manual and information related to SSSE Group and to further develop the page on the external website to include more information on the sustainability work at SSE.
<ul style="list-style-type: none"> • Increase visibility and impact of sustainability work by using the arts to create awareness and reflection among students. 	<ul style="list-style-type: none"> • Art Initiative has organized many activities that have attracted students, staff, and external guests. One example is the Art Talks series. 	
<ul style="list-style-type: none"> • Include sustainability/responsibility topics in orientation events for all students, in all programs. 	<ul style="list-style-type: none"> • Sustainability-related topics are presented during the Orientation days for program and exchange students, e.g. recycling at the School. 	
<ul style="list-style-type: none"> • Actively promote Global Challenges events for audiences like the faculty and the public. 	<ul style="list-style-type: none"> • There were severe limitations on events within the Global Challenges program due to the COVID-19 crisis; several events were held digitally and there was increased attention to digital Global Challenges events such as the Global Challenges Expo. 	
<ul style="list-style-type: none"> • Develop a database to provide an overview of the content of sustainability education. 	<ul style="list-style-type: none"> • SSE's Sustainability Group and Quality Assurance Team continue their examination of the best ways to create and distribute such a data base. 	

PRME PRINCIPLE 4: RESEARCH

OBJECTIVES 2019–2021	PERFORMANCE 2019–2021	OBJECTIVES 2021–2023
<ul style="list-style-type: none"> Strengthen international and interdisciplinary recognition for sustainability research. 	<ul style="list-style-type: none"> SSE, through Misum and its collaborators, continues to produce high-level research on sustainability topics across most academic disciplines represented at SSE. SSE introduced new outreach channels including the Misum Academic Insights series of online briefs and Misum Academic Dialogues, a series of open interdisciplinary conversations between academics. The first annual interdisciplinary Misum Forum titled “COVID Crisis: Increasing inequalities and decreasing investments?” was launched. SSE organized the CSRCOM in 2019: CSR Communication and Reporting in Challenging Times. 	<p>SSE will continue its engagement in conceptual and empirical research that advances our understanding of the role, dynamics, and impact of corporations and civil society actors in the creation of sustainable social, environmental, and economic value. It will:</p> <ul style="list-style-type: none"> Expand sustainability-related research output/agendas in all SSE departments. Increase the number of publications related to sustainability. Increase number of research projects on sustainability topics carried out in collaboration with external partners. Produce policy briefs based upon academic publications in order to reach appropriate partners with research findings in applicable formats. Increase the number of research projects that have an interdisciplinary focus.
<ul style="list-style-type: none"> Increase dissemination in top-tier international journals and research conferences. 	<ul style="list-style-type: none"> During the reporting period, SSE researchers have published at least four articles on sustainability in journals ranked FT50/AJG 4*, and ten in journals ranked AJG 4 or 3. 	
<ul style="list-style-type: none"> Strengthen our international position as a leader in sustainable finance research. 	<ul style="list-style-type: none"> SSE hosted an international Digital Misum Research Fellow on the Sustainable Finance Initiative in 2020. Researchers at Misum’s Sustainable Finance Initiative co-authored a report on climate and the international bond market with the Anthropocene Fixed Income Institute. 	
<ul style="list-style-type: none"> Increase the number of international collaborative research projects, especially with other PRME schools. 	<ul style="list-style-type: none"> A reorganization has opened Misum to more collaboration with other centers at the SSE, such as SHOF, HOI, and SITE. 	
<ul style="list-style-type: none"> Develop a strategy for long-term funding of Misum. 	<ul style="list-style-type: none"> While long-term strategic planning continues, SSE made important progress by securing five years’ continued funding for Misum from the Mistra foundation. 	
<ul style="list-style-type: none"> Increase research on sustainability across all departments for interdisciplinary and integrated scientific impact. 	<ul style="list-style-type: none"> There is now more research on sustainability within all academic departments at the School through Misum’s role as a hub for interdisciplinary collaboration. SSE faculty organized Sweden through the Crisis, a research-driven collaboration examining different aspects of the Swedish response to the COVID-19 crisis. 	

PRME PRINCIPLES 5 AND 6: DIALOGUE & PARTNERSHIP

OBJECTIVES 2019–2021	PERFORMANCE 2019–2021	OBJECTIVES 2021–2023
<ul style="list-style-type: none"> • Develop a Misum strategy to increase engagement with business stakeholders about research into sustainability. 	<ul style="list-style-type: none"> • New position of Stakeholder Engagement Director established at Misum to facilitate dissemination of research results. The aim is to engage with stakeholders and identify opportunities for collaborative research and research-based education. 	<p>SSE will increase interaction and collaboration in responsibility and sustainability with business, students, faculty, civil society, and other schools in partnerships and through dialogue. It will:</p> <ul style="list-style-type: none"> • Organize Annual Sustainability research conference (MISUM Forum).
<ul style="list-style-type: none"> • Continue outreach activities to engage civil society and businesses around sustainability issues. 	<ul style="list-style-type: none"> • In July 2020, the World Economic Forum Agenda featured an article describing Misums' interdisciplinary research on COVID-19. • Fifteen virtual stakeholder events were organized by SSE through Misum. The subjects ranged from the future of sustainable finance; Post-COVID inclusive economic recovery; market transformations, economic reforms of fragile states, and data for development, which was a run-up event to the UN World Data Forum. • The Student Sustainability Group was invited by Misum to co-arrange the high-level annual inter-university 'SIGHT Global Health Night – The Post COVID-19 World: Moving Beyond Building Back Better'. 	<ul style="list-style-type: none"> • Deepen collaboration with other renowned institutions in sustainability topics. • Strengthen the sustainability and SDG profile in the program marketing activities. • Improve the quality of integration of sustainability into the processes and content of all relevant events.
<ul style="list-style-type: none"> • Collaborate with higher education institutions in the Stockholm area around the Global Challenges track (in particular, development of a joint elective course). 	<ul style="list-style-type: none"> • COVID-19 effectively stopped SSE's work with collaboration on the Global Challenges Track temporarily. However, local collaboration continued through the SSSE Group's hosting a workshop with sustainability transformation leaders from other universities to learn about their work to implement the <i>Klimatramverket</i> (Climate framework) on Swedish campuses. 	

APPENDIX A

SELECTED EVENTS

2019

Building the future: Sweden's role in building global sustainable entrepreneurship scholarship: Roundtables, open discussions and conversations on how to jointly develop and strengthen the community of entrepreneurship scholars. Hosted by HOI. 2019-06-18 to 19.

SNS/SHOF finance panel - sustainable finance in Europe: The panel identified the steps financial institutions and supervisors should take to protect the stability of the financial system from risks related to the environment. Hosted by SHOF. 2019-08-27.

Rebooting towards a fossil free economy: Two SSE researchers presented a research paper "Policy-market practice interaction for climate mitigation: the role of market representation" at a CMS seminar. 2019-09-02.

Teaching sustainability: A workshop for further integration of sustainability content in all SSE programs. 2019-09-16.

Gender differences in guessing on high-stakes standardized tests: SITE Brown Bag Seminar with a researcher from the University of Florida. 2019-09-17.

Schooling, weather shocks, and protest: SITE Brown Bag Seminar with a researcher from the University of Gothenburg. Hosted by SITE. 2019-09-24.

Taxing families: the impact of child-related transfers on maternal labor supply: SITE Brown Bag Seminar with a researcher from the University of Mannheim. 2019-10-15.

Gender wage gaps and worker mobility - evidence from the garment sector in Bangladesh: SITE Brown Bag Seminar with an Assistant Professor from CERGE-EI in Prague. 2019-11-05.

The long shadow of transition: the state of democracy in Eastern Europe: SITE Development Day, hosted by SITE with speakers from SITE, the Swedish Ministry for Foreign Affairs, EBRD, SIDA, Europe Foundation in Georgia, Kyiv School of Economics, Business Sweden, LSE, and BERO in Minsk. 2019-11-12.

Neuro economics - how experiences shape your brain and your finances: A seminar by a professor from the Kenan-Flagler Business School at UNC about the brain science behind financial decision making. Hosted by SHOF. 2019-11-18.

AI and the future of work: Speakers at this event explored challenges, opportunities, and necessary action, as we jointly make sense of, address, and live through rapid technological shift. Hosted by HOI. 2019-11-22.

The human and the machine: HOI organized a panel discussion on what role we can expect artificial

intelligence to play in organizations in the future, from human-AI interaction, opportunities to risks of AI and critical ethical considerations. 2019-11-27.

Health policies and intergenerational mobility: SITE Brown Bag Seminar with a representative from the Bank of Spain. 2019-12-03.

The long shadow of transition: the political economics of long run development in Eastern Europe: SITE Academic Conference. 2019-12-16 to 17.

Women in finance talk: Academics, women, and men in leading positions in the finance field and industry role models discussed what companies can do to help women in more senior roles to reach the goal of a more equal finance job market. Hosted by SHOF. 2019-12-04.

2020

Beyond "flight shame": Associate professors from KTH and Södertörn, discussed the report "Grounded - Beyond flygskam" and beyond the simple dichotomy for and against flying, instead focusing on policy implications from those who voluntarily stop flying because of climate change. Hosted by Misum. 2020-01-17.

Surge of inequality: how different neighbourhoods react to flooding: site seminar with a researcher from Columbia university. 2020-01-20.

Intergovernmental conflict and censorship - evidence from China anti-corruption campaign: site seminar with a researcher from the Paris school of economics. 2020-01-28.

Trust in finance: Misum breakfast seminar with a professor from the university of Groningen discussing how organizations can support virtue – and remedy vice – with reference to events from recent financial history and insights from behavioral finance. 2020-02-05.

The struggle for knowledge: Misum Breakfast club, with an Associate Professor from the Stockholm Center for Organizational Research and one of the authors of "Kampen om kunskap" (The Struggle for Knowledge) about stakeholder engagement. 2020-02-14.

Innovation in the '20s - leadership is the challenge and design might be the solution: A roundtable discussed the contribution that a design-driven approach can give to leadership, with two professors at HOI and co-founders of The Garden – Center for Design and Leadership. Hosted by HOI. 2020-02-18.

Markets for transition: Sustainable Finance Initiative co-directors presented research on "active ownership for corporate sustainability" and how financial markets can contribute to society's transition and adaptation to

a changing climate, at the National Innovation Council led by the Swedish Prime Minister. 2020-03-02.

The economic impact of the coronavirus pandemic: The webinar had two parts: 1) Focusing on current micro- and macroeconomic situation, 2) dialogues were held on financial stability, monetary- and fiscal policy in terms of reducing the negative economic impact of a COVID-19 recession. The event was held by SHOF with speakers from banking to academia, government, and finance. 2020-03-30.

COVID-19 crisis and its aftermath: Corporate Governance Implications and Policy Challenges: A world-wide webinar hosted by the Global Corporate Governance Colloquium that SHOF participated in alongside a variety of academic, political, and industry partners. 2020-04-16.

Business in the new normal: A webinar where discussions on how business leaders can help to make the New Normal a world not on the verge of anxiety, but rather a world where safety comes without compromise on meaning, beauty, and freedom. Hosted by HOI. 2020-04-22.

The early lessons from Sweden's different approach to COVID-19: SITE webinar with the LSE Institute of Global Affairs at the School of Public Policy in Collaboration with SITE at the Stockholm School of Economics. 2020-04-22.

Accounting in extractive industries: An Associate Professor from SSE presented his research on accounting in extractive industries at the ACE/Misum Breakfast meeting. 2020-04-28.

Virtual development economics seminars: A weekly Virtual

Seminar Series in Development Economics (VDEV) was co-organized by the Director of Misum with business schools from Switzerland, Spain, and France. 2020-05-12.

Virtual seminars from Misum affiliates: Two virtual seminars for a local broadcast channel from two Misum affiliated researchers, on "The learning crisis in developing countries - and how governments might fix it?" and on "Prostitution legislation in Sweden". 2020-05-17.

Strategic reorientation: looking beyond the crisis: The webinar focused on the strategic approaches to change. It aimed to give the audience tools and inspiration for starting to look beyond the crisis. Jointly hosted by HOI and SSE Executive Education. 2020-05-18.

How the COVID-19 crisis is reshaping the global economy and labour market: The Director of SITE joined a webinar panel organized by StrategEast that addressed how the COVID-19 pandemic would reshape the economies of CIS countries in Eastern Europe and Central Asia. Hosted by SITE. 2020-05-20.

Building trust in times of uncertainty: The seminar was led by a researcher of trust and collaboration from Lund University in the context of innovation and entrepreneurship. Hosted by HOI. 2020-05-27.

Addressing the COVID-19 pandemic: policy responses across FREE Network countries: SITE and the FREE Network Webinar. How are countries around the Baltic Sea, in Eastern Europe and the Caucasus faring in the COVID-19 crisis? 2020-05-28.

The COVID-19 crisis effects on venture capital/startups: A webinar on how different kinds of companies, industries and stages are affected by the crisis, discussing the



issues arising in the short and longer term, and insights to navigate the road ahead. Hosted by SHOF with PocketLaw, Creandum, Skandia Mutual Life Insurance Co, and Climate Investor. 2020-06-10.

Resilience after COVID-19: “Out of COVID-19: How can crisis measures be used to create more resilient and sustainable businesses and societies?” was a multi-stakeholder webinar with industry representation from Danske Bank, Sweco and Scania. 2020-06-12.

COVID19 and increased bankruptcies: SNS/SHOF Finance Panel - The Coronavirus Crisis: Preparedness to Deal with Increased Bankruptcies? Hosted by SHOF and SNS, with the Karlstad Business School, Traction, Cirio Law Firm, Moody's, and TMA Sweden. 2020-06-17.

Economic perspectives on domestic Violence: SITE Workshop hosted online. 2020-06-24.

Gender economics: SITE and the FREE Network (online) Workshop. Organized as part of the Forum for Research on Gender Economics (FROGEE) supported by the Swedish International Development Cooperation Agency (Sida). 2020-06-29 to 30.

Religious leaders and rule of law: SITE Brown Bag webinar with a research associate at the Aix-Marseille School of Economics. 2020-09-15.

Economic perspectives on domestic violence: Online workshop organized as part of the Forum for Research on Gender Economics (FROGEE), supported by the Swedish International Development Cooperation Agency (Sida). Hosted by SITE. 2020-09-24.

Effects of bank privatization: SITE Brown Bag webinar with Post-Doctoral Fellow at the National Bureau of Economic Research. 2020-09-29.

Digital Day Conference 2020 - from connectivity to connectedness: There were three intertwined themes; smart regions, smart global knowledge networks, and smart organizations. It was moderated by several SSE professors and teachers and was co-hosted between the HOI at SSE, the Wallenberg Foundation and Digital@Idag. 2020-10-02.

Political economy of crisis response: A webinar hosted as a SITE Brown Bag Seminar with a Dewey Distinguished Service Professor at the University of Chicago Harris School of Public Policy. 2020-10-06.

Misum annual forum: Misum Annual Research Forum 2020: “COVID Crisis: Increasing inequalities and decreasing investments?”. 2020-10-07.

Democratizing finance through big data: Some webinar questions included the following - does finance need democratization? What are important steps in the transition to more democratic, open, and accessible financial markets? Hosted by SHOF with Fimonto, Brite, PwC Sweden, Moank, and SEB. 2020-10-09.

Green bonds in advancing sustainability: Misum Sustainable Finance Reading Club with a representative from the Stockholm Environment Institute, on “Understanding the role of green bonds in advancing sustainability”. 2020-10-09.

How can individuals, groups and organizations learn from failure? Through a literature review, a Professor from the



Copenhagen Business School and colleagues identify the three mechanisms through which individuals, groups, and organizations learn from failure, and bridge the gaps between different levels of analysis. Hosted by HOI and the Stockholm School of Entrepreneurship. 2020-10-14.

Data for development: Misum public brown bag session on the “Evolution of data for development” with a Misum affiliated researcher. This was a run-up event to the UN World Data Forum. 2020-10-16.

Measuring greenhouse gases in Australia: A Misum Accounting Frameworks research seminar (with external speakers), a researcher from the University of Sydney, where a paper was presented on the measuring of greenhouse gas in an Australian context. 2020-10-16.

SHOF-ECGI conference on sustainable finance and corporate governance: The conference brought together academics and investors, business people and policymakers to discuss recent research on a broad array



of topics on sustainable finance. 2020-10-16 to 18.

Repayment flexibility and risk taking - experimental evidence from credit contracts: SITE Brown Bag webinar with an Assistant Professor from the Department of Economics at Stockholm University. 2020-10-20.

Public services access and domestic violence: SITE Brown Bag webinar with an Associate Professor in Economics, University of Surrey. 2020-11-03.

The role of partnerships in economic reforms of fragile states - perspectives from Somalia: In conversation with Somalia's finance minister and the Swedish ambassador to Somalia, on the critical role of constructive cooperation between the Government of Somalia and the international community on continuing the path of economic reform. Hosted by SITE and Misum. 2020-11-10.

Global catastrophic risks: Global Challenges Foundation (GCF) hosted a lunchtime webinar to present their Global Catastrophic Risks 2020 report. 2020-11-16.

Do black-owned businesses face tougher financial constraints? SITE Brown Bag webinar with a Professor from George Mason University. 2020-11-18.

Female entrepreneurs breaking social exclusion and building bridges: Conversations with a prominent columnist and author on the role of women in breaking social exclusion, dependency on welfare benefits and marginalization in Sweden. Hosted by SSE Institute for Research (SIR) HOI, and the Ester Foundation. 2020-11-19.

Global Health Night / SIGHT award: A student event for good health and equality in the face of the pandemic, SASSE, Misum and SIGHT. 2020-11-25.

The COVID-19 pandemic and its implications for gender equality: SITE and the FREE Network online workshop. 2020-11-25.

How do community contribution requirements affect local public good provision? Experimental evidence from safe water sources in Bangladesh: SITE Brown Bag webinar with an Assistant Professor in the Development Economics from Stockholm University. 2020-12-01.

Women in finance talk- securities markets: An industry seminar from SHOF, a finance roundtable discussion on how to attract and retain female talent in the securities markets in the Nordics with comparison to the US and Europe. 2020-12-01.

Lunchtime webinar: With a former Misum affiliated researcher on "Reaching the SDG's: Post-Covid inclusive economic recovery". 2020-12-01.

The impact of the COVID-19 pandemic in Eastern Europe: SITE Development Day 2020 online conference. 2020-12-02.

Human purpose, machine intelligence - the magic of design: As part of Dialogues at The Garden, the event focused on what a well-known Hungarian psychologist proposed in the 1980s: in AI-powered organizations and societies, humans become problem finders, ultimately responsible for defining which problems make sense to address. Hosted by HOI. 2020-12-03.

Cash vs in-kind punishment: SITE Brown Bag webinar with a Misum affiliated researcher/SITE Associate Professor presenting research co-authored with an Associate Professor from the University of Calgary. 2020-12-08.

Roundtable with financial analysts: A closed roundtable on "Integrating ESG into the capital market conversation" led by SSE researchers with financial analysts. 2020-12-09.

Patronage and election fraud - insights from Russia's governors: SITE Brown Bag webinar with an Assistant Professor in Economics at the University of Bristol and Research Associate at CAGE Warwick. 2020-12-15.

Surviving in the short-term and thriving in the long-term: A webinar from Executive Education, on financial management and strategic reorientation as an effect of COVID-19. 2020-04-27.

What are the short- and long-term effects of increasing corporate debt in a time of crisis? A webinar from SSE Executive Education focusing on what are the short- and long-term effects of increasing corporate debt in a time of crisis? 2020-05-04.

2021

Entrepreneurship and resilience in tough times - lessons from leading family businesses: A webinar about family businesses and the implications of strong resilience. The event was moderated by an SSE Professor and co-organized with Misum and external stakeholders linked to HOI. 2021-01-19.

Sustainable corporate governance: SNS/SHOF Finance Panel: EU initiative on sustainable corporate governance. With Tredje AP-fonden, the Swedish Ministry of Justice, and SNS. 2021-01-25.

Gender and minority diversity: An industry seminar from SHOF on "Gender and Minority Diversity - Developments Around the World". A talk on how companies are working with diversity, gender, and minorities, to become successful. With Nasdaq, SEB, Ericsson, Kinnevik, and EY. 2021-02-25.

Diversity and inclusion in financial ecosystem: An industry seminar from SHOF titled "Is diversity and inclusion lagging in Stockholm's financial ecosystem? If so, why, and what can we do about it?" with partners, Mitt Liv AB (svb), and Strukturinvest. 2021-03-23.

Together beyond the crisis: Building on research conducted at the Stockholm School of Economics together with leading practitioners from Switzerland, Canada, Belgium and Serbia, this conference offered insights into how businesses can be part of a transition to a more sustainable world. Hosted by HOI with partners from aforementioned countries. 2021-03-24.

Accounting for a fossil free economy: Transforming sustainability accounting for a fossil free economy; a conversation on developing frameworks for future sustainability reporting between Misum Platform Director for Accounting Frameworks and the Deputy Executive Director Markets at *Finansinspektionen*. 2021-03-30.

Economic development in East Africa: A webinar titled "SSE Talks on East Africa: The Importance of Large Companies to Economic Development", hosted by Misum, SSE Institute for Research (SIR) and HOI in collaboration with the Swedish East African Chamber of Commerce. 2021-04-13.

Three pillars of sustainability: Industry seminar: A webinar titled, "Managing the three pillars of sustainability" about resolving conflicts between social, environmental, and economic goals. Along with the webinar, the Social Innovation Scholarship was launched. Hosted by HOI and Misum in collaboration with SASSE Entrepreneurship Society. 2021-04-22.

MFS sustainable finance webinar: This webinar, "New research frontiers for sustainable finance", introduced the MFS workstream themes of Green Macro, Policy, Market Drivers, Governance and Practical Tools, followed by a discussion with researchers on their research journey, results and thoughts on the future of sustainable finance. 2021-04-27.

Workshop for procurers and suppliers: This workshop was designed for procurers and suppliers to explore how to overcome challenges of functional procurement and succeed in establishing circularity. Hosted by HOI



and Misum at the Stockholm School of Economics, the University of Örebro, University of Linköping, and Mistra REES. 2021-05-17.

Rising public debt: A seminar titled "Should we worry about the rising public debt?" Hosted by SHOF with HEC Paris, Första AP-fonden (AP1), and the European Commission, on the dynamic of debt / GDP, exploring the current levels of government debt and if it is sustainable. 2021-05-18.

Sustainable business and digitalization: A webinar on how innovative business solutions can address global challenges in a rapidly changing world. Hosted by HOI, Axfoundation, Global Compact Network Sweden, and Misum focused on innovation and sustainable business change through digitalization. 2021-05-19.

Sweden's climate policy webinar: "Bending the global emissions curve - Sweden's climate policy opportunities and responsibilities", a webinar on Swedish climate policy in connection with international sustainability goals with Swedish politicians, research directors and researchers, and a professor in Physical Oceanography at Stockholm University. Hosted by Misum. 2021-05-25.

Becoming a data-driven organization: A webinar from SSE Executive Education on society's rapid adoption of digital technologies, a development amplified by the Covid-19 pandemic. 2021-06-01.

Creating and managing ecosystems: A webinar from SSE Executive Education on the way the pandemic accelerated digitalization and how old rules are being replaced by new ones. It explored how organizations can turn changes into advantages, and how companies are increasingly adopting ecosystem thinking and seeking knowledge and new ideas outside their borders. 2021-03-23.

APPENDIX B

PUBLICATIONS ON ETHICAL, RESPONSIBLE AND SUSTAINABLE BUSINESS

JULY 2019 TO MAY 2021

Names in bold belong to researchers based at SSE and/or affiliated to the research centers or institutes.

PEER-REVIEWED ARTICLES

- Bagues, M. and **Campa, P.** (2020). Women and Power: Unpopular, Unwilling, or Held Back? A Comment. *Journal of Political Economy*, 128 (5). pp. 2010-2016.
- Balachandran, C., **Wennberg, K.**, and Uman, T. (2019). National culture diversity in new venture boards: The role of founders' relational demography. *Strategic Entrepreneurship Journal*, 13(3), 410-434.
- Bali Swain, R.**, Kambhampati, U. and Karimu, A. (2020). Regulation, Governance and the Role of the Informal Sector in Influencing Pollution? *Ecological Economics*, 173, 106649, 2020.
- Bali Swain, R.** and Yang-Wallentin, F.Y. (2020). Achieving Sustainable Development Goals: Predicaments and Strategies. *International Journal of Sustainable Development and World Ecology*, 27(2), 2020.
- Bayfield, H., Colebrooke, L., Pitt, H., **Pugh, R.**, and Stutter, N. (2020). Awesome women and bad feminists: The role of online social networks and peer support for feminist practice in academia. *Cultural Geographies*, 27(3), 415-435.
- Bobilev, R.**, Boschini, A. & **Roine, J.** (2020). Women in the Top of the Income Distribution: What Can We Learn From LIS-Data? *Italian Economic Journal*, 6(1), 63-107.
- Bos, M.**, and Ben-David, I. (2020). Impulsive Consumption and Financial Well-Being: Evidence from an Increase in the Availability of Alcohol. *The Review of Financial Studies*. 34(5), 2608-2647.
- Boschini, A., **Gunnarsson, K.** & **Roine, J.** (2020). Women in top incomes – Evidence from Sweden 1971–2017. *Journal of Public Economics*, 181.
- Bradley, S. W., Kim, P. H., Klein, P. G., McMullen, J. S., and **Wennberg, K.** (2021). Policy for innovative entrepreneurship: Institutions, interventions, and societal challenges. *Strategic Entrepreneurship Journal*. <https://doi.org/10.1002/sej.1395>
- Brattström, A.**, and Faems, D. (2019). Interorganizational relationships as political battlefields: How fragmentation within organizations shapes relational dynamics between organizations. *Academy of Management Journal*, 63(5), 1591-1620.
- Brattström, A.**, Faems, D., and **Mähring, M.** (2019). From trust convergence to trust divergence: Trust development in conflictual interorganizational relationships. *Organization Studies*, 40(11), 1685-1711.
- Chirico, F., Gómez-Mejía, L. R., Hellerstedt, K., Withers, M., and **Nordqvist, M.** (2020). To merge, sell, or liquidate? Socioemotional wealth, family control, and the choice of business exit. *Journal of Management*, 46(8), 1342-1379.
- Colliander, J.** (2019). "This is fake news": Investigating the role of conformity to other users' views when commenting on and spreading disinformation in social media", *Computers in Human Behavior*, 97, 202-215.
- Conley, M. A.**, and Nakkawita, E. (2019). Citizen protection: A capabilities and intentions framework. In A. Larsson and R. Teigland (Eds.), *Digital Transformation and Public Services: Societal Impacts in Sweden and Beyond* (1st ed., pp. 171-197). Routledge.
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OTHER PUBLICATIONS

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APPENDIX C

RELEVANT PHD THESES

2019

- Aljoscha Janssen. *Essays on Pharmaceutical Markets and Parliamentary Speeches* (2019) Economics at SSE
- Andrea Papetti. *Essays on Demographics, Structural Change and the Macroeconomy* (2019) Economics at SSE
- Angelica Blom. *One Size Fits All?: Understanding Shopper Responses Towards Integration Activities in Omnichannel Retailing* (2019) Marketing and Strategy at SSE
- Carl-Philip Ahlbom. *How Technology is Evolving In-Store Shopping Behaviors: Evidence from the Field* (2019) Marketing and Strategy at SSE
- Domenico Viganola. *Essays on Political Economy, Predictions, and Replications* (2019) Economics at SSE
- Elin Åström Rudberg. *Sound and loyal business: The history of the Swedish advertising cartel 1915–1965* (2019) Marketing and Strategy at SSE
- Elle Parslow. *Empirical Essays on Choices under Stress, Preferences and Consumption* (2019) Economics at SSE
- Emilia Cederberg. *The Ins and Outs of ESG: A Study on the Spatialities of Accounting Change* (2019) Accounting at SSE
- Ivar Padrón-Hernández. *When International Strategy Meets Local Institutions: Subsidiary Influence in the Context of Headquarter Initiatives* (2019) Marketing and Strategy at SSE
- Ji-Won Song. *Institutional Variety: Exploring the Interplay Between Context and Agency in Korean and Japanese Business Systems* (2019) Marketing and Strategy at SSE
- Julian Boulanger. *The Impact of the Patent System on Innovation* (2019) Economics at SSE
- Nadiia Lazhevskia. *Essays on Trade and Consumption* (2019) Economics at SSE
- Peter Aleksziev. *Essays on Segment Reporting and Valuation* (2019) Accounting at SSE
- Rasmus Rahm. *Epistemologies of Entrepreneurship Education: Experiments and Outcomes* (2019) Entrepreneurship, Innovation and Technology at SSE
- Riikka Murto. *An App for Women? Exploring the Performance of Gender and Diversity in Market Practice* (2019) Marketing and Strategy at SSE
- Tina Sigonius. *Accounting Standard-Setting through Adaptation: Models and Contextual Factors in the Case of the Swedish Standard K3* (2019) Accounting at SSE

2020

- Alberto Allegrucci. *Essays in Empirical Corporate Finance* (2020) Economics at SSE
- Clara Fernström. *Mortality Risk, Moral Hazard, and Mental Health: Essays in Applied Microeconomics* (2020) Economics at SSE
- Gustav Almqvist. *The Good Place: Essays on Nudging* (2020) Marketing and Strategy at SSE
- Ivika Jäger. *Essays in Empirical Finance* (2020) Finance at SSE
- Laszlo Sajtos. *Essays on Environmental Regulations* (2020) Economics at SSE
- Lei Huang. *Co-creating Solution Value: Understanding Process Dynamics and Digitization Effects* (2020) Marketing and Strategy at SSE
- Maria Booth. *Nobody Follows the Process Anyway: How Artefactual Representations of Routines Shape Routine Performances* (2020) Entrepreneurship, Innovation and Technology at SSE
- Min Tian. *Innovation through digitalization: How Sociotechnical Tensions Drive Innovation* (2020) Marketing and Strategy at SSE
- Patrik Liu Tran. *Role Duality of Management Accountants: Insights from a Public Sector Organisation* (2020) Accounting at SSE.
- Rikard Westerberg. *Socialists at the Gate: Swedish Business and the Defense of Free Enterprise, 1940-1985* (2020) Marketing and Strategy at SSE
- Sofie Sagfossen. *A for Effort: Consumer Responses to Own and Others' Effort* (2020) Marketing and Strategy at SSE
- Ting Dong. *Essays on the Supply and Demand for Auditing Service* (2020) Accounting at SSE
- Tolga Demir. *Essays in Corporate Finance* (2020) Economics at SSE
- Yingjie Qi. *Essays in Financial Intermediation and Corporate Finance* (2020) Finance at SSE

2021

- Gianluca Chimenti. *Performing Ambiguity?: Following Multiplicity in Shared Mobility Markets* (2021) Marketing and Strategy at SSE
- Gustav Karreskog. *Doing the Best We Can: Essays on Heuristics, Learning, and Bounded Rationality in Strategic Interactions* (2021) Economics at SSE
- Isak Trygg Kupersmidt. *Essays on Risk, Privatization and Regulated Markets* (2021) Economics at SSE.

APPENDIX D

RELEVANT MASTER THESES

2019 MASTER THESES

Agnes Magnusson. *The Impact of Climatic Disasters on Output and Prices: A Panel VAR-X Approach.*

Alexander Deimel, Therese Höijer. *Organising for a Sustainable Shift in the Underground Mining Industry: A Qualitative Case Study on the Building of Dynamic Capabilities.*

Alexandra Beerkens. *100 Years of Women's Vote in Poland: Socioeconomic Determinants of Women's Voting Behavior.*

Alexandra Gluckman. *Caring About Carbon: An Analysis of the Carbon Risk-Return Relationship in the European Market.*

Alina Ohja, Athina Swahn. *A Period in Isolation: Measuring the Prevalence Rate of Chhupadi using the List Experiment in Nepal.*

Anna Nelson, Viktoria Serreau. *Female Entrepreneurial Motivation in Urban and Rural Kenya - A qualitative study examining the differences in female entrepreneurial motivation in urban and rural areas in Kenya.*

Christina Hauser. *Private Returns to University Studies, Educational Choices and Youth (Un)Employment: The Case of Tunisia.*

Daniel Espelund, Dumitru Coretchi. *The Swedish Disease - Impact of company spin-offs on firms' operational performance and equity value.*

Dennis Balgheim, Elin Kjellström. *Fit for work? A quantitative study on the perceived effects of athletic business leaders.*

Elin Hunger, Anni-Maria Loukasmäki. *Professional aging? A critical exploration of the doings of age employed by contemporary Swedish professionals.*

Emma Nylöf, Paul-Christian Stoy. *Trained but trapped? A case study on capacity building and female garment workers' well-being on and beyond the shop floor in Bangladesh.*

Eshita Mishra, Selma Salah. *Does Board Structure Impact Financial Performance and Corporate Risk?*

Eva Katzer. *For the People, for the Planet: How Social Entrepreneurs in the Global South and Facilitators from the Global North Construct Legitimacy for the Field of Social Entrepreneurship.*

Fabian Roeben. *Shareholder Activism on Sustainability.*

Gillian Wong Miswardi. *Constructing Innovation Units, Enacting Innovation: An Ethnographic Study.*

Hanna Eklöf. *The November Revolution: Income inequality effects of the financial deregulation in Sweden.*

Harini Annadanam, Aylin Shawkat. *Towards Equal Participation in Leadership - An empirical study on the short-term effects of a mandatory gender quota on supervisory boards in Germany.*

Jacopo Lunghi. *Migration and Health Care Utilization: An Empirical Analysis of the Impact of Migrants on Hospital Congestion in Italy.*

Joakim Karlsson. *Who gets it? An experimental study of non-monetary outside options in the ultimatum game.*

Johanna Lundmark, Julia Olander. *How to become an attractive piece of (plant-based) meat: a quantitative study on how to efficiently market plant-based meat substitutes.*

Johannes Matt. *Up and down the quality ladder: A macroeconomic model of innovation and growth under demand-side inequality.*

Jörn, Onken. *Female Labor Supply and Earnings Inequality Under Skill-Biased Technological Change.*

Josefina Hagberg, Märta Eriksson. *Should I Stay or Should I Grow? - a comparative case study between entrepreneurial growth intentions in Singapore and Stockholm.*



Karl Sundblad, Sean Tay. *Catch-Up with Me if You Can: An empirical analysis of convergence of carbon emission intensity in the EU power sector.*

Likang Lu, Wanting Guo. *How does sustainability reporting matter? An event study on the value relevance of sustainability reporting in the Nordics.*

Lishu Zhang. *Are the differences in the stringency of domestic environmental regulations affecting the bilateral trade of OECD countries?*

Lotta Adeborg, Sebastian Ekberg. *On Equality of Opportunity: Neighbourhood Effects, Childhood Exposure and Lifetime Income in Sweden.*

Merve Demirel, Roshni Nandwani. *Corridors to Opportunity: A Case Study of Johannesburg, South Africa.*

Mikael Grip, Evelina Radgren. *Investors' response to CFO changes: Do CFO characteristics matter?*

Mikaela Zimdahl. *Cheap Singaling in Initial Coin Offerings - The Impact of Cheap Signals on ICO Funding Amount.*

Nadja Friedl, Sailee Sakhardande. *The Local Effect of Oil on Women's Employment and Empowerment - Evidence from Africa.*

Nicolas Leicht, Colja Maser. *Extraordinary or Ordinary at Best? - An Empirical Study on the Application of Machine Learning Tools for Proxy Means Tests in Poverty Targeting.*

Nikolaos Dimopoulos, Gabriel Meisner. *Does more equal less? - Empirical evidence of the impact of CSR disclosure levels on the cost of equity capital among Swedish listed firms.*

Oscar Johansson, William Carlheim-Gyllenskiöld. *Bang for the Buck - Resource Allocation for Ambidextrous Innovation.*

Pietro Galardi. *Rainwater harvesting and households' time allocation in Mexico City.*

Qinglan Huang, Yuanyuan Li. *An empirical investigation of the relationship between green bonds issuance and firm value and financial performance.*

Rowan Kurtz. *Equality Calling: The Relationship Between Mobile Broadband Expansion and Income Distribution Within Countries.*

Sandra Egelbäck Starud, Viktor Gärdhammar. *The Unsustainable Cost of Free Returns - Can It Be Solved? A quantitative study exploring the retailer- and service effects caused by a potential solution to nowadays unsustainable return policies.*

Sarah Adelfang, Alexander Staneker. *The Influence of Ownership Structure on ESG Ratings.*

Sijia Liu, Yi Zhang. *Does Auditor's Gender Impact Audit Fees? Empirical Evidence from Swedish Privately Held Companies.*

Veranika Tsikhaneka. *Evaluation of the differences in customer perception of various options of grocery bags offerings across Sweden and Poland.*

Vittorio Basei. *Effects of Environmental, Social and Governance factors on firms' financial performance and value creation in Leveraged Buyouts.*

Xinran He, Jingyi Zhang. *Board Characteristics and Corporate Social Responsibility Assurance: What Factors Matter in the U.S. Market?*





2020 MASTER THESES

- Alexander Campell. *Rolling the DICE: Incorporating Long-Lived Emissions Abatement into a Simple Integrated Assessment Model.*
- Amanda Blomdahl, Hugo Nordström. *What Anchors New Strategies? The Role of MCS Hierarchies in Strategic Change Towards Sustainability.*
- Amanda Johansson, Sara Engström. *Spacquisitions: Route to market and long-term performance.*
- Anders Björklund, Fredrik Lundgren. *The Hope for Shareholder Value - An in-depth case study on how financialization is manifested as managerial promises of future shareholder value creation, even when there is no external pressure.*
- Anja Tuneld. *Picking up the PISA? Teacher certification and student achievement in Sweden.*
- Astrid Palmstierna. *ESG Performance and Firm Market Risk: Evidence from the Nordic market.*
- Camille Habe. *Environmental Justice and Political (Dis) Engagement: A study of France.*
- Carl Janbell Tellqvist, William Swahn. *Strategising Corporate Sustainability: Preventative Measures Could Harm Company Performance. A quantitative study on how different motivations relate to sustainability and financial performance.*
- Cheuk Hee Cheung. *Value Relevance of Environmental, Social, and Governance (ESG) Performance: Evidence from the Nordics.*
- Daniel Wallinger. *Between System Hackers and Trojan Horses: How Entrepreneurs Drive Paradigmatic Change Towards a More Sustainable Economy.*
- Daniel Worring Pozo. *Do ESG risks influence M&A transactions? Evidence from the United States.*
- David Hakula. *Can recipients' time preferences explain paternalistic altruism? Evidence from an online experiment.*
- Dimitrios Tsevremes. *How age and environmental factors influence entrepreneurship and growth: a panel-data analysis of an entrepreneurial intention framework.*
- Duc Anh Bui. *Communicating Sustainable Initiatives: A quantitative study of the impact of using carbon offsetting claims in advertising to consumers.*
- Emil Ahlantzberg. *Beyond Nature & Culture: A Praxiography of the Digital Classroom.*
- Erik Nordberg, Carl Wigow. *To persuade, or not to persuade: An experimental case study of e-commerce consumer responses to persuasive messages.*
- Fanny Franov Johansson. *The Role of Capital Taxation in Sweden: Inheritance and Wealth Accumulation over the Lifecycle.*
- Fredrika Wiktorin, Philip Locklund. *Cause-Related Marketing in the Face of Environmental CSI: Who Donates - Firm or Customer? A quantitative study of CRM-initiatives within the transportation sector.*
- Hanna Nelson, Louise Åkerberg. *Sustain (able) identity construction of others.*
- Hanna Rondahl, Matilda Blomqvist. *The better the purpose, the stronger the business?*
- Hannah Stihl, Matilda Olsson. *Gender Quotas, Nepotism*



and Whiskey Clubs: A Qualitative Study of the Swedish Special Sports Federations' Shift Toward Gender Equal Boards.

Ismael Moreno Martinez. *Effects of Carbon Taxes on CO2 Emissions in the Nordic Countries: A Synthetic Control Analysis.*

Leon Reich. *Grading practices and secondary school track choice: Evidence from a German policy reform.*

Lilian Ivstam, Fanny Widepalm. *Do parties matter in proportional representation systems? A regression discontinuity analysis of environmental policy in Swedish municipalities.*

Linnea Englund Davidsson, Alessandro Festante. *Can carbon taxes stimulate clean innovation? Evidence from the Swedish experience.*

Love Berggren, Li Ji. *Mandatory Sustainability Reporting in Unlisted Firms: A Study of its Adoption and Effect on the Cost of Debt in a Swedish Setting.*

Lucia Lamberti, Lilin Ma. *Executive pay, female representation in top management and firm performance: A study of S&P 500 companies.*

Lukas Wiedemann. *The Interaction Between Structural Transformation and the Environment: A Two-Sector General Equilibrium Analysis.*

Madeleine Hultin, Nathalie Minder. *Working Together? Occupational Gender Role and Age Stereotypes - A quantitative study of ad and social effects of non-stereotypical advertising portrayals.*

Markus Jury. *Strong reciprocal judgments: Differences in approval for welfare provision based on recipient deservingness cues.*

Martina Kaplanová. *Female representation and the composition of municipal budgets: Evidence from Czech municipalities.*

Mikaela Knutson. *Taming a Monstrous Hybrid: Social Welfare Effects of Privatizing Public Housing in Sweden.*

My Persson. *Revealing the Ceiling: A critical exploration of the barriers to female career advancement and how organizations can help overcome these by gender equality work.*

Nellie Brandin, Elisa Dittes. *Rent More, Buy Less: A Quantitative Study on Men's View on Renting Clothes Online.*

Nicolas Powell. *The Effects of a Nominal Renminbi Appreciation: A Heterogeneous Agent Approach.*

Ninni Rydstedt, Quyen Nguyen. *Contemplating Circular Economy: The Effects of an Integrated Circular Consumption Strategy on Consumer Electronic Brands.*

Olivia Fabreschi, Amanda Tivenius. *Safe Space - A Qualitative Study About the Barriers to Female Growth-Oriented Entrepreneurship and How These Can Be Mitigated by Business Support Programs in Kampala, Uganda.*

Pauliina Perkiö, Sophie Frieauff. *Motivations for engagement in environmental inter-firm alliances in the Swedish fashion and textile industry.*

Piotr Jozwik. *Environmental justice: are socially vulnerable more likely to be exposed to air pollution? Evidence from Poland.*

Rebecca Netteryd, Agnes Nilsson. *Working to Make Consultocracy Work - A Qualitative Study on the Use of Management Consultants in the Swedish Public Sector.*

Ross Murdoch. *Coal Mine Closures, Climate Change Scepticism and Elections: An Empirical Analysis of the Impact of Mining Employment Shocks on U.S. Elections.*

Sibylle Pierson. *Making the switch: the financial performance of funds that relabel to SRI.*

Simon Engert, Emil Gustavsson. *Controversies and Their Impact on Market Plasticity: The Story of Digital Care Providers' Emergence in Swedish Healthcare.*

Sofia Frick, Ulrika Sund. *KOMMUNICERA MERA! En kvantitativ studie om effekterna av miljöbudskap för e-handelsreturer.*

Sofie Appelkvist. *Evaluating the impact of Cuban physician cooperation: Evidence from Brazil's Mais Medicos Program.*

Steffen Hartwig, Saverio Lapini. *The role of entrant technologies in shaping sustainable transitions. How earth observation undermines the sustainable transition of the agri-food sector.*

Tea Pettersson, Miram Olsson. *Busy Doing Good or Business Doing Good?*

Terence Carr. *Voluntariness and Controllability - The Effects of Perceived Risk Characteristics on Willingness to Pay.*

Tommaso Piseddu. *Climate change beliefs, environmental policies support and the fossil fuels industry.*

Valentina Farinelli. *Can Land Policy Be Gender-Neutral? Evaluating the Impact of Mexico's 1992 Land Titling Reform on Female Empowerment.*

Vera Lindén. *A statistical analysis of gender representation in Swedish political reporting.*

Yuhuang Sun. *The Effect of House Price Risk on Homeowners' Portfolio Choice.*

APPENDIX E

RELEVANT BACHELOR THESES

2019 BACHELOR THESES

Agnes Grönberg, Emma Nordin. *To the Matten and Moon and Back: En fallstudie av hur hållbarhetsarbetet har utvecklats på Länsförsäkringar Stockholm i en global kontext.*

Alexander Andevall Mårtensson, Nils Lager. *With a Preference for Priority: Explaining Variations of Stability and Efficiency in School Choice.*

Alexandra Daoud, Ebba Johansson. *New Blood in the System: Taking the Pulse of Medical Professionals in a Digital Environment.*

Andreas Andersson, Henrik Höllerfors. *The Effect of Language Proficiency on Immigrants' Labour Earnings.*

Astrid Lindquist, Ebba Sjöstrand. *Female Corporate Leaders and Firm Financial Performance - A study of 152 Swedish Public Companies during the Period of 2010-2017.*

Beatrice Kühn, Nellie Beatrice. *Det gröna investeringsbeslutet: ett försök att uppnå legitimitet.*

Cecilia Racho, Ebba Henriksson. *Implicit eller Explicit? En kvantitativ studie om att använda grön logotyp för att marknadsföra hållbara produkter.*

Elin Laurén, Ellen Norberg. *The Attitude Behind the Decisions: Sustainability within Asset Management.*

Elvira Anderson, Shannon Felländer Tsai. *Finding the Socioeconomic Gradient in Knee Arthroscopies: A Descriptive Study of the Horizontal Equity in the Swedish Orthopedic Sector.*

Emma Beckman, Ulrika Heikkinen. *Det Gröna Byggpusslet - En studie om projektledarna i den hållbara omställningen inom byggbranschen.*

Eric Axdorph, Filip Mark. *An Offer Africa Can't Refuse? A Disaggregated Analysis of Chinese Vote Buying and African Debt Pressures in the UN.*

Filip Engsholm, Hannah Mellin. *Small Yapping Dog: Exploring the role of the Nordics in the CSR work of MNCs.*

Gustav Alé Svensson, Jonas Glädt. *180 HP eller 180 i bänkpess? - En fallstudie om akademiseringen av officersprofessionen och förändringen av befälssystemet.*

Hanna Jedvall, Matilda Strömbäck. *Platform Strategy, Platform Risk, and Market Failure in the Swedish Healthcare Industry; Single Case Study of Siemens Healthineers with a Comparative Outlook towards the Norwegian Healthcare Industry.*

Hannah Stihl, Liise-Lotte Vilimaa. *Merging Sustainability*

and Clothing: An exploratory study on the leasing of clothing and the selling of second-hand clothing.

Hugo Brundin, Rasmus Hegefors. *Is Economic Alienation Driving Populist Movements?: A Regional Analysis.*

Ida Hanhiova, Isabel Thelin. *WACC: Where Are the Corporate Chicks? A study on female presence within corporate finance and banks' efforts to increase it.*

Jacob Cederberg, Hanna Louise Forsman. *A Rigged Path to Success? - A Study of Gender Bias in Venture Funding.*

Jakob Ahlgren, Matthias Karthäuser. *Primary market green bond pricing - Is there a difference in issue price between green bonds and non-green bonds in the primary bond market.*

Jakob Engdahl, Edward Herslow. *Premiums in public buyouts and the impact of CSR.*

Johan Frisk, Kevin Bomboma. *Should You Sin? Sin Stock Over-performance in the Age of Socially Responsible Investing.*

Johan Skantz, Adam Björndal. *The Era of Socially Responsible Investing: Performance of Swedish Socially Responsible Funds During Market Crises.*

Johanna Edin, Ossian Granit. *Evaluating the Impact of Chinese and World Bank Foreign Aid Projects on Preferences for Democracy in Tanzania.*

Jonatan Boström, Hamza Tauqir. *Strävandets pris.*

Jonny Baho, Axel Neikter. *E-sports, A Man's World? How Gender Ratios in E-Sports Teams Affect Perceptions.*

Julia Landgärds, Johanna Tell. *The issuer perspective on green bonds: A study on why firms issue green bonds on the Swedish capital market.*

Ludvig Övergaard, Sebastian Benic. *Momentum Returns in Different Market Climates: Evidence from the Pakistani Stock Market.*

Madeleine Ahlström, Lucas Kimme. *Vad påverkar beslutet att donera pengar? Sambandet mellan värderingar samt personliga tendenser och beslutet av att donera pengar till ett välgörande ändamål.*

Maja Jansson, Vendela Palmquist. *Arbeta för att leva eller leva för att arbeta? En kvalitativ studie kring gränslöst arbete inom finansbranschen.*

Marianne Österlund, Niklas Ersson. *Opposites Attract: Experimental evidence on the effects of gender in venture capitalists' investment decision-making.*

Martin Tidesten, William Bodellind. *Börsintroduktion med vilken tankeaktion? - En studie kring det kritiska*

tänkandet hos juniora investment bankers.

Mattias Windahl, Philip Gustafsson. *Flight Shame: An Economic, Game-Theoretic Interpretation of Social Values and Aviation Patterns.*

Michelle Tran, Ebba Nordahl. *She's Back(ed) in Business: A Study About Gender Differences in Crowdfunding Outcomes.*

Moa Grönberg, Caroline Fogelkvist. *Konsten att följa recept: En fallstudie från Sveriges Utrikesdepartement om översättningsprocesser på individnivå.*

My Persson, Oscar Dieden. *PURPOSE + PRODUCT = PURCHASE? Om effektskillnader mellan syftesdriven marknadsföring med varumärke alternativt produkt i fokus i reklamen.*

Nils Halvord, Linus Edgren. *How Does the Use of Proceeds Affect the Green Bond Premium?*

Oliver Odeback, Adam Landberg. *Sustainable Mutual Funds and Investor Behavior: A Study on Swedish Sustainable Mutual Equity Funds.*

Olivia Lundholm, Ebba Berbres. *Digitalizing for Survival : A Case Study of Positioning in the Digital Revolution of Banks.*

Rasmus Steffensen, Daniel Söderberg. *What is Value in Healthcare? A Qualitative Study of the Patient Perspective on Value.*

Sebastian Johansson, Gustav Nilsson. *Chasing Sustainable Stocks: A Superior Investment Decision? - An ESG Investment Study.*

Sigurd Log Roeren, Elias Höckerfelt. *Adding Value to the Urban Realm: A Study on Pedestrianization and Property Prices.*

Sofia Arnekull, Sofie Melin. *Vad påverkar sjuksköterskors autonomi? En kvalitativ studie om sjuksköterskors upplevda autonomi.*

Sophia Lindgren, Hana Fallenius-Hlaing. *The Farm Sales Debate: Driving Forces and Implications for the Swedish Alcohol Monopoly.*

2020 BACHELOR THESES

Agnes Bergström, Sigrid Holmgren. *Evaluating the Effectiveness of Landfill Taxation on Waste Streams.*

Ami Rackham, Emma Perlelin. *The Beef About Meat: Understanding Meat Avoidance in Sweden.*

Andi Kullashi, Oscar Franzén Ehrlich. *The Relationship Between CSR and Stock Price Crash Risk and the Impact of Mandatory Sustainability Disclosure Regulation - A Study on Listed Nordic Companies.*

Anton Eriksson, Martin Johnson. *CSR-kommunikation i den svenska flygbranschen: Hur påverkas konsumenters attityder och intentioner av olika CSR-budskap från flygbolag?*

Astrid Olsson, Alexandra Pavlov. *Är hållbarhet genomförbart? Förutsättningar för SME retailers att agera miljömässigt hållbart på sina internationella marknader.*

Axel Averås, Olof Tydén. *Gender and Immigrant Wage Differences Among Swedish Real Estate Brokers: Controlling the Wage Gaps for Actual Performance.*

Caroline Sandblom, Lydia Håkansson. *The complex work of the hybrid manager - A qualitative study on how hybrid managers in healthcare respond to competing demands in their day-to-day activities.*

Cecilia Nyquist, Erik Jungland. *Det är inte tanken som räknas-En kvantitativ studie om nudging i dagligvaruhandeln online.*

Douglas Kressner, Sorosh Sang. *The Power of Words: Sustainability Reporting as a Hegemonic Practice*

Ebba Alm, Cecilia Bill. *The Right Man for the Job.*

Ebba Hardenstedt Ståhl, Filippa Högling. *Who is the Guardian Angel of Social Entrepreneurship? - A qualitative study on sustainable incubators' effect on social entrepreneurs' work engagement.*

Ebba Jeppsson, Rebecca Gustavsson. *Tomorrow We Will Do More - An explorative study of how companies in a competitive industry cope with the increased demand for business sustainability.*



Elin Yang Liu, Denise Shen. *The Presence of Cheap Riders in International Environmental Regimes.*

Ella Ahlborg, Lovisa Grant. *The consumer perspective on sustainable fashion: A quantitative study of Swedish consumers' perceptions of sustainable fashion and the effect of sustainable information on attitudes and intentions.*

Felix Nilsson, Sebastian Stüben. *Long Live Sustainable Clothing: A Study on Nudging the Swedish Consumer Towards Increasing Garment Recycling Intention.*

Forbes Goldman, Hugo Schmidt. *Dirty Stock Returns in the Era of Sustainability: A Study of the World's Largest Carbon Market.*

Fredrik Westergård, August Wigh. *Carb-on or Carb-off?: Carbon-intensive stocks' performance in an age of socially responsible investing.*

Gustaf Aniansson, Natalie Wild. *The association between consumer perception of brand sustainability and financial performance - evidence from Sweden.*

Hermine Lilja. *The Trade-off Between Efficiency and Ethicality: Do Cosmetics Consumers Really Care About Sustainability.*

Johan Allen, Johan Callermo. *Using Voting Rights to Estimate Swedish Wealth Inequality in the Late Nineteenth Century.*

Johan Faxner, Carl Edvin Steinvall. *An Inverted U: Testing for a Swedish Municipal Environmental Kuznets Curve with an Inequality Perspective.*

Jonathan Berglind, Myrin Froste. *Who's the Boss? A quantitative study about informal leadership in small groups.*

Josefine Backenskiöld, Isabelle Entenza. *Taking Care of Those Taking Care of Us - A qualitative study of motivational factors of physicians working in the Swedish public healthcare sector.*

Josefine Hedegård, Inga Eriksson. *The (Homo)Social Criteria- A qualitative study of homosociality in the recruitment process to top management teams in Swedish tech-influenced start-ups.*

Kristina Celsing, Mathilda Stocke. *Följa John? En kvalitativ studie om ledarskap inom managementkonsultbranschen i Sverige.*

Linn Bergström, Irma Sjögren. *Mind the Gap - A qualitative study framing the critical drivers for disruptive technology implementation in Swedish public agencies.*

Lovisa Qvarner. *The Role of Online Dating in Intra-couple Gender Equality.*

Lucas Otterling, Kristoffe Östlin. *Cash is King in Plastic Recycling - An Experimental Study on How Monetary Incentives Impact Individual Motivation for Plastic Recycling.*

Lucas Solteiro, Isabelle Talsma. *Two sides of the same coin - A qualitative study of the consequences of collective psychological ownership in flat team structures.*

Magnus Von Perner, Malin Westén. *In absence of regulation, what drives motivation? A qualitative study of pro-sustainable behavior in Swedish private equity.*

Marcus Gärtner, Sofie Richter. *Following the Stream: The Effects of Social Norms on Oil, Gas, and Coal Stocks.*



Marcus Rajkowski, Marcus Falck. *Preserving Values: When the Family is the Future. A qualitative study of pro-sustainable behavior in Swedish Family Businesses.*

Marcus Runström, Gustav Henningsson. *Från Ord till Handling - En kvalitativ fallstudie om hur ett fondbolag arbetar för att påverka bolag att utveckla hållbarhet i sina affärsmodeller.*

Markus Eriksson, Johanna Hansson-Dahl. *I'm not a psychologist, I'm not a school nurse, I am a teacher: A qualitative study about how former teachers view their reasons for leaving the occupation.*

Matilda Fors, Andrea Schmidt. *Close to Home: The Effect of Proximity to Violent Protests on Hong Kong's 2019 Electoral Outcomes.*

Matilda Nilsson, Elin Ruland. *Not Just for Kicks - A Qualitative Study on Volunteer Motivation in Swedish Football Clubs.*

Nadine Kranck, Sofie Lehtimäki. *Are Acquirers Willing to Pay More for Strong ESG Performance?*

Queennie Huang, Tony Liang. *To What Extent Do Migrant Children Affect Local Children in Urban China: A Study of Cognitive and Non-cognitive Classroom Peer Effects.*

Sanna Friberg, Paula Jakobsson. *Styrmedel för planetär avlastning - En fallstudie om styrning utformad utifrån frivilligt satta hållbarhetsmål i ett svenskt kapitalförvaltningsbolag.*

Sebastian Blendow, Valter Frankenberg. *The Path to Green Is Paved with Good Intentions.*

Tareq Ziyad Al Far, Salam Adeeb. *An Organizational Success Story: Performance Measurement System in a Swedish Public Organization.*

Therese Alm, Louise Strömberg. *The point of no return - En kvalitativ studie om Sustainable Return Management.*

Viktoria Turujlija, Lian Ogbazion. *Challenging The Binary Conversation Around Hair Care: A quantitative study on how gender-neutral marketing can be used for gender-specific brands in the hair care industry.*



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