

SCHOOL OF MANAGEMENT

iaelyon



iaelyon School of Management: Sustainability Report



2019
-
2021

PRME & UN Global Compact Report



PRME



IAE FRANCE
Écoles Universitaires
de Management



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and faculty of iaelyon who agreed to share their
experiences.

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What are PRME and the UN Global Compact?

PRME Principles for Responsible Management Education

an initiative of the 

The Principles for Responsible Management Education (PRME) is an initiative supported by the United Nations and founded in 2007. Working through Six Principles, PRME engages business and management schools to ensure they provide future leaders with the skills needed to balance economic and sustainability goals, while drawing attention to the Sustainable Development Goals (SDGs) and aligning academic institutions with the work of the UN Global Compact.

The 6 principles of PRME



Principle 1 | Objectives

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



Principle 2 | Values

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



Principle 3 | Methods

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



Principle 4 | Research

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



Principle 5 | Partnership

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



Principle 6 | 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.

SUSTAINABLE DEVELOPMENT GOALS

The 17 Sustainable Development Goals (SDGs or Agenda 2030) were adopted by all 193 countries of the United Nations. They are an action plan for peace, humanity, the planet and prosperity, based on multi-stakeholder partnerships. They aim to transform our societies by ending poverty and ensuring a just transition towards sustainable development by 2030.

“Universal, inclusive and interconnected, these goals call for action by all and establish a common universal language. The SDGs are a reference framework for action, a tool for raising awareness, a source of economic opportunities and a lever for multi-stakeholder collaboration.”

Source: UN GLOBAL COMPACT website, February 2020



iaelyon: key figures

8,000

students
in Initial Education,
Work-Study and
Continuing Education
programs

150

Partner universities
of which **50%**
have international
accreditations (AACSB,
EQUIS, EFMD Program
Accredited, AMBA, etc.)

2,000

socio-economic
partnerships
including **50** top-tier
partnerships



A network of

65,000

alumni

1,600 Master's degree graduates every year

1,400 Bachelor's degree graduates

165 professors and research professors

1,000 expert practitioners

95 international visiting professors

Over

357 million euros generated annually by the activities of iaelyon in Auvergne-Rhône-Alpes

SCHOOL OF MANAGEMENT

iaelyon

UNIVERSITÉ JOSEPH MOULIERS

Our main commitments in social responsibility

1955

Founding of the IAE schools by Gaston Berger, a humanist philosopher and entrepreneur, the inventor of the concept of strategic foresight

1990

Launch of the first off-campus program in Eastern Europe, a system to train executives in emerging countries

2003

Launch of the first degree program in CSR

1996

Founding of the first Work-Study programs, focusing on assistance for organizations and access to business studies for all

2008

Creation of the Sustainable Performance transversal research team at the Magellan Research Center

2012

- o Assessment of the positive impact of the activities of iaelyon on the regional ecosystem with the BSIS assessment tool
- o Creation of the Chair on the Value of Cooperative and Mutual Models

2013

Membership in the UN Global Compact and PRME

2014

Launch of the Volunteering and Management in Associations (BMA) module, to increase first-year bachelor students' involvement in associations. 16,000 hours completed every year by first-year students, benefiting the local area



2016

- o Publication of the first PRME and Global Compact Report on the school's progress in social responsibility
- o Creation of the International CSR Network, which each year brings international partners together at iaelyon to discuss CSR practices
- o Creation of the Chair on the Value of Care

2015

Implementation of the Charter of Societal Responsibility and Commitments at the school

2018

Publication of the second PRME and Global Compact Report

2021

- o Quality of life at the school: HappyIndex®AtSchool, iaelyon ranks first in the University category
- o Quality of Work Life: Appointment of a Quality of Work Life (QWL) Manager on the Leadership and Engagement team of iaelyon as part of the Great Place to Work® system
- o Expansion of the Volunteering and Management in Associations module to the 'DU Passerelle' Gateway for Students in Exile program offered by Jean Moulin University

2019

- o Launch of the CSR Steering Committee to provide orientation and monitor the measures taken
- o Appointment of an Equality Coordinator at iaelyon
- o Launch of the QSE-CSR Club of iaelyon Alumni

2020

Appointment of a Disability Coordinator



Principle 1



Objectives

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.

Renewal of our commitments

A socially responsible school since 1956

With a long-standing culture of being a socially open and responsible organization, aware of its impact on its ecosystem, iaelyon, the leading public stakeholder in business education and research in the Auvergne-Rhône-Alpes region, has made its commitment to CSR a permanent, sustainable one.

iaelyon fully integrates social responsibility into all of its academic courses and programs, its research activities and relations with internal and external stakeholders: students and alumni, faculty and staff, companies and organizations, and in its ties to the local area, the environment and civil society as a whole. iaelyon's adherence to the principles of PRME and the UN Global Compact, for nine years now, has helped the school structure its progress and affirm its commitments.

This fourth report by iaelyon highlights our achievements and our way forward regarding the 6 UN Principles for Responsible Management Education.



Christian Varinard

Dean, iaelyon School of Management
Jean Moulin University



iaelyon School of Management has been a member of PRME and the UN Global Compact for a little over 9 years. Since that time, two successive management teams have sought to increase the school's commitment to the United Nations principles and 17 Sustainable Development Goals (SDGs), placing greater emphasis on the dimension of social responsibility and impacts more generally.

Social responsibility is thus a strong focus of engagement for the school, which is dedicated to training professionals with strong technical skills in business administration, but also with the critical competencies they'll need for responsible, sustainable management. This means seamlessly integrating the various dimensions of the social responsibility of organizations into our academic programs, research activities and the relationships we have with all the components of our ecosystem.

In an ever-changing society in which corporate social responsibility has become an essential factor, we have decided to engage in a process of continuous improvement, as reflected in particular by the formation in 2019 of a steering committee that provides orientation and monitors the measures taken by faculty, staff and students, whose commitment to matters of sustainable development is often remarkable.

Our community has a responsibility to do its best to ensure that its activities bring us closer to making the world a sustainable place. This report highlights the areas in which iaelyon has made progress since the last report, by rolling out new measures and initiatives. It also sets concrete goals to keep the school moving forward, by improving its internal practices regarding sustainable, responsible development.



Eric Lambert

Secretary General, Boiron Group,
Chair of the Board, iaelyon School of Management



“Isn't this what's currently expected of a business school? To train and educate future leaders to deal with the economic, social and environmental challenges that are emerging in every area of business expertise, and prepare them to design and deploy activities and organizations that are undergoing profound change?”

Believing in their talents by creating the right conditions for them to develop, holding ourselves to high standards, unleashing potential, inspiring innovation and ensuring that sharing and caring are the biggest drivers of value creation for the managers of the future: that's what we do at iaelyon School of Management.”







Principle 2



Values

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

iaelyon is a school of knowledge and life skills. Empowering students to build and achieve their plans for the future means not only training expert practitioners, but also training responsible citizens and caring colleagues, who share the desire to have a positive impact on their environment on a daily basis.

For the entire iaelyon community, the school's motto, "Think Large", is a concept manifested in everything the school does, including research conducted within companies, International Week – an annual event during which the school welcomes in the outside world – and association-based initiatives. And, on a daily basis, through its courses and seminars, iaelyon inspires people to take a new perspective on the world.

Main achievements 2019-2021

The CSR steering committee

The CSR steering committee, set up in 2019, helps provide orientation and measure the CSR actions taken by the school across all of its areas of activity. It brings together representatives from every area: academic programs and the student experience, research, alumni and corporate partnerships. The committee meets twice a year, to review the commitments in each field and to suggest developments.

The values of iaelyon

iaelyon, a school within a university, upholds the values of the French Republic, of equal opportunity and upward mobility. iaelyon is a globally-minded school that values critical thinking and upholds high standards while seeking diversity and fostering the development of talent. To meet the environmental, social and organizational challenges that our world is facing, students are encouraged to get involved with associations, have an international outlook and experience harmonious community living.

Quality of life at the school: a key focus



One of iaelyon's strategic objectives is the quality

of life at work and school. It is the third key focus, which reads: "Strengthening school spirit to encourage a collective commitment for the benefit of the community. On the one hand, regarding the students, this involves taking actions to help them get oriented at the school right from the beginning, as well as developing the alumni network by facilitating synergies with the students. On the other hand, concerning the school's faculty and staff, the top priority is to set up a Quality of Work Life (QWL) process to create a sense of belonging and promote the employer's brand. More generally speaking, actions will be taken to facilitate and develop collective projects based on shared values."

- HappyIndex®AtSchool: Conducted by ChooseMyCompany, a firm specializing in collecting, analyzing and publishing certified reviews, the Happy At School ranking is based entirely on student reviews. The results, published on March 11, 2021, rank iaelyon in the top spot in the “University” category.
- Appointment of a Quality of Work Life (QWL) Manager on the Leadership team in March 2021 and initiation of the process to achieve the Great Place To Work® certification. QWL is on the school’s agenda, and actions have been taken to make progress in this area. For example, as part of the Quality of Work Life Week in June 2021, a webinar designed especially for the faculty and staff of iaelyon was organized in collaboration with the French National Agency for the Improvement of Working Conditions (ANACT) on the topics of Quality of Work Life and Working Together.

Diversity and inclusion: supporting all forms of diversity



26% scholarship students based on social criteria

37% students from low and middle socio-economic backgrounds

- Appointment of an Equality Coordinator at iaelyon whose main role is to support the efforts of the university’s Unit to Combat Discrimination and Harassment (CADH). The Equality Coordinator is in charge of raising awareness in the academic community about the challenges involved in the fight

against discrimination. Find out more about the CADH: <https://youtu.be/iOx5mvi73wI>

- Participation in PAUSE, the Program for the Urgent Aid and Integration of Academics and Scientists in Exile, funded by the Ministry of Higher Education, Research and Innovation (MESRI) and by the Foreign Affairs Ministry (MAE): a Syrian teacher has been working at iaelyon since September 2020.
- Appointment of a Disability Coordinator in 2020, which has made it possible to:
 - increase communication about assistance for students with disabilities, by creating a dedicated page on the website;
 - provide faculty with tools to help students with disabilities, through the teacher’s guide available on iaelyon’s faculty and staff intranet.

2021 - A year of solidarity at Jean Moulin University



Early 2021 was marked by a series of solidarity measures put in place by Jean Moulin University - Lyon 3 to help the university’s students, faculty and staff cope with a difficult situation characterized by a year of public health crisis that aggravated existing financial, social and digital issues.

- The fight against financial and social precarity was assisted by financial aid for students, aiming to cover part of their transportation costs, or, for students living in individual accommodation, an energy insecurity and housing subsidy.

- In the fight against the digital divide, a budget of approximately 80,000 euros was allocated to enable students facing hardship to buy a computer. The university continued its program of lending computers and 4G dongles, already set up in 2020, and it also gave students impacted by the digital divide priority access to computer rooms.
- The fight against period poverty: free distribution of period underwear and installation of dispensers providing organic cotton menstrual products.
- Dropout prevention: setting up the “Objectif Réo” program aimed at all first-year students. In this dropout prevention program, students put their studies on hold and take three months of remedial courses in basic subjects, while simultaneously working on both their career plan and their applications to higher education institutions in France, known as Parcoursup. They also discover a variety of professional environments and academic programs. At the end of the semester, the students are well equipped to successfully reorient their studies. In January 2021, the program was only open to law students. Since January 2022, it has been open to all students at the university.

- #Giving Tuesday: iaelyon has joined this great global solidarity movement: iaelyon



participated for the first time in this initiative by organizing in early December 2020 a large toy drive to collect toys from the school’s students, faculty and staff. Two local partners were selected for the distribution of these donations: the Institute of Hematology and Pediatric Oncology (IHOPe), for young hospitalized patients, and a homeless shelter, the Foyer Notre-Dame des Sans-Abri, for children staying at the shelter.



After a very successful three-week drive, a large number of new or used toys in very good condition, such as board games, creative games, developmental toys, etc., were provided by teams from iaelyon on December 10th at the Foyer Notre Dame des Sans Abri and on December 16th at IHOPe, in time to delight the little ones with Christmas gifts.

Student Solidarity Collective (CSE)

Created in March 2020 during the first COVID-19 lockdown in France, the Student Solidarity Collective aims to endure over time so that it can continue providing support to students facing hardship, with a solidarity grocery store, a student buddy program, recycling of clothes, tableware and household textiles, as well as psychological support for the most isolated students. During the first lockdown, around 2,000 students received assistance. In the 2020-2021 academic year, 164 iaelyon students enjoyed moments of togetherness with the CSE, as part of their Volunteering and Management in Associations module.



Quality of life at the school:

- Organization of seminars and webinars for faculty and staff
- Creation of a collective charter on respect and kindness at work
- Deployment of the Great Place To Work® program

Diversity and inclusion:

- Developing training modules to raise awareness about sexual assault and sexist behaviors, for the students, faculty and staff of the university
- Continuing delivery of training modules on disability for the students, faculty and staff of iaelyon:
 - Conference on disability awareness for iaelyon master's degree students
 - Participation of iaelyon in Duo Day - a day of immersion at a company for people with disabilities.







Principle 3



Methods

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

From undergraduate to PhD, the degree and executive programs offered by iaelyon School of Management cover the entire spectrum of careers involved in transforming, developing and managing organizations. To provide our students with the skills they'll need to manage people and businesses, the school's customizable tracks optimize graduate employability by offering dual degrees and specializations.

Among the courses offered, some are explicitly dedicated to CSR, while others integrate the concept of responsible management into their curriculum and through the student experience.

Main achievements 2019-2021



CSR Programs

Program	Number of hours	Number of students 2019-2020	Number of students 2020-2021
Bachelor's degree years 2 and 3 Management of Teams and Sustainable Development (Work-Study program)	460h	Bachelor year 2: 26 Bachelor year 3: 66	Bachelor year 2: 23 Bachelor year 3: 63
Master's degree year 2 Integrated Certification and Overall Performance (Work-Study)	Master's degree year 2: 388h	Master's degree year 2: 25	Master's degree year 2: 19
Master's degree year 2 Social Audit, Social Responsibility of Stakeholders, Ethics and Sustainable Development (Work-Study)	330h	16	19
Master's degree in Management of Operations and Quality - QSE - Quality Safety Environment - Manager Program (Work-Study, in partnership with ESQESE and ISARA Lyon)	Master's degree year 1: 601h Master's degree year 2: 506h	Master's degree year 1: 42 Master's degree year 2: 44	Master's degree year 1: 42 Master's degree year 2: 49
University degree in Management of the Quality of Work Life and Health (continuing education)	154h	20	16

CSR oriented courses

	2019-2020	2020-2021
Number of courses	79	78
Of which international seminars	4	7
Number of hours	1,444	1,437
Of which duration of international seminars	72	126
Number of students	2,308	2,421
Of which participants in international seminars	120	210

A list of courses integrating aspects of CSR is attached to this report.

Program

Volunteering and Management in Associations (BMA)



During the first year of their bachelor's program, iaelyon students have to complete 20 hours of volunteer work in the form of the Volunteering and Management in Associations (BMA) module. This provides students with an immersion in the world of associations, in order to better understand it and increase their empathy. The BMA is an initiative of iaelyon that has been implemented since fall semester of 2014.

Between 2019 and 2021, 1,630 iaelyon students had the opportunity to discover the world of associations through the Volunteering and Management in Associations (BMA) module, with organizations such as: UNICEF, Handicap International, Human Appeal, Human'Afrique, Solidarité Afrique, Secours Populaire and Resto du Cœur.



Enrolled in the bachelor's degree in Management and Humanities, Albane completed her BMA module at the Student Solidarity Collective of Lyon 3, in 2020-2021:

"Our role was to distribute groceries and personal hygiene products to students in need. We were involved in contacting corporate donors and donating stores, but we also called certain students on the phone, in order to help them deal with situations of extreme isolation".

Valentine, a student enrolled in the bachelor's degree in Management and Humanities, completed her BMA module in 2020-2021:

"I did my BMA at a humanitarian association: Help Night Lyon. Outreach visits were carried out every Sunday night to give out food and drinks and care packages to people in need. I really liked being a volunteer in this association, because the atmosphere and mentality were very pleasant (...). As I liked doing it and feeling useful, I decided with a friend to continue participating in Help Night Lyon for 4 months, rather than just stopping after the required 20 hours."



Economic, financial and budgetary education: iaelyon and EDUCFI



iaelyon is part of the national strategy for economic, financial and budgetary education,

“EDUCFI”, within the framework of an agreement signed between the IAE FRANCE network and Banque de France. This system has two levels of supervision: political (economic and financial ministries) and operational (Banque de France).

The participation of iaelyon in EDUCFI, alongside 6 other IAE schools in France, is mainly structured around two areas of action:

- Involvement of students from the finance, banking and insurance sectors, to provide training and lead workshops for young people on financial and budgetary issues;
- Implementation of a survey sent to all Jean Moulin University students with the aim of taking stock of the knowledge and deficiencies of a broad group of young people, who are heterogeneous in terms of their economic, financial and budgetary education (about 840 responses). Analysis of the responses is currently being completed.

International



As part of iaelyon International Week, held at the school since 2007, CSR seminars and research seminars are offered to students, and, since 2013, a workshop on sharing business schools' CSR practices is also offered:

International Week 2020 - In person:

- 6 CSR seminars
- 1 research seminar including the theme of CSR:
 - Negative and Positive CSRs and their Role for the Digital World - Eddy Souffrant, University of North Carolina, Charlotte, United States

- 1 CSR International Network seminar: 3 talks (8 participants from outside iaelyon)
 - Gender and Equal Opportunities - Canan Madran, Dokuz Eylül University, Turkey
 - Responsible Globalization - Eddy Souffrant
 - Presentation of the CSR Awards - Lorella Pignet Fall, iaelyon School of Management
- 2 seminars for the staff:
 - Happiness Management - Raul Amigo, Colegio de Estudios Superiores de Administración, Colombia: 12 participants
 - The Jewel of International Life Skills - Rania Azmi, Alexandrite Decisions and Wharton's Executive Advisory Board, Kuwait: 5 participants

More information: <https://iae.univ-lyon3.fr/iaelyon-international-week-2020-41-intervenants-issus-de-25-pays-7>

International Week 2021 - 100% online:

- 7 CSR seminars
- 6 research seminars including the theme of CSR:
 - Collaboration in Turbulent Times: Respect, Responsibility, Action - Julija Jacquemod, Riseba University of Applied Sciences, Lithuania
 - ICT for Crisis Management in the Perspective of Sustainable Development - Sirajul Islam, University of Orebro, Sweden
 - Working from Home and Employee Wellbeing - Vladlena Benson, Aston University, UK
 - Managing Opportunities for Tackling Precarity in the Labour Market: Teaching a Partnership Approach through OD Interventions - Patricia Harrison and Helen Collins, Liverpool John Moores University, UK
 - Creating Entrepreneurial Ecosystems in Sub-Saharan Africa - The Case of Mozambique - Renato Pereira, ISCTE Business, Portugal
 - A Smart City Framework Proposal for Tech Companies - Luis Castiella, Universidad San Andrés, Argentina
- 1 CSR International Network seminar: 6 speakers (from outside iaelyon) on the theme “How has the Pandemic Driven Social Action at Business Schools?”

- 2 seminars for the staff:
- International Resilience Management - Rania Azmi: 8 participants
- Happiness Management, Raul Amigo: 10 participants

More information: <https://iae.univ-lyon3.fr/iaelyon-international-week-2021-online-43-intervenants-issus-de-27-pays-2#administratifs>

Arqus initiative



iaelyon – Jean Moulin University contributed to the work of the Arqus European University Alliance. Accredited in June 2019 by the European Commission as part of the “European Universities” call for pilot proposals, the Arqus project aims to initiate, by 2025, strengthened and innovative cooperation at European level, in many disciplinary and cross-disciplinary sectors.

The initiative brings together eight world-class partner universities: Granada (Spain), Graz (Austria), Leipzig (Germany), Lyon (France), Minho (Portugal), Padua (Italy), Vilnius (Lithuania) and Wrocław (Poland).

Action lines have been created, facilitated by the various partners. The University of Lyon is in charge of the “Entrepreneurial University and Regional Engagement” action line, while Jean Moulin University - Lyon 3 is intensely involved in action line 4, “Multilingual and Multicultural University”, and action line 7, “Engaged European Citizens”.

Some examples of contributions by iaelyon:

- Replay of the Arqus virtual conference: “Developing Intercultural Competences”, by Silvia Didier, iaelyon
- Arqus Academic Week 2021: meeting on Women’s Entrepreneurship, led by Marie-Christine Chalus-Sauvannet, iaelyon (also refer to *Dialogue* section)

Student life

Engagement in student life, a crucial aspect in imparting skills

Attending iaelyon means choosing to live student life to the full, whether it’s right here or on the other side of the world. Learning is discovering, which is why volunteer work and individual cultural, sports and social projects are supported and valued, and count towards the degree.

LET’S STAY IN TOUCH

Association projects during the pandemic

About thirty events held on a regular basis by student associations were adapted to continue despite restrictions imposed by the pandemic.

About ten new projects – most of which were organized online – were offered to students by associations, with the goals of maintaining ties in spite of the distance and overcoming isolation.

Solidarity and mutual aid projects were started. The goal was to help students in precarious situations, by giving out food, clothing and personal hygiene products, and by giving out or sending small gifts.

La Boucle Solidaire charity run 2021 - Special



COVID edition:
Organized by the Objectif GSE association in partnership with the

Handisport Lyonnais association, this race gave 126 participants the opportunity to challenge themselves with the shared goal of showcasing sports for people with disabilities. Due to pandemic restrictions, the runners had to run their races alone, within one day or one week. Individual results were recorded with a running application.

One euro per kilometer run was raised for this good cause, for a total of 2,300 euros.

Lyon International Fair – Online edition



The International Fair is a cooking competition organized by the student association “That’s iaelyon” in which several teams represent their country of origin

through traditional dishes, music and activities. The competition held during the lockdown enabled students to get together online for a fun event.

1st edition of Explore’Lyon by That’s iaelyon



(September 2020): a treasure hunt for new arrivals and international students, in which 40 students

participated.

This event was certified “Ecofest”, thanks to its waste management, jerseys without time references or logos, minimal use of paper for communication and for raising the environmental awareness of participants.

GreenPunch



In November 2020, students showed up for GreenPunch, a competition for the

environment that’s fun and good for the planet, but first and foremost a great collective effort open to all. For seven days, sixteen iaelyon teams met lots of ecological challenges, such as riding a bike, eating vegetarian or reducing waste.

In all, the GreenPunch challenge reported 600 participants, who met 7,500 challenges, saved 1,068,600 liters of water and 8,690 kg of CO₂, ate over 1,000 vegetarian meals, took no less than 700 non-motorized trips, enjoyed 500 screen-free evenings and took over 800 quick showers.

Victor Fontaine, an alumnus of the IAE FRANCE network, founded GreenPunch after living in New Zealand for 9 months, during which he met many environmentalists. After returning to France, he launched GreenPunch, a project encouraging people to open their eyes and take action.

Responsible entrepreneurship



DayMode, the application that lets you consume less and dress better. It’s a project with the aim of fighting textile waste and overconsumption, as well as reducing pollution caused by the fashion industry. Launched by Nathan Chovet, a student in year 2 of the Entrepreneurship and Development of New Companies Master’s program, the project is supported by the Enactus association.

Horizon, a thought-provoking, engaging board game invented by an iaelyon student in year 1 of the Entrepreneurship and Development of New Companies Master’s program (EDEN)

Ekoïa: an iaelyon graduate designed the first-ever phone case that’s infinitely recyclable, with a return-deposit program.

3 alumni created Patte Blanche, a brand of environmentally responsible suits, committed to positive change for women and men, the environment and a responsible economy.

J'M ENTREPRENDRE PRIZE 2021: 2 winners out of the projects submitted by iaelyon students
 Squitosplit – 1st Prize, Special Jury Award and Audience Award: Electrified screen aiming to fight malaria and other diseases spread by mosquitoes.

Project leaders: Maud Genouel, enrolled in year 2 of the bachelor's degree in Management Science and Matthieu Gil, in year 2 of the bachelor's degree in Management and Humanities

Welfer – 2nd Prize: Creation of a new-generation horseshoe made of recycled rubber, with a double impact: animal welfare and environmental protection.

Project leader: Alexia Liaud, currently in year 1 of the master's program in Entrepreneurship and Development of New Companies

CSR AWARDS 2021



Three student associations at iaelyon (iaelyon Junior Conseil, Enactus iaelyon and That's iaelyon) assisted by L3DD (Lyon 3 Sustainable Development), launched the first edition of the CSR Awards. It's a competition aiming to support the development of projects associated with one or more of the 17 Sustainable Development Goals of the United Nations, led by iaelyon students or student associations, iaelyon alumni, or students or student associations of any of the schools or universities in the metropolitan area of Lyon.

The two winning projects get the guidance and support of the iaelyon Alumni Association to help them boost their growth and improve their visibility:

- Alter'Ego: creation of a non-gendered, inclusive, ethical and environmentally responsible fashion brand. Project leader: Sabrina Fernandez, a graduate with a bachelor's degree in psychology and studying for the D2E (Student Entrepreneur Diploma) at Jean Moulin University.
- Centre pour un Leadership Conscient (Center for Conscious Leadership): an association that encourages people and organizations to raise their awareness through self-discovery seminars, innovative training courses and other cultural, scientific, artistic and educational projects. Project leader: Jean-Michel Vincent, graduate of the university diploma in Corporate Coaching from iaelyon



Academic programs:

- Developing an orientation week for first-year master's students, featuring CSR topics such as diversity and disability, well-being at work, and more.
- In fall 2021, the BMA module was also offered to the students in the 'DU Passerelle' Gateway for Students in Exile program (Jean Moulin University).
- EDUCFI project: Banque de France plans to mobilize the students of iaelyon's finance programs in order to work on the financial guidance of business creators in connection with the incubators and specialized training courses at the school.

International

- Continuation of the exchange of practices between international schools and universities as part of the annual meetings of the International Network for Corporate Social Responsibility

Student life

- Integrating CSR impacts as a factor in deciding on the school's grants for student projects.



think
large

E-HEALTH SCENARIO

Users

- Alert in case of sudden change in temperature (temp, level, location)
- Doctor: "Hi, data, temperature, when blood cells count. Requirements: recent, status"
- Service level agreements

Multi Cloud

- Smartphone's app
- Time
- Task success
- Availability

Challenge is to evaluate DATA TRUST level using service and data quality when access to meta-

BACKEND



Principle 4



Research

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

Thematic Teams and Research Chairs

iaelyon and its Magellan Research Center contribute to the dissemination of knowledge resulting from research, to innovate and respond to the problems of organizations and thus have an impact on society. In addition to publications, case studies, seminars and conferences focusing on CSR, research professors and PhD candidates work on collective projects in partnership with the socio-economic world.

Thematic teams and research chairs contribute to the production of research with a positive impact on the ecosystems.

Thematic teams:

- Entrepreneurial Ecosystem
- Management of Cooperative and Mutual Organizations
- International Management
- Sustainable Performance

More information: <https://iae.univ-lyon3.fr/centre-de-recherche-iaelyon-magellan>

Research chairs:

- The Value of Cooperative and Mutual Models, in partnership with the Fédération Nationale des Banques Populaires, Crédit Agricole Centre-Est and Jacquet-Brossard. At a time of major social and economic challenges, when issues surrounding performance and solidarity are being raised around the world, careful consideration is required about new ways of doing and thinking about the market economy.
- Value of Care
The main goal of this chair is to assess the value of the care relationship. It features a dual disciplinary focus, in philosophy and management.

Main achievements 2019-2021

Research projects

MERGING, Integration for Migrants: an



international and interdisciplinary research-

innovation-action project on the integration of migrants through participatory housing initiatives.

The project is funded by the European Union to the sum of 3 million euros as part of the Horizon 2020 program. The project is led by the International Management thematic team at iaelyon's Magellan Research Center, coordinated by Catherine Mercier-Suissa, lecturer in Economics and Noémie Dominguez, lecturer in Management Science at iaelyon (Jean Moulin University). The MERGING program brings together 10 European partners: the University of Bologna (Italy), Malmö University and the University of Gothenburg (Sweden), the University of Valencia (Spain), the Quatorze Association (France and Spain), the NGO Social Business Earth (Switzerland), the Collectif d'échanges pour la Technologie Appropriée (COTA) (Belgium) and the Arènes Research Center (University of Rennes 1 and EHESP) and Lyon Ingenierie Projets (France).
Contacts: Noémie Dominguez and Catherine Mercier-Suissa

(Also refer to *Dialogue* section)

Network of Women Business Angels and Entrepreneurship, Economic, Social and Societal Impacts on the Local Area:



an international comparison between Lyon, Montreal and Turin. Pack Ambition

International Project - Auvergne-Rhône-Alpes Region 2019 -2020.

The project is led by the CREATE Applied Research Thematic Team of the iaelyon Magellan Research Center, coordinated by Marie-Christine Chalus-Sauvannet, University Professor. To carry out this project, an international research team was formed with the University of Piedmont for Italy and HEC Montreal for Canada.

Contact: Marie-Christine Chalus-Sauvannet

Survey of business research professors, about educational resources dedicated to CSR management, sustainable development and business ethics.

This study replicated a study conducted in the US in 2017, in order to compare the perceptions of US and French research professors regarding the educational resources available



and how they use these resources. The preliminary results of this comparative survey, conducted with ADERSE, the Association for the Development of Teaching and Research on Corporate Social Responsibility, the IAE FRANCE network and FNEGE, the National Foundation for Business Administration Education, were presented at the conference of ADERSE, in Evry, France in July 2020, at a round table on university social responsibility, an ongoing area of focus for ADERSE.

This survey is part of two publication projects. One is focused on pedagogical issues related to CSR and the tools needed to train responsible managers, and the other is more specifically focused on a comparison between the perceptions of American and French research professors regarding educational

resources dedicated to CSR. A paper is under review by the Journal of Business Ethics. It is titled: Integrating Moral and Economic Imperatives to Support Sustainable Management Education through a Simulation. Contacts: Marco Heimann, Katia Lebraty-Lobre

Research projects on nudges and socially responsible investment – Impulsion project Investors select funds rationally, on the basis of performance and risk. Incorporating ethical considerations in this paradigm has highlighted socially responsible investing. In order to study how to convince investors to choose socially responsible funds, an experiment was set up with investors, using three types of nudges. The effect of the nudges on the investors was observed, especially the default nudge and the introduction of an explanatory message. The general idea is to analyze how investors can switch from conventional funds to socially responsible funds using the best nudge-based strategy.



Contacts: Jean-François Gajewski and Marco Heimann

Innovation project: “Work and Breast Cancer in Companies and Organizations” Working with or after cancer is a situation that is both extraordinary and increasingly frequent in companies and organizations. From 2019 to 2021, the innovation project focused on an iterative process, based on two action plans, namely, exploratory research in 6 mid-cap companies in 2019 and experiments in real environments in a dozen companies in 2020-2021. The goal was to design, in collaboration with the actors of situations in corporations, responses to the legal, organizational, managerial and administrative questions raised by the

SDG 3: Good Health and Well-being icon



SDG 12: Responsible Consumption and Production icon

SDG 3: Good Health and Well-being icon

possibility of doing “healthy work” under the ordinary provisions applying to occupational health.

These programs promote a short pathway between field research and public policy on Cancer and Work.

Contact: Pascale Levat

Scientific Output on the Social Responsibility of Organizations

Over the past three years, the scientific output on the social responsibility of organizations has represented nearly 111 scientific works: 5 books, 11 book chapters, 27 papers in ranked journals, 3 case studies and 49 research presentations. A list of these publications is provided in Annex 2.

Year	2019	2020	2021	Total
Books	1	2	2	5
Publications in international peer-reviewed journals	2	1	5	8
Publications in national peer-reviewed journals	5	4	10	19
Book chapters	1	1	9	11
Presentations	16	19	14	49
Other publications	2	6	8	16
Case studies	0	3	0	3
Total	27	36	48	111

Calculation of average carbon emissions of research activities

The average CO2 emissions were calculated for each activity in connection with research communication. The total of these calculated CO2 emissions was 8,022.29 kg/CO2e for 2019, and then 4,598 kg for 2021. In 2020 and 2021, travel was reduced by the fact that conferences were held online.

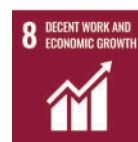
Source: ICAO Carbon Emissions Calculator

<https://bit.ly/2ZHFPgi>

Source: SNCF <https://bit.ly/39b75XO>



Remotaudit



This National Research Agency (ANR) 2021 project is led by Jean-François

Gajewski, head of the Finance Research Group, and his team of researchers, in cooperation with Canada. The work began in April 2022 and will last for 4 years. This project has two parts:

1. Comparing the quality of remote vs. in-office work in the financial audit sector
2. Using nudges to preserve or even improve the quality of remote work.

Contact: Jean-François Gajewski
Project for the creation of a Risk Prevention Chair (Bourgeon Project – Jean Moulin

University - Lyon 3 – 2022)

The aim of this project is to finance the first stages of creating a research chair on Risk

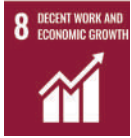


Prevention and Management. The project will have a transdisciplinary

approach, combining the specialties of Strategy/Innovation (Caroline Hussler), Marketing (Arthur Nguyen), Finance (Pierre-Olivier Klein), RH/Organizational Behavior (Camille de Bovis) and Law (A. Bezert).

Contact: Caroline Hussler

Project for the creation of a Sustainable Performance Research Chair



With a view to adding momentum to the “Sustainable Performance”

Thematic Team, a partnership project was launched between the iaelyon Magellan Research Center, the Institute of Research for the Management of Organizations of IAE Bordeaux and the LI Value Research Center of Doshisha University.

The project, led by Katia Lobre-Lebraty, lecturer in Management Science at iaelyon, has three main objectives:

- establishing, defining, completing and stabilizing the assessment criteria of overall performance and its determinants;
- reflecting on how to develop a knowledge base from the observations of VSE-SME-SMI and mid-cap companies to perform troubleshooting for businesses and to advise managers, in order to improve the overall performance of their organizations;
- working on integrating new frames of reference into information systems, for example, the SDGs, planetary boundaries and social life cycle assessments.

The Oikos Foundation (<https://fondationoikos.org/>) may also join this project.

Contact: Katia Lobre-Lebraty

Towards a More Inclusive Management of Excluded and Marginalized Individuals: the



Contribution of Nancy Fraser's Theory of Social Justice (Bourgeon Project - Jean Moulin University - Lyon 3 - 2021)

This Bourgeon Project, led by Miguel Delattre, is an interdisciplinary French-Canadian project examining a social innovation approach (entrepreneurship and innovation) and seeking to develop scientific knowledge about an urban and healthcare issue (health and urban issues). It seeks to identify good entrepreneurial practices of socio-occupational integration and of management of the

situations of marginalized and excluded individuals (entrepreneurship and innovation).

Contact: Miguel Delattre





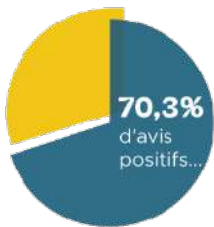
Principle 5



Partnership

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

As an active stakeholder in the development of the Auvergne-Rhône-Alpes area with strong roots here, iaelyon collaborates annually with more than 2,000 businesses of all sizes, in a variety of sectors, guiding their growth.



...À la question : "Mon école cherche à développer un réseau d'entreprises partenaires qui souhaitent avoir un impact positif sur l'environnement et/ou la société"



Playing a central role in building students' futures, the companies support professional development and innovation in education. The many examples of collaboration between the socio-economic world and iaelyon illustrate a shared determination to meet societal challenges.

Main achievements 2019-2021

Educational collaboration: businesses addressing societal concerns

Close-up of the master's degree program in Human Resources and Organizations



Since 2009, students in the master's degree program in Human Resources and Organizations (RHO)

have been volunteering in workshops organized by the Local Mission of Bron-Décines, which assists 3,000 young people trying to enter the workforce every year. Every week, the students hold workshops to help these young people look for jobs, put together their résumés and prepare for job interviews.

The students in the RHO master's program also lead workshops for people with disabilities seeking to enter the workforce, with the assistance of LADAPT, an association for the professional and social integration of disabled persons.

In addition to helping young people with disabilities, the program also enables these future HR managers to learn about and better understand various types of disabilities.

In the 2019-2020 academic year, about fifteen workshops were led by the students of the RHO master's program, in both initial and continuing education. The workshops were delivered online during the time impacted by pandemic restrictions.

International Easy Cup: customized BtoB study - real case study for students in the first year of the master's degree



program in International Business Realities As part of

the flash studies that are conducted by students in the first year of the master's degree program in International Business Realities, Easy Cup, a very small local business specializing in the production and sale of coffee capsule filling machines, submitted the problems involved in its international expansion to the students. A small local player in a highly competitive market, the market for coffee, and more specifically for coffee capsules, Easy Cup is developing its business around roasters who want to offer high quality coffee that's easy to make. This is a way of encouraging local, less standardized consumption. This was a case study done completely in English, seeking both to support a responsible company with concrete recommendations and to develop students' skills. More information: <https://iae.univ-lyon3.fr/easy-cup-a-l-international-etude-btob-sur-mesure>

The Challenge Retail competition by Nature & Découvertes 2021: 1st place for the master's degree program in Marketing of Customer Services and Experience of iaelyon



For the first time, iaelyon participated in the Challenge Retail competition of Nature & Découvertes, on the theme "How can Nature & Découvertes integrate and create a circular economy in its stores

while retaining the profitability of the current business model?"

At the final, held online on April 30, 2022, with an oral



presentation to the members of the executive committee and human resources executives of the chain, 5 students of the master's degree program in Marketing of

Customer Services and Experience won first place. iaelyon students met the challenge of the circular economy, in a national competition in which seven schools and nearly 170 students competed.

More information: <https://iae.univ-lyon3.fr/challenge-retail-by-nature-decouvertes-2021-la-1ere-place-pour-le-master-2-marketing-des-services-et-experience-client-de-iaelyon-2>

Creation of an Association for Maintaining Small Scale Family Farming (AMAP) on the Bourg en Bresse campus, with associated student projects: in 2020-2021, a group of students collaborated with AMAP to create recipes based on produce baskets.



The student organization (BDE) of the Bourg-en-Bresse campus

was requested in early 2020 by the AMAP Rhône-Alpes network to set up an Association for Maintaining Small Scale Family Farming as part of the Local Food Project led by Grand Bourg Agglomération. The objective of an AMAP is to preserve small, local, environmentally sound farms, protect the environment through ecological and responsible farming practices, offer high quality food and promote fair trade between farmers and consumers. Bourgmap was thus created in September 2020 on the Bourg-en-Bresse campus, thanks to the motivation and involvement of students and other volunteers, including, among others, faculty and staff from the campus. This project helps open the campus up to the city and the surrounding area, because the AMAP is open to all, as volunteers, members of the board or simply proactive consumers.

More information: <https://bourgenbresse.univ-lyon3.fr/bourgamap-sur-le-campus-de-bourg-en-bresse>

The Blue Connection: a business simulation game that teaches students about the circular economy Since 2020, students on the master's degree in Industrial and Logistics Management, offered by the iaelyon Bourg-en-Bresse campus as a work-study program, have been using a business simulation game as part of their



curriculum to learn about the transition to a circular economy.

The game is called "The Blue Connection", and it is one of the latest to be developed by InChange. Its goal is to respond to new industrial challenges, for example, integrating the circularity of materials and components into the value chain and adapting industrial strategies to increase the sustainability of products while guaranteeing the profitability of companies. In this business simulation, students learn to use the tools and processes needed to set up the loops of the circular economy, so they can then transfer these skills to the companies where they will work as part of their work-study program.



Tutored projects

The 1st Happiness Run, organized by the students of the Bachelor in Management & Global Business



In March 2021, a group of six students in

the Bachelor in Management & Global Business organized the first-ever Happiness Run, a race for Capucine et Gaston and Les Petites Cantines, two Lyon-based companies that seek to promote social diversity and to integrate people with disabilities into the workplace. In all, 165 participants mobilized for a solo sports challenge with a shared goal: highlighting and supporting these two socially aware and inclusive companies.

Organized as part of a tutored project in the Bachelor in Management & Global Business program, and with the support of Enactus iaelyon, this charity race raised more than 1,000 euros, which were donated in equal measure to Capucine et Gaston and Les Petites Cantines.

Students in the Professional Bachelor in Banking and Insurance program, coming to the aid of the most disadvantaged by supporting the ADSL association.



A group of 10 students in the

Professional Bachelor's Degree in Banking and Insurance coordinated with the Agir et Donner Sans Limite (ADSL) association to help students in need, organize get-togethers in strict compliance with pandemic restrictions and improve the image of bankers and insurance agents.

For 17 years, the Lyon-based association ADSL has been helping disadvantaged people by meeting their basic needs for care, housing, food and education. In keeping with the French government's cold weather plan, 10 students

accompanied ADSL in setting up meal distribution stands, every Wednesday from November to April, in the 8th district of Lyon. Thanks to this collaboration, on average, 140 meals were distributed every Wednesday.

LES P'TITS GENIES: The Professional Bachelor



program in Banking, working to help sick children

A group of 7 students in the Professional Bachelor in Banking and Insurance program worked with the "Les P'tits Génies" association to improve the everyday life of hospitalized children and refurbish the image of bankers. For 8 months, seven students raised the money necessary to continue the activities of Les P'tits Génies.



Developing school-business partnerships for real case studies on the theme of CSR.



NOTRE AMBITION

Demeurer le leader régional en matière de formation et de la recherche en gestion et être une référence parmi les écoles universitaires de management françaises. Obtenir une reconnaissance internationale et devenir un acteur clé du marché européen.



OUR AIM

to remain the regional leader in professional education and to be a reference among French management schools. To obtain international recognition and become a key actor of the European market.

NOS VALEURS

Université de Bourgogne est une école dans l'Université de Bourgogne qui porte les valeurs républicaines de liberté, d'égalité des chances et de fraternité. C'est une école qui...

Principle 6



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.

A space for meetings and sharing of knowledge at heart of the City

A place for sharing and disseminating knowledge, open to the City, iaelyon hosts many round table discussions and cross-cutting conferences that attract a broad audience. The organization of events, an important part of the school's identity, was heavily impacted by the pandemic during the 2019-2021 period, but it nonetheless continued in virtual format.

Main achievements 2019-2021

Conferences, meetings and debates



iaelyon co-organized the meeting "Ethics and Globalization" of ALEES (Lyon Association for Economic and Social Ethics), with a talk by Eddy Souffrant, University of North Carolina, Charlotte - US (January 9, 2020).

- The 31st Efficiency + Day brought nearly 200 participants together on the theme "Emotional Intelligence: Source of New Potential for Business Performance?" (March 10, 2020)

- The CLUBB - iaelyon organized the "Socially Responsible Investment" conference

in partnership with BNP Paribas (January 21, 2021, online) and the "Guiding Companies Staging a Turnaround in Times of Economic Crisis" conference with Banque Themis (March 4, 2021, online).

- The Magellan Research Center co-organized the 11th Conference of the Innovation Theme Group of the International Association of Strategic Management - AIMS on "The Hidden Side of Innovation" (March 25, 2021, online).

- For a Road Safety at Work event, and in line with its involvement with the Rhône Corporate Road Safety Club since 2015, iaelyon hosted the public round table discussion "Conversation on Road Fatigue" (May 21, 2021).

Research professors from the school spoke at external events:

- Marco Heimann, lecturer at iaelyon, participated in the round table “Responsible Finance: the House is Burning - What are Businesses and Financial Backers Doing?” organized by Lyon Place Financière et Tertiaire at an off-site conference of the 12th Economy Days - JECO (November 5, 2019).

More information:

<https://archives.univ-lyon3.fr/jeco-2019-intervention-de-marco-heimann-sur-la-finance-responsible>

- Catherine Glée-Vermande, Director of the Master in HR at iaelyon, gave a talk on “Intergenerational Diversity in Companies: What if We Reversed the Roles?” at the SBE trade fair in 2020 (February 14, 2020).

More information: <https://iae.univ-lyon3.fr/salon-sbe-2020-intervention-de-catherine-glee-sur-la-mixite-intergenerationnelle>

- Didier Vinot, scientific co-director of the Chair on the Value of Care, gave a talk about the impact of COVID-19 at the French-Canadian Summit of the Jacques Cartier Conversations: “What COVID-19 Says About Management of the Health System” (November 6, 2020, online).

Professors and researchers from iaelyon were also involved in initiatives of the Arqus European University Alliance, whose main ambition is to act as an institutional learning laboratory from which to progress in the design, experimentation and implementation of an innovative model of inter-university cooperation: Marie-Christine Chalus-Sauvannet led a round table discussion on “Women Entrepreneurs: Barriers and Drivers when Developing their Entrepreneurial Project” (May 6, 2021 - Watch: www.youtube.com/watch?v=3EPmIO9APnA); Silvia Didier “Developing Intercultural Competences: From Structural Internationalization to the Implementation of an Agenda of Integration” (July 6, 2021 - Watch: www.youtube.com/

[watch?v=6Eh7fmoN8N0&t=618s](https://www.youtube.com/watch?v=6Eh7fmoN8N0&t=618s))

Still at European level, Catherine Mercier-Suissa and Noémie Dominguez, researchers at the Magellan Research Center - iaelyon, presented the MERGING project on the integration of migrants, at the Horizon Europe webinar “Socioeconomic Transformations” (July 6, 2021 - Watch: <https://www.horizon-europe.gouv.fr/webinaire-socioeconomic-transformations-24671>)

TEDx Lyon 3 University

Students from the iaelyon Junior Conseil association implemented the TEDx concept:

“Ideas Worth Spreading”, and for each event, they brought together 10 speakers from diverse backgrounds (scientists, young entrepreneurs, managers, artists, and others) to tell inspiring stories about how they’d gotten to where they were.

February 25, 2020: 3rd TEDxUniversitéLyon3
“L’R du temps”

A pun from the phrase “the era of time” which is “l’ère du temps” in French, but also “area” (aire) and “time” (ère), offered a novel topic structured around the effects on the world around us of scientific and societal advances.

Speakers: <https://www.ted.com/tedx/events/36073>

May 25, 2021: 4th TEDxUniversitéLyon3
“Bas les masques” - Online

In a world where we tend to create masks for personal, social, economic, technological or even environmental reasons, this event unpacked many subjects that shape modern society.

Speakers: <https://www.ted.com/tedx/events/39759>

Symposium Business School Impact System (BSIS): reflecting on the impact of business schools on their ecosystems



After measuring the impact of its activities thanks to BSIS-EFMD in 2012 and then in 2017, since then, iaelyon has been participating in discussions through the BSIS Symposium.

Schools are increasingly interested in measuring their impact, as their stakeholders, including students and organizations, faculty and media, alumni and sponsors, are increasingly seeking to understand what makes a difference in the world around them.

Concerns about social impacts through the Sustainable Development Goals (SDGs) have broadened expectations in this area. The BSIS Symposium aims to help business schools optimize their relevance and attain their social impact goals.

Topics coordinated and moderated by iaelyon were:

- BSIS Symposium, April 2021 - webinar:
 - o “Have Business School Faculty and Staff Acquired Skills that Prepare Our Schools Better for the Future? What Changes Have our Schools Implemented That Will Be Integrated in the Longer Term?”Moderator Valérie Plat-Pelazzo, Director of Quality Accreditation Projects, iaelyon. The case of ESSEC Business School, presented by Emmanuelle le Nagard, Academic Director of the Grande Ecole Program.
- BSIS Symposium, May 2022 - webinar:
 - o “Societal Impact: Balancing Expectations of Companies and Graduates, Sponsors and Alumni”;Moderator Valérie Plat-Pelazzo, Director of Quality Accreditation Projects, iaelyon. The case of the France-Benelux PRME Chapter presented by Krista Finstad-Million, Head of the France-Benelux PRME Chapter and the case of TBS France, presented by Kim Ceulemans, Associate Professor, Management Control and Sustainability, TBS France.



Producing the 3rd edition of Partenaire Connect'iaelyon Magazine with the main theme of “The University at the Center of Solidarity”. With the pandemic, highlighting of the various initiatives and contributions of the communities of students, alumni, professors and researchers for the greater good, with the goal of showcasing the solidarity that was found on a daily basis, both at the university and in companies.



LE BLOG  2020

Procédure civile

Yves Strickler
Alexey Varnek

1^{re} édition

BRUYLANT

ANNEX 1 - List of courses integrating aspects of CSR - Year 2020-2021

Level	Type of program	Course	Participants	Number of hours
University diploma	Continuing education	Module 2 Occupational Health Law & Negotiation of Quality of Work Life Agreements (FR)	16	21
University diploma	Continuing education	Module 3 Prevention of Psychosocial Risks and Treatment of Burnout (FR)	16	49
University diploma	Continuing education	Module 4 Tools & Approaches in Quality of Work Life & Overall Health (FR)	16	63
Bachelor year 2	Initial education	Cross-Cultural Management (EN)	31	12
Bachelor year 3	Initial education	Global World: Business Ethics and Corporate Social Responsibility (EN)	28	24
Bachelor year 3	Initial education	Personal Development (EN)	25	15
Bachelor year 3	Work-study	Professional Attitude / Personal Expression and Organization (FR)	27	10
Bachelor year 3	Work-study	Digital Skills - Voltaire Certification (i.Bellule - FR)	27	6
Bachelor year 3	Work-study	Digital Skills - Voltaire Certification (i.Bellule - FR)	27	6
Bachelor year 3	Work-study	Economic and Societal Environment (FR)	27	16
Bachelor year 3	Work-study	Responsible Sales (FR)	27	16
Bachelor year 3	Work-study	Professional Attitude / Personal Expression and Organization (FR)	49	10
Bachelor year 3	Work-study	Digital Skills - Voltaire Certification (i.Bellule - FR)	49	6
Bachelor	Initial education	Sustainable Development and the International Economy (FR)	55	24
Bachelor	Initial education	Ethics and Politics of Contemporary Societies (FR)	137	24
Bachelor	Initial education	Sustainable Development 1 (FR)	22	12
Bachelor	Initial education	International Issues Surrounding Sustainable Development (FR)	23	24
Bachelor	Initial education	Sustainable Development 2 (FR)	60	12
Master year 1	Initial education	Health, Working Conditions & Psychosocial Risks (FR)	27	12
Master year 1	Initial education	Ethics and Corporate Social Responsibility (EN)	29	12
Master year 1	Initial education	Local Economy and Sustainable Development (FR)	20	21

Master year 1	Initial education	Local Management of People and Skills (FR)	20	21
Master year 1	Initial education	Managerial Ethics and Responsibilities (FR)	431	12
Master year 1	Continuing education	Managerial Ethics and Responsibilities (FR)	15	21
Master year 1	Initial education	Managerial Ethics and Responsibilities (FR)	63	15
Master year 1	Work-study	Interpersonal and Life Skills 1 (FR)	22	20
Master year 1	Work-study	Interpersonal and Life Skills 2 (FR)	23	20
Master year 1	Work-study	Self-Knowledge (including DISC assessment - FR)	18	14
Master year 1	Initial education	Risk Management and CSR (FR)	78	12
Master year 1	Initial education	Management and Occupational Health (FR)	39	12
Master year 2	Initial education	Professional Equality, Diversity and Quality of Work Life - QWL (FR)	25	23
Master year 2	Initial education	Management and Humanity (FR)	25	23
Master year 2	Initial education	Responsibility and Ethics in the Digital Age (FR)	39	21
Master year 2	Initial education	Sustainable Development / Management in the Creative and Cultural Industries (FR)	8	21
Master year 2	Initial education	Organizational Behavior & CSR (EN)	26	21
Master year 2	Initial education	Management in Africa (EN)	19	21
Master year 2	Initial education	Governance and CSR (FR)	5	18
Master year 2	Initial education	Performance and Sustainable Development of Organizations (FR)	22	21
Master year 2	Initial education	Good Governance at the Core of Human Development (FR)	32	21
Master year 2	Initial education	Professional Conduct, Ethics and Banking Regulations (FR)	8	21
Master year 2	Initial education	Management and Humanity (EN)	8	21
Master year 2	Continuing education	Interpersonal and Life Skills (FR)	13	21
Master year 2	Continuing education	CSR Strategy and the Circular Economy (FR)	13	14
Master year 2	Continuing education	Intercultural Management (FR)	13	7
Master year 2	Continuing education	CSR, Diversity Management and Business Ethics (EN)	15	16
Master year 2	Continuing education	Cross-Cultural Management (EN)	16	16
Master year 2	Continuing education	Ethics and HR Management (FR)	15	21
Master year 2	Continuing education	QWL and CSR (FR)	11	18
Master year 2	Continuing education	Performance and Sustainable Development of Organizations (FR)	12	17.5

Master year 2	Continuing education	Management of Organizations and CSR and Business Games (FR)	20	21
Master year 2	Continuing education	Social Module (FR)	10	21
Master year 2	Continuing education	Professional Conduct and Regulations (FR)	10	14
Master year 2	Work-study	Sustainable Development and Reverse Logistics (FR)	32	23
Master year 2	Initial education	Associations and Other Non-Profit Organizations (FR)	22	4
Master year 2	Work-study	Marketing and Sustainable Development (FR)	23	23
Master year 2	Work-study	Management and Humanity (FR)	23	23
Master year 2	Work-study	Personal Development and Expression 1 (FR)	22	23
Master year 2	Work-study	Personal Development and Expression 2 (FR)	21	23
Master year 2	Work-study	Corporate Social Responsibility (FR)	20	23
Master year 2	Work-study	Industrial Procurement and Sustainable Development (FR)	29	14
Master year 2	Work-study	Project Management: Personal Development (FR)	29	7
Master year 2	Work-study	Indirect Procurement and Sustainable Development (FR)	25	14
Master year 2	Work-study	Project Management: Personal Development (FR)	25	7
Master year 2	Work-study	Ethics and Finance (FR)	17	23
Master year 2	Work-study	Personal Development / Self Improvement (FR-EN)	12	16
Master year 2	Work-study	Social Entrepreneurship and CSR - Intrapreneurship (FR)	12	23
Master year 2	Initial education	Social and Environmental Audit (FR)	17	21
Master year 2	Initial education	Social Responsibility of Stakeholders and Sustainable Development (FR)	17	21
Master year 2	Initial education	Social Relations, Conflict Management, Ethics and Dynamic Governance (FR)	17	21
Master year 2	Initial education	Sustainable Development and Corporate Social Responsibility (FR)	18	21
Master year 2	Initial education	Management of an Integrated QSE System: Quality, Safety and Environment (FR)	18	21
			2,211	1,311.5
		International CSR Seminars x 7 (30 participants / seminar and 18h / seminar)	210	126
		TOTAL	2,421	1,437.5

ANNEX 2 - Research Output in CSR

PUBLICATIONS 2021 JANUARY-DECEMBER

BOOKS

1. Savall, H., & Zardet, V. (2021a). **Traité du management socio-économique, Théorie et pratiques**. Éditions EMS - Management & Société. <https://hal-univ-lyon3.archives-ouvertes.fr/hal-03452189>
2. Savall, H., & Zardet, V. (2021b). **Menaces et opportunités du télétravail**. Éditions EMS management et société. <https://hal-univ-lyon3.archives-ouvertes.fr/hal-03452060>

INTERNATIONAL PEER- REVIEWED JOURNAL PUBLICATIONS

(Ranked by the High Council for Evaluation of Research and Higher Education - HCÉRES / the National Center for Scientific Research - CNRS / the National Foundation for Business Administration Education - FNEGE)

1. Alsarhan F., Ali S., Weir D., Valax M. (2021). **Impact of gender on use of *wasta* among human resources management practitioners**. *Thunderbird International Business Review*, Wiley, 63(2),131-143. (10.1002/tie.22186) (Cat. 4 FNEGE, Cat. 4 CNRS, Rank C HCERES).
2. Capelli, S., & Thomas, F. (2020). **To look tasty, let's show the ingredients! Effects of ingredient images on implicit tasty-healthy associations for packaged products**. *Journal of Retailing and Consumer Services*, (61), 102061. [10.1016/j.jretconser.2020.102061](https://doi.org/10.1016/j.jretconser.2020.102061) (Cat. 3 CNRS, Cat. 3 FNEGE, Rank B HCERES).
3. Gajewski, J.-F. & Ohadi S. (2021). **How do anticipation and experience of regret affect financial decision-making? A lab experiment**, *Bankers, Markets and Investors*, 164(2021), 4-23. (Cat. 4 FNEGE, Cat. 3 CNRS, Rank B HCERES).
4. Gajewski, J.F., Tran Dieu, L. (2021), **Determinants & performances of outsourcing**

in the European Mutual Funds, *Journal of International Financial Markets, Institutions and Management*, 73, article 101346, 10.1016/j.intfin.2021.101346 (Cat. 3 CNRS, Cat. 3 FNEGE, Rank B HCERES).

5. Lecuyer, C., Capelli, S., Sabadie, W. (2021) **"Consumers' implicit attitudes toward corporate social responsibility and corporate abilities: Examining the influence of bank governance using the implicit association test"**, *Journal of Retailing and Consumer Services*, <https://doi.org/10.1016/j.jretconser.2019.101989> (Cat. 3 FNEGE, Cat. 3 CNRS, Rank B HCERES).

National Peer-Reviewed Journal Publications

1. Bernard N., Loup P., Abord de Chatillon E., Commeiras N., (2021), **How do working conditions help us to understand the paradox between well-being at work and performance**, *Revue de Gestion des Ressources Humaines*, 2021/3 (121), 62-78. (Cat. 2 CNRS, Cat. 2 FNEGE, Rank A HCERES).
2. Delattre M. **Enseignants-chercheurs et responsabilité sociétale : le groupe "Management Socio-Économique" in connection with the ISEOR at iaelyon**. *Management & Sciences Sociales, Humanisme & Gestion*, 2021, *Responsabilité Sociétale des Enseignants-Chercheurs en Management*, 30 (30), 95-105. (hal-03277491) (Cat. 4 FNEGE, Rank C HCERES).
3. Guillot-Soulez C., Chastenet É., **"Identité et image de marque employeur des Big Four : entre différences et indifférence"**, @ GRH, 2021/4 (No. 41), p. 45-79. DOI: 10.3917/grh.041.0045. (Cat. 3 FNEGE, Rank B HCERES).
4. Guillot-Soulez C., Saint-Onge S., Soulez S. & Merkouche W. (2021). **"Le modèle coopératif, un atout à valoriser dans l'identité de marque employeur des coopératives financières ?"**, *Management International*, 25(4) 69-83. (Cat. 2 FNEGE, Rank A HCERES).
5. Hallée Y., Delattre M. (2021), **Plaidoyer pour une économie du lien**, *Revue Interventions Économiques, Covid 19: Quels effets sur le travail et l'emploi ?*, n°66/2021, <https://journals.openedition.org/interventionseconomiques/14583> (halshs-03410495) (Rank C HCERES).

6. Livian. Y. (2021), **L'éthique de la vente au consommateur, un impensé de la responsabilité sociétale des enseignants-chercheurs**. *Management & Sciences Sociales, Humanisme & Gestion, Responsabilité Sociétale des Enseignants-Chercheurs en Management*, 30 (30), pp.121-127. (hal-03277488) (Cat. 4 FNEGE, Rank C HCERES).
7. Naro G., Traillaillé D. (2021). **La responsabilité sociale de l'enseignant chercheur en contrôle de gestion**. *Management & Sciences Sociales, Humanisme & Gestion*, 2021, Responsabilité Sociétale Des Enseignants-Chercheurs en Management, 30 (30), pp.128-139. (hal-03277485) (Cat. 4 FNEGE, Rank C HCERES).
8. Roche, A. (2021). **Quelles pratiques de reconnaissance au travail entre les mains des managers ? Comprendre les attentes et variables affectant les perceptions des collaborateurs**. *Revue Internationale de Psychosociologie et de Gestion des Comportements Organisationnels*, XXVI, 51-79. <https://doi.org/10.3917/rips1.067.0051> (Cat 4 CNRS, Cat. 4 FNEGE, Rank C HCERES).
9. Roussillon Soyer C., Igalens J., Guillot-Soulez, C. (2021). **La quasi-expérimentation : comment mettre la recherche au service des organisations ?**, *Question(s) de management*, 2021/6 (no. 36), p. 27-30., 10.3917/qdm.216.0027 (Cat. 4 FNEGE, Rank C HCERES).
10. Vinot D. (2021), **Le management hospitalier à l'épreuve du Covid-19 : de l'épreuve des faits à l'épreuve de vérité**, *Revue Gestion et Management Public*, 2021/NS, 155-159. (Cat. 3 FNEGE, Rank B HCERES).

Consumer Behaviour, 20(1), 89-100. <https://doi.org/10.1002/cb.1858> (rank A ABDC)

Book chapters

1. Delattre, M. (2021). **Management spirituel : vers une reconnaissance plénière de l'homme en organisation ?**, In Voynnet-Fourboul C. (Editor), *Leadership Spirituel en Pratiques*. EMS, 243-249. ISBN: 978-2-37687-459-1, <https://hal.archives-ouvertes.fr/hal-03408073>
2. Delattre, M., & Ocler, R. (2021). **Lever le voile d'une illusion managériale par l'apport du SIOFHIS (Système d'Informations Opérationnelles et Fonctionnelles Humainement Intégrées). Dire ce que l'on fait et faire ce que l'on dit, Chapter 107**. In H. Savall and V. Zardet (coord.), *Traité du management socio-économique, Théorie et pratiques*, EMS. (halshs-03410487).
3. Dudézert, A., Lebraty, J.-F., & Lobre-Lebraty, K. (2021). **L'incidence du numérique sur l'enseignement supérieur**. In A. Burlaud & F. Bournois (Eds.), *L'enseignement de la gestion en France: Identité, défis et enjeux* (pp. 277-296). Éditions EMS.
4. Glee-Vermande, C., Boghossian, J., Brès, L., & Pisani, S. (2021). **La mise en oeuvre féconde des notions de justice et de reconnaissance au sein d'une structure alternative d'éducation**. In I. M. M.-C. and T. Nathalie (Eds.) (Éd.), *Gouvernance, collégialité et innovation. Les organisations à but social* (pp. 209-231). Les Presses Universitaires de l'Institut catholique de Toulouse.
5. Lebraty, J.-F., & Lobre, K. (2021). **Blockchain et transformation numérique**. In *Des SI aux Blockchains: Convergences des sciences juridiques, fiscales, économiques et de gestion*. Larcier Editions.
6. Livian, Y. (2021). **For a Critical Approach to Corporate Social Responsibility in Africa: The Case of the Gold Mining Sector (Chapter 12)**. In I. N. Tournois & P. Very (Éds.), *Open Internationalization Strategy*. Routledge - Taylor & Francis Group.
7. Mercier-Laurent, E., Talens, G., & Thivant, E. (2021). **Developing a Knowledge Base on Climate Change for Metropolitan Cities**. In I. E. Mercier-Laurent, M. Ö. Kayalica, & M. L. Owoc (Eds.), special edition of the series *IFIP Advances in Information and Communication Technology, IFIP International Workshop on Artificial Intelligence for Knowledge Management AI4KM 2021: Artificial Intelligence for Knowledge Management*, Japan, January 7-8, 2021, Revised Selected Papers, Springer, 2021, Vol. 614, pages 130-143 IBSN: 978-3-

Articles in peer-reviewed journals, referenced or not in other international rankings (ABDC, CORE)

1. Alsarhan, F., & Valax, M. (2021). **Conceptualization of *wasta* and its main consequences on human resource management**. *International Journal of Islamic and Middle Eastern Finance and Management*, 14(1), 114-127, <https://doi.org/10.1108/IMEFM-02-2019-0072> (rank B ABDC 2019 - Australian Business Deans Council).
2. Kalika, M. and Shenton, G. (2021), **"Measuring business impact: the lessons from the business schools"**, *Corporate Governance*, Vol. 21 No. 2, pp. 268-278. <https://doi.org/10.1108/CG-01-2020-0042>
3. Moisis R., Capelli S. & Sabadie W. (2021), **"Managing the Aftermath: Scapegoating as Crisis Communication Strategy"** *Journal of*

- 030-80846-4, ISSN: 1868-4238, (Core rank A). https://doi.org/10.1007/978-3-030-80847-1_9
8. Savall, H., Péron, M., Zardet, V., & Bonnet, M. (2021). **Le capitalisme socialement responsable, environnement pertinent du management socio-économique (Chapter 113)**. In H. Savall; & V. Zardet (Eds.) (Eds.), *Traité du management socio-économique, Théorie et pratiques* (pp. 1206-1216). Éditions EMS - Management & Société.
 9. Talens G., Wintergerst C. (2021). **Ontologies Cooperation to Model the Needs of Disabled Persons**, In I. E. Mercier-Laurent, M. Ö. Kayalica, & \& M. L. Owoc (Éds.), special edition of the series IFIP Advances in Information and Communication Technology, IFIP International Workshop on Artificial Intelligence for Knowledge Management AI4KM 2021: Artificial Intelligence for Knowledge Management, Co-located with IJCAI 20, Japan, January 7-8, 2021, Revised Selected Papers, Springer, 2021, Vol. 614, pages 19-34. ISBN: 978-3-030-80847-1, ISSN: 1868-4238, (Core Rank A).

Presentations

1. Adla, L., & Gallego-Roquelaure, V. (2021). **Co-construisons une GRH plus inclusive en PME**. 31st Conference of the AGRH, March 4-5. <https://hal-univ-lyon3.archives-ouvertes.fr/hal-02966069>
2. Adla, L., & Gallego-Roquelaure, V. (2021a). **Penser l'innovation au travers d'une perspective relationnelle**. CIFEPME. <https://hal-univ-lyon3.archives-ouvertes.fr/hal-02966072>
3. Adla, L., Gallego-Roquelaure, V., & Calamel, L. (2020, December). **Managing Human Resources for Innovation in SMEs: An Approach Based on Gift Exchange**. EURAM. <https://hal-univ-lyon3.archives-ouvertes.fr/hal-02966073>
4. Bousquet, C., Delattre, M., & Lichy, J. (2021, July). **Leveraging Strategy for Better Implementation: The (Hidden) Role of Employees in Microfirms**. AOM Annual Meeting, July 30-August 3, 2021, A Virtual Experience. <https://halshs.archives-ouvertes.fr/halshs-03410490>
5. Delattre, M., & Garcia, M. (2021, May). **Responsabilité sociale et environnementale: La perspective interorganisationnelle**. 17th Conference of ADERSE. <https://hal.archives-ouvertes.fr/hal-03408045>
6. Delattre, M., & Hallée, Y. (2021, March). **La théorie de la justice sociale de Nancy Fraser appliquée à une gestion des ressources humaines plus inclusive des diversités**. 31st Conference of the AGRH, March 3-5 2021. <https://hal.archives-ouvertes.fr/hal-03408006>
7. Delattre, M., Hallée, Y., Bousquet, C., & Roche, A. (2021, June). **L'apport de l'analyse socio-économique pour la transposition organisationnelle de la notion de malcadrage de Nancy Fraser**. 21st International Colloquium, ISEOR, Academy Of Management, International Society for Organizational Development and Change, CNAM. <https://hal.archives-ouvertes.fr/hal-03408051>
8. Garcia, M., & Delattre, M. (2021, June). **L'expérience des IUT dans l'alternance salariale, entre explication néo-institutionnelle et stratégie interorganisationnelle territorialisée**. 21st International Colloquium, ISEOR, Academy Of Management, International Society for Organizational Development and Change, CNAM. <https://hal.archives-ouvertes.fr/hal-03408055>
9. Guillot-Soulez, C. (2021, October). **Une analyse des motivations au dépôt d'avis employeurs sur les plateformes en ligne**. 31st Conference of the AGRH 2020. <https://halshs.archives-ouvertes.fr/halshs-03385290>
10. Hallée, Y., & Delattre, M. (2021a, March). **La rémunération des emplois à prédominance féminine : L'apport de la prise en compte de la valeur comparable pour une véritable inclusion et considération en entreprise**. 31st Conference of the AGRH 2020. <https://hal.archives-ouvertes.fr/hal-03408012>
11. Hallée, Y., & Delattre, M. (2021b, April). **Marginalité et itinérance : Une analyse à partir du cadre théorique de justice sociale de Fraser**. International Colloquium of the Center for Research on Social Innovations (CRISES), Au carrefour des possibles. Quelles innovations sociales contre les injustices sociales, environnemental et épistémiques ?, 6th edition. <https://hal.archives-ouvertes.fr/hal-03408021>
12. Roche, A. (2021a, March). **Reconnaissance physiologique et management de proximité**. 31st Conference of the AGRH 2020. March 4 and 5, <https://halshs.archives-ouvertes.fr/halshs-03134186>
13. Roche, A. (2021b, June). **La conduite du changement des compétences managériales. cas d'une entreprise industrielle**. Conference of the Academy of Management (AOM) - Management Consulting - ISEOR. <https://halshs.archives-ouvertes.fr/halshs-03275487>
14. Salmeron, J. C., Delattre, M., & Mithieux, F. (2021, June). **Étiologie et thérapeutiques dysfonctionnelles d'un cabinet médical d'exercice libéral : Cas d'un cabinet d'exercice libéral**. 21st International Colloquium, ISEOR, Academy Of Management, International Society for Organizational Development and Change, CNAM. <https://hal.archives-ouvertes.fr/hal-03408058>

Other publications

1. Levet P. (2021), **“Quel modèle pour favoriser le travail avec ou après un cancer ?”**, The Conversation, October 26, 2021, <https://theconversation.com/quel-modele-pour-favoriser-le-travail-avec-ou-apres-un-cancer-170592>
2. Lobre-Lebraty, K. (2021), **Hybridité : pourquoi les banques mêlent-elles modèle coopératif et capitaliste ?**, The Conversation, 10 February 2021, <https://theconversation.com/hybridite-pourquoi-les-banques-melent-elles-modele-cooperatif-et-capitaliste-154510>

Round Tables

3. Round table on CSR, led by Lorella Pignet-Fall, as part of the international seminars, January 2021

PUBLICATIONS 2020

JANUARY – DECEMBER

BOOKS

1. Capelli, S., Guillot-Soulez, C., & Sabadie, W. (2020). **Management des coopératives : Une différence créatrice de valeur(s)**, Éditions EMS Management & Société.
2. Pierron, J.-P., Vinot, D., & Chelle, E. (2020). **Travail du soin, soin du travail**. Éditions Seli Arslan, 978-2-84276-257-5

ARTICLES IN PEER-REVIEWED JOURNALS

(Ranked by the High Council for Evaluation of Research and Higher Education - HCÉRES / the National Center for Scientific Research - CNRS / the National Foundation for Business Administration Education - FNEGE)

1. El Haddad, P.; Bonnet, M.; Tabchoury, P. (2020). **“Transforming Hidden Conflicts into Participation: The case of Charismatic Leadership in the Middle East”**, Journal of Organizational Change Management, 34(1), 84-103. DOI: 10.1108/JOCM-11-2016-0236. (Cat. 3 FNEGE, Cat. 3 CNRS, Rank B HCERES). National Peer-Reviewed Journal Publications
1. Capelli S., Guillot-Soulez C., Sabadie W. & Séguin M. (2019). **“Une approche internationale de la relation entre perception des principes coopératifs et attractivité RH des coopératives”**, Management International, 24(4), 71-83. (Cat. 2 FNEGE, Rank A HCERES),
2. Faure-Ferlet A., Capelli S. & Sabadie W. (2020), **“La gouvernance a-t-elle bon goût ? L’impact d’une mention ‘coopérative’ sur le goût perçu des produits alimentaires”**, Recherche et Applications en Marketing, 35(4), 3-22, <https://doi.org/10.1177/0767370120916142> (Cat. 2 FNEGE, Cat. 2 CNRS, Rank A HCERES).
3. Gallego-Roquelaure, V. & Adla, L. (2020). **“Les compétences entrepreneuriales du dirigeant au cœur de l’émergence d’un réseau international de PME”**, Management International, 18(1), 44-62. (Cat. 2 FNEGE, Cat. 3 CNRS, Rank A HCERES).

4. Livian Y. (2020). **“Contextualiser le management africain, oui mais comment ?”**. Revue Française de Gestion, Lavoisier, 2020/4 (289), 101-118. (Cat. 2 FNEGE, Cat. 3 CNRS, Rank A HCERES).

Other peer-reviewed journal publications, referenced or not in other international rankings (ABDC, CORE)

1. Akowoura M. O., Livian Y. (2020). **“La résolution des conflits du travail dans le secteur privé au Burkina Faso : entre procédures juridiques et méthodes informelles”**. Revue Africaine de Gestion, Special Edition AIMS-ASSG-RAG, pp.37-53.
2. El Haddad, P., Bonnet, M. (2020), **“From Agile Leader to Agile Leadership: An OD Project in an International Company Operating in the Middle East”**, Organization Development Journal, v.38(4), 9-22.
3. Farah S., Bonnet, M. (2020), **“Discrepancies in Information Technology Strategic Alignment in Healthcare”**, International Journal Business Information System, Vol.34, No.2, 273 – 292, DOI: 10.1504/IJBIS.2020.108344 (Rank C ABDC 2016 - Australian Business Deans Council).
4. Gajewski J.-F., Heimann M., Léger P.-M., Teye P., (2020). **“Nudging to Improve Financial Auditors’ Behavior: Preliminary Results of an Experimental Study”**. NeuroIS, Information Systems and Neuroscience Conference, Springer.
5. Sanchez F., Bonjour E., Micaelli J.P., Monticolo D. (2020). **“An Approach Based on Bayesian Network for Improving Project Management Maturity: An Application to Reduce Cost Overrun Risks in Engineering Projects”**. Computers in Industry, Elsevier, 2020, 119, pp.103227. (10.1016/j.compind.2020.103227). (Core2020 Rank B)

Book Chapters

1. Guillot-Soulez C., Soulez S., Viot C. (2020). **“Image employeur, image de la ville et attractivité organisationnelle”**. In C. Guillot-Soulez & E. Pezet (coord.), Marque employeur et travail expérientiel : la GRH dans l’économie des marques, Vuibert, 85-104.
2. Guillot-Soulez, C., & Soulez, S. (2020). **“La valorisation du modèle coopératif dans une perspective RH : pratiques et perceptions”**

- . In A. Deville, É. Lamarque & G. Michel (coord.), Valeurs coopératives et nouvelles pratiques de gestion, Éditions EMS Management & Société, 207-224.
3. Livian Y.-F., Bakengela Shamba P. (2020), **“Les apports des méthodes mixtes pour la recherche enracinée en Afrique”**, Chapter 14, in Kamdem E., Chevalier F. & Payaud M. A. (Ed.) (2020), La recherche enracinée en management, Contextes nouveaux et perspectives nouvelles en Afrique, Éditions EMS, Collection Business Science Institute. 257-270.
 4. Pierron, J.-P., Vinot, D., & Chelle, E. (2020). **“Introduction”**. In J.-P. Pierron, D. Vinot, & E. Chelle (Eds.), Travail du soin, soin du travail : Préserver la valeur intangible de la relation au sein d'organisations en tension. Éditions Seli Arslan, 13-22.
 - Academy of Management (DOC-MCD), June 16-17.
 7. Godé, C., Brion, S., & Bohas, A. (2020, June). **“The Affordance-Actualization Process in a Predictive Policing Context: Insights from the French Military Police”**. European Conference on Information Systems (ECIS). June 15-17, online.
 8. Godé, C., Brion, S., & Bohas, A. (2020, June). **“The Affordance-Actualization Process: Insights from a predictive policing system”**. Association Information et Management (AIM). June 11-12, online.
 9. C. Wintergerst, G. Talens (2021). **“Distributed Ontology for the Needs of Disabled People”**, 11th International Conference on Knowledge Engineering and Ontology Development (KEOD 2019), September 17-19, 2019, Vienna, Austria. (Ranked C – CORE)

Presentations

Presentations in English

1. Al Barazi R., Salmeron J.-C., Zardet V. (2020, June). **“Innovative Model for NGOs Based on Implementation of Project Management Methodology: an Intervention Research in Lebanon”**, 9th International Colloquium of the ISEOR-AOM Academy of Management (DOC-MCD), June 16-17, Lyon, online.
2. Alsarhan, F. & Valax, M. (2020, September). **“Towards a Model for Wasta in Human Resources Management in the Middle East”**. 35th EIASM Virtual Workshop on Strategic Human Resource Management. September 24th-25th, online.
3. Bonnet, M. (2020, May). **“Qualimetrics as an Underpinning Philosophy of Science of the Socio-Economic Approach to Management”**. 8th International SEAM Virtual Conference, ‘Complexity, Leadership, and Change in a Time of Crisis’, May 21-22, online.
4. Bousquet C., Delattre M. (2020, August) **“Using the Periodically Negotiable Activity Contract (PNAC) to Align Strategy with Individual and Collective Skills: the Case of an SME”**, AOM Annual Meeting, Online, August 7-11, 2020, Vancouver.
5. Gajewski J.-F., Heimann M. & Meunier L. (2020, March), **“Nudges in SRI: Too Much of a Good Thing?”**, Innsbruck Winter Summit - (Un)Ethical Behavior in Markets, March 18-20.
6. Hillon Y. C., Garrido-Lopez M., Bonnet M., Hillon M. E. (2020, June), **“Community Sourced Research: An Economic Balance for Ecosystem Impact Assessment”**, 9th International Colloquium of the ISEOR-AOM

Presentations in French

1. Biscagé B. (2020, June), **“Le dialogue social: une composante oubliée de la performance durable des entreprises”**, 9th International Colloquium of the ISEOR-AOM Academy of Management (DOC-MCD), June 16-17, Lyon, online.
2. De Bovis, C. M. (2020, January). **“Artefact et routines en construction à l’Opéra : Le temps et la place du collectif dans la création”**. Day of Interdisciplinary Studies: Temps et art : représenter, maîtriser, January 24.
3. De Bovis, C. M. (2020, January). **“Les grands principes de la haute fiabilité organisationnelle”**, Conference, Les Papillons Blancs de Lille Association, January 30.
4. De Bovis, C. M., & Freour, T. (2020, March). **“Les principes de la Très Haute Fiabilité appliqués en AMP”**, Rencontres Today & Tomorrow, Paris, March 12-13.
5. De Bovis, C. M., & Hussler, C. (2020, April). **“Artefact et routines en construction à l’Opéra : De l’idée du créatif à la production par le collectif”**. GT AIMS “Industries Créatives”. April 2.
6. Dumalanède, C., & Payaud, M. A. (2020, March). **“Atteindre la base de la pyramide avec un modèle d’entreprise sociale : Le cas de l’ONG Entrepreneurs du monde et son entreprise sociale Nafa Naana au Burkina Faso”**. 2nd International Conference on Francophone Business: L’entrepreneuriat et l’insertion professionnelle des jeunes et des femmes en Afrique francophone. March 2-4, Rabat.
7. El Yadari N. (2020, June), **“Les valeurs personnelles des entrepreneurs responsables :**

- entre individualisme et collectivisme**", 9th International Colloquium of the ISEOR-AOM Academy of Management (DOC-MCD), June 16-17.
8. Garcia M., Delattre M. (2020, June), **"Contribution à l'identification des structures de gestion interorganisationnelle"**, 9th International Colloquium of the ISEOR-AOM Academy of Management (DOC-MCD), June 16-17.
 9. Naro G., Travaillé D. (2020, October). **"Former des managers pour un monde meilleur : les stratégies de soutenabilité des écoles de management"**, Virtual Research Day, Conference of the RIODD, Quelle soutenabilité des modèles économiques et sociaux dans les organisations face à la crise sanitaire du COVID-19 ?, Montpellier, October 1st.
 10. Maitre-Ferri A. (2020, June). **"Formalisation et mesure de démarches RSE - Cas d'une entreprise de l'économie sociale et solidaire"**, 9th International Colloquium, ISEOR-AOM (DOC-MCD), June 16-17, 2020, Lyon, online.
 11. Roche A. (2020), **"Les effets recherchés et observés des outils de gestion pour la conduite du changement"**, 9th International Colloquium and Seminar of the ISEOR-AOM Academy of Management (DOC-MCD), June 16-17.
- com/primes-individuelles-comment-eviter-que-le-salarie-ne-se-sente-manipule-142741
5. Guillot-Soulez C., Roussillon Soyer C. (2020), **"Ehpad : la prime Covid, un effort nécessaire mais pas suffisant"**, The Conversation, September 29, <https://theconversation.com/ehpad-la-prime-covid-un-effort-necessaire-mais-pas-suffisant-146794>
 6. Guillot-Soulez C., Roussillon Soyer C. (2020), **"Qu'est-ce qui motive le personnel en Ehpad" ?**, The Conversation, October 21, <https://theconversation.com/quest-ce-qui-motive-le-personnel-en-ehpad-148384>

Case studies

1. Jrad, A., & Payaud, M. A. (2020). **"Crystal Cruises, croisières de luxe : Qualité de services / innovation technologique, quel choix stratégique" ?**, Centrale de Cas et de Médias Pédagogiques (CCMP, CCI de Paris).
2. Vazquez J., Payaud M. A.. (2020). **"Entreprise Rologis : avis de tempête sur le marché du transport de marchandises (ref.G2010)"**, CCMP (Centrale de Cas et de Médias Pédagogiques, Chambre de Commerce et d'Industrie de Paris),
3. Vazquez J., Payaud M. A. (2020). **"Fontaine Pajot : un catamaran pris dans une tempête virale !"**, CCMP (Centrale de Cas et de Médias Pédagogiques, Chambre de Commerce et d'Industrie de Paris), 2020

Other publications

1. Adla L., Eyquem-Renault M. and Gallego-Roquelaure V., (2020), **"Comment les PME peuvent s'appuyer sur leurs valeurs pour sortir de la crise"**, The Conversation, May 4, 2020, <https://theconversation.com/comment-les-pme-peuvent-sappuyer-sur-leurs-valeurs-pour-sortir-de-la-crise-137788>
2. Guillot-Soulez C., Roussillon Soyer C. (2020), **"Les Ehpad à l'épreuve de la crise du Covid-19 : du sale boulot aux super-héros"**, The Conversation, June 3, <https://theconversation.com/les-ehpad-a-lepreuve-de-la-crise-du-covid-19-du-sale-boulot-aux-super-heros-138443>
3. Guillot-Soulez C., Roussillon Soyer C. (2020), **"Plus de rémunération ne veut pas forcément dire plus de performance"**, The Conversation, June 28, <https://theconversation.com/plus-de-remuneration-ne-veut-pas-forcement-dire-plus-de-performance-141294>
4. Guillot-Soulez C., Roussillon Soyer C. (2020), **"Primes individuelles : comment éviter que le salarié ne se sente manipulé ?"**, The Conversation, July 16, <https://theconversation.com/primes-individuelles-comment-eviter-que-le-salarie-ne-se-sente-manipule-142741>

Round Tables

4. Round table on CSR, led by Lorella Pignet-Fall, as part of the international seminars, January 2020
5. Round table on teaching CSR, ADERSE Colloquium 2020



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