



Sharing Information on our Progress Report 2021-2022

This is our Sharing Information on Progress (SIP) report
on the implementation of the PRME Principles.

© September 2023, Karlstad, Sweden

For more information contact:

Samuel Petros Sebhatu

PRME coordinator

samuel.sebhatu@kau.se

+46 54 700 21 63

Karlstad Business School, PRME office

Photo: Karlstad University, Marie-Therese Christiansson, Olle Sonesson,
Samuel Petros Sebhatu, Jenny Karlsson

Print & layout: University Printing Office, Karlstad, Sweden 2023

Contents

Word of the head of the school	5
The PRME	6
PRME Principles	7
1. Introduction	8
I. Karlstad in Context	8
II. Karlstad Business School (KBS)	9
2. PRME Principles	11
I. Purpose and Values - Implementation of the SDGs	11
A. Institutionalizing PRME and implementing the SDGs - Third SIP Report	11
B. Sustainability Day and Responsible Management Education	12
II. Method	15
A. AACSB - vision for Quality	15
B. Assessing Sustainability Integration in courses and programmes	17
III. Research and Partnership	21
A. Some of the notable research projects	22
3. KBS Organizational Practice	28
I. AOL day	28
II. Conferences and symposiums	30
A. Mobile For Development - M4D conference in Kigali	30
B. The second PRME Nordic research symposium	31
C. Sustainability days	31
D. International Symposium on Marketing Ethics and Corporate Social Responsibility	32
E. Handelslunch - Business lunch	32
F. Academic Materials - Books	34
III. Karlstad University Sustainability work	37
A. Environmental Policy	37
B. Climate Framework	38
C. Eco-labeled Conference Activities	39
Appendix	40
Publications	40



Word of the head of the school



Karlstad Business School (KBS) is committed to educating responsible professionals and to conducting research with high societal impact. Our mission is established through common and

individual actions. To expedite our actions efficiently several activities have been initiated. One essential example is the launch of the KBS Sustainability Team, established in 2021, in which a group of faculty members set the sustainability agenda at KBS together with the management of school. The purpose was to increase our commitment and pace with actions aligned to KBS' strategic initiatives. All KBS faculty members had the opportunity to formulate a result-oriented and time-estimated task related to sustainability within three prioritized areas:

- KBS strategic plan and initiatives
- KBS education and research toolbox
- KBS work environment / culture

In addition, multiple fora and networks within KBS and externally, continuously develop our road map together with partners and stakeholders. In general, business education needs a socially responsible touch to equip professionals who manage with purpose and become aware of the consequences of actions or no-action within limited resources and planetary boundaries. In particular, as an individual we all have a choice to make in every decision at work as well as in our private life. To be able to act as a responsible professional, key competences are included in our education: business knowledge application, responsible behaviour, leadership, communication, team-working and critical thinking skills.

In order to rethink the purpose of businesses and to explore how to transform businesses and business education for positive societal impact, our stakeholder's engagement is crucial. Both in shaping the conversation and setting the agenda for actions in research and education. At a time with many alternate education providers, our school stays competitive by ensuring that we meet the true needs of students, faculty, partners, and society.

The next phase in our PRME engagement will be to further develop our cross-disciplinary work and to collaborate even more in partnerships to be better prepared for forthcoming demands on education and research in line with challenges to solve and disruptions to overcome in organizations. Collaboration and beneficial relationships are key to a relevant and current educational provider. Moreover, we need to continue our work evidencing how KBS research makes a societal impact: where, how and by whom and to share this with our learners. Sustainability is first and foremost built on individuals being able to manage with purpose and to make responsible social and environmental choices - in business, in research and in education.

Karlstad Business School is AACSB-accredited since autumn 2021. Being mission-driven and offering a set of guiding principles AACSB is an additional framework within which Business Schools can develop themselves in a way that reflects who they are, who they want to be and how they want to get there. Hereby, Karlstad Business School renews our institutional commitment to the Principles for Responsible Management Education.

A handwritten signature in black ink, appearing to read 'Marie-Therese Christianson'. The signature is fluid and cursive.

*Associate Professor Marie-Therese Christianson
Head of Karlstad Business School*

The PRME

The United Nations' Principles for Responsible Management Education (PRME) concept is a framework for the progressive, challenge-driven systemic transformation of higher education institutions in the area of business and societal ethics and responsibility. PRME aims to transform management education, research, and thought leadership globally. The preamble to the PRME principles states: *“As institutions of higher learning involved in the education of current and future managers, we are voluntarily committed to engaging in a continuous process of improvement of the following Principles, reporting on progress to all stakeholder and exchange effective practices with other academic institutions.”*^[1]

PRME was developed between October 2006 and July 2007 by an international task force of 60 deans and university presidents, along with scholars committed to the idea of responsible management education (Rasche, 2010). It was formally launched with its first 100 business and management signatories at the 2007 Global Compact Leaders' Summit, which declared that PRME's primary objective was “encouraging higher education institutions to develop students who, as potential business leaders, would be responsible for enacting sustainable business practices in their future

organizations”^[2] (PRME, 2017). During its first two years, the initiative enjoyed tremendous growth in terms of participating institutions (from around 40 in July 2007 to 225 in April 2009). The interest in PRME and its underlying premise was also reflected in the high participation rate in the first Global Forum for Responsible Management Education held at UN headquarters in December 2008. In its early years, PRME aimed to promote responsibility and sustainability through business and management curricula. To enhance multi-stakeholder dialogue and the perceived legitimacy of the development process, the drafting of the principles was supported by representatives from the Global Compact and other institutions, all of whom remain partners of the initiative, being members of the steering committee that guides PRME. With over 850 signatories worldwide, PRME has become the largest organized relationship between the United Nations and business school institutions.

The Karlstad Business School (KBS) at Karlstad University became a member of PRME on 25 February, 2017. This sharing information on progress (SIP) report is the third from KBS.

^[1] See also <https://www.unprme.org/about>. Historical background here is partly taken from the PRME website.

^[2] Ibid.



PRME Principles

PRME is based on six voluntary principles and their implementation^[3] (PRME, 2017) (see below). In adhering to these six principles, schools and universities can provide future leaders with the necessary insights and skills to reflect on, critically analyse, and provide leadership about corporate responsibility (PRME, n.d.). In its guide for progress reporting, PRME describes the voluntary nature of the challenge and the central commitment of institutions participating in PRME to regularly share information with their stakeholders on progress made in implementing the principles via SIP reports. As a key integrity measure, the main objective of this voluntary reporting is to serve as a public vehicle for information on responsible management education.

^[3] <https://www.unprme.org/what-we-do>



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.



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.



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



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.



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.



Dialogue. We will facilitate and support dialogue 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.



1. Introduction

I. Karlstad in Context

Karlstad is a city located in the Värmland County, in the western part of Sweden, approximately 300 kilometres (186 miles) west of Stockholm, the national capital. Karlstad is also in a strategic location in the middle of the Stockholm–Gothenburg–Oslo triangle and facilitated by excellent transport. Karlstad is well-connected by road and rail, making it easily accessible from other parts of Sweden. The E18 highway passes through the city, connecting it to Oslo, the capital of Norway, in the west, and Stockholm in the east.

Karlstad was officially founded in 1584 by Charles (Karl) IX of Sweden; Karlstad translates into English as Charles's City. Over the centuries, the city has played a significant role in regional commerce, trade, and transportation due to its location on the northern shore of Lake Vänern, which is the largest lake in the European Union. Various branches of Sweden's longest river, Klarälven, also flow through the city before reaching Lake Vänern. Karlstad's location on the shores of Lake Vänern gives it a scenic and serene environment. Karlstad is known for its picturesque waterfront, historic architecture, and cultural attractions. The city has many bridges to connect the different areas.

Karlstad claims that its people have a happy and sunny disposition and has adopted a smiling sun as its symbol.

Karlstad has a diverse economy that includes manufacturing, commerce, and services. It serves as a hub for the surrounding region, providing various amenities and services to residents and visitors. Karlstad also has theatres, museums, and cultural events that enrich the local scene. The city has a mix of modern and historic architecture. The Town Square (Stora Torget) is a central gathering place and features various shops, restaurants, and outdoor seating. Karlstad is the perfect location for both smaller functions and larger meetings, events, and concerts. The hospitable locals and the city's ultra-modern facilities make Karlstad an even more appealing place for organizing events. In addition to outdoor activities around the lake and river, there are recreational facilities such as sports complexes, swimming pools, and gyms that cater to residents' active lifestyles. Karlstad specializes in creating experiences and organizing events and meetings.

Karlstad University contributes to the city's educational and research prominence. The university brings in a student population and contributes to the city's cultural and social liveliness.



II. Karlstad Business School (KBS)

The school's motto:

“Knowledge is worth nothing without the ability to use it.”

is driven by our vision and mission at Karlstad Business School (KBS). We, at KBS, aim to fulfil our motto with a variety of undergraduate and postgraduate programmes in the field of business administration economics and law at Karlstad Business School (KBS).

KBS was established in 2009 as part of Karlstad University. Although it is one of the youngest business schools in Sweden, KBS had its roots in 1968 as part of what was then Karlstad University college, which was a branch of Gothenburg University. KBS offers a variety of undergraduate and postgraduate programmes in the fields of business administration economics and law. KBS has been Association to Advance Collegiate Schools of Business (AACSB) - accredited since 2019.

The school has a strong emphasis on practical and applied learning, aiming to prepare students for careers in the business world. KBS is working to be “The responsible business school”. This means that all the

programmes and courses, as well as other activities, should benefit sustainability and responsibility education. The programmes are designed to provide students with a solid foundation in business concepts, critical thinking skills, and hands-on experience. The aim of being a responsible business school is reflected in the vision and mission of KBS.

KBS's vision:

KBS is influential and highly visible in society – the first choice for students, employees, and partners.

KBS's mission:

“We educate responsible professionals and conduct research with high societal impact.”

We define a responsible professional as a person who makes an impact in society through knowledge, shared thoughts, and actions with consideration given to following sustainable social, environmental, and economic values. Our areas of expertise are management and analysis of organizations and their stakeholders, with particular excellence in service research.

Vision

Karlstad Business School aims to be an influential business school that is highly visible in society and a top choice for students, employees, and partners.

Mission statement

We educate responsible professionals and conduct research with high societal impact.

Motto

Knowledge is worth nothing without the ability to use it.

Karlstad Business School (KBS) has defined five expected outcomes (EO) and seven overarching and interlinked goals in the strategic plan:

- 1. We offer the labor market competent and responsible professionals**
 - Attract students to apply and invest in our school
 - Expand executive education with synergies to education and vice versa
- 2. Our education co-produces knowledge and abilities that have an impact on academia and private and public organizations**
 - Provide opportunities to make an impact
 - Educate employable students to a high academic standard
- 3. Our research is competitive with leading business schools in our areas of expertise**
 - Identify challenges that exist at the local, national, and global levels
- 4. Our researchers co-produce knowledge and abilities that have an impact in private and public organizations and at society at large**
 - Enable research, funding, and applications
- 5. We empower faculty with a variety of competencies and provide an open and vibrant environment**
 - Attract and retain teachers, researchers, and doctoral students of high standard

KBS's culture is built upon our core values, which are *competitive, value-adding, collaborative and innovative in thinking and actions. We aim to base all our actions on solid, sustainable, and ethical principles in a sharing environment.*

KBS offers a broad degree programme in business and economics, law, human resource management and working life science, tourism, Information Systems, and web developer with a first cycle (nine programmes), a second cycle (nine programmes), and a third cycle (doctoral studies). KBS has a staff of approximately 140 and around 3,200 students plus approximately 150 international students. The close connection between research and education allows KBS to meet its vision and deliver high-quality education to its students. Many of the KBS lecturers also conduct research in one of the multidisciplinary research centres or one of its five subject groups: business administration, economics and statistics, information systems, law, and working life science. Also connected to KBS is a research centre, the Service Research Centre, and two fora: the Forum for Accounting and Control and the Insolvency Law Academy. The people at KBS are brought together by a deep interest in economics and business. Lecturers carrying out research and students in master's programmes often participate in research projects. Our research is competitive with leading business schools in our areas of expertise.

One of the key strategic goals is:

To identify challenges that exist at local, national, and global levels that we should be addressing in our research.

Research carried out at KBS always involves the cooperation of different businesses and organizations with an international perspective. This means collaborating with researchers internationally and having an opportunity not only to contribute to knowledge globally but also to an in-depth exploration of research questions that interest us and are of high relevance to society. This is why collaboration with business and society is one of KBS's most important driving forces.

The PRME initiative has also contributed to this integration of research and education. Responsible management education is one of the initiatives that KBS is working on as part of the PRME initiative and commitment.



Olle Sonesson, lecturer and development leader for external relations, asking students and other KBS stakeholders "to join us in shaping the future of KBS".

2. PRME Principles



The nature and extent of our engagement in implementing the SDGs are embedded in the need for inclusiveness and transformation. The SDGs influence our engagement and activities at KBS and the University for Responsible Management Education (RME), and achieving our mission.

While it is clear that the PRME principles will contribute to a transformation as we know it, dare we at KBS assess our institution's transformation as one that is a more inclusive and responsible school based on the PRME principles?

I. Purpose and Values - Implementation of the SDGs



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 incorporate into our academic activities and curricula the values of global social responsibility, as portrayed in international initiatives such as the United Nations Global Compact.

PRME is helping business schools to develop to focus on “a new era for responsible business” (Sebhatu et al., p. 2). Our business schools trains for responsible leadership. That is why KBS has joined PRME. There is a challenge for business and society to interpret and navigate the role of business and individuals in this globalized landscape. The institutionalizing of PRME principle and values in the context of KBS is described below.

A. Institutionalizing PRME and implementing the SDGs - Third SIP Report

PRME is a platform for collaboration among business schools committed to integrating sustainability into their core operations This UN Global Compact-sponsored initiative seeks to establish a process for continuous improvement among institutions of management education and develop a new generation of business leaders capable of managing the complex challenges faced by business and society in the 21st century. From its inception, PRME has worked on transforming business schools and higher education institutions by understanding the challenges of sustainability and business-societal practices.

The PRME initiative has also contributed to this integration of research and education. Responsible management education is one of the initiatives that KBS is working on as part of the PRME initiative and commitment.



At KBS, we work on partnership SDG 17 by recognizing that education and research must go hand-in-hand with strategies that improve the well-being of our co-workers students, and other stakeholders, quality education, reduce inequality, and spur economic growth through responsible consumption and production while contributing to tackling climate change.

The third report of KBS integrates the five Agenda 2030 Sustainable Developmental Goals (SDGs) that the school has been committed to implementing with partnership (SDG 17) in the center. SDGs four, five, twelve, and thirteen are part of the Second SIP report, while SDG eight was added to focus on the well-being of the employees and other stakeholders, especially after the COVID-19 pandemic. From the perspective of life after the pandemic, the COVID-19 crisis has highlighted the urgent need to rethink the human ecosystem in general and especially the well-being of co-workers and students.

The values and purposes of KBS is also relate to the AACSB requirement on sustainability and responsibility. KBS's alignment to the AACSB standards in a continuous improvement review will be re-visited in 2026. Reflecting the central important of societal impact in our mission and activities, KBS will appoint a development leader for sustainability to support the school in our work towards these standards and achieving our mission.

B. Sustainability Day and Responsible Management Education

During 2021–22, KBS, in cooperation with researchers at CTF and the PRME Nordic chapter and other networks, organized and facilitated two sustainability days and The Nordic Responsible Management Education (RME) Symposium to create a platform

and advance the RME work. The events were also part of KBS's engagement in the PRME initiative, a proactive initiative for business schools and other tertiary educational institutions.

RME Nordic research symposium

The Nordic Research Symposium is designed to capture the research and RME pedagogy in the PRME Nordic chapter and is held as part of the annual meeting. The aim is to bring researchers and academics to discuss and assess the role of Nordic business schools towards sustainability and RME researchers and educators from the Nordic region, Europe, and other parts of the world virtually to discuss the broader perspective of RME in the Nordics with a focus on the role of the Nordic tertiary institutions towards sustainability. The symposium was preceded the PRME Nordic chapter's annual meeting as a one-day virtual research symposium on RME, as a continuation of the first symposium.

All the contributions for the symposium come from the members of the chapter, with input from keynote speakers and PRME.

This virtual symposium is organized by Karlstad Business School, Karlstad University as part of the PRME Nordic chapter Responsible Management Education symposium.

Sustainability Day

The annual Sustainability Day at Karlstad Business School is institutionalized in the vision of the business school and has become a tradition for multi-stakeholder dialogue. It is a meeting place for students, industry, public organizations, and teaching staff. The theme for the two sustainability days (2021 and 2022) was “Transformation and Multi-Stakeholder dialogue in the light of the Agenda 2030 SDGs”. Sustainability and the SDGs are complex and dynamic phenomena, and our focus is on transformation, based on proactive and innovative thinking, which has both a societal and an environmental impact.

The Sustainability Day is part of our strategic commitment towards sustainability, with a social and ecological value, which is created through our actions and have a significant impact and contribution to our multi-stakeholder dialogue. It is also part of our transformation on providing a strategy for sustainable development and innovation, and a resource for co-creating value. The implementation of SDGs – Agenda 2030 is part of the vision and mission towards a sustainable business model. It plays a key role in cultivating a dynamic relationship between RME and research for societal impact and transformation through multi-stakeholder dialogue.

Through our RME project, we are working on creating a platform for sustainability for researchers and educators, and for students to act responsibly and make a societal impact as future professionals. This also contributes to the quality assurance for the ongoing AACSB accreditation at KBS.

Sustainability Day 2021

The 6th Sustainability Day focused on *Business Transformation for a Sustainable Future*. The day was also about dialogue between academia and the reflective practitioners from private and public sectors, with a focus on transformation through the implementation of Agenda 2030. It covered sustainable transformation for societal impact by integrating the academic studies with practical projects of organizations both private and public. The day was organized with a focus on responsible leadership, targeting masters' students.

The day started with a short clip of Greta Thunberg's speech to world leaders regarding their empty climate change pledges, by saying “There is no Planet B, There is no planet blah..blah..”, which fits well with theme of the day. Thunberg's message reflects the frustration of her generation and the transformative change needed.

Agenda2030 Challenges for societal Impact
KBS Sustainability Day

Monday 6 december
kl. 13.00 - 16.00
Lagerlöf

Key note speakers

- Jessika Lundgren, VD, HSB Värmland
- Maria Frisk, Business strategist, regional development, REGION VÄRMLAND

Presentations by

- Sara Davoudi, Dr. Business Administration
- Gustav Stensake, Dr. Law

Book Release
Business Transformation for a Sustainable Future
Edited by – Samuel Petros Sebhatu; Bo Enquist and Bo Edvardsson. September, 2021 - Routledge publishing - PRME Series

With Presentation from Local and International researchers who contributed to the book and our partners from Private and Public sectors.

Moderator
Samuel Petros Sebhatu

THE GLOBAL GOALS

kau.se/hhk **PRME** **Handelshögskolan Karlstad Business School**

The day proceeded with a presentation of the KBS PRME work and a keynote address by Jessika Lundgren, CEO of HSB Värmland, Sweden. HSB is one of the oldest and biggest housing cooperatives in Sweden and Lundgren highlighted HSB's commitment to sustainability transformation and for societal impact. Her message was that HSB is working to provide good and functional living with a history of aiming to provide its members with good and affordable housing. The cooperative works on transformation, with a focus on improving the accommodation for present and future members. Transformation and implementation of Agenda 2030 is also the vision of the Värmland county, according to the other keynote speaker, Maria Frisk, business strategist for regional development at Region Värmland. Both keynote speakers demonstrated that transformation embedded on the Agenda 2030 SDGs should be part of the transformative agenda in their organizations. This is also part of the business cases that resonates with the mission and values of KBS.

This was followed by a presentation by the editors of the edited book “*Business transformation for a sustainable future*”. The book was designed and published to deliberate a conceptual framing of transformation, innovation, and sustainability for educators, researchers, students, and businesses. The book interconnects the concepts of sustainability, innovation, and societal transformation by explaining

how organizations have successfully transformed themselves and wider society to foster a more sustainable future and identifies the difficulties and challenges along the way. The book explains how organizations have successfully transformed themselves and wider society to foster a more sustainable future, and identifies the difficulties and challenges along the way.

There was also a presentation of a doctoral thesis by Gustav Stenseke entitled “Entangled Law: A Study of the Entanglement of Wolves, Humans, and Law in the Landscape”, which supports the need for societal and impact on the environmental ecosystem services.

Sustainability Day 2022

The 7th Sustainability day focused on sustainable transformation for societal impact as part of KBS’s vision and continuation of implementing the SDGs. The day was about a dialogue between academia and smart residential areas that, with the help of AI technology, benefit both the climate and economy in a liveable city like Karlstad City, as well as the sustainable route that coffee beans take to the Löfbergs roastery in Karlstad. The focus was on integrating the academic studies with practical projects of both private and public organizations.



Samuel Petros Sebhatu, organizer and moderator of the day, started the event by saying, “Showing examples of how academic theories are implemented in society is an important part of Sustainability Day”. This Day was just a combination of theoretical and practical examples, as well as an introductory song/film that fittingly included Joni Mitchell’s song “Big Yellow Taxi” - with the line “paved paradise to put up a parking lot”. Mitchell’s song, written in 1973, represents the discussions and history of human beings’ impact on our planet’s ecosystem and the negative contribution to sustainability. This song was chosen to highlight the history of sustainable development and the 50 years of the first UN

Conference on the Human Environment held in Stockholm in 1972.

Ulrika K. Jansson is the municipal director of Karlstad Municipality, which is growing towards its goal of 100,000 inhabitants. Jansson said, “We want our residents to think that it is a good municipality to live, live and develop in. We strive for 100,000 inhabitants, but at the same time we need to consider that development needs to be carried out sustainably.” Jansson’s keynote address includes real examples of work with sustainability. One was the Smart City project Tamarinden in Örebro, a project that started in 2016 and has had a constant focus on sustainability. Jansson also spoke about the project Climate-Neutral Karlstad, where the goal is to create creative synergies in prioritized areas in Karlstad Municipality.

Löfbergs is a company whose strategy clearly focuses on sustainability. It is also family-owned and governed by a generational economy. “If your last name is on the building and the coffee packages, you are more careful about how your company is run,” explained Anders Fredriksson, CEO of Löfbergs AB. He also said that it is easier to explain the importance of sustainability to five partners than five thousand. Löfbergs has clear transparency in its work with sustainability; there is a chain from the growers all the way to the roastery in Karlstad.

In meeting the academics, Rob Van Tulder, professor at the Rotterdam School of Management, presented the framework for corporate action to implement and evaluate the 2030-SDG agenda, which is the main focus of his new book, entitled “Principles of sustainable business”.

The day concluded with one of the Impactful Five (i5) playful pedagogy cases by Natascha Radclyffe-Tomas, professor at Glasgow Caledonian University London. She discussed the need for impactful training in the case “Business and Buttons” in relation to the i5 Learning in Leadership Education programme – an initiative of UN PRME Global & Sustainability literacy test (Sulitest) and in collaboration with Harvard’s GSE Project Zero with the support of the Lego Foundation. During Radclyffe-Tomas’s presentation, participants sewed a button on a small piece of fabric to show the need for meaningful pedagogy and an awareness of sustainable clothing.



II. Method



Principle 3 | Method:

We create educational frameworks, materials, processes, and environments that enable effective learning experiences for responsible professionals.

In Principle 3, we work to create educational frameworks, materials, processes, and environments that enable effective learning experiences for responsible leadership. In this section we focus on the work done for AACSB accreditation and implementation through Assurance of Learning (AoL). The courses fully focus on RME and the engagement on the i5 by our expert pedagogy (EXPEg).

A. AACSB – vision for Quality

In November 2021, KBS achieved its goal of AACSB accreditation. The journey to AACSB accreditation takes many years as a school aligns itself to the 15 AACSB standards – quality benchmarks and guiding principles. AACSB is mission-driven and reviews all aspects of a school to ensure its internationally recognized quality standards are met. Only six percent of the world's Tertiary schools have achieved AACSB accreditation, which establishes Karlstad Business School as a high-quality institution globally for our students, staff, alumni and partners. KBS received its award at the AACSB European Conference in June 2022.



From left: Tim Mescon Executive Vice President and Chief Officer for Europe, the Middle East and Africa AACSB, Marie Karlsson, Development lead for Data Analysis and Accreditation KBS, Candida MacKenzie, Development Lead Internationalisation and Quality KBS, Marie-Therese Christiansson, Head of KBS and responsible for KBS accreditation work, Stephanie Bryant, Executive Vice President and Global Chief Accreditation Officer AACSB.

Raising the Quality Standard in Education

Part of KBS's mission is to educate responsible professionals. AACSB provides a systematic measure of whether we are achieving this mission through one of its standards, Assurance of Learning (AoL).

AoL refers to the systematic processes and assessment plans that collectively demonstrate that learners achieve learning competencies, selected by KBS and derived from our mission, through their programmes of study at KBS. AoL also includes the processes of identifying competency gaps and designing and implementing changes to the curriculum and learning experience to ensure our learning competencies are met and aligned to KBS mission.

The AoL process takes five years to complete and involves identification of learning competences, mapping of programmes, development of direct and indirect measures of assessment, measuring the students' competency levels, analysis of results, suggesting improvements, implementing changes, and completing this process again to ensure that the changes have improved the programmes (this is known as closing the loop).

At KBS, we conducted the AoL cycle on 13 of our programmes, measured 205 times and implemented 115 improvements. The improvements ranged from changes at a course level in assessment, content, additional sessions focused on competencies through programme levels such as new courses, structure, re-writing of programmes to the school level, such as changes in the traits (behaviours) we were looking for in the competencies or staff training.

SDGs in Quality Assurance

KBS links selected UN SDGs to our mission, which stresses responsible professionals and research with high societal impact. Offering a systematically assured quality education meets our goal of working with SDG 4 Quality Education. One learning competency, Responsible Behaviour, directly embodies our commitment to SDGs 5 (gender equality), 8 (decent work and economic growth), 12 (responsible consumption and production), and 13 (climate change).

The competency originally focused on the student's own behaviour and tested their insight into broad societal behaviour; through the AoL process we identified that this competency could be improved to focus on the KBS SDGs.

Following discussions in KBS fora, a new trait was developed:

“Insight – the student understands key characteristics of the attainment of the Sustainable Development Goals (SDGs)/can critically examine global issues through the lens of the SDGs (e.g., nationally, between communities, globally)/evaluates key characteristics influencing progress towards the SDG targets/critically examines global issues through the lens of SDGs.”

The new trait directly connects our education and mission to the UG SDGs and offers a mechanism through which to measure our programmes performance. Part of the AoL process is to map where the learning competencies are introduced, reinforced, and measured through the programmes naturally; this

occurs from the perspective of the programme leaders and course instructors. However, following feedback from students, it became evident that where the SDGs were included in the programmes was not as clear to students. The head of school tasked a student trainee to read all the course plans and identify where the themes from SDGs were included. From this analysis, KBS has started to update and re-write our course plans to ensure it is evidently clear to students where the SDGs are integrated into KBS programmes.

Highlighted as best practice by AACSB are KBS AoL days. The AoL days are arranged at the beginning of each term and involve staff coming together to learn from each other. The agenda features staff sharing examples of how they have improved their teaching or student-focused activities connected to the school’s mission. Examples of presentations include embedding gender/sustainability in education, developing online global classrooms for courses, developing new teaching skills during the pandemic, or how to respond to new “events” in teaching such as chatbots.

What is next with AACSB?

AACSB’s vision is to transform business education globally for positive societal impact, meaning that business schools should be a force for good, contributing to society. In achieving its vision, AACSB emphasizes the values of quality, diversity and inclusion, a global mindset, ethics, social responsibility, and community. Both KBS and PRME are closely aligned to the vision and values of AACSB.

During 2020, AACSB issued new quality standards, with a greater focus on societal impact.

“Our standards contain an imperative that AACSB-accredited business schools demonstrate a positive impact on society in furtherance of this vision. Accordingly, societal impact is woven through all sections of the standards.”

Whilst societal impact is threaded through all standards, it is focused on in two in particular: Standard 8 (impact of scholarship) and Standard 9 (engagement and societal impact). Standard 8 focuses on the production of high-quality impactful intellectual contributions that develop into thought leadership, which reflects the school’s mission and have a positive societal impact. Standard 9 focuses on internal and external initiatives by the school to demonstrate societal impact.

KBS’ mission already focused on societal impact: “... And conduct research with high societal impact.” During our accreditation process, we identified what we meant by high societal impact, where our intellectual contributions could be used, what types of outcomes could be achieved and whether that impact could take place at a local, national or international level.

B. Assessing Sustainability Integration in courses and programmes

At KBS we work on integrating sustainability in all parts of education. Courses and programmes should include pedagogical engagements that are based on solid, sustainable and ethical principles in a sharing environment.

Working Life Science

Sustainability issues are central to the discipline of Working Life Science department. The sustainability goals articulated by the United Nations resonate strongly with our core research and teaching activities, particularly Goals 4 (quality education), 5 (gender equality) and 12 (responsible consumption and production). Gender and sustainability are mainstreamed into the department's bachelor's, masters, and doctoral programmes. Students are introduced to themes and theories through courses such as *Working and Forms of Work, Introduction to Organization Theory*, and then developed further through courses such as *Strategic HRM, Operative HRM, Inclusive and Sustainable Work Environment*. Similarly, at doctoral level, the course *Classic Workplace Studies*, for example, is weighted towards key contributions by female researchers and studies of women at work. Gender is an issue that is central to our discipline; therefore, mainstreaming gender perspectives is a longstanding and established approach in our teaching and research.

Courses in Business Administration – selected

Sustainable business and leadership

The Sustainable Business and Leadership course was created in 2014, aimed at the masters or advanced level, and issued for the first time in the fall of 2015. The course is mandatory all masters (graduate) students in the business administration programme. The course has been given 11 times to date and more than 1100 students have received their grades.

The course was developed at the request of the head of the business school to create a course where the business administration students, at graduate level, should be given the opportunity to experiment with how typical business administration theories can be applied to deal with the challenges of sustainable business. The course focuses on the challenges of leadership on balancing decision-making related to the economic, environmental, and social aspects of the business. The pedagogical idea was to apply a norm critical approach whereby we would give student the opportunity to reflect not only on norms, power

structures, etc. of business, but also to reassess their own role as individuals, and key building blocks, in the role as employees, of a sustainable business. The students can bring, both to businesses and society in general, competencies needed to support the ongoing transformation towards a more sustainable future.

The pre-2014 teaching experiences related to sustainable development, diversity, and gender equality can be summarized in the impression that norm changes take time, open for individual student reflections and requires a pedagogical approach that goes beyond “what is”. With *Sustainable Business and Leadership*, we created a course that utilizes student discussions and self-reflection, as well as teaching that offers understanding on “how to” actually exploit business to create a more sustainable future for society as a whole.

Sustainable Business and Leadership is quite different from the other courses within KBS's masters programmes in business administration. It comprises 15 credits and is a 10-week-long, theme-based course. Each week offers a specific theme purposed to help the students create a more holistic understanding of sustainable business and leadership, how business can be utilized to transform or recreate a more sustainable society. The themes are:

- Sustainable development and me as an individual
- Sustainable development and the role of businesses
- Business ethics
- Leadership
- Ethical leadership
- Equality and diversity, part of Agenda 2030 and sustainable development
- Corporate governance and sustainability
- Corporate governance and CSR
- The final theme gives the students the opportunity to reflect on how the aforementioned themes help them in understanding sustainable business and leadership as a whole.

Typically, the schedule is organized with a two-hour inspirational lecture on Mondays related to the theme of the week. On Fridays there are teacher-led seminar discussions where the students meet, in groups of no more than 10 students, to discuss the theme of the week and their learning outcomes. On the days between Monday and Friday, the students are occupied by reading, reflecting, and working with the theme of the week and a written assignment of the week. In total there are eight individual assignments and a seminar discussion, which is graded. The final assignment is a group assignment (and seminar discussion).

The course and its norm-changing, “how-to-related” learning outcomes in the nearest future will end with the benefits of offering more traditional business administration learning outcomes. Students’ learning outcomes are assessed based on how students view sustainable development *before* and *after* attending the course; see the diagrams below. The assessment, see the result tables below, is focused in general on:

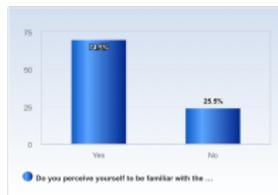
- The students’ prior knowledge of sustainability
- The challenges with sustainability
- Who shall solve the sustainability problem

The questioner is based on three main questions as indicated below:

What is your prior knowledge on sustainability?

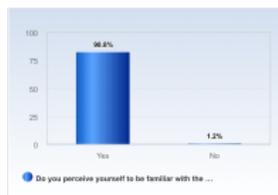
Do you perceive yourself to be familiar with the major Sustainability challenges that we are facing today?

Do you perceive yourself to be familiar with the major Sustainability challenges that we are facing today?	Number of responses
Yes	70 (74,5%)
No	24 (25,5%)
Total	94 (100,0%)



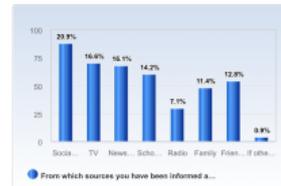
Do you perceive yourself to be familiar with the major Sustainability challenges that we are facing today?

Do you perceive yourself to be familiar with the major Sustainability challenges that we are facing today?	Number of responses
Yes	83 (98,8%)
No	1 (1,2%)
Total	84 (100,0%)



From which sources you have been informed about Sustainability challenges? (Multiple alternatives are possible to select)

From which sources you have been informed about Sustainability challenges? (Multiple alternatives are possible to select)	Number of responses
Social Media	88 (83,6%)
TV	70 (74,5%)
Newspaper	68 (72,3%)
School/University	60 (63,8%)
Radio	30 (31,9%)
Family	48 (51,1%)
Friends	54 (57,4%)
If other, please specify	4 (4,3%)
Total	422 (448,9%)

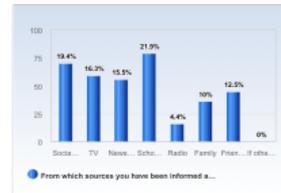


If other, please specify

CSR reports
Documentaries on YouTube and Netflix
Podcasts
Netflix, YouTube etc.

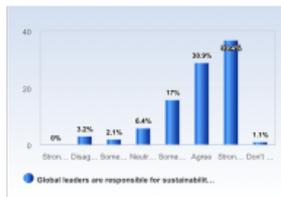
From which sources you have been informed about Sustainability challenges? (Multiple alternatives are possible to select)

From which sources you have been informed about Sustainability challenges? (Multiple alternatives are possible to select)	Number of responses
Social Media	70 (83,3%)
TV	59 (70,2%)
Newspaper	56 (66,7%)
School/University	79 (94,0%)
Radio	16 (19,0%)
Family	36 (42,9%)
Friends	45 (53,6%)
If other, please specify	0 (0,0%)
Total	361 (429,8%)



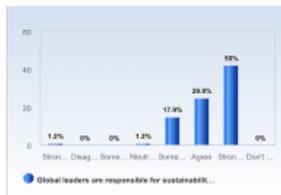
Global leaders are responsible for sustainability challenges

Global leaders are responsible for sustainability challenges	Number of responses
Strongly disagree	0 (0,0%)
Disagree	3 (3,2%)
Somewhat disagree	2 (2,1%)
Neutral (Neither agree nor disagree)	6 (6,4%)
Somewhat agree	16 (17,0%)
Agree	29 (30,9%)
Strongly agree	37 (39,4%)
Don't know	1 (1,1%)
Total	94 (100,0%)



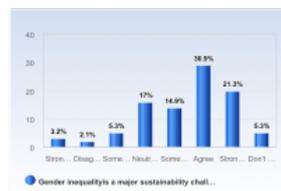
Global leaders are responsible for sustainability challenges

Global leaders are responsible for sustainability challenges	Number of responses
Strongly disagree	1 (1,2%)
Disagree	0 (0,0%)
Somewhat disagree	0 (0,0%)
Neutral (Neither agree nor disagree)	1 (1,2%)
Somewhat agree	15 (17,9%)
Agree	25 (29,8%)
Strongly agree	42 (50,0%)
Don't know	0 (0,0%)
Total	84 (100,0%)



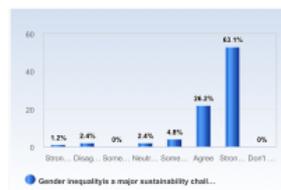
Gender inequality is a major sustainability challenge

Gender inequality is a major sustainability challenge	Number of responses
Strongly disagree	3 (3,2%)
Disagree	2 (2,1%)
Somewhat disagree	5 (5,3%)
Neutral (Neither agree nor disagree)	16 (17,0%)
Somewhat agree	14 (14,9%)
Agree	29 (30,9%)
Strongly agree	20 (21,3%)
Don't know	5 (5,3%)
Total	94 (100,0%)



Gender inequality is a major sustainability challenge

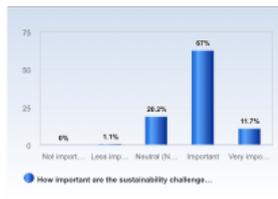
Gender inequality is a major sustainability challenge	Number of responses
Strongly disagree	1 (1,2%)
Disagree	2 (2,4%)
Somewhat disagree	0 (0,0%)
Neutral (Neither agree nor disagree)	2 (2,4%)
Somewhat agree	4 (4,8%)
Agree	22 (26,2%)
Strongly agree	53 (63,1%)
Don't know	0 (0,0%)
Total	84 (100,0%)



What are the challenges with sustainability?

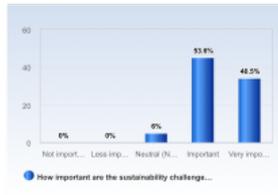
How important are the sustainability challenges to you personally?

How important are the sustainability challenges to you personally?	Number of responses
Not important at all	0 (0.0%)
Less important	1 (1.1%)
Neutral (Neither agree nor disagree)	19 (20.2%)
Important	63 (67.0%)
Very important	11 (11.7%)
Total	94 (100.0%)



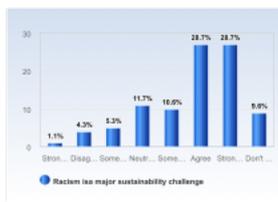
How important are the sustainability challenges to you personally?

How important are the sustainability challenges to you personally?	Number of responses
Not important at all	0 (0.0%)
Less important	0 (0.0%)
Neutral (Neither agree nor disagree)	5 (6.0%)
Important	45 (53.6%)
Very important	34 (40.5%)
Total	84 (100.0%)



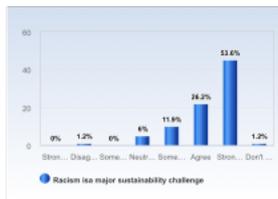
Racism is a major sustainability challenge

Racism is a major sustainability challenge	Number of responses
Strongly disagree	1 (1.1%)
Disagree	4 (4.3%)
Somewhat disagree	5 (5.3%)
Neutral (Neither agree nor disagree)	11 (11.7%)
Somewhat agree	10 (10.6%)
Agree	27 (28.7%)
Strongly agree	27 (28.7%)
Don't know	9 (9.6%)
Total	94 (100.0%)



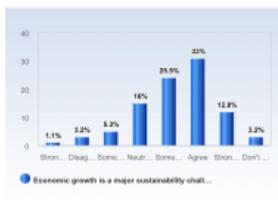
Racism is a major sustainability challenge

Racism is a major sustainability challenge	Number of responses
Strongly disagree	0 (0.0%)
Disagree	1 (1.2%)
Somewhat disagree	0 (0.0%)
Neutral (Neither agree nor disagree)	5 (6.0%)
Somewhat agree	10 (11.9%)
Agree	22 (26.2%)
Strongly agree	45 (53.6%)
Don't know	1 (1.2%)
Total	84 (100.0%)



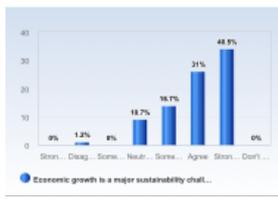
Economic growth is a major sustainability challenge

Economic growth is a major sustainability challenge	Number of responses
Strongly disagree	1 (1.1%)
Disagree	3 (3.2%)
Somewhat disagree	5 (5.3%)
Neutral (Neither agree nor disagree)	15 (16.0%)
Somewhat agree	24 (25.5%)
Agree	31 (33.0%)
Strongly agree	12 (12.8%)
Don't know	3 (3.2%)
Total	94 (100.0%)



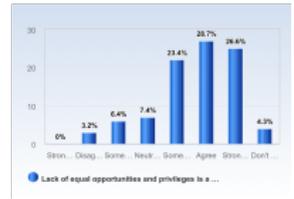
Economic growth is a major sustainability challenge

Economic growth is a major sustainability challenge	Number of responses
Strongly disagree	0 (0.0%)
Disagree	1 (1.2%)
Somewhat disagree	0 (0.0%)
Neutral (Neither agree nor disagree)	9 (10.7%)
Somewhat agree	14 (16.7%)
Agree	26 (31.0%)
Strongly agree	34 (40.5%)
Don't know	0 (0.0%)
Total	84 (100.0%)



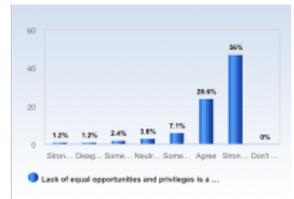
Lack of equal opportunities and privileges is a major sustainability challenge

Lack of equal opportunities and privileges is a major sustainability challenge	Number of responses
Strongly disagree	0 (0.0%)
Disagree	3 (3.2%)
Somewhat disagree	6 (6.4%)
Neutral (Neither agree nor disagree)	7 (7.4%)
Somewhat agree	22 (23.4%)
Agree	27 (28.7%)
Strongly agree	25 (26.5%)
Don't know	4 (4.3%)
Total	94 (100.0%)



Lack of equal opportunities and privileges is a major sustainability challenge

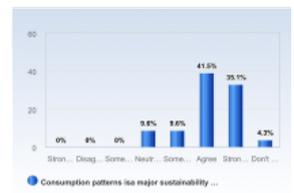
Lack of equal opportunities and privileges is a major sustainability challenge	Number of responses
Strongly disagree	1 (1.2%)
Disagree	1 (1.2%)
Somewhat disagree	2 (2.4%)
Neutral (Neither agree nor disagree)	3 (3.6%)
Somewhat agree	6 (7.1%)
Agree	24 (28.6%)
Strongly agree	47 (56.0%)
Don't know	0 (0.0%)
Total	84 (100.0%)



Who shall solve the sustainability problem?

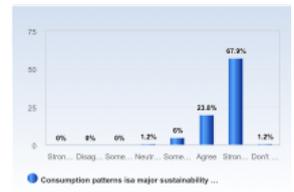
Consumption patterns is a major sustainability challenge

Consumption patterns is a major sustainability challenge	Number of responses
Strongly disagree	0 (0.0%)
Disagree	0 (0.0%)
Somewhat disagree	0 (0.0%)
Neutral (Neither agree nor disagree)	9 (9.6%)
Somewhat agree	9 (9.6%)
Agree	39 (41.5%)
Strongly agree	33 (35.1%)
Don't know	4 (4.3%)
Total	94 (100.0%)



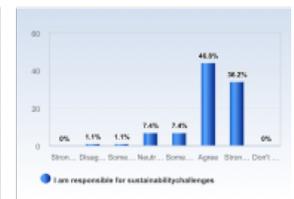
Consumption patterns is a major sustainability challenge

Consumption patterns is a major sustainability challenge	Number of responses
Strongly disagree	0 (0.0%)
Disagree	0 (0.0%)
Somewhat disagree	0 (0.0%)
Neutral (Neither agree nor disagree)	1 (1.2%)
Somewhat agree	5 (6.0%)
Agree	20 (23.8%)
Strongly agree	57 (67.9%)
Don't know	1 (1.2%)
Total	84 (100.0%)



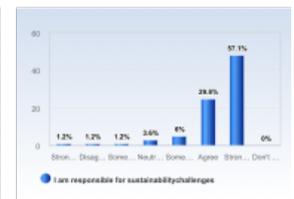
I am responsible for sustainability challenges

I am responsible for sustainability challenges	Number of responses
Strongly disagree	0 (0.0%)
Disagree	1 (1.1%)
Somewhat disagree	1 (1.1%)
Neutral (Neither agree nor disagree)	7 (7.4%)
Somewhat agree	7 (7.4%)
Agree	44 (46.8%)
Strongly agree	34 (36.2%)
Don't know	0 (0.0%)
Total	94 (100.0%)



I am responsible for sustainability challenges

I am responsible for sustainability challenges	Number of responses
Strongly disagree	1 (1.2%)
Disagree	1 (1.2%)
Somewhat disagree	1 (1.2%)
Neutral (Neither agree nor disagree)	3 (3.6%)
Somewhat agree	5 (6.0%)
Agree	25 (29.8%)
Strongly agree	48 (57.1%)
Don't know	0 (0.0%)
Total	84 (100.0%)



Scientific Methods in Business Administration

The course contains 15.0 ECTS credits at the bachelor's level, with learning objectives that include understanding and explaining methods for scientific research, using models and concepts, designing studies, collecting and analysing data, and relating results to existing research. The course is designed to enhance critical thinking. Qualitative and quantitative approaches and methods are included.

To increase students' awareness of sustainable development, diversity, and gender equality, a number of examinations have been developed to include these topics. All students conduct four written group examinations and one individual exam. In order to promote students' work with scientific methods from a sustainability perspective throughout the course, students are given an overall aim in the first group assignment that focuses on sustainability.

Students should design their study, collect relevant data, analyse the data, and present their results. One example of an aim is *"to study different ways in which companies/organizations work to transform for a sustainable future"*. Sustainability can, for example, concern an environmental, economic, or social perspective and students are suggested to be inspired by the SDGs and Agenda 2030. As students present their results to other groups, they also share and learn different perspectives of sustainable development.

According to the survey and feedback of the students, the students are inspired to learn more about sustainability and to understand more about how firms and organizations can respond to the different challenges that reflect the SDGs.

THE IMPACTFUL FIVE (i5)

During 2022, Samuel Petros Sebhatu worked as part of the Expert Pedagogy group (Ex Peg) in the development of the i5 play book. Sebhatu, representing the PRME Nordic chapter, was involved in the i5 as an active educator with experience and expertise in creative and thought-provoking pedagogy and praxis. Engaging as an Ex Peg with the i5 is part of Sebhatu's interest in the application of LEGO's i5 framework and working in collaborative learning, case studies in his pedagogical strategies in teaching business leadership, sustainability, and ethics.

Sebhatu contributed to the development of the i5 Playbook with his cases and examples from his classroom and his engagement with his students. Besides continuous engagement, he also attended the in-person workshops hosted at Harvard University, and the Harvard Faculty Club, hosted by Project Zero.

The i5 project is funded by the LEGO Foundation and operationalized through PRME Secretariat and global partners and business schools. The i5 project



aims to develop, innovate, and share pedagogical approaches that help business school students develop the skills needed for positive social impact. The Harvard School of Education's Project Zero and the Sustainability Literacy Test (Sulitest) were partners of the project.

<https://www.unprme.org/the-impactful-five-i5>;
<https://i5.unprme.org/>
<https://www.youtube.com/watch?v=cdyvcL4jloM>

III. Research and Partnership



Principle 4 | Research:

We 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 interact with managers of business corporations, professionals, and researchers to extend our knowledge of their challenges in meeting social and environmental responsibilities and to explore jointly effective approaches to meet these challenges.

Research and partnership go hand in hand at KBS, as part of our strategic goal driven by our mission “Educating responsible professionals and conduct research with high societal impact”. The different disciplines in KBS have a good interaction between curriculum and research. Every department is engaging in research that uplifts the education, but also related to sustainability thinking.

Our researchers co-produce knowledge and abilities that make an impact in partnership with private and public organizations. Partnership is also a mark for all KBS disciplines and the service research centre – CTF interdisciplinary researchers.

In this SIP report we highlight footprints in research and partnership from our researchers, which fit well with PRME principles. This is related to our ambition of assessing the impacts of our research based on our AACSB accreditation.

At KBS, as part of our AACSB work we created impact matrices, which research-active academic and research projects can use to analyse and evidence the intellectual contribution, connection to mission, outcomes, benefactors, dissemination, and impact, together with an overview of the extent to which the research has high societal impact.





Below is an example from a research project from the different departments at KBS and CTF- Service Research Center:

A. Some of the notable research projects

KBS and CTF in partnership with different organizations

Nudges on vaccination behaviour

In an ongoing project financed by Jan Wallanders and Tom Hedelius stiftelse with Tore Browaldhs stiftelse, researchers at KBS studied the effect of default nudges on vaccination behaviour.

Getting a sufficiently large portion of the population vaccinated against various diseases is a constant challenge. In the context of COVID-19, approaches that have been tried in an attempt to increase vaccination rates include requirements for vaccination certificates to attend different activities, direct mandatory vaccination (fines for the unvaccinated), or payment for those who choose to get vaccinated. Another way to increase vaccination rates could be to send out invitations with pre-booked vaccination times to the population. During the COVID-19 pandemic in 2021, Region Uppsala sent out invitations with pre-booked times to certain age groups. In other regions, invitations with pre-booked times were not sent out.

The researchers studied whether the invitations sent out in Uppsala increased vaccination rates. Since the invitations were not sent out randomly, the researchers used quasi-experimental methods to study the effect of the invitations. In the study, the synthetic control method was used, where instead of comparing the

vaccination rate in Uppsala with an average of Swedish regions, Uppsala was compared to regions that are as similar to Uppsala as possible during the period before the age group was vaccinated. The findings indicate that the invitations with pre-booked times in Region Uppsala increased vaccination rates by about 10 percentage points among 16–17-year-olds, but only moderately among 50–59-year-olds.

The research contributes to the SDGs in several ways, but focused on:

- *SDG 3* to ensure healthy lives and promote well-being for all ages. Vaccinations are an essential part of disease prevention and control, which is critical to achieving this goal.
- *SDG 10* to reduce inequality within and among countries.

The project was conducted by the KBS researchers Mats Ekman and Niklas Jakobsson, in close cooperation with Carl Bonander from the Sahlgrenska Academy at the University of Gothenburg.



Gender equality within the auditing profession

Katharina Rahnert from Karlstad Business School at Karlstad University, and Peter Öhman, CER at Mid Sweden University, have started a debate on gender equality within the auditing profession. They clarified the unequal proportion of female and male auditors on different career levels. The scholars highlighted also the need for the profession to put more effort into the subtle dimensions that tend to persist even though the proportion between female and male auditors is equal; that is, 40–60 percent. Efforts need to be made to change the culture and jargon within the profession and to focus on these soft and hard-to-measure factors.



Digital working life

Kristina Palm's research resonates with a number of UN sustainability goals. Her research on digital working life and remote work especially addresses questions of good health and well-being in relation both to work and to work-and-private-life-integration. Her research on combining work and care of elderly parents addresses issues of gender equality and decent work. Kristina Palm and Suzanne Millmark are collaborating on a project about inclusion and home-working in Swedish municipalities for employees with disabilities.

The project aims to contribute to a more inclusive work environment for employees with disabilities when working from home. The research addresses questions of good health and well-being, gender equality, and decent work. Taking the perspectives of employees with disabilities, managers and HRM professionals working in Swedish municipalities, the project finds that the possibility of home-working is seen as a work accommodation in itself and highly valued by participants.

Digitalization of public sector employment

Annica Asp, Kristina Palm, Carin Håkansta, and Poja Shams are working on a project relating to digitalization in Sweden. The project looks particularly at the implications for employees' work environment when digital solutions, such as robots, are introduced

as colleagues. The findings suggest that whilst robots may offer the potential to reduce routine tasks and increase efficiency, the overall implications for workload were negative. This is partly due to parallel reorganizations, which increased the employees' core activities. Therefore, the introduction of digital solutions needs to be considered and managed carefully to avoid deleterious effects on staff wellbeing.

Decent work

Jonas Axelsson engages with themes of decent work in his writing on the possibility of free and democratic working lives. In a recent chapter on "free but also unpleasant working conditions", which envisages future working conditions, Jonas called for greater democratization of working life as an important corrective to respect the limits of human capabilities, as a means of making work more sustainable in the face of the insatiable needs of the economic system.

Computerization for working Environment

David Öborn Regin published an article in *New Technology, Work and Employment* that looked at the consequences of computerization for women working in university administration roles. Despite optimism around the potential for job upgrading and reduction of routine tasks, both the implementation and subsequent experience of computerization reflect gendered processes, leading to uneven distribution of opportunity and benefits.

Union Membership and Members' attitudes

Josef Ringqvist has continued his work looking at the relationship between union membership and attitudes towards the environment. Building on his previously published work, Ringqvist has a paper under review at an international academic journal addressing the divergence of attitudes between union members in developed and developing economies towards support for government spending on the environment.

Customer Sexual Harassments in the Nordic Service Workplace

Customer Sexual Harassments in the Nordic Service Workplace is a research project by Anna Fyrberg Yngfalk and Markus Fellesson, with funding from the Nordic Council of Ministers through NIKK, Nordic Information on Gender. The project focuses on analysing “how Nordic ideals related to management and organization affect the work environment for people working in the service sector and in retail”. The project focuses on examining customer-centric ideals. Its goals are to contribute with further knowledge about the implications of organizing for the customer, how this can generate gender inequality at workplaces by establishing power structures and gender structures, which in turn can lead to violence and sexual harassment towards employees.

Music Ecosystems Inner Scandinavia (MECO)

The project Music Ecosystems Inner Scandinavia was implemented with funding from the European regional development fund Interreg Sweden-Norway, and focuses on innovative environments during the period from 1 September, 2018 to 31 December, 2021. Project owners were Karlstad University and Inland Norway University of Applied Sciences together with Studieförbundet Örebro-Värmland as project partner.

MECOs work was guided by the project's main goal, which was:

“to investigate, innovate and optimize Inner Scandinavia's music service ecosystem departing from user experiences and digitization.

In doing so, we develop a cross-border and long-term sustainable research, education and innovation collaboration increasing the regional industry's capability and innovative power. A strong and innovation-oriented music industry in turn creates growth and promotes the quality of life for people in Inner Scandinavia.”



From Left to right Dr. Jenny Karlsson, lecturer and researcher at KBS, with musicians Emanuel Blom and Olivia Ahltop at the EU Commission's regular Interreg conference in Brussels.

With MECO's expanded perspective on sustainable development, the project have worked to create the conditions for a permanent socially, economically, and environmentally responsible development within cultural and creative industries in the region. We have worked for all kinds of music actors to be given the opportunity to participate in activities regardless of socio-economic background, gender, ethnicity, functional variations, sexual orientation, or religious affiliation. We have been inspired by methods based on strategies from, for example, Crossing Borders/Make Equal and Region Värmland's Schyst! strategy. People from different environments have met and co-created cross-border activities and benefited from each other's diversity of skills, knowledge, and experience. The project actively worked to support start-ups as a platform for equal recruitment.

MECO worked with environmentally sustainable transformation in many ways. Several of the business establishments and service offerings that the involved actors developed during the project have been characterized by focusing on green transition. For example, a new company has been established that is based on an innovative business model where the entire value chain is imbued with environmental sustainability at all stages, but well-thought-out and easily accessible tools for artists, industry actors, and consumers. The purpose and goal of the company was to contribute to "a greener planet" and a sustainable

music industry. MECO has carried out activities with actors with a focus on environmental sustainability to catalyse a "green engagement" for artists and users in order to influence and make a difference for the future.

MECO's sustainability focus was also directed towards research and education. A mentoring programme for women and non-binary people was initiated in one of the education programmes at Karlstad University. Thus, MECO has contributed to breaking norms and influencing structures and increased integration in the industry and education. Furthermore, MECO has worked to promote a gender balance of researchers and enhanced women to participate in media to a larger extent.

Knowledge and experiences from the project have been shared and disseminated by working with interdisciplinary research results and examples in teaching at Karlstad University and Innlandet University from undergraduate to advanced level, and also shared at research conferences and research seminars for the music industry.

MECOs is a good example of how research, education, and public and private partners in the industry can work together and contribute at the national and regional levels with an international impact. <https://www.m-eco.no/meco-2/>



<https://www.facebook.com/musicecosystemsinner-scandinavia/>

IndBygg

The collaboration between Paper Province and CTF has been very beneficial for both partners. Andrey Abadzhiev, PhD student in business administration, is conducting his studies in this project. Andrey has contributed with an academic perspective to the practical work in

dialogues with reflective practitioners in the industrial wood construction industry. Results from the research have, among other things, been presented in Andrey's licentiate thesis entitled "Wood we change", and at conferences, including IndBygg's national conference "Tree2Tower".



"CTF researchers have investigated, collaborated, shared and contributed to value creation through service - which is CTF's mission statement.An academic research center is defined by three things; societal relevance, collaboration with organizations external to the university and interdisciplinary research. And speaking of that, I am happy about our ability to co-create new knowledge together with businesses and organizations, as well as with various academic partners. It is my sincere belief that such knowledge is needed in order to make the future a little bit better, in terms of competitiveness, wellbeing and sustainability. I continuously hear of examples of how our research is being used by external partners to transition in and thus provide a better foundation for value creation through service. Efforts that have led to an improved experience for customers, consumers, patients and citizens."



Prof. Per Kristensson, CTF director

Samhällsnytta

Samhällsnytta is a national arena that has been created to jointly develop ideas and new forms of collaboration that can contribute to better solutions in society. It is a meeting place for actors at different levels in building a society, who need new forms of working together to solve today's societal challenges. It is difficult to solve common challenges from within and individual actors. A neutral meeting place is needed. In a permissive and testing environment, existing norms and structures are challenged. With a pioneering spirit, learning is included in the common doing. The working methods are based on knowledge established by research at Service Research Center (CTF) and designers in Experio Lab. A common ambition is to find new ways to let the citizen have influence over democratic institutions. Samhällsnytta is a subsidiary of Karlstad University Holding AB, a company that is wholly owned by Karlstad University. Samhällsnytta operates without return requirements, as part of the work to make research results available to universities and useful in society. Samhällsnytta can be described as a test environment for societal solutions, where ideas can be tested before they are rolled out throughout society.



“The mission is to use new knowledge and research results as tools for solutions to today's and tomorrow's societal challenges.”

Johan Quist, CEO of Samhällsnytta and a researcher at CTF, said,

“During our research within CTF, we have seen a need to gather actors at different levels in society at an arena for co-creating and find smart solutions for both individuals and society.”

Mobile Communication For Development - M4D

M4D is a longstanding collaboration between the Information Systems group at Karlstad Business School and the universities in the developing countries especially Sub-Saharan Africa. The main aim is to provide a forum for M4D enthusiasts to network, innovate,

and share experiences of working with mobile technologies in developing contexts. KBS used to co-arrange a conference in developing countries with a focus on affordable and available technology: the Mobile Technology for Development conference series (M4D).



Officials pose for a group photo during the seventh edition of the international conference on mobile communication technology for development. Photo: Courtesy - The New Times - Rwanda

3. KBS Organizational Practice

Our main focus with the PRME principles' work over the next two years (2021–22) is to continue embedding the four SDGs into the schools' daily activities, which are teaching and research. The activities that we have decided to prioritize are to integrate the PRME principles within KBS's quality work; the Sustainability Day and Symposium; the Sustainability Hub; integrating Karlstad University's sustainability policy; and developing a partnership with stakeholders.

I. AOL day

The AoL days are now established as a KBS staff event twice a year, at the start of each academic semester, focusing on sharing our own good examples of teaching effectiveness and possibilities to connect academic and professional experiences in meaningful ways by academic and professional settings in education. The engagement from staff has increased for every AoL day with about 40 participants in all the four days.

Besides pedagogical initiatives, KBS AoL days focus on perspectives of sustainability like gender mainstreaming and sustainability-integration in education. During KBS' biannual AoL days, attendees have received guest lectures and training to ensure they include perspectives and consider their approach during teaching.

To enable engagement, the AoL Day is important. The KBS learning and sharing on teaching and learning has improved since the AoL day was launched in January 2019. It has been important to share the lessons learned from the AoL process and experiences from integrating KBS perspectives in education.

Presentations for inspiration and collegial discussion across disciplines on students' active learning opportunities, teaching effectiveness, and meaningful examination are central. Examples are shared in presentations with following group discussions and published at KBS@Canvas to be used in cross-degree programmes. Teachers' shared experiences can be used to develop their own pedagogical portfolios in support of application for promotion to distinguished university teacher, and certificates on teaching and learning effectiveness are earned by participating in presentations and dialogue.

The AoL days focus on the following general topics:

- KBS sustainability perspective and focus on the UN's SDGs towards responsible education, research, and collaboration within our commitment to PRME in different programmes and courses.
- Students' input values and output values – Student academic and professional engagement and opportunities to connect academic and professional experiences in meaningful ways
- KBS gender-mainstream perspective – Introducing gender awareness and norm-critical issues based on students' first term in in a programme
- Benchmarking sustainability internationally – e.g., Sulitest
- Global classroom experiences (Virtual Exchange – Collaborative Online International Learning (COIL)
- Digital teaching and examination





Key take-aways - AACSB

Being mission-driven and offering a set of guiding principles AACSB offers business schools a framework within which they can develop themselves in a way that reflects who they are, who they want to be, and how they want to get there. AACSB is not a set of tick boxes. Working with these tools ensures that KBS could create a vision and mission that truly incorporated the perspectives of our students, alumni, staff, Karlstad University and partners. AACSB works with a long-term perspective of continuous improvement, meaning that we not only have to do the work in the first place – that is, create a mission – but also establish a process to ensure that we measure, analyse, and systematically improve our mission continually. Consequently, our work towards AACSB becomes integrated and central to our daily business; it is not a process that you suddenly pick up in five years and fill in the paperwork. On the other hand, you can never have a break from AACSB.

AACSB creates a programme focus on student education. Sometimes the emphasis can be at the course level, especially when the courses are offered by different subjects or schools; however, developing curriculum maps brings the courses, academics, and even students

together to focus on what the courses offer and how they integrate and complement each other. Embedding the KBS goals and learning competencies then ensures and checks that each programme works towards the mission; it highlights gaps and gives programme leaders and/or course instructors evidence to instigate a change.

Recently, research and scientific evidence have felt somewhat undermined in broader society, where influencers or media opinions without basis are increasingly popular. Working to develop impact matrices for KBS research contributions is a useful tool and provides insights into how our research is useful, where it is useful, and who can or has used it. My key takeaway from the AACSB process is the ability to evidence that one of our textbooks is being used on programmes in the UK and Australia, or that the Organization for Economic Cooperation and Development (OECD) wanted to hear our academics research findings, or that Volvo used a theory to change a business practice, or that an academic in a leading university in the USA cited our research, and then being able to share this with our students, our stakeholders, and broader society.

II. Conferences and symposiums

A. Mobile For Development – M4D conference in Kigali

Every second year, the Information Systems group at Karlstad Business School used to co-arrange a conference in developing countries with a focus on affordable and available technology: the Mobile Technology for Development conference series (M4D).

This conference series welcomes researchers, practitioners, and anyone with interest in the use, evaluation, and theorizing of mobile communication technologies for development. M4D conferences combine two days of plenary parallel paper sessions, panel sessions, short presentations, posters, and workshops. M4D2022 was also include pre-conference workshops for practitioners, PhD and masters students and entrepreneurs, as well as start-ups interested in showcasing their work. The conference was organized by the University of Rwanda (UR), College of Science and Technology (CST), in collaboration with Karlstad University, Sweden, and other partners.

M4D 2020 was postponed because of the pandemic. The host organizer, the College of Science and Technology at the University of Rwanda, in the national capital of Kigali, was forced to reschedule. This postponing of the event then occurred several times as we optimistically took only half a year leaps to avoid clashing with M4D 2022. Eventually, however, the conference became the M4D 2022. By this time, the pandemic was less a problem but because calls for papers and participants' booking of



flights and hotels had to be made long before, the joint organizing committee in Kigali and Karlstad decided for a blended mode, in which Karlstad university provided Zoom facilities and management, and the UR waived all fees as the allocation made in advance would cover internal renting costs and catering for the reduced number expected to attend physically.

The whole event was very successful despite it being split into a group that was physically present and several dozen participants zooming in. With two cameras in the lecture hall, one focusing on the speaker or panel, the other rendering the audience and zooming in on people asking questions after each presentation, and zoom controllers in Karlstad also functioning as distance session chair while for each session, one person who was physically present took care of the introduction of each speaker and managing questions from the lecture hall.

<https://www.kau.se/hhk/nyheter/handelshogskolan-deltog-i-internationell-konferens-i-rwanda>

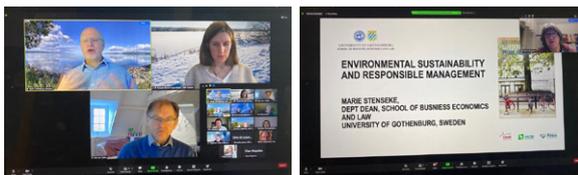


B. The second PRME Nordic research symposium

The second Nordic research symposium was preceded by the PRME Nordic chapter's annual meeting as a one-day virtual research symposium on RME, as a continuation of the first symposium. The aim is to bring researchers and academics to discuss and assess the role of Nordic business schools towards sustainability and RME researchers and educators from the Nordic region, Europe, and other parts of the world virtually discussed the broader perspective of RME in the Nordics with a focus on the role of the Nordic tertiary institutions towards sustainability.

The symposium is also designed to capture the research and RME pedagogy in the Nordic chapter and is held as part of the annual meeting. All of the contributions for the symposium came from the members of the chapter, with input from two keynote speakers: Professor Marie Stenseke, deputy dean at the Gothenburg School of business, economics and law, at the University of Gothenburg; and Professor Rob van Tulder, Professor of International Business-Society Management; and Director Partnerships Resource Centre (PrC), Rotterdam School of Management, Erasmus University (RSM).

This virtual symposium is organized by Karlstad Business School, Karlstad University as part of the PRME Nordic chapter Responsible Management Education symposium.



C. Sustainability days

KBS had its sixth and seventh Sustainability Days, on the first Mondays of December in 2021 and 2022, respectively. The annual Sustainability Day at Karlstad Business School is institutionalized in the vision of the business school and it has become a tradition for multi-stakeholder dialogue. It is a meeting place for students, industry, public organizations, and the teaching staff. The theme of both days was focused on "Transformation and Multi-Stakeholder dialogue in the light of the Agenda 2030 SDGs"

The 6th Sustainability Day in 2021 focused on *business transformation for a sustainable future*. During the day the two keynote speakers demonstrated that transformation embedded on the Agenda 2030 SDGs should be part of the transformative agenda in their organizations. The emphasis on transformation and societal impact is part of our vision and continuation of implementing the SDGs. The second part of the day focused on the edited book release entitled "*business transformation for a sustainable future*", which was introduced and led by the three editors. The seven authors in the edited book, presented their book chapter based on the four parts of the book. A review of the book was conducted and two prominent individuals from public and private organizations also presented.

As a continuation of the transformative change thinking, the 7th Sustainability day, in 2022, focused on *sustainable transformation for societal impact*. The day was about a dialogue between academia and the cases and narratives of the two keynote speakers from both public and private organizations. The focus was also on integrating the academic studies with practical projects of both private and public organizations. From the academic side, the new book's entitled "*Principles of Sustainable Business*" framework for corporate action to implement and evaluate the 2030-SDG agenda, was presented by the author, as part of book release. The day concluded with one of the 15 playful pedagogy cases, "Business and Buttons".

The Sustainability Days are part of our strategic commitment to sustainability, with a social and ecological value, which is created through our actions and have a significant impact and contribution to our multi-stakeholder dialogue, and RME development (For more detailed information on sustainability days, see Principle 2- Values).



D. International Symposium on Marketing Ethics and Corporate Social Responsibility

The 9th Pat Murphy International Symposium on Marketing Ethics and Corporate Social Responsibility at Bristol Business School, Bristol, UK, April 2023.

Marketing Ethics and Corporate Social Responsibility is a yearly symposium. It was started in 2011 in London with an initiative of Professor Patrick E. Murphy, Mendoza College of Business, University of Notre Dame, Notre Dame, USA, who specializes in marketing and business ethics. The symposium was hosted by several Universities/ Business schools around Europe and the USA, including KBS. Karlstad Business School hosted the symposium in 2019, which was co-organized by Samuel Petros as part of our PRME activities. Samuel and Bo Enquist have participated in the symposium every year since it started and KBS is a partner.

The 2021 symposium was hosted by the University of Notre Dame Global Gateway in Dublin, Ireland. The symposium was organized by Prof. Pat Murphy and co-sponsored by the Nanovic Institute and the Mendoza College of Business.

The 2022 symposium was hosted by Bristol Business School, University of Bristol, UK. The symposium was co-organized by Prof. Pat Murphy and Prof. Caroline

Moraes, Professor of Marketing and Consumer Research and Head of the Marketing & Consumption Group, University of Bristol Business School.

E. Handelslunch - Business lunch

Karlstad Business School arranges meetings between students and future employers. Cooperation with business and government-controlled businesses is vital both for us and our students. Therefore, we have created numerous meeting places where students and their future employers can make contacts. One such meeting place for students is Handelslunch/ Business Lunch. At KBS, we organize Business lunches approximately twice per semester / four times per academic year.

Ida Andersson, a student at KBS says about the business lunch,

“The lunch lectures give us students useful insights into what working at different companies entails. It was particularly interesting to hear about job opportunities abroad. I would like to work in Hong Kong and the School of Business at Karlstad University also offers the chance to study abroad.”



Välkommen till handelslunch i samarbete med Personalvetardagen, SBAB och Qtym

Tema: Lärande organisation
Datum: 14 oktober
Tid: 12.00 - 13:00
Plats: Lagerlöf, Karlstads universitet
Anmälan: handelslunch@kau.se

Du får, utöver en lärarrik föreläsning, en lättare lunch (baguette/wrap eller liknande) samt dryck.

SBAB!

Q
Qtym

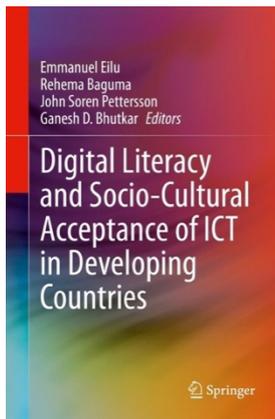
KPD
2022

AACSB
ACCREDITED

Handelshögskolan
Karlstad Business School



F. Academic Materials - Books



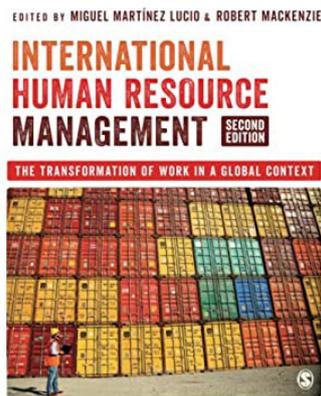
Emmanuel Eilu, Rehema Baguma, John Sören Pettersson and Ganesh D. Bhutkar (2021), *Digital Literacy and Adoption of Digital Services in Developing Countries*.

For many years, Karlstad researchers in information systems have been actively supporting and promoting the dissemination of IT research from developing countries. Emmanuel Eilu, a Ugandan information systems scholar who was once the research student of Rehema Baguma at Makerere University in Kampala, Uganda, and co-supervised by Professor John Sören Pettersson at Karlstad Business School, sparked the idea of a volume with a human–computer interaction (HCI) perspective on the questions of IT use in developing countries. Together with the two former supervisors and professor Ganesh D. Bhutkar at the Vishwakarma Institute of Technology, Pune, India, a proposal was sent to the publisher Springer. Professor Pettersson was happy that several colleagues in the Information Systems Group at Karlstad Business School helped with reviewing, as did IS colleagues at Örebro University and Linneus University. When the book was finally published in 2021, it contained 18 chapters on how to increase digital literacy and the use of digital technology in the world’s developing regions.

In short, the volume:

- Presents theoretical, practical, and socio-cultural approaches to digital literacy challenges in developing countries
- Discusses recent ICT and HCI innovations used to transform the health, agriculture, economic, education and social sectors in developing countries
- Provides insights on design opportunities and challenges presented in countries where digital literacy is very low and with complex socio-cultural dynamics

<https://link.springer.com/book/10.1007/978-3-030-61089-0>



Miguel Martínez Lucio and Robert MacKenzie (2022), *International Human Resource Management: The Transformation of Work in a Global Context*

The aim of this second edition of the book is to widen further the discussion on globalization, work and multinational corporations (MNCs). The book approaches the study of IHRM with an employment relations perspective, which provides a critical understanding of the nuances and richness of work and employment in a global context. The critical perspective adopted allows for a more analytical and progressive approach to the comparative and international study of such subjects. The aim is to broaden further the remit of the study of International Human Resource Management (IHRM). The chapters address issues such as: the role of technology; non-governmental organizations; migration and worker mobility (and not just management mobility); the contradictory roles of management consultancies and business schools; and the development of lean production as an ideology and problem for workers. In this edition more time is spent on questions of organizational change, sustainability and ethical issues relating to the way work is organized and regulated. The case studies within the chapters allow the reader to understand the dilemmas and real challenges globalization and MNCs bring to our lives and how they require a more ethical and informed dialogue within organizations.

There are core themes running through the book that resonate with the UN Sustainability goals, particularly relating to gender, decent work and responsible production. Indeed the UN Sustainability goal themselves are addressed in relation to the increasing role of ‘soft regulation’ and the growing debate around HRM and sustainability.

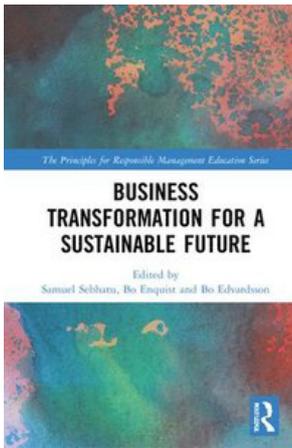
<https://us.sagepub.com/en-us/nam/international-human-resource-management/book271955>



Fredrik Wikström and Helén Williams (2022), *Stoppa matsvinnet!*

The book entitled “Stoppa Matsvinnet” (in Swedish) (“Stop Food Waste!” in English) explains why so much food is wasted and provides guidance for how food waste can be reduced. The focus is on packaging – its design has a greater impact on food waste than most people think – but the authors also call for paradigm shifts in the way we produce and consume food.

The book has won a national prize from Måltidsakademien for its unique contribution to the environmental impact of food waste.



Sebhatu, S. P., Enquist, B., and Edvardsson, B. (Eds.) (2021) *Business Transformation for a Sustainable Future*. PRME book series, Routledge, London.

The edited book that interconnecting the concepts of sustainability, innovation and transformation, this book explains how organizations have successfully transformed themselves and wider society to foster a more sustainable future, and identifies the difficulties and challenges along the way. The edited book designed and published to deliberate a conceptual framing of transformation, innovation, and sustainability for educators, researchers, students, and businesses. The edited book interconnects the concepts of sustainability, innovation, and societal transformation, by explaining how organizations have successfully transformed themselves and wider society to foster a more sustainable future and identifies the difficulties and challenges along the way. The chapters in the book, each written by a strong and well-recognized team of researchers in the field, open up the discussion about a new partnership between innovation and transformation that includes global society (big world), the biosphere (small planet), and also requires a deep mind-shift. The research perspectives are of steering the stakeholder dialogue in the service ecosystem: macro (policies, legislation), meso (institutional practices), and micro (business practices and individual behavior). The book deliberates a conceptual framing of transformation, innovation, and sustainability for educators, researchers, students, and businesses, and also includes real-world case studies for business practice.

<https://www.routledge.com/Business-Transformation-for-a-Sustainable-Future/Sebhatu-Enquist-Edvardsson/p/book/9781032037431>



III. Karlstad University Sustainability work

Karlstad University strives to contribute to sustainable development. Environmental and social thinking must permeate all the universities activities. The university have introduced an environmental management system and annual environmental goals.

These goals include taking environmental aspects into account in all education and research, making environment-friendly purchases and journeys, reducing the amount of paper and chemicals used and training the staff in environmental issues. The environmental management system is a way of achieving a better overview of environmental issues in order to involve all sections of the organization in the work.

A. Environmental Policy

The environmental policy aims to show how Karlstad University should work systematically to reduce negative environmental impact and contribute to sustainable development. These efforts are incorporated into our teaching and research activities as well as our administrative central services. The environmental policy guides the university's environmental management work. The policy primarily focuses on environmentally sustainable development. The policy also considers, in part, the social and economic aspects of sustainable development, according to Agenda 2030 and the UN's 17 global goals for sustainable development.

The environmental policy is based on Karlstad University's vision and strategy, national environmental goals, and the university's participation in the Climate Framework and its objectives.

Karlstad University contributes to sustainable development by:

- i. Complying with relevant environmental legislation and systematically developing policies, action plans, and routines.
- ii. Considering the environmental impact in decision-making.
- iii. Providing training within sustainable development for staff.
- iv. Including relevant knowledge of sustainable development for students in degree programmes.
- v. Drawing attention to research conducted at the university on sustainable development.
- vi. As a general rule, consider the environmental impact of all forms of procurement of goods and services, and if necessary, demand fair working conditions.
- vii. Working methodically with waste management and streamlining recycling and energy use.
- viii. Applying business travel practices that reduce the environmental impact.

Based on the above goals and commitments the university conducts bi-annual environmental inquiry and develops specific goals to achieve the goals. The Environmental Inquiry of 2020 shows that Karlstad University has begun to work on a systematic approach to how sustainable development is included as a perspective and followed up in education. In assessing competence development on the societal aspect, a compilation conducted in 2020 shows that approximately 60 percent of the first-cycle education programmes contain sustainable development goals according to the descriptions of the programmes and their educational goals. The corresponding figure for second-cycle programmes is approximately 11 percent. There are currently courses offered to teaching staff by the University Pedagogical Unit (UPE). However, systematic work needs to be developed around *how sustainable development is promoted in education* following the Higher Education Act, and much work remains to be done.^[4]

This applies to both competence-development efforts and how to develop a specific goals for 2022-24, as follows:

- To develop an environmental management system and systematically develop policies, action plans, and procedures.
- 10 percent of the university's employees undergo competence development in sustainable development annually.
- Educational programmes should offer knowledge about sustainable development to students.
- Make visible and available the research on sustainable development carried out at the university.
- Reduce Karlstad University's environmental impact as a result of purchasing.
- Reduce carbon dioxide emissions from business travel and other transport by 30,000 kilograms per year.

B. Climate Framework

The university is also carrying out a systematic audit in assessing the University's progress towards sustainability. Karlstad University has joined klimatramverket (Climate Framework), which places additional demands on the university's commitment to environmental and sustainable development issues.

Sustainable Travel

A long-term strategy for sustainable travel was drawn up in 2003. The aim is to halt the increase in travel by private car and boost the proportion of more environmentally friendly methods of traveling to and from the University, like public transport, cycling, and car-sharing. The university is also working on reducing air travel.

Waste Sorting

We have introduced a comprehensive waste-sorting system. Eco-stations are located all around the University. Most waste paper baskets have been removed and replaced by units made to our design for separating waste at source. The aim is for as much as possible of the University's waste to be sent for recycling and to reduce the number of waste consignments.

Reduced Paper and Energy Consumption

The University has set itself a target of reducing paper consumption, for example, by making increased use of double-sided copying and printing. The university has a centralized copying and printing system.

The University also works on reducing energy consumption on both campuses - Karlstad and Ingesund. The energy consumption was reduced by about 998,000 kwh between 2019 and 2021, even though there was a slight increase in 2020. The share of renewable energy in the total energy use is 100% in 2021.

In 2021, Akademiska Hus, the governmental agency that owns the buildings, installed solar cells on four of the university's buildings (still an ongoing project). Akademiska Hus expects to generate approximately 435,000 kWh of environmentally friendly electricity each year^[5]. Akademiska Hus in collaboration with the university, also replaces all existing lighting joint-based in connection with renovations.

^[4] Miljöutredning 2020 Miljoutredning_KAU20200514.pdf

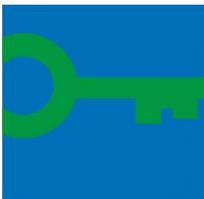
^[5] <https://www.akademiskahus.se/aktuellt/nyheter/2021/02/jattesatsning-pa-solceller-i-karlstad/>



C. Eco-labeled Conference Activities

The University's meeting and conference activities have been eco-labeled according to Green Key since 2016. This includes, among other things, increased environmental management requirements. Environmental aspects are taken into account in the development of information materials, the use of water, waste, energy, and food. Maintaining the eco-label requires that conference activities continuously develop and improve environmental work.

In the conference activities, the basic range of dietary products must be vegetarian, but fish and/or meat alternatives should be offered.



Green Key

Appendix

Publications

Articles - Selected

2022

- **Abadzhiev, Andrey; Sukhov, Alexandre; Sihvonen, Antti; Johnson, Mikael**
Managing the complexity of green innovation
European Journal of Innovation Management
- **Ahmad, Muhammad Ovais; Gustavsson, Tomas**
The Pandora's box of social, process, and people debts in software engineering
Journal of Software: Evolution and Process
- **Artusi, Federico; Magnanini, Silvia; Bellini, Emilio**
Embedding Values into Digital Artifacts : The Case of App Development in the Energy Sector
The shift in focus from physical products to digital artifacts requires that designers understand and create new ways to embody values and experiences in the user experience.
Research technology management
- **Bonander, Carl; Ekman, Mats; Jakobsson, Niklas**
Vaccination nudges : A study of pre-booked COVID-19 vaccinations in Sweden
Social Science and Medicine
- **Caruelle, Delphine; Shams, Poja; Gustafsson, Anders; Lervik-Olsen, Line**
Affective Computing in Marketing: Practical Implications and Research Opportunities
Afforded by Emotionally Intelligent Machines
Marketing letters
- **Chauca Strand, G.; Bonander, C.; Jakobsson, Niklas; Johansson, N.; Svensson, M.**
Assessment of the clinical and cost-effectiveness evidence in the reimbursement decisions of new cancer drugs
ESMO Open
- **Cheng, Chelsea; Humphreys, Hilary; Kane, Bridget**
Transition to telehealth : Engaging medical students in telemedicine healthcare delivery
Irish Journal of Medical Science
- **Cruose, Jonathan; Ahlin, Karin**
Publishers Working with Open Government Data : A Work Framework
eJournal of eDemocracy & Open Government
- **Danatzis, I., Karpen, I.O., & Kleinaltenkamp, M**
Actor ecosystem readiness: Understanding the nature and role of human abilities and motivation in a service ecosystem
Journal of Service Research
- **Davoudi, Sara; Johnson, Mikael**
Preconditions of Coordination in Regional Public Organizations
Public Management Review
- **Dehling, Sebastian; Edvardsson, Bo; Tronvoll, Bård**
How do actors coordinate for value creation? : A signaling and screening perspective on resource integration
Journal of Services Marketing
- **Edvardsson, Bo; Tronvoll, Bård**
Crisis behaviors as drivers of value co-creation transformation
International Journal of Quality and Service Sciences
- **Ekman, Mats**
Buildings and Welfare
Rationality and Society
- **Ekman, Mats**
Advance Voting and Political Competition
Constitutional Political Economy
- **Gamba, Simona; Jakobsson, Niklas; Svensson, Mikael**
The impact of cost-sharing on prescription drug demand : evidence from a double-difference regression kink design
European Journal of Health Economics
- **Geissinger, Andrea; Laurell, Christofer; Öberg, Christina; Sandström, Christian; Suseno, Yuliani**
The sharing economy and the transformation of work : evidence from Foodora
Personnel review

- **Gunn, V.; Vignola, E. F.; Wegman, D. H.; Hogstedt, C.; Bodin, T.; Orellana, C. (KI); O'Campo, P.; Albin, M.; Håkansta, Carin**
Labour market strategies addressing precarious employment and its impacts : A systematic review
European Journal of Public Health
- **Gunn, Virginia; Kreshpaj, Bertina; Matilla-Santander, Nuria; Vignola, Emilia F.; Wegman, David H.; Hogstedt, Christer; Ahonen, Emily Q.; Bodin, Theo; Orellana, Cecilia; Baron, Sherry; Muntaner, Carles; O'Campo, Patricia; Albin, Maria; Håkansta, Carin**
Initiatives Addressing Precarious Employment and Its Effects on Workers' Health and Well-Being : A Systematic Review
International Journal of Environmental Research and Public Health
- **Gustavsson, Tomas; Berntzen, Marthe; Stray, Viktoria**
Changes to team autonomy in large-scale software development : a multiple case study of Scaled Agile Framework (SAFe) implementations
International journal of information systems and project management
- **Håkansta, Carin**
Ambulating, digital and isolated: The case of Swedish labour inspectors
New Technology Work and Employment
- **Håkansta, Carin; Albin, Maria; Kreshpaj, Bertina; Gunn, Virginia; Hogstedt, Christer; Matilla-Santander, Nuria; O'Campo, Patricia; Orellana Pozo, Cecilia; Wegman, David H; Bodin, Theo**
Power resources and the battle against precarious employment : Trade union activities within a tripartite initiative tackling undeclared work in Sweden
Economic and Industrial Democracy
- **Hägglund, Maria; Cajander, Åsa; Rexhepi, Hanife; Kane, Bridget**
Personalized Digital Health and Patient-Centric Services
Frontiers in Computer Science
- **Karlsson, Jenny; Skålén, Per**
Learning resource integration by engaging in value cocreation practices : A study of music actors
Journal of service theory and practice
- **Katz, Katarina**
Transitionsekonomierna och kvinnoarbetet. Könsperspektiv på den ryska arbetsmarknaden
Tidskrift för Genusvetenskap
- **Khumalo, A.; Kane, Bridget**
Perspectives on record-keeping practices in MDT meetings and meeting record utility
International Journal of Medical Informatics
- **Kreshpaj, Bertina; Bottai, Matteo; Matilla-Santander, Nuria; Axén, Magnus; Orellana, Cecilia; Burström, Bo; Hemmingsson, Tomas; Jonsson, Johanna; Håkansta, Carin; Wegman, David H.; Bodin, Theo**
Business performance and occupational injuries trajectories in the construction sector in Sweden
Safety Science
- **Laaser, Knut; Karlsson, Jan Ch**
Towards a Sociology of Meaningful Work
Work, Employment and Society
- **Lagin, Madelen; Hakansson, Johan; Nordstrom, Carin; Nyberg, Roger G.; Öberg, Christina**
Last-mile logistics of perishable products : A review of effectiveness and efficiency measures used in empirical research
International Journal of Retail & Distribution Management
- **MacKenzie, Robert; McLachlan, Christopher J.**
Restructuring, Redeployment and Job Churning within Internal Labour Markets
Work, Employment and Society
- **Norfelt, A., Kock, F., Karpen, I. O., & Alexander, J**
Pleasure Through Pain: An Empirical Examination of Benign Masochism in Tourism.
Journal of Travel Research
- **Palm, Kristina; Bergman, Ann; Rosengren, Calle**
Private ICT-Activities and Emotions at Work - A Swedish Diary Study
Nordic Journal of Working Life Studies
- **Pelgander, L., Öberg, C., & Barkenäs, L**
Trust and the sharing economy
Digital Business

- **Rahnert, Katharina**
The teaching hand in remote accounting education : bringing mirror neurons into the debate
Accounting Education
 - **Regin Öborn, David**
Risks, possibilities, and social relations in the computerisation of Swedish university administration
New technology, work and employment
 - **Ringqvist, Josef**
Union membership and the willingness to prioritize environmental protection above growth and jobs : A multi-level analysis covering 22 European countries
British Journal of Industrial Relations
 - **Samuelsson, Peter; Witell, Lars**
Social Entrepreneurs in Service : Motivations and Types
Journal of Services Marketing
 - **Sebhatu, Samuel Petros; Enquist, Bo**
Values and Multi-stakeholder Dialog for Business Transformation in Light of the UN Sustainable Development Goals
Journal of Business Ethics
 - **Skälén, P.**
Public services and service innovation: A practice theory view
Nordic Journal of Innovation in the Public Sector
 - **Skälén, Per; Gummerus, Johanna**
Conceptualizing Services and Service Innovation : A Practice Theory Study of the Swedish Music Market
Journal of Service Research
 - **Sukhov, Alexandre; Olsson, Lars E.; Friman, Margareta**
Necessary and sufficient conditions for attractive public Transport : Combined use of PLS-SEM and NCA
Transportation Research Part A: Policy and Practice
 - **Trischler, Jakob; Svensson, Peter O.; Williams, Helén; Wikström, Fredrik**
Citizens as an innovation source in sustainability transitions - linking the directionality of innovations with the locus of the problem in transformative innovation policy
Public Management Review
 - **Vakulenko, Yulia; Arsenovic, Jasenko; Hellstrom, Daniel; Shams, Poja**
Does delivery service differentiation matter? : Comparing rural to urban e-consumer satisfaction and retention
Journal of Business Research
 - **Valizade, Danat; Cook, Hugh; Forde, Christopher; MacKenzie, Robert**
Are bargaining concessions inevitable in recessions? : An empirical investigation into union bargaining priorities and trade-offs of pay rises for job security
Employee relations
 - **Varman, Rohit; Vijay, Devi; Skälén, Per**
The Conflicting Conventions of Care : Transformative Service as Justice and Agape
Journal of Service Research
 - **Wiklander, Per-Ola**
Barn som tolk - några kommentarer med anledning av ett lagförslag
Förvaltningsrättslig Tidskrift
 - **Öberg, Christina; Aronsson, Håkan**
The fair trade of environmental effects and regional disparities
Industrial Marketing Management
- 2021
- **Alaqla, Ala Sarah; Kane, Bridget; Fischer-Hübner, Simone**
Machine Learning-Based Analysis of Encrypted Medical Data in the Cloud : Qualitative Study of Expert Stakeholders' Perspectives
JMIR Human Factors
 - **Ali Muhammad, Murtaza, Karlsson, Jenny; Skälén, Per**
How Has Digitalization Influenced Value in the Music Market?
International Journal of Music Business Research

- **Alves, Helena; Cepeda-Carrion, Ignacio; Ortega-Gutierrez, Jaime; Edvardsson, Bo**
The role of intellectual capital in fostering SD-Orientation and firm performance
Journal of Intellectual Capital
- **Amani Kacem, Dhekra Chebil, Sana Rouis, Rahma Ben Jazia, Donia Ben Hassine, Emna Arfaoui, Hela Sakly, Anis Maatallah, Slim Samet, Latifa Merzougui**
Risk factors for long-term hospitalization in patients with COVID 19
European Respiratory Journal
- **Axelsson, Jonas**
Frihetsbegreppet behövs i arbetslivsforskningen
Arbetsmarknad & Arbetsliv
- **Basahal, Abdulrahman; Forde, Chris; MacKenzie, Robert**
Labour market localisation policies and organizational responses : an analysis of the aims and effects of the Saudi Nitaqat reforms
International Journal of Organizational Analysis
- **Bertina Kreshpaj ,Theo Bodin, David H Wegman ,Nuria Matilla-Santander, Bo Burstrom, Katarina Kjellberg, Letitia Davis, Tomas Hemmingsson, Johanna Jonsson, Carin Håkansta, Cecilia Orellana**
Under-reporting of non-fatal occupational injuries among precarious and non-precarious workers in Sweden
Occupational and Environmental Medicine
- **Caprioli, Laura; Larson, Mia; Ek, Richard; Ooi, Can-Seng**
The inevitability of essentializing culture in destination branding : the cases of fika and hygge
Journal of Place Management and Development
- **Carlqvist, Catharina; Hagerman, Heidi; Fellesson, Markus; Ekstedt, Mirjam; Hellstrom, Amanda**
Health care professionals' experiences of how an eHealth application can function as a value-creating resource-a qualitative interview study
BMC Health Services Research
- **Cronin, Séan; Kane, Bridget; Doherty, Gavin**
A Qualitative Analysis of the Needs and Experiences of Hospital based Clinicians when Accessing Medical Imaging
Journal of digital imaging
- **Echeverri, Per**
Not so 'Eco' Service Ecosystems : Value Co-destruction Practices Affecting Vulnerable Patients in Special Transport
Journal of Creating Value
- **Edlom, Jessica; Karlsson, Jenny**
Hang with Me—Exploring Fandom, Brandom, and the Experiences and Motivations for Value Co-Creation in a Music Fan Community
International Journal of Music Business Research
- **Edlom, Jessica; Karlsson, Jenny**
Keep the Fire Burning : Exploring the Hierarchies of Music Fandom and the Motivations of Superfans
Media and Communication
- **Fontana, Enrico; Öberg, Christina; Poblete, León**
Nominated procurement and the indirect control of nominated sub-suppliers : Evidence from the Sri Lankan apparel supply chain
Journal of Business Research
- **Fotoh, Lazarus Elad; Lorentzon, Johan; Fossung, Michael Forzeh**
An empirical investigation of the audit expectation gap: Evidence from Cameroon
Journal of Accounting and Taxation
- **Geissinger, Andrea; Laurell, Christofer; Öberg, Christina**
Copycats among underdogs-echoing the sharing economy business model
Industrial Marketing Management
- **Gunn, Virginia; Li Ka Shing; Håkansta, Carin; Vignola, Emilia; Matilla-Santander, Nuria; Kreshpaj, Bertina; Wegman, David H.; Högstedt, Christer; Ahonen, Emily Q.; Muntaner, Carles; Baron, Sherry; Bodin, Theo**
Initiatives addressing precarious employment and its effects on workers' health and well-being: a protocol for a systematic review
Systematic Reviews
- **Gössling, Stefan; Larson, Mia; Pumputis, Aurimas**
Mutual surveillance on Airbnb
Annals of Tourism Research
- **Karlsson, Per; Noela, Massa**
Beliefs influencing students' career choices in Sweden and reasons for not choosing the accounting profession
Journal of Accounting Education

- **Karpen, Ingo Oswald; Senova, Melis**
Designing for Trust: Role and Benefits of Human-Centered Design in the Legal System
International Journal for Court Administration
- **Kvart, Signild; Jonsson, Johanna; Bodin, Theo; Håkansta, Carin; Kreshpaj, Bertina; Orellana, Cecilia; Östergren, Per-Olof; Nysten, Lotta; Matilla-Santander, Nuria**
Precarious Employment and Psychosocial Hazards: A Cross-Sectional Study in Stockholm County
International Journal of Environmental Research and Public Health
- **Lundberg, Helene; Öberg, Christina**
Teachers, researchers, but not innovators? : Rethinking university-industry collaboration
Journal of business & industrial marketing
- **Matilla-Santander, N.; Ahonen, E.; Albin, M.; Baron, S.; Bolívar, M.; Bosmans, K.; Burström, B.; Cuervo, I.; Davis, L.; Gunn, V.; Håkansta, Carin; Hemmingsson, T. Högstedt, C.; Jonsson, J.; Julià, M.; Kjellberg, K.; Kreshpaj, B.; Lewchuk, W.; Muntaner, C.; O'Campo, P.; Orellana, C.; Östergren, P.-O.; Padrosa, E.; Ruiz, M. E.; Vanroelen, C.; Vignola, E.; Vives, A.; Wegman, D. H.; Bodin, T. Consortium, All Members of the PWR Study**
COVID-19 and Precarious Employment: Consequences of the Evolving Crisis
International Journal of Health Services
- **Otterbring, Tobias; Bhatnagar, R.; Samuelsson, Peter; Borau, S.**
Positive gender congruency effects on shopper responses : Field evidence from a gender egalitarian culture
Journal of Retailing and Consumer Services
- **Per-Ola Maneschiöld; Diana Lucaci-Maneschiöld**
Nursing assistant's perceptions of the good work environment in municipal elderly care in Sweden –a focus group study
Journal of Health Organisation and Management
- **Rahnert, Katharina**
The teaching hand in remote accounting education: bringing mirror neurons into the debate
Accounting Education
- **Ringqvist, Josef**
How do union membership, union density and institutionalization affect perceptions of conflict between management and workers?
European journal of industrial relations
- **Siverbo, Sven**
The impact of management controls on public managers' well-being
Financial Accountability and Management
- **Sukhov, Alexandre; Lättman, Katrin; Olsson, Lars E.; Friman, Margareta; Fujii, S.**
Assessing travel satisfaction in public transport : A configurational approach
Research in Transportation Business and Management (RTBM)
- **Varman, Rohit; Skálén, Per; Belk, Russell W.; Chaudhuri, Himadri Roy**
Normative Violence in Domestic Service : A Study of Exploitation, Status, and Grievability
Journal of Business Ethics
- **Vink, Josina; Koskela-Huotari, Kaisa**
Social Structures as Service Design Materials
International Journal of Design
- **Vink, Josina; Wetter-Edman, Katarina; Koskela-Huotari, Kaisa**
Designerly Approaches for Catalyzing Change in Social Systems: A Social Structures Approach
She Ji: The Journal of Design, Economics, and Innovation
- **Williams, Kristin; Kane, Bridget; Clarke, Chris; Widdicks, Kelly**
The environmental impact of research communities: insights from conference sustainability chairs
Crossroads
- **Öberg, Christina**
Episodic supply chains at times of disruption
Supply chain management
- **Öberg, Christina**
Disruptive and paradoxical roles in the sharing economies
International Journal of Innovation Management

DOCTORAL and LICENTIATE THESIS

- **Abadzhiev, A.**
(2021) Wood We Change?: Business Model Innovation Towards Sustainability Transitions: Studying the Wood Construction Industry, Karlstad University Studies
- **Arsenovic, J.**
(2021) Proactivity in Service Failure and Service Recovery, Karlstad University Studies, 2021:25
- **Davoudi, S.**
(2021) What happened with the leviathan of the Public Sector?: The challenges of vertical coordination in regional public organizations and its effect on public value, Karlstad University Studies,
- **Molander, S.**
(2021) Enacting, Enabling, and Embracing Market Orientation: A study of Public-Private Dyads, Karlstad University Studies,
- **Samuelsson, P.**
(2021) Framing service innovation in healthcare, Karlstad University Studies,
- **Lindskog, Carin,**
(2022) Tensions experienced and balancing strategies used in Agile Software Development environments, Karlstad University Studies,
- **Stenseke Arup, Gustav,**
(2022) Entangled Law : A Study of the Entanglement of Wolves, Humans, and Law in the Landscape, Karlstad University Studies,
- **Ågren, Åsa,**
(2022) Rimlighetsavvägningens rationalitet : Om mötet mellan ekonomi och miljö i domstolsprövningar (Rationality and the Proportionality Principle : The Intersection Between the Environment and the Economy in Judicial Proceedings), Karlstad University Studies,

THESIS (Masters and Bachelor)

2022

- **Adolfsson, Natanael & Bergqvist, Linnea,**
Den formella kommunikationen har inte påverkats av hemarbete.
- **Aldrin, Astha,**
Motiverad eller inte motiverad? : En kvantitativ studie om hur psykosociala arbetsmiljöfaktorer påverkar arbetsmotivationen. (Motivated or not motivated? : A quantitative study on how psychosocial work environment factors impact on work motivation.)
- **Alf, Hedvig & Olsson, Emma,**
Polisens arbetsmiljö ur ett kvinnligt perspektiv : En kvalitativ studie om kvinnliga polisers upplevelse av sin arbetsmiljö
- **Alfredsson, Adina & Lidbäck, Julia,**
Distansarbetets påverkan på olika kulturtyper (The impact of teleworking on different types of culture)
- **Almström, Malin & Skau, Elin,**
Medarbetarnas medvetenhet och delaktighet i hållbarhetsarbetet kopplat till motivation : En kvantitativ studie på fallföretaget AstraZeneca (Employee awareness and participation in the sustainability work related to motivation : A quantitative case study at AstraZeneca)
- **Andersson Zarins, Pontus & Agnemyr, Gustav,**
Hållbarhetsredovisning som beslutsunderlag för investmentbolag
- **Andersson, Amanda & Hammarsten, Fanny,**
Hållbarhetsrapportering i banksektorn : En studie om hållbarhetsrapporteringens utveckling
- **Andersson, Elin & Rengärde, Lisa,**
Poliser i yttre tjänsts upplevelse av work-life balance, psykosocial arbetsmiljö och motivation : En kvalitativ studie inom en statlig myndighet
- **Andersson, Ellen,**
7 kap. 1 och 4 §§ Alkohollagen : I förhållande till artikel 36 FEUF

- **Arvidsson, Emil & Wahlström, Olle,**
Distansarbetets olika turers påverkan på Work Life Balance (The impact of distance-working rounds on Work Life Balance)
- **Astemo, Elina & von Schalien, Isabelle,**
”Organisationskultur äter strategier till frukost” : Gäller det även employer branding strategier? (“Organizational culture eats strategies for breakfast” : Does that include employer branding strategies?)
- **Axelsson, Ebba & Thulin, Elin,**
Mångfalds- och inkluderingsarbete ur ett lednings- och medarbetarperspektiv : En kvalitativ studie på ett pappersbruk i Mellansverige (Diversity and inclusion from a management- and employee perspective : A Qualitative study of a paper mill in central Sweden)
- **Barakhanova, Melissa,**
Organisationskultur & Distansarbete : En fallstudie om hur organisationskulturen i en svensk kommun påverkas av distansarbete (Organizational culture & Teleworking : A case study of how the organizational culture in a Swedish municipality is affected by teleworking)
- **Bengtsson, Sofia,**
Distansundervisning som undervisningsform under Covid19-pandemin : En studie där lärmiljöerna vid distansundervisning i Tyskland och Sverige jämförs (Distance teaching as a teaching method during the Covid-19 pandemic : A comparative study between Germany & Sweden)
- **Bjurström, Ann-Louise & Byström, Erica,**
Tid för arbete, tid för privatliv och tiden där emellan (Time for work, time for privacy and the time in between)
- **Chöler, Sara & Neidre, Annie,**
Pandemins påverkan på organisationskulturen : En kvalitativ studie om hur organisationskulturen påverkats vid omställningen till distansarbete (The pandemic’s impact on the organizational culture : A qualitative study of how the organizational culture has been affected by the transition to telework)
- **Corneliusson, Victoria & Truelson, Christina,**
Unga konsumenters uppfattning av nikotinföretags marknadsföring : En kvalitativ studie som undersöker unga konsumenters köpprocess
- **Dahlén, Jack,**
Value Driven Design for Development of Social Network Sites for LGBTQ+ users : A focus group study about local LGBTQ+ community values and design prospects for Social Network Sites
- **Dedorson, Linn,**
Trovärdighetsbedömningar av kvinnors asylberättelser : En diskursanalys av Migrationsverkets beslut och migrationsdomstolens domar (CREDIBILITY Assessments of women’s asylum claims : A discourse analysis of decisions by the Swedish migration agency and verdicts by the Swedish migration court)
- **Eissa, George & Deaibes, Amanda,**
Från rekrytering till karriär inom revisionsbyråer : En kvalitativ studie gällande jämställdhet inom revisionsyrket
- **Eriksson, Jennifer,**
Hur har ledarskapet påverkats av en påtvingad förändring till distansledarskap? : En kvalitativ studie om ledarskapets förändring på grund av distansarbete
- **Forsström, Alex & Karlsson, Fredrik,**
Hållbarhetsstyrning : En kvalitativ studie av styrpaket i stora företag (Sustainability management : A qualitative study of management control systems package in large firms)
- **Fredriksson, Matilda,**
Barns rätt att inte bli utvisade : Beträffande barn som omhändertagits i enlighet med lag (1990:52) med särskilda bestämmelser om vård av unga (A child’s right to remain in Sweden after its parents are deported : Children in care in accordance with the Swedish Care of Young Persons (Special Provisions) Act (SFS 1990:52))

- **Fält, Alice,**
Är förvarstagandet förenligt med barnets bästa ur ett rättssociologiskt perspektiv?
- **Hagersjö, Nadia,**
Från otukt till oaktsam våldtäkt : en kritisk diskursanalys av attityder och åsikter om sexualbrott från mellankrigstid till nutid (from obscenity to unattentive rape : A critical discourse analysis of attitudes and opinions regarding sexual offenses from the interwar period until today)
- **Hane, Sandra & Nilsson, Anton,**
Vaccinationsgrad mot covid-19 i Sveriges kommuner (Covid-19 vaccination rates by municipality in Sweden)
- **Heintz, Rebecka,**
När meddelar domstolen ett flyttningsförbud? : En rättsfallsstudie om stighbundenhet och tillämpningen av bestämmelserna om flyttningsförbud (When does the court issue a prohibition to relocate a child in preventive care? : A case study about path dependence and the application of the regulations to prohibit relocation of a child in preventive care)
- **Hergils, Alma & Persson, Alexandra,**
"Man blir rätt inslängd i det" : - En studie om att gå från student till personalvetare ("You pretty much get thrown right into it" : - The transition of student life to working life)
- **Hidegren, Alexandra & Hammarstrand, Lina,**
Ledarskapets roll i implementering av hållbarhetsmål : En studie inom svenska regioner
- **Hjelm, Marcus,**
EU:s direktivförslag om hållbar bolagsstyrning och dess potentiella inverkan på svensk aktiebolagsrätt : förenlighet med gällande rätt och företagsledningens skyldigheter i ljuset av förslaget (eu:s proposal for a directive on corporate sustainability and its potential impact on swedish company law : compatibility with established law and directors' duties in light of the proposal)
- **Hjelmaeus, Lovise,**
Långtidsarbetslöshet i Europa : En studie kring vad som orsakar långtidsarbetslöshet
- **Hjerpe, Frida,**
Examining the Post-purchase Behaviour of Second-hand Clothing : Extending Expectation Confirmation Theory
- **Holse, Alexia,**
Naturkatastrofens kraft på destinationers marknadsföring : En fallstudie om skogsbränderna i Ljusdals kommun 2018
- **Ifter Mesfin, Naomi,**
Sant eller falskt? : Frågan om den fria besvipsövnings förenlighet med Europakonventionen (True or false? : The question whether the free assessment of evidence is compatible with the European convention on human rights)
- **Ilia, Stefanie & Jansson, Heidi,**
CSRs betydelse vid nyrekrytering av ekonomistuderenter
- **Jaff, Daban & Tsegay,**
CSR-arbetet i praktiken : En kvalitativ studie som undersöker hur tre stora detaljhandelsföretag arbetar med CSR
- **Jonsson, Beatrice & Ljungkvist, Julia,**
Jämställdhetsarbete inom fastighetsbolag : En kvalitativ studie om chefers jämställdhetsarbete ifastighetsbolag (Gender equality work in real estate companies : A qualitative study of managers' gender equality work in real estate companies)
- **Jonsson, Eila & Andersson, Julia,**
Hälsa på arbetsplatsen utifrån medarbetarens perspektiv : En studie genomförd på en kommunal personalavdelning (Health in the workplace from the perspective of employees : A study conducted at a municipal human resources department)
- **Jonsson, Fanny & Brandel, Linda,**
Den frivilliga personalomsättningen under Covid-19 pandemin : En kvalitativ studie om bakomliggande faktorer som påverkat anställda till att byta arbete (The voluntary employee turnover during the Covid-19 pandemic : A qualitative study of underlying factors that have influenced employees to change jobs)

- **Jonsson, Jack,**
Trafikskadenämnden : Tillvaratas konsumentens intressen? (The Road Traffic Injuries Commission : Is the interest of consumers safeguarded?)
- **Karlhager Liss, Gustav,**
Koldioxidbudget som verktyg förökad hållbarhet : En fallstudie om förändringsledning för hållbarhet på ett tillverkande elektronikföretag (Carbon budget as a tool for increased sustainability : A case study on change management towards sustainability at a manufacturing electronics company)
- **Khatibi, Jasmin & Straubel, Stephanie,**
Covid-19 pandemins påverkan på stress och work life balance i arbetslivet : En kvantitativ studie om effekterna av hemarbete (The impact of the COVID-19 pandemic on stress and work life balance : A quantitative study of the effects of working from home)
- **Kolmodin, Clara & Kruse, Fia,**
Professionella ishockeyspelares upplevelser av Work-Life Balance, roller och kultur : ”Man får lära sig att förstå att man är lite av en cirkusapa som är anställd för att prestera” (Professional ice hockey players experiences of Work-Life Balance, roles and culture : “You get to learn to understand that you are a bit of a circus monkey who is employed to perform”)
- **Kruse, Camilla & Oregren, Helena,**
Vikariers påverkan på förskollärares psykosociala arbetsmiljö (The impact of substitutes on preschool teachers psychosocial work environment)
- **Lagerqvist, Ronja,**
Insamling av privatpersoners data på internet : En studie av privatpersoners medvetenhet om datainsamling: effekten av medvetenhet på engagemang för webbplatser och lojalitet (Collection of private data on the internet : A study of individuals’ awareness of data collection: the effect of awareness on website commitment and loyalty)
- **Landberg, Julia & Persson, Julia,**
Vart tog kvinnorna vägen? : Hur ledare arbetar med jämställda utvecklingsmöjligheter
- **Larsson, Fanny,**
Skyddat boende som ekonomiskt bistånd : Vilket ansvar har kommunen för våldsutsatta kvinnor och vilken rätt har våldsutsatta kvinnor att få bistånd i form av skyddat boende av kommunen (Safe house as a financial aid : What responsibility does a municipality have for abused women and what right do these women have to receive financial aid in the form of a safe house by the municipality)
- **Lennartzon, Louise & Porth, Katarina,**
Ett brev utan mening? : En kvalitativ studie om det personliga brevet (A letter without meaning? : A qualitative study of the cover letter)
- **Lilljebjörn, Elisabet & Nilsson, Johanna,**
Hybridledarskap : chefs upplevelser av att leda medarbetare både på plats och distans (Hybrid leadership : managers experiences of leading employees both at the office and remotely)
- **Lind, Matilda & Granholm, Sandra,**
Den formella och informella styrningens påverkan på social hållbarhet : En kvalitativ studie ur anställdas perspektiv i bankbranschen (The formal and informal controls impact on social sustainability : A qualitative study of employee’s perspective in the banking industry)
- **Ludvigsson, Jesper,**
En rätt till liv : I ljuset av plikten (A right to live : In the Light of Duty)
- **Låbbman, Julia & Norberg, Josefin,**
Det var ju lite skrattretande ibland när man är i det, och man får applåder från balkonger. : En kvalitativ studie om sjuksköterskors upplevelser av arbetsmiljön under pandemin. (It was a bit laughable sometimes when you are in it, and you get applause from balconies. We have not chosen this, we do our job : A qualitative study of nurses’ general experiences of the work environment during the pandemic.)
- **Magnusson, Ida & Arvidsson, Axel,**
Medarbetares upplevelser av frihetsgrader till följd av distansarbete i en pandemi. (Employees’ experiences of freedom degrees as a result of teleworking in a pandemic A Qualitative study)

- **Martinsson, Caroline & Winter, Filip,**
Women-Oriented Communities as Grassroots Innovators Striving for Gender Equality in the Tech Industry
- **Meyer, Felicia & Gomér, Victoria,**
Könet har ingen betydelse för att vara en bra ledare : En kvalitativ studie kring hur manliga och kvinnliga ledarskapssegenskaper påverkar anställdas välmående
- **Mugula, Malik & Gradin, Maya,**
Mitt i prick! : En kvantitativ studie som syftar till att undersöka vad studenterna på Karlstad Universitet tilltalas av och inte i två olika jobbannonser (Spot on! : A quantitative study that aims to exam what students at Karlstad University finds compelling and not compelling in two different job adverts)
- **Mujanovic, Ajnur & Österberg, Erik,**
The Dark Side of Mineral Sourcing : The Responsible Sourcing Practices of Industrial Manufacturing Firms
- **Muric, Nedzad,**
Styrning av projekt i offentligsektor – ett oklart ansvarsområde? (Project governance in the public sector - an unclear area of responsibility?)
- **Nelander, Amanda & Salenius, Nina,**
Distansarbete eller inte distansarbete? : En kvantitativ studie om kontorsanställdas upplevelse av den psykosociala arbetsmiljön vid arbete hemifrån under Covid-19 pandemin (Teleworking or not teleworking? : A quantitative study about white-collar workers experience of the psychosocial work environment when teleworking due to Covid-19 pandemic)
- **Nielsenm, Jennie & Hallqvist, Sara,**
Hur har det påtvingade distansarbetet under pandemin påverkat arbetstagarens motivation?
- **Nilsson, Emma & Nilsson, Julia,**
Distansarbetets påverkan på kompetensutveckling och villkor för lärande i organisationer till följd av pandemin : En kvalitativ studie inom tjänstemannasektorn (The impact of teleworking regarding skills development and conditions for learning within organizations due to the pandemic : A qualitative study in the white collar sector)
- **Norberg, Isak,**
Factors for Sustainable Services : Managing Service Sustainability for Municipal Companies within the Swedish Energy Sector
- **Nordström, Linnéa,**
Digitalisering i förskolan : En kvalitativ undersökning om hur arbetet med digitaliseringen ser ut ur ett personalperspektiv (Digitalization in preschool : A qualitative study of what the work with digitalization looks like from a personnel perspective)
- **Olsson, Amanda & Österberg, Victoria,**
Upplevelsen av jämställdhet och arbetsmiljö inom en mansdominerad bransch : En kvantitativ studie om könsskillnader i upplevd jämställdhet och arbetsmiljö. (The experience of gender equality and the work environment in a male-dominated industry: A quantitative study of gender differences in perceived gender equality and the work environment.)
- **Olsson, Julia & Pettersson, Matilda,**
Arbetstagares upplevelser av arbetsmiljön och dess påverkan i samband med covid-19-pandemin : En kvalitativ studie inom detaljhandeln (Employees' experiences of the work environment and its impact in relation to the covid-19-pandemic : A qualitative study in retail)
- **Olsson, Marcus & Juliusson, Wilma,**
Revisionsbranschen och hållbarverksamhetsstyrning : En kvalitativ studie av revisionsbyråer och dess användning av verksamhetsstyrning för att uppnå hållbarhet (The auditing industry and sustainable management control : A qualitative study of audit firms and its use of management control to achieve sustainability)
- **Pedersen, Elsa & Eriksson, Alva,**
How circular business models can increase the use of 3R's - a shift towards circular economy : Case study in Swedish stone material industry
- **Pellas, Mathilda,**
Barnfridsbrott : - Befogad kriminalisering eller ej? (Violation of a child's integrity : - Justified criminalisation or not?)

- **Pettersson, Sofia & Fredriksson, Rebecka,**
Medarbetares upplevda psykosociala arbetsmiljö med särskilt fokus på chefernas ledarskapsroll.
: En kvalitativ studie hos en statlig myndighet.
(Employees' perceived psychosocial work environment with special focus on the role of managers leadership : A qualitative study at a government agency)
- **Pirgholizadeh, Aydin & Gustavson, Anton,**
Den förlorade kontakten : En kvalitativ studie om gymnasielärares upplevelser av det påtvingade distansarbetet relaterat till Work-Life Balance och arbetstillfredsställelse under coronapandemin (The lost contact : High school teachers' experiences of forced tele work related to Work-Life Balance and work satisfaction during the corona pandemic)
- **Siewe, Rachel,**
Work-life balance under påtvingat distansarbete
- **Sigerud, Emilia,**
Barnets ställnings som brottsoffer vid fall av våld och sexuella övergrepp från vårdnadshavaren :
Finns det skäl att stärka skyddet?
- **Sjöman Duell, Sara & Dahlgren, Pia-Maria,**
Den psykosociala arbetsmiljön bland första linjechefer på ett mindre sjukhus : En kvalitativ studie om hållbarhet
- **Skeppstedt, Carl & Karlsson, Anna,**
Legitimizing gambling businesses' negative aspects in sustainability reports : A qualitative study of sustainability reports
- **Skytt, Karolina,**
Arbetskraftskultur i Sverige : Ett annorlunda paradis (Swedish Work Culture : A different kind of paradise)
- **Theens, Evelina & Nilsson, Ida,**
Hur vil dagens seniorer bo? : En studie för att underlätta fastighetsbolagens marknadsföring av konceptboende för seniorer
- **Thörner, Elin,**
Hemtagningsbegäran : På barnets och samhällets bekostnad (Hometaking request : At the expense of the child and society)
- **Törner, Martin & Gustafsson, Philip,**
Bakomliggande orsaker som påverkar beslutfattandet gällande miljöinvesteringar : En studie ur de privata fastighetsbolagens perspektiv
- **Viklund, Sara & Westberg, Johanna,**
Ohövligt beteende på arbetsplatsen : En kvantitativ studie om ohövligt beteende bland kontorspersonal (Workplace incivility : A study of workplace incivility among office workers)
- **Vänelid, Victor & Waltin, Johan,**
Ledares egenskaper för ett framgångsrikt resultat : En studie om män och kvinnor i ledarroller (Leaders' qualities for a successful result : A study of men and women in leadership roles)
- **Wahlberg, Anna,**
Gymnasielärares upplevelser om återgången till klassrumsundervisning efter digital distansundervisning under Covid-19-pandemin (High school teachers' experiences of the return to classroom teaching after digital distance learning during the Covid-19 pandemic)
- **Wahlberg, Johanna,**
Samtycke till frivilliga insatser enligt SoL och LVU : En utredning av möjligheten att besluta om insatser för barn när samtycket till frivilliga insatser inte är tillräckligt eller saknas (Consent to voluntary contributions according to SoL and LVU : An investigation of the possibility of deciding of contributions to children when the consent to voluntary contributions is not sufficient or missing)
- **Wahlgren, Johan & Manninen, Emil,**
Revisorers uppfattning om hållbarhetsbestyrkande : En kvalitativ studie om hållbarhetsredovisning och bestyrkande i finanssektorn (Auditors' perception on sustainability assurance : A qualitative study on sustainability reporting and assurance in the financial sector)
- **Wahlund, Johanna & Yemane, Hanna,**
Deprimerad på grund av depressionen? : En ekonomisk studie om psykisk hälsa och konjunkturcykeln (Depressed because of the depression? : An economic study on mental health and the business cycle)

- **Westerlund, Martin & Niemi, Victor,**
Implementering av Agenda-2030 inom kommunal verksamhet : En fallstudie kring kommunal verksamhetsstyrning
- **Woldu, Elilta & Saeed, Sumaya,**
Upplevelser av digital undervisning bland lärare och studenter : En kvalitativ studie om distansundervisning, digitalkompetens och work-life-balance (Experiences of digital teaching among teachers and students : A qualitative study of distance education, digital competence, and work-life balance)
- **Zahiti, Artina & Kinnander, Madeleine,**
Kostnads-nyttoanalys av elbilar i Region Värmland : Är det samhällsekonomiskt försvarbart att elektrifiera Region Värmlands bilar
- **Ziegenbein, Marius-Lukas,**
Fighting the Biggest Lie on the Internet : Improving Readership of Terms of Service and Privacy Policies
- **Åberg, Emma & Wänman, Maja,**
Hållbarhetsredovisning som krav för mikro-, små- och medelstora företag

2021

- **Al-Chaderchi, Balsam,**
Projektledarens agerande under krissituationer : En kvalitativ studie om krishantering under Covid-19
- **Alikadic, Emma & Östling, William,**
Arbetstagarers upplevelser av distansarbete till följd av Covid-19 pandemin : En kvalitativ studie om konsekvenserna på den psykosociala arbetsmiljön (Employees' experiences of teleworking due to the Covid-19 pandemic : A qualitative study about the consequences on the psychosocial work environment)
- **Artan, Josefine & Gjedsted, Julia,**
”Det är en livsstil att vara ledare” : Kvinnliga chefers upplevelser av balansen mellan chefskap och hemmaliv (”Being a leader is a lifestyle” : Female managers perception of balance between leadership and homelife)
- **Axelsson, Josefine & Färlin, Julia,**
Planeringsarbetets påverkan på montörers välmående vid manuell montering : En fallstudie inom den svenska tillverkningsindustrin
(Planning works impact on the wellbeing of assemblers in manual assembly : A case study within the Swedish manufacturing industry)
- **Berglund, Elin,**
Främjande av hållbar konsumtion med hjälp av digitala skärmar : En kvantitativ studie av digitala skärmars innehåll och dess påverkan på konsumtion (Promoting sustainable consumption with the help of digital screens : A quantitative study of the content of digital screens and its impact on consumption)
- **Bergström, Emma & Jansson, Erica,**
Unga vuxnas syn på attraktiva arbetsgivare : En kvantitativ undersökning om hur man som arbetsgivare ska arbeta för att attrahera och behålla Unga vuxna (Young adults view on attractive employers : A quantitative study about how employers should work to attract and keep Young adults)
- **Björklund, Moa & Wallén, Caroline,**
Tjänstefiering och dess möjliga värdeskapande inom Electronic Manufacturing Service marknaden : En kvalitativ fallstudie av Inission AB (Servitization and its possibility for value creation within the Electronic Manufacturing Service market : A qualitative case study of Inission AB)
- **Carlsson, Carolina,**
Klimatutmaningar för en hållbar försörjningskedja utifrån ett inköpsperspektiv : En fallstudie inom bygg- och anläggningssektorn (Climate challenges for a sustainable supply chain from a purchasing perspective : A case study within the construction sector)
- **Eriksson Lilja, Calle & Boström, Gabriel,**
Hållbarhetsarbete : En kvalitativ studie om inre och yttre motivationsfaktorer i SME-företag (Sustainability practice : A qualitative study about intrinsic and extrinsic motivational factors in SME:s)
- **Eriksson, Daniel & Ling, Viktor,**
I gränslandet mellan frihet och social stimulans : En kvalitativ studie om distansarbetets påverkan ur ett socialt perspektiv (In the borderland between freedom and social stimulus : A qualitative study of the impact of telework from a social perspective)

- **Eriksson, Simon & Sandberg, Robin,**
Hur skapas värde inom ett hållbart tjänsteekosystem? : En kvalitativ studie utifrån ett tjänstedominant perspektiv (How is value created within a sustainable service ecosystem? : A qualitative study from a service dominant perspective)
- **From, Celia,**
Women in Computer Engineering : An exploratory study of motivation and mentorship (Women in Computer Engineering : An exploratory study of motivation and mentorship)
- **Gustafsson, Amanda & Lundin, Lisa,**
Kundperspektivet på klädföretags engagemang inom CSR : En kvalitativ studie av kunders uppfattningar av klädföretags drivkrafter och engagemang för Corporate Social Responsibility (The customers perspective on clothing companies' involvement of CSR : A qualitative study on customers perception on clothing companies motives and involvement of Corporate Social Responsibility)
- **Haghshenas, Nima,**
Agile transformation, from classical- to agile project management in a multidisciplinary production environment, a case study (Agile transformation, from classical- to agile project management in a multidisciplinary production environment, a case study)
- **Holmer, Albert,**
Hållbarhetsarbete 2021, vart står vi? : En studie om erfarna projektledares upplevelse av hållbarhet inom evenemangsbranschen (Sustainability work 2021, where do we stand? : A study of experienced project managers' experience of sustainability in the event industry)
- **Håkansson, Karl & Karlén, Oskar,**
Vilken påverkan har padel på personers arbetstillfredsställelse? : En kvalitativ studie om arbetstillfredsställelse och effekten av fysisk aktivitet (What effect does padel have on people's job satisfaction? : A qualitative study in job satisfaction and the effect of physical activity)
- **Jakupovic, Ajla,**
Implementation of the Scrum methodin a healthcare project : A case studied at Region Västra Götaland
- **Johansson, Niklas & Reuterhäll, Erik,**
Hållbart Kundvärde : En Fallstudie Inom Transportsektorn
- **Johansson, Pontus & Paulsson, Sofie,**
Komfortskapande i miljörevisioner : En studie om revisorers arbetsprocess vid certifieringsrevisioner av ISO 14001 (Comfort producing in environmental audits : A study of auditors work process at certification audits of ISO 14001)
- **Jonsson, Justus,**
Ömsidighet eller våldtäkt? : Våldtäktsbrottets gråzon - En rättslig analys (Consent or rape? : The gray area of rape - A legal analysis)
- **Jovasevic, Boris,**
Motivation inom projekt vid påtvingade omständigheter
- **Kalfas, Diana & Lassen, Pål,**
Arbetsstagares upplevelser av Work-Life Balance och påtvingat distansarbete till följd av en pandemi. : En kvalitativ studie inom offentlig verksamhet. (Employees' experiences of Work-Life Balance and forced telework as a result of a pandemic. : A Qualitative study in the public sector.)
- **Karlsson, Felicia & Björkman, Elin,**
Påverkar distansarbete chefers ledarskap? : En kvalitativ studie om hur ledarskap förändras till följd av distansarbete (Does teleworking affect managers leadership? : A qualitative study of how leadership changes as a result of teleworking)
- **Karlsson, Tindra & Ghadirian Lindström, Sara,**
Gränsen : En kvalitativ studie om gränsdragning mellan arbetsliv och privatliv. (The Boundary : A qualitative study of demarcation between work life and personal life.)
- **Karlsson, Tobias & Andersson, Hanna,**
Hur styrs en region i syfte att uppnå hållbarhet? : En fallstudie av Region Värmland (How is a region governed in order to achive sustainability? : A case study of Region Värmland)

- **Kurshid, Ayman & Landoberg, Sharawan,**
Ledarskap för ett lyckat CSR arbete :
Ledarskapsstilar: nyckeln till medarbetarnas engagemang inom CSR (Leadership for a successful CSR work : Leadership styles: the key to successful employee engagement in CSR)
- **Langmoen, Martin, S**
påbarhet av vildsvin - digitalisera vilt : En kvalitativ intervjustudie ur jägarperspektiv med fokus på blockkedjeteknik (Taceability of Wild Boar - Digitize Game : A Qualitative Interview Study from the Hunters Perspective using Blockchain Technology)
- **Lannhard, Matilda & Larsson, Linn,**
Är KRAV ett krav närkonsumenter väljer livsmedel? : En kvantitativ studie om konsumentersköpintention till KRAV-märkta livsmedel
- **Larsson, Ida & Pettersson, Linn,**
Attityder till arbetet inom revisionsyrket : En kvalitativ studie med fokus på generationer, kön och livssituationer (Work attitudes within the auditing profession : A qualitative study focusing on generations, gender, and life situations)
- **Lindström, Konrad & Engdahl, Pontus,**
Global Reporting Initiative-rapportering i två branscher : En komparativ studie om Global Reporting Initiative-rapportering (Global Reporting Initiative-reporting in two industries : A comparative study on Global Reporting Initiative-reporting)
- **Ljungberg Tarasoff, Emma & Jacobs, Nicole,**
Hur prioriterar SME-bolag vid val av leverantör? : En kvalitativ studie om beslut och legitimitet. (How does SMEs prioritize when choosing a supplier? : A qualitative study on decisions and legitimacy.)
- **Lyckerius, Linnéa & Sundin, Evelina,**
Jakten på lycka : En kvantitativ studie om påverkan på det subjektiva välbefinnandet (The pursuit of happiness : A quantitative study about the impact on the subjective well-being)
- **Löf, Sofia,**
Digitalt utanförskap hos äldre : En studie om faktorer som påverkar äldres användning av digitala vårdtjänster (Digital Exclusion of Older People : A study of factors that influence the use of digital healthcare services by the elderly)
- **Mattsson, Rebecca,**
Småbarnsföräldrars upplevelse av work-life balance under Coronapandemin (Work-life balance experienced by parents of toddlers during the COVID-19 pandemic)
- **Nilsson, Lena,**
Distance Education in high schools in Sweden during Covid-19 : Analysis of students' perceptions
- **Oskarsson, Frida,**
Vad händer om det händer? : Projektledares och säkerhetsansvarigas syn på evenemangssäkerhet avseende publikens beteende (What happens if it happens? : Project managers' and security officers' perceptions of event safety regarding audience behavior)
- **Petersohn Esentials, Simon,**
Digitalisering inom vård och omsorg : Förberedelser inför digitalisering av arbete inom äldreomsorgen (Digitization in Health and Social Care : Preparing for Digitization within Elderly Care)
- **Pålsson Junkergård, Malin,**
Bryr projektledare sig om risker i projekt? : En studie om projektledares tillämpning av riskhantering i samhällsutvecklingsprojekt.
- **Sandsjö, Rasmus,**
Venezuelas ekonomiska misslyckande : Ett fall av naturresursförbannelsen? (Venezuela's Economic Failure: A case of the natural resource curse?)
- **Schedrin, Jessica & Isaksson, Ida,**
Omställning till ett arbetsliv på distans : En kvalitativ studie om hur krav, kontroll och stöd samt work-life balance påverkar föräldrar vid distansarbete (A life adjusting to working remotely : A qualitative study of how demand, control, support and work-life balance is affected by full-time employed parents adjusting to working remotely)

- **Schwarz, Patrick,**
Prediction with Penalized Logistic Regression :
An Application on COVID-19 Patient Gender
based on Case Series Data
- **Strid, Nina,**
Att leda volontärer i projekt : Vilka utmaningar
möter projektledare i ideella organisationer
(Leading volunteers in projects : What challenges
does project managers face in non-profit
organisations)
- **Thorstensson, Esra,**
The impact of Working from Home on
productivity during COVID-19 : A Survey with
IT Project Managers
- **Tran, David,**
Multicultural project settings : Perceived
challenges (Multikulturella projektmiljöer :
Upplevda utmaningar)
- **Uusitalo, Klara & Rydén, Ellen,**
Hållbarhetsredovisning och FN:s globala mål
för hållbar utveckling : En kvalitativ studie av
de globala målens påverkan på fastighetsbolags
hållbarhetsredovisning
- **Wahlberg, Sofia,**
Beskattning vid tillfälligt arbete i Sverige : En
studie av införandet av synsättet ekonomisk
arbetsgivare vid tillfälligt arbete i Sverige
- **Wegerstedt, Andreas & Palani, Zana,**
COVID-19 pandemins påverkan :
Pandemins påverkan på work-life balance
och interaktioner (COVID-19 pandemic
impact : The pandemic's impact on work-life
balance and interaction)
- **Zoltek, Gabriela Anna,**
Team members' perspectives on communication
after the transition to virtual teams due to the
COVID-19 outbreak.
- **Åhlin, Isabell & Norell, Sara,**
Upplevelser av distansarbete till följd av COVID-
19 : En kvalitativ studie om medarbetares
upplevelser av balans mellan arbete och
privatliv samt sociala och psykologiska aspekter
(Experiences of teleworking due to COVID-19
: A qualitative study of employee's experiences
of work life balance, as well as social and
psychological aspects)



Some facts and figures



Established

2009

10 483
*Applications

- Core values**
- Competitive
 - Value-adding
 - Collaborative
 - Innovative

9
Bachelor programmes

9
Master programmes

4
Doctoral programmes

3 200
Students

28
Doctoral students



141
*International partner universities

1 223
Organizational touch-points

2 579
@LinkedIn_alumnus

292
**Outgoing exchange students

584
**Incoming exchange students

Students core competences

- Application of knowledge
- Communication skills
- Critical thinking
- Responsible behaviour
- Leadership qualities
- Teamwork skills



Areas of expertise

139
Faculty

*2022, **2018-2022

