

Bocconi

SUSTAINABILITY

REPORT 2022

#Sustainabilitythatmatters



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Methodology note

Promoted and coordinated by the University's Sustainability Committee, and continuing the approach adopted in recent years, this is the fourth Sustainability Report published by Bocconi University. The document introduces several social and environmental sustainability initiatives as University policy and outlines the commitments to promoting the more sustainable and responsible development models contained in the orientations of the Strategic Plan 2021-2025 and Bocconi Vision 2030 approved in November 2020. From a methodological point of view, those initiatives are contained within the Bocconi University perimeter, thus all its teaching, research and operational areas, including the Bocconi Urban Campus. Data and information refer to the 2022 calendar year or, alternatively, when stated, the 2022-2023 academic year. Given the particular nature of the report period characterized as it was by the Covid-19 pandemic in the three-year period considered, the data are not always immediately comparable. In the cases specified assessments and considerations for contextualizing the data are reported. With regard to the main methodological references, the University's main contributions to the achievement of the Sustainable Development Goals (SDGs) of the United Nations 2030 Agenda have been reported for each of the major sustainability challenges identified, along with a set of KPIs able to provide an accurate and analytical vision of the University's commitment to these issues. In addition, the KPIs themselves are linked to the consolidated reporting practice of the Global Reporting Initiative (GRI) standards.

MESSAGE

FROM THE RECTOR AND THE MANAGING DIRECTOR

Dear Readers,

As in previous years, the fourth edition of the Bocconi University Sustainability Report presents our University's initiatives, findings and outlook in the area of sustainability. This report covers not only the environmental aspects in this area, but also the related interconnected human, social, economic and institutional aspects.

In the fight against climate change, we like to remind readers that our commitment has deep roots. Energy efficiency and saving, self-production of energy from renewable photovoltaic and geothermal sources, supply from renewable sources of all the electricity that we are not able to self-produce, and obtaining the most prestigious environmental certifications (e.g. ISO 50001 for the energy management system, LEED Platinum for the new Urban Campus) – these actions all bring our University closer to our goal of carbon neutrality planned for 2025 to subsequently focus on Net Zero, including all other major indirect emissions, according to the University's decarbonization plan.

Regarding social aspects, we are aware that we must all strive to make our society truly open and inclusive, thus reigniting social mobility. We must do so by working together – institutions, companies and universities. Supporting young people in their



FRANCESCO BILLARI
Rector

RICCARDO TARANTO
Managing Director

studies is a fundamental step, one that will lead them to have an impact in the workforce and contribute to change. Bocconi does this through investing, including in 2022, when over €38 million was invested in scholarships and financial aid for its students.

In reference to women's empowerment – within the area of diversity, equity and inclusion – there are many initiatives conducted by Bocconi to render it an increasingly inclusive University that is attentive to the needs of its students, faculty and staff, in all areas of interest.

We are grateful to all those who contribute to achieving these results every day. Together, we strive to foster a dynamic and stimulating academic environment, which aims to train future leaders in the social sciences and promote a more sustainable and inclusive future.

We kindly invite you to browse this report and discover more on our initiatives, findings and future outlook.

We are confident that you will find inspiration in our vision and endeavors.

Please enjoy our report.

FACTS & FIGURES

EDUCATIONAL OFFER

(A.Y. 2022-2023 vs 2021-2022 and 2020-2021)

60 DEGREE PROGRAMS, INCLUDING

	2020	2021	2022
Bachelor of Science programs	10	10	10
Master of Science programs	14	14	15
Specialized Master programs	10	10	10
PhD programs	5	5	5
Post experience programs	20	21	20
Open Programs	150	137	103
Custom Programs	400	550	564
Online On-Demand Programs	30	31	42

STUDENTS AND MOBILITY

(A.Y. 2022-2023 vs 2021-2022 and 2020-2021)

15,126 STUDENTS ENROLLED, INCLUDING

	2020	2021	2022
Students enrolled	15,037	15,152	15,126
> including: number of women students enrolled	6,067	6,261	6,314
> including: number of international students enrolled	2,961	3,249	3,408
Number of nationalities of represented	100+	124	117
Partner Universities	286	287	286
% students "In corso"	94.7%	95.2%	94.5%
Bocconi students who have spent time abroad	2,408	3,739	3,867
Incoming international students from partner universities	699	1,396	1,761
Number of Bocconi students in double degree programs	190	229	250

BREAKDOWN OF STUDENT POPULATION BY GENDER:

% WOMEN

(A.Y. 2022-2023 vs 2021-2022 and 2020-2021)



	2020	2021	2022
Undergraduate (Bachelor)	38.3%	38.7%	40.0%
Graduate	42.9%	42.3%	41.5%
Law	52.8%	54.7%	55.2%
PhD School	44.4%	36.7%	34.8%
SDA Bocconi (Master)	39.6%	40.8%	40.6%

RANKINGS

MASTER IN SUSTAINABILITY

MaSEM Master in Sustainability and Energy Management



	2020	2021	2022
IN EUROPE	1 st	1 st	1st
WORLDWIDE	1 st	1 st	1st

MASTERS IN FINANCE



	2021	2022	2023
IN EUROPE	6 th	11 th	11th
WORLDWIDE	6 th	13 th	13th

MASTERS IN MANAGEMENT



	2021	2022	2023
IN EUROPE	16 th	18 th	7th
WORLDWIDE	16 th	20 th	8th

WORLD UNIVERSITY RANKINGS BY SUBJECT



	SOCIAL SCIENCES AND MANAGEMENT			ACCOUNTING AND FINANCE			BUSINESS AND MANAGEMENT			ECONOMICS AND ECONOMETRICS			MARKETING
	2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023	2023
IN EUROPE	4 th	4 th	4th	5 th	5 th	5th	3 rd	3 rd	3 rd	5 th	4 th	4th	3rd
WORLDWIDE	16 th	10 th	14th	14 th	15 th	17th	7 th	6 th	7th	18 th	16 th	16th	8th

EUROPEAN BUSINESS SCHOOL RANKINGS



	2020	2021	2022
IN EUROPE	5 th	5 th	4th
WORLDWIDE			

FINANCIAL TIMES GLOBAL MBA RANKINGS



	2021	2022	2023
IN EUROPE	3 rd	4 th	3rd
WORLDWIDE	6 th	13 th	6th

FULL-TIME MBA RANKING



	2020	2021	2022
IN EUROPE	n.d.	3 rd	2nd
WORLDWIDE	n.d.	6 th	13th

EUROPEAN B-SCHOOLS RANKING



	2021	2022	2023
IN EUROPE	3 rd	5 th	1st
WORLDWIDE			

STUDENTS

STUDENTS AND EMPLOYMENT

	2020	2021	2022
MSc graduates employed on graduation day (employment rate)	72.9%	75.1%	83.7%



MSc graduates employed one year after graduation (employment rate), working abroad **33.8%**

0.8 months average for job placement.

STUDENTS AND SATISFACTION WITH PROGRAMS ATTENDED

(Most recent available survey of graduating students)

	2020	2021	2022
Are you satisfied overall with the program you attended?	92.5%	92.2%	90.0%

GRADUATES

	2020	2021	2022
Bachelor of Science graduates	2,352	2,408	2,287
Master of Science graduates	2,023	2,042	2,067
Law graduates	280	257	263
Four-year program graduates	9	4	3



STUDENT FINANCIAL AID PROVIDED DIRECTLY BY THE UNIVERSITY (mln €)

	2020	2021	2022
	€ 31.7 mln	€ 35.7 mln	€ 38.4 mln

ECONOMIC VALUE

	2020	2021	2022
Revenue from BSc and MSc programs	59%	55%	53%
Revenue from post-graduate programs	19%	22%	23%
Revenue from research, conferences and training	7%	7%	8%
Federal and regional contributions	7%	8%	6%
Fundraising and other contributions	3%	3%	4%
Revenue from management of right to university education	4%	4%	4%
Other revenue	1%	2%	2%

FACULTY

	2020	2021	2022
Core Faculty	375	398	414

BY GENDER

	2020	2021	2022
Core Faculty – Men	258	274	282
Core Faculty – Woman	117	124	132

STAFF

	2020	2021	2022
Staff members	640	663	701
Total Men	166	178	192
Total Women	474	485	509
Directors	21	21	22
Directors – Men	11	11	11
Directors – Women	10	10	11
% permanent employment contracts	97.3%	94.9%	94.3%

TRAINING

	2020	2021	2022
Average training hours for employees (directors and staff) – Total	8.1	6.4	8.8
Training hours (total)	5,185	4,272	6,146

RATIO OF SALARY OF WOMEN TO MEN (Remuneration)

For the same duties and positions, there are no differences in economic conditions when hired between women and men.

OUR COMMITMENT TO SUSTAINABILITY

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VISION 2030
AND THE STRATEGIC
PLAN 2021-2025

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SUSTAINABILITY
THAT MATTERS

BOCCONI AND THE
UN AGENDA 2030
FOR SUSTAINABLE
DEVELOPMENT

THE PERSPECTIVE OF
OUR STAKEHOLDERS
AND SUSTAINABILITY
CHALLENGES

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THE CLIMATE
COMMITMENT AND
THE UNIVERSITY'S
DECARBONIZATION
STRATEGY

Vision 2030 and the Strategic Plan 2021-2025

Bocconi University has identified **six strategic objectives** that guide the Bocconi Vision 2030 and will define our University in the future, starting with the guidelines in the Strategic Plan 2021-2025. The University is progressively pursuing these goals:

B4i
BOCCONI FOR
INNOVATION

1. A leading **independent international** University in the social sciences
2. A University committed to the **advancement of knowledge** through rigorous and relevant research
3. A University offering a **life transforming learning experience** of the highest academic quality
4. A University promoting impact and **engagement of all its stakeholders**
5. An open University supporting **social mobility, inclusivity, diversity** and **sustainability**
6. A University promoting **innovation** and **entrepreneurship**



Sustainability that matters

Vision 2030 and the **Strategic Plan 2021-2025** confirm the central role of sustainability in its many forms, as a global challenge facing us all.

In this sense Bocconi will continue to be fully committed, devoting its best efforts to achieve more sustainable, inclusive development geared towards future generations. It will act as a catalyst for sustainable change both through research, aimed at building new knowledge for the benefit of society and through education, aimed at providing students with the necessary tools to become key players in this change.

At the same time, we want the Bocconi experience to grow so that it is increasingly a daily, concrete commitment to sustainability, that is within everyone's reach. Armed with the knowledge and experience we have gained we will continue to be a strong, clear and free voice in the sustainability debate, from the local community to the global context challenges, and we aim to take a leading role that can make a measurable impact on society now and into the future.



THE PERSPECTIVE OF OUR STAKEHOLDERS AND SUSTAINABILITY CHALLENGES

The formulation of our vision of sustainability, confirmed in **Vision 2030** and the **Strategic Plan 2021-2025**, took into consideration the perspectives, needs and expectations of our stakeholders.

- STUDENTS
- FACULTY AND COLLABORATORS
- PERSONNEL AND STAFF
- ALUMNI
- FAMILIES OF EMPLOYEES AND STUDENTS
- UNIVERSITY AND RESEARCH CENTERS
- NON-PROFITS
- NATIONAL AND INTERNATIONAL INSTITUTIONAL PARTNERS
- COMPANIES
- DONORS
- LOCAL COMMUNITY
- SUPPLIERS
- PUBLIC ADMINISTRATION

The Climate Commitment

AT BOCCONI UNIVERSITY AND THE SDA BOCCONI SCHOOL OF MANAGEMENT, AND THE UNIVERSITY'S DECARBONIZATION STRATEGY

The climate commitment at Bocconi University and the SDA Bocconi School of Management has deep roots, allowing the University to constantly reduce its carbon footprint over time.



BELOW ARE SOME OF THE INITIATIVES ADOPTED BY BOCCONI:

Energy saving and efficiency
in all activities (e.g. replacement of lighting fixtures with latest generation LEDs, systems remodeling and investment in high-efficiency machinery, continuous optimization of consumption, ISO 50001 Certification for energy management – the only university in Italy and among the few at the international level to have obtained this certification – awareness-raising initiatives for the entire Bocconi community)

Auto-production of energy from renewable sources including photovoltaic and geothermal. In particular, the Bocconi photovoltaic park – the second largest in the city of Milan – has exceeded the threshold of 1.2 MW of installed power and brings our University closer to the carbon neutrality threshold for direct Scope 1 emissions

LEED Platinum Certification for the new Urban Campus, highest rating of LEED certification (Leadership in Energy and Environmental Design), the most widely used system for rating the “green” standards of building worldwide, and a seal of excellence for sustainable architecture

100% of electricity acquired from third parties procured from renewable sources since 2017 with guarantee of origin, eliminating indirect Scope 2 emissions

The investment initiatives already underway (for example, replacement of remaining heating system with heat pumps) will bring the University even closer to the carbon neutrality threshold for its direct emissions.

On the basis of these premises, in 2022 Bocconi University and the SDA Bocconi School of Management embarked on a **process for the definition of the University's decarbonization plan**, with the aim of formalizing what has already been achieved, quantifying the other indirect emissions (so-called Scope 3) related to the University's activities (e.g. purchase of goods and services; movement of students, faculty and staff; emissions from investment goods; and waste management), and define a carbon neutrality path with objectives, targets and timing of achievement.

The decarbonization plan adopted by Bocconi University foresees achieving carbon neutrality (direct Scope 1 and indirect Scope 2 emissions) by 2025 and subsequently focusing on the Net Zero target, including all other main indirect emissions.

In addition, the activation of the University's certification process for the calculation of its carbon footprint, according to the ISO 14064-1 standard, will be completed by 2023.

BE

SUSTAINABLE • RESPONSIBLE • SAFE

The year 2022 represented the return to a new normal. For the 2022-2023 academic year, presence in the classroom was strongly recommended and was, for most of the courses, the only way to follow lessons. However, with a view of further experimentation and to encourage students engaged in study abroad or internship programs, it was possible to follow some courses remotely and via pre-recorded lessons

More generally, among the legacies of the recent past is a renewed awareness that matters of sustainability and responsibility, along with individual and collective safety, are intrinsically linked. In addition to the numerous announcements related to responsibility and safety communicated through the University's channels, during the 2022-2023 academic year, a new **campaign focused on "The New Number Theory"** was launched to raise awareness on sustainability issues.

The campaign, also active on totems around Campus and within internal communications, aims to highlight the importance of small daily gestures including turning off lights as well as electronic devices when not in use, and adopting a more active lifestyle. By quantifying the savings and benefits, through both personal and collective efforts, these simple behaviors can make a difference and contribute to making our environment more livable and sustainable – from words to numbers, numbers to facts.

bocconi-the-new-number-theory.com

I2

BOCCONI
GOVERNANCE

I3

SUSTAINABILITY
COMMITTEE

Bocconi Governance

Bocconi's values are expressed in the University's Governance structure, allowing the University's objectives to be implemented through a coordinated system of bodies responsible for carrying out specific functions to support a common development strategy.

The Governance system sees the University Board as the body in charge of the University's ordinary and extraordinary administration, including the definition of the general direction of the University's development. Bocconi University considers ethics, along with responsibility of behaviors and actions, fundamental for the training and professional life of people. In this regard, the University has provided for specific institutional assignments, and has a number of committees – composed of faculty, administrative staff members, and students – designed to preside over aspects related to ethics and responsible management of the University.

GOVERNANCE FOR SUSTAINABILITY AT BOCCONI UNIVERSITY AND THE SDA BOCCONI SCHOOL OF MANAGEMENT

INSTITUTIONAL ASSIGNMENTS



Bocconi University
Dean for Diversity,
Inclusion and Sustainability

PROF. PAOLA PROFETA



SDA Bocconi School of Management
Associate Dean for Sustainability,
also with responsibilities
for Diversity, Equity and Inclusion
at the School of Management

PROF. FRANCESCO PERRINI

COMMITTEES AND DELEGATES FOR SPECIFIC TOPICS

SUSTAINABILITY COMMITTEE

EQUAL OPPORTUNITIES COMMITTEE

INCLUSION, DISABILITY AND WELLBEING COMMITTEE

COMMUNITY AND SOCIAL ENGAGEMENT COMMITTEE

COMMITTEE FOR THE COORDINATION OF **STUDENT AND GROUP ACTIVITIES - CASA**

DIVERSITY DELEGATES IN EACH DEPARTMENT

SDA BOCCONI TEAM FOR **DIVERSITY, EQUITY AND INCLUSION**

Sustainability Committee

Established in 2013, the Committee is responsible for determining the University's guidelines and orientations for reducing environmental impact, fostering a culture of social responsibility and coordinating University projects on the basis of sustainability goals. The Committee is Bocconi's driver of sustainability in its various iterations, both of an environmental and a social nature.

Find out more

Bocconi University and SDA Bocconi School of Management

[RECTORATE AND RECTOR'S TEAM](#)

[ORGANIZATIONAL UNIT DIRECTORS AND MANAGERS](#)

[SDA BOCCONI SCHOOL OF MANAGEMENT – MANAGEMENT BOARD](#)



The University promotes the continuous improvement of quality in all areas of activity through which it implements and develops its Mission. To this end, the University has defined a structured and integrated apparatus of rules, mechanisms and procedures which – in the pursuit of institutional objectives – tend to direct the actions and behaviors of all actors involved, at different levels of academic and organizational responsibility. The main pillars defining the functioning and expected behavior within the University are contained in Bocconi's system of rules laid out in its Statute, as well as in the Organizational, Management and Control Model and Code of Ethics.

Find out more

[MODEL 231](#)

OUR SUSTAINABILITY CHALLENGE

EMPOWER

We inspire future agents of sustainable change



Being an international excellence in academic research and economic and social innovation



Being a point of reference across the globe in terms of educational offer



Attracting and keeping the best faculty and staff globally

EMBRACE

We continue to develop a sustainable Bocconi



Facilitating access to education



Fostering diversity and inclusion



Growing the bocconi urban campus experience



Promoting a culture of environmental responsibility and managing direct environmental impacts

ENGAGE

We are key players in sustainability challenges



Being a global partner



Promoting entrepreneurship and employment



Fostering integration into the local community

EMPOWER

INSPIRING FUTURE AGENTS OF SUSTAINABLE CHANGE



We

strive to **create and disseminate knowledge** and critical thinking skills to help educate people, not just managers or entrepreneurs. We aim to prioritize **global challenges**, and share the tools needed to address them. Through our **research**, we can certify and specify our response to these challenges, **developing ideas and solutions** that can have a solid, positive impact and contribute to the transformation of society. Through our teaching, we share and **disseminate our knowledge** in order to give young generations the chance to help change the economic and social system. We aim to **attract students from all over the world**, and teach them to take action that can have a positive impact on society, integrating technical skills in the social and economic sciences, with values such as ethics, inclusion, and the environment.

Being an international excellence

IN ACADEMIC RESEARCH AND ECONOMIC AND SOCIAL INNOVATION

International excellence in academic research and economic and social innovation means liaising with the best universities worldwide, developing an understanding of the new global challenges – including those associated with sustainable development. In this regard, 2022 confirmed an established trend: at least 50% of the new research projects initiated throughout the year at Bocconi University and the SDA Bocconi School of Management – often multidisciplinary and cutting across several domains of inquiry – through departments, research centers and labs focused on issues related to various aspects of sustainability. The number of publications in 2022 showed a slight countertrend, while there was exceptional growth regarding events, which more than doubled compared to the pre-pandemic level (100 in 2019).



Disclosures

	2020	2021	2022
No. of research projects launched throughout the year (Bocconi University and SDA Bocconi School of Management)	35	25	36
> of which linked to sustainability issues	19	16	18
Research programs funded by the European Research Council (ERC)	19	17	24
Publications	610	597	554
Publications linked to sustainability issues	122	145	100
Events related to sustainability	70	141	208

Note: ERC data are for projects active in the reporting year

A FEW INTERESTING INITIATIVES

GREEN

In 2022 the GREEN Research Center (Center for Research on Geography, Resources, Environment, Energy & Networks) continued its work on innovative research streams, including:

- Green Economy Observatory
- Smart City Observatory
- Renewable Gas Observatory
- Observatory on Public Procurement and Sustainability
- SUR Lab, Sustainable Urban Regeneration

[FIND OUT MORE](#)



AXA Research Lab on Gender Equality

The AXA Research Lab on Gender Equality, led by Professor Paola Profeta, promotes research in social sciences related to gender. The Lab contributes to shedding light on gender issues related to the pandemic, education and policy, organizing workshops and seminar series on the most relevant topics. Additionally, a conference is organized yearly to present the most interesting findings.

[SEE THE EVENTS CALENDAR](#)

[FIND OUT MORE](#)



SDA Bocconi Sustainability Lab

The Sustainability Lab at SDA Bocconi School of Management, led by Professor Francesco Perrini, proposes innovative research solutions aimed at promoting the creation and dissemination of strategic skills in the field of sustainability. Some of the projects conducted during the 2022-2023 academic year included:

OCEAN DISCLOSURE INITIATIVE

This project is part of the multi-year research "Business for Ocean Sustainability" promoted by the One Ocean Foundation (OOF), in collaboration with McKinsey & Company and CSIC (Consejo Superior de Investigaciones Científicas). Its aim is to build knowledge about the relationship between businesses and ocean protection. The most recent research findings were presented during the Blue Economy Summit conference organized at Bocconi on 8 June 2023, in celebration of World Ocean Day.

[FIND OUT MORE](#)

FURNITURE PACT FOR WOOD-FURNITURE MANUFACTURERS

The Furniture Pact is a manifesto aimed at supporting companies in the wood-furniture supply chain towards the adoption of even more sustainable management models. The project has developed a specific methodology for assessment of ESG processes, together with the definition of a set of specific criteria and commitments. Some pioneering companies have already made the pledge, which others can do as well, for the improvement of their sustainability profile.

[FIND OUT MORE](#)

WHITE PAPER GENERALI SME ENTERPRIZE

As part of the SME EnterPRIZE project supported by Assicurazioni Generali, in 2022 the SDA Bocconi Sustainability Lab produced its second White Paper on the sustainable transition of European SMEs. The White Paper analyzes the evolution of the approach of European SMEs towards sustainability. The document was presented in Brussels on 27 October 2022 with the attendance of EU institutions and leading business representatives.

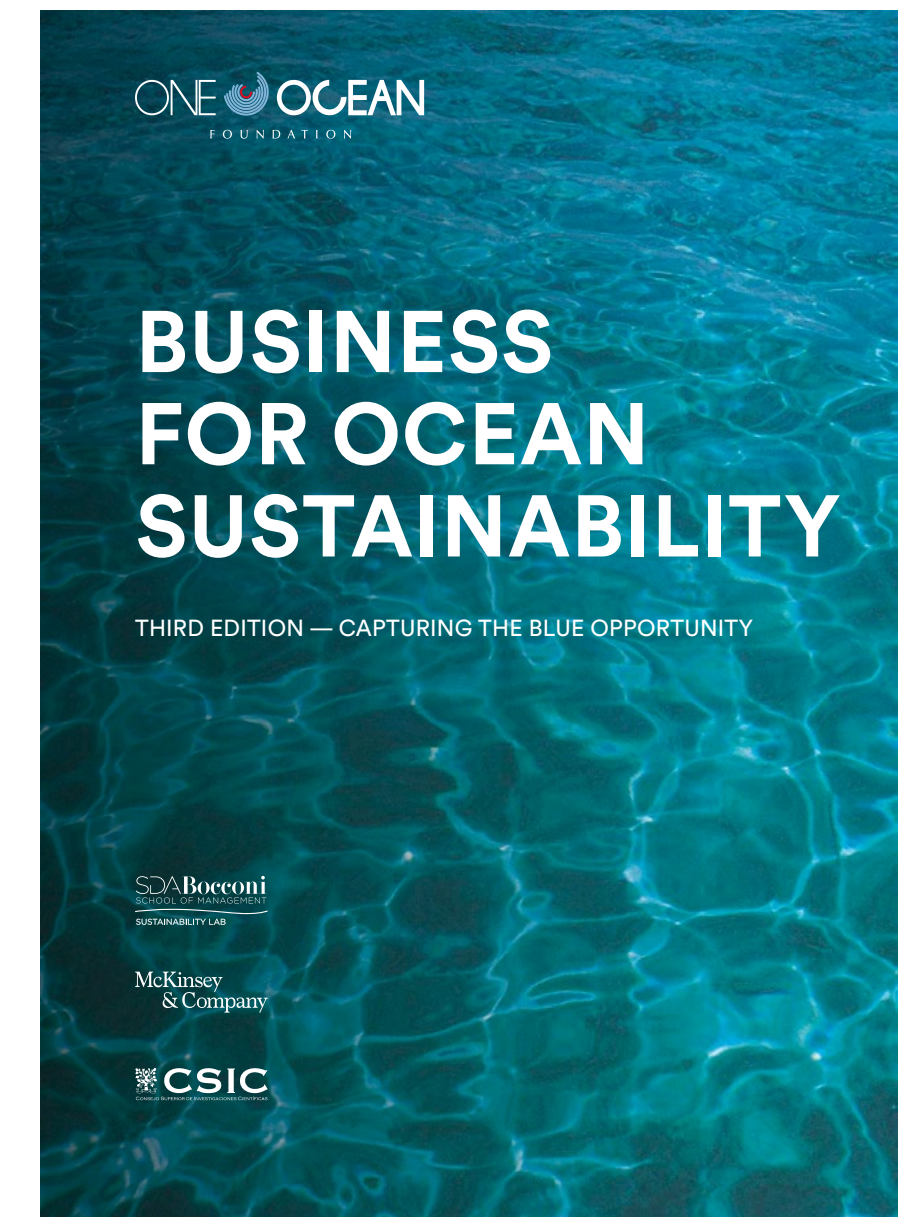
[FIND OUT MORE](#)

MONITOR FOR CIRCULAR FASHION

The Monitor for Circular Fashion brings together virtuous companies and disseminates best practices in circular fashion, enhancing technical, managerial and scientific skills with the goal of facilitating transition to circular business models.

[FIND OUT MORE](#)

SDA Bocconi
SCHOOL OF MANAGEMENT
SUSTAINABILITY LAB



A FEW INTERESTING INITIATIVES

SDA Bocconi eSG Lab

The aim of eSG Lab excellence in Sustainability and Governance Lab, co-directed by Prof. Francesco Perrini and Prof. Alessandro Minichilli, is to produce and disseminate managerial skills regarding sustainability and governance of SMEs. In particular, eSG Lab has developed an innovative strategic-organizational model to support SME decision-making processes in a context where sustainability and governance are increasingly important for the long-lasting success of companies, especially non-listed ones.

[FIND OUT MORE](#)

SDA Bocconi Invernizzi AGRI Lab

The Invernizzi AGRI Lab carries out scientific research, training and dissemination activities aimed at strengthening the knowledge and skills of the agribusiness sector in the areas of business management, innovation, technology and sustainability.

Among other initiatives, in 2022 the Invernizzi AGRI Lab conducted research activities in the field of managerial and economic-financial dimensions of the agro-industrial sector, diving deep into issues such as food security and climate change. The sector's contribution to the achievement of climate neutrality objectives through targeted initiatives of atmospheric carbon storage in the soil (carbon farming) also help to mitigate the effects of climate change.

[FIND OUT MORE](#)

SDA Bocconi REPAiR Lab

REPAiR (Responsible, Patient and Reliable Finance) Lab is a research and innovation laboratory created under a joint initiative of SDA Bocconi School of Management and CRIF, which serves as funding member. CRIF is a global firm specializing in credit and business information systems and advanced digital solutions for business development and open finance. REPAiR Lab's goals include carrying out research aiming to disseminate the inspiring principles of REPAiR Finance and developing a long-term vision geared toward the pursuit of "fair return" objectives. This will further the change of established paradigms that are not aligned with principles of sustainability and make available standards designed to measure organizations' ESG (Environment, Social, Governance) performance.

[FIND OUT MORE](#)



SDA Bocconi Corporate Governance Lab

The Corporate Governance Lab meets the internal needs of the Business Community to spread best company management practices. The goal is to ensure that the participating companies have the tools to strengthen their corporate assets and to guarantee their company's long-term success.

[FIND OUT MORE](#)

SDA Bocconi mobiUS Lab

mobiUS, SDA Bocconi School of Management's Lab for Smart & Sustainable Mobility, is focused on mobility users, and aims to produce and disseminate knowledge on new forms of smart and sustainable mobility in a global context.

[FIND OUT MORE](#)

SDA Bocconi LET'S Lab

LET'S (Legal Ethics, Technology and Sustainability) Lab, is the first SDA Bocconi School of Management laboratory designed for the needs of the legal professions. It aims to be a think-tank dedicated to discussion, research and training activities on increasingly crucial issues such as business ethics, technology and sustainability. Its goal is to share knowledge, skills and measurement methods to render the practice of the legal profession more sustainable and ethical.

[FIND OUT MORE](#)



SDA Bocconi
SCHOOL OF MANAGEMENT

AGRI LAB
ROMEO ED ENRICA INVERNIZZI
AGRIBUSINESS RESEARCH
INITIATIVE



Being a point of reference across the globe

IN TERMS OF EDUCATIONAL OFFER

We are increasingly aware that an integration of both social and environmental aspects is required to address global challenges. The growing expectations of society, the sensitivity and attention to these matters by the new generations, the demands of international markets, the evolution of regulations towards increasingly stringent rules and recent events have accelerated these tendencies and confirmed the need to provide paths of study that include issues such as the environment, sustainable growth, technological development, social and cultural inclusion, diversity and corporate social responsibility, within an integrated and multidisciplinary approach.

In the period 2020-2022 there has been a constant increase in both the number of courses and teaching hours dedicated to these topics. Specifically, there has been an increase from 88 to 102 courses and from 3,770 to 4,320 teaching hours. This trend is accompanied by an increase in the number of students

enrolled in courses centering on sustainability issues. The number of theses on sustainability issues is also constantly growing, from 650 in 2020 to 890 in 2022, representing a further sign of the growing importance of sustainability in higher education.



Disclosures

	2020	2021	2022
Number of courses on sustainability issues*	88	100	102
Number of teaching hours on sustainability issues*	3,770	3,854	4,320
Students enrolled in courses on sustainability issues*	5,361	6,157	5,886
Total theses	4,585	4,711	4,681
Theses on sustainability issues	802	861	890

* Data include courses in Specialized Master and PhD programs and SDA Bocconi programs

A FEW INTERESTING INITIATIVES

Our sustainability courses

(A.Y. 2022-2023)

Below is a breakdown of courses focusing on sustainability, showing numbers of lesson hours and students enrolled in in the various academic years. There is a steady growth in the number of courses, characterized by a substantial shift toward more specialized teaching delivered as part of Master of Science, Specialized Master and PhD programs, and particularly within SDA Bocconi, where enrollment in sustainability-focuses courses more than doubled over the three-year period.

PROGRAMS	Courses			Lesson hours			Students enrolled		
	2020-21	2021-22	2022-23	2020-21	2021-22	2022-23	2020-21	2021-22	2022-23
Bachelor of Science	18	18	14	1,040	1,016	864	2,406	2,928	1,507
Master of Science	18	15	25	1,076	928	1,279	1,184	1,025	1,478
Law	6	4	2	304	198	96	311	199	149
Specialized Master	14	14	19	420	416	556	493	525	685
PhD	8	5	12	192	120	276	44	47	106
SDA Bocconi	24	44	30	738	1,176	1,249	923	1,433	1,961
Overall total	88	100	102	3,770	3,854	4,320	5,361	6,157	5,886



A Series of DEI Seminars

In collaboration with SDA Bocconi School of Management, the University organized six seminars dedicated to the topics of Diversity, Equity and Inclusion (DEI) during the 2022-2023 academic year, as part of the “Broaden Your Frame” cycle of enhancing experiences. This is an initiative to bring awareness to general issues, and in this specific case to the importance of understanding how to overcome prejudices and cultural barriers that still exist in terms of Diversity.

It was an opportunity for not only Graduate School students, who participated in large numbers (240), but also students in various Specialized Master programs. Given the topicality and transversality of the subject, the initiative was also open to students from other University Schools, staff and faculty. Professors from leading European universities, mainly from the United Kingdom – such as Brunel University London, Cambridge Judge Business School or London School of Economics and Political Science – along with professionals in the sector, shared their research and experiences in the field of ageism, inequality in organizations, gender issues, LGBTQIA+ and disability.

A FEW INTERESTING INITIATIVES

Master of Science Bocconi Politecnico in Transformative Sustainability

At a time in which major environmental and social challenges have become central for any type of business, Bocconi University and Politecnico di Milano have each leveraged their own unique areas of expertise to design a joint degree with an integrated and innovative perspective on sustainability.

The program, offered starting in 2022 and directed by Prof. Francesco Perrini, combines fields of a technical nature (technologies for the environment, energy, mobility and circularity) with the fields in the social sciences (management, economics and quantitative and legal disciplines) that are needed to manage “just sustainable transition” within organizations.

[FIND OUT MORE](#)

50 STUDENTS

with 17 women and 33 men (66%), 42 Italian and 8 international students (16%)

10 COURSES (1ST YEAR)

in addition to 2 seminars (equally divided between the two partner Universities)

256 TEACHING HOURS

at Bocconi



MaSEM - Master in Sustainability and Energy Management Since 2015, ranked first worldwide in the Eduniversal Best Masters Ranking in the category Sustainable Development and Environmental Management

Bocconi was one of the first universities in the world to dedicate a specialized program to sustainability, corporate social and environmental responsibility, climate change, renewable energy, energy efficiency and sustainable urban development. The MaSEM program is rooted in this tradition and inherits the experience of the previous Master in Green Management, Energy and Corporate Social Responsibility (MaGER). **Since 2015, the MaSEM/MaGER program has continuously been placed first worldwide** in the Eduniversal Best Masters Ranking in the category Sustainable Development and Environmental Management.

The results achieved over the years with MaGER, together with MaSEM's innovative content, guarantee a well-rounded, solid preparation aimed at building cutting-edge knowledge and skills that can easily be used on the job market. The MaSEM program, taught entirely in English, includes 500 hours of teaching, and a 400+- hour internship with leading organizations in energy and sustainability, supplemented by workshops, seminars and company presentations.

[FIND OUT MORE MASEM](#)

[FIND OUT MORE BEST MASTERS](#)

TOP 100-2022 • EDUNIVERSAL BEST MASTERS RANKING
Sustainable Development and Environment Management



- 1st** UNIVERSITÀ BOCCONI
MaSEM Master in Sustainability and Energy Management
- 2nd** STANFORD UNIVERSITY
MS Environment & Resources/MBA
- 3rd** YALE UNIVERSITY
Master of Environmental Management (MEM)
- 4th** HEC PARIS
MSc Sustainability and Social Innovation
- 5th** AALTO UNIVERSITY
Master's degree Creative Sustainability

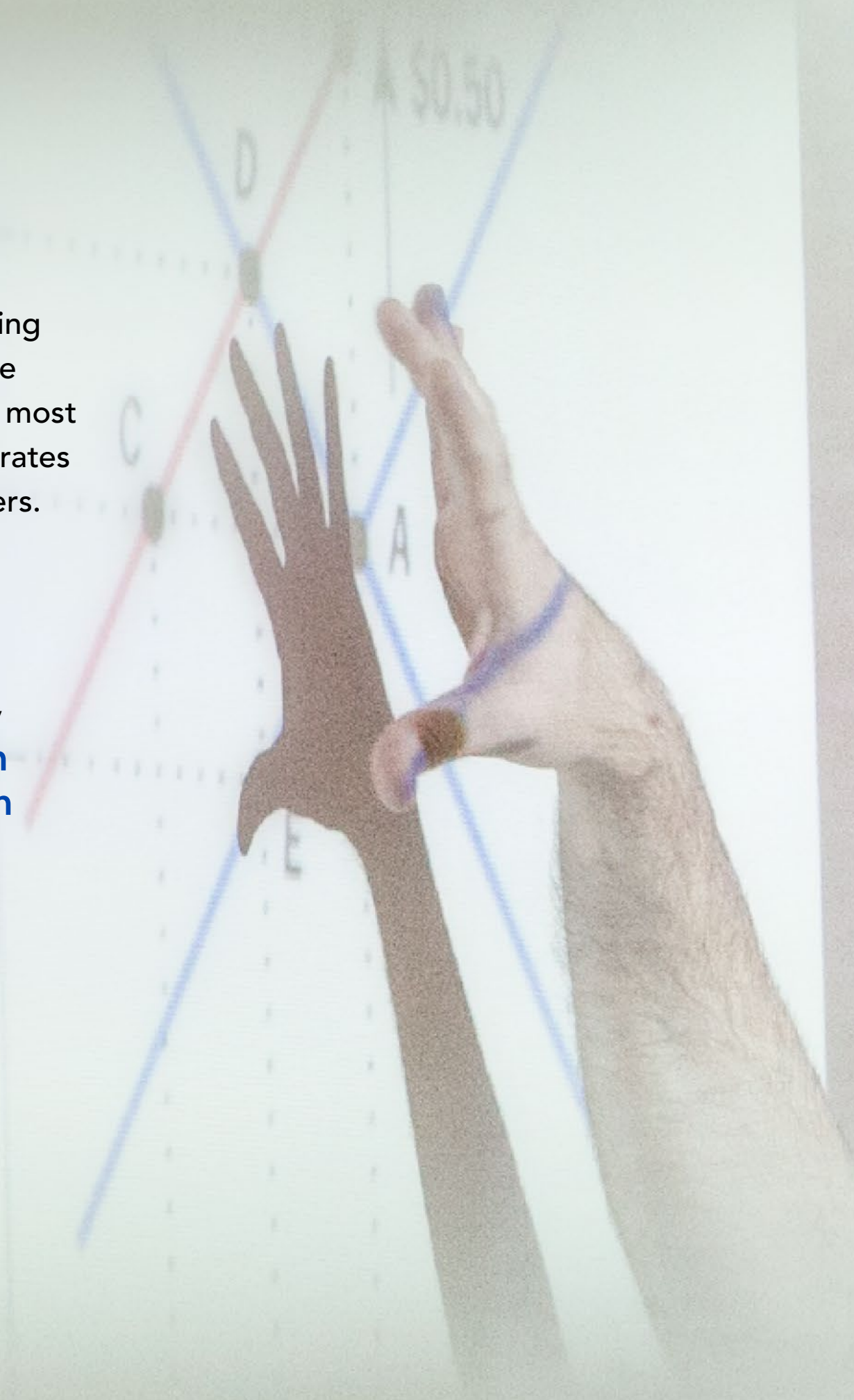
Attracting and keeping the best faculty and staff globally



The University’s development and its high-level research and teaching are assured by the quality, ambition and internationalization of its faculty. Bocconi professors stand out because of their significant experience acquired in leading international research and teaching institutions. The trend of internationalization of the Bocconi Faculty continued in 2022, with faculty on campus from top research institutions around the world, as well as Adjunct and Visiting Professors, Post Docs and Teaching Fellows. A similar trend can be seen in the methodical process used to select administrative staff, structured in such a way as to recruit profiles with international experience, while also promoting merit and integrity.

Disclosures

	2020	2021	2022		2020	2021	2022
CORE FACULTY	375	398	414	STAFF	640	663	701
<ul style="list-style-type: none"> > including: with foreign citizenship 	74 19.7%	94 23.6%	104 25.1%	<ul style="list-style-type: none"> > including: with foreign citizenship 	39 6.1%	42 6.3%	50 7.1%
<ul style="list-style-type: none"> > including: with a PhD earned abroad 	161 42.9%	181 45.5%	192 46.4%	<ul style="list-style-type: none"> > including: with at least 6 months’ experience of work/study abroad 	140 21.9%	165 24.9%	210 30.0%



FACULTY

Bocconi University boasts international faculty of the highest quality, covering the entire spectrum of the social sciences. Our Faculty is indeed a reference point in the academic world, to the extent that today Bocconi is one of the most attractive Universities for young researchers who, after earning their doctorates at the world's most prestigious schools, choose Bocconi to start their careers.

Bocconi's appeal extends to senior faculty as well: they also decide to come to Bocconi because they find a stimulating environment here, one that supports scholarly production at all levels.

Following the new entries of Full and Associate Professors, the core faculty is now made up of **414 professors, 25.1% of whom hold a foreign passport and 46.4% of whom hold a PhD from an institution outside Italy**. About one third (31.9%) are women, a proportion in line with the world's other leading Universities in the social sciences.

Parental leave for Core Faculty

With the aim of improving the faculty's quality of life, and in particular for a better management of working time to safeguard the so-called "work-life balance," additional benefits have been introduced for parental leave with greater protection also in favor of LGBTQIA+ families.

Maternity leave for Core Faculty at Bocconi University comes with a teaching discount equal to 100% of the teaching load of an entire academic year, to be used at the request of the interested party during the academic year coinciding with the period of compulsory leave and possibly in the following academic year.

Bocconi University grants any father requesting compulsory paternity leave the opportunity to ask for a 20% discount on the teaching activity to be used in the academic year of childbirth or in the following year. The faculty member must make the request after the birth or at the time of entry into the family in the case of adoptions, or even from foster care or temporary placement.

CarDev "Research Support on Career Development"

This initiative provides support for Associate Professors and Tenured University Researchers with significant experience of family care and assistance (for children, relatives, spouse and/or partner). CarDev awards a classroom discount of 50% in addition to the allocation of €5,000 as individual research funds. Candidates present a research plan aimed at finalizing publications in prestigious venues and/or developing new research topics. The call provides for the possibility of two allocations each year.

Work

Life

EMBRACE

CONTINUING TO DEVELOP A SUSTAINABLE BOCCONI

We want **Bocconi** to be not only a place of learning, but also a **complete experience** where sustainability plays a central role. We aim to experience sustainability, in addition to studying and teaching it.

We aim to be a place of debate, an inclusive, accessible community that rewards merit, listening to and understanding different needs, moving forward with the people within it.

We use this approach to **promote** issues such as a **focus on the environment**, the value of **diversity** and **inclusion**, and **merit**, so that they become a part of everyday life experienced first-hand by every member of our community.

Facilitating access to education



+14%

Increase in the number of tuition waivers and scholarships disbursed in 2022

Social responsibility and the ethical values of solidarity and social justice are integrated into Bocconi’s institutional mission. The University aims to develop and disseminate new knowledge, without forgetting its role as a social elevator. In order to guarantee access to high-quality education, Bocconi **increased the amount allocated to tuition waivers and scholarships to €38.4 million in 2022** (+21% in the three-year period), while also **increasing the number of tuition waivers and scholarships disbursed from 4,473 in 2020 to 5,118 in 2022** (+14% in the three-year period).

Disclosures

	2020	2021	2022
Total amount earmarked for aid and scholarships (million €)	31.7	35.7	38.4
% covered by Bocconi	77.0%	77.6%	78.8%
Funding granted through credit intuitions (million €)	8.6	5.0	4.6
Financial aid and scholarships	4,473	4,439	5,118
Students eligible for an ISU scholarship	946	922	937
Accommodation spots for students	2,060	2,062	2,062
Guests in residence halls at reduced rates	353	370	374

A FEW INTERESTING INITIATIVES

Increase in Scholarships

Making higher education accessible was the generous and disruptive idea that inspired Ferdinando Bocconi to found the University. Reaffirmed in Bocconi's Strategic Plan, this goal is closer to being attained year after year: in 2022 more than €38.4 million was allocated to scholarships (compared with €35.7 million in the previous year), allowing more than one in every four students to receive financial aid.

38.4 MILLION EURO

amount allocated to scholarships in 2022

Scholarships for Exchange Students from Partner Schools on the African Continent

This initiative was launched in 2019 as part of a project aimed at strengthening cooperation between Bocconi and African universities. The primary objective is to facilitate incoming mobility flows, with particular attention to deserving students from sub-Saharan countries.

Aimed at students selected by the three partner universities in the geographical area of reference (Ghana, Kenya and Nigeria) to spend a semester at Bocconi, these scholarships provide for free on-campus accommodation and a meal plan for the entire duration of the exchange, as well as the possibility of participating at no charge in an Italian course and several welcome and orientation activities. To date, 14 students have been recipients of this scholarship plan.



Forced Migrant Students Project

Unstable geopolitical situations around the globe have accelerated Bocconi University's solidarity response to people fleeing situations of conflict or socio-economic difficulties in 2022. These are, in particular, young people who have had their studies interrupted or have found themselves without the means to access higher education. The result was the "Forced Migrant Students" project which covers all costs (fees, accommodation and meals) as well as ad hoc courses and tutoring. In addition, Bocconi provides support in terms of reception, assistance with immigration issues, etc. which begins well before their arrival in Milan.

Many Ukrainian students have had the opportunity to continue their studies and remain immersed in an environment of learning and socialization since the outbreak of the war. In addition to the 8 students who participated in the Summer School program, another 14 were able to study for several semesters at universities as exchange students (from the National University of Kyiv-Mohyla Academy and V. N. Karazin Kharkiv National University) and visiting students (from other Ukrainian universities). Another 17 people from the Ukrainian community in the area benefited from the Bocconi Empowering Program receiving support in acquiring core and soft skills and preparing to enter the labor force, as well as in activities of reception and social inclusion.

In 2022, two refugee students from Afghanistan began a BSc program at Bocconi. They had arrived in Italy a year before through humanitarian efforts, yet never abandoned their dream of continuing their studies to have a positive impact on their community of origin and on global dynamics. The "Forced Migrant Students" project is destined to grow every year as new areas of origin are identified, offering these students

an opportunity for training and redemption.

In its continuous commitment to make higher education increasingly accessible, equitable and inclusive, Bocconi University is backed by numerous Partners and Donors, who choose to provide outstanding students, who otherwise could not access the University, with tuition waivers and scholarships. Among them is Fatima Haidari, one of the Afghan students Bocconi welcomed as part of the "Forced Migrant Students" project. Fatima now has the opportunity to achieve her dream of continuing her studies, thanks to the trust and support of one of the Great Bocconi Donors.

At the 2023 Donor Event, Fatima spoke to the entire Bocconi community about her life story and the impact of this philanthropic gesture.

[FIND OUT MORE](#)



UNICORE Project - University Corridors for Refugees

The UNICORE (University Corridors for Refugees) project is promoted by UNHCR with Caritas Ambrosiana, Diaconia Valdese and the Italian Ministry of Foreign Affairs, in collaboration with other Italian universities. The project aims to create opportunities for student refugees from target countries to attend an MSc program at participating universities. In this second edition, three students from Cameroon, Mozambique and Congo were admitted to Bocconi with full scholarships for the 2022-2023 academic year.

For the 2023-2024 academic year, the University will grant three other scholarships to welcome students from countries such as Kenya, Niger, Nigeria, South Africa, Uganda, Zambia and Zimbabwe.

[FIND OUT MORE](#)

3 SCHOLARSHIPS

for students from countries such as Kenya, Niger, Nigeria, South Africa, Uganda, Zambia and Zimbabwe

Fostering diversity, equity and inclusion

Bocconi University is a place where different cultures and languages come into contact, and issues of diversity and inclusion are widely discussed. After two years marked by the pandemic emergency, which only partially limited international exchanges, the number of non-Italian students accepted in 2022 continued to grow compared to past years (+13 over the previous year, +41% over the 2020 figure). Regarding the fostering of diversity, equity and inclusion, recent organizational developments, such as the establishment of the position of **Dean for Diversity, Inclusion and Sustainability**, have increased the focus on these matters, which in the past were handled by the Equal Opportunities Committee, the Disabilities Committee, the Committee for the Coordination of Student and Group Activities and delegates in Departments. In 2022, 368 students with disabilities attended the University, a steady increase

over previous years (+31% compared to 2021, +87% compared to 2020). As in the past, the initiatives promoted by the University will increasingly aim to develop inclusive policies and a culture of integration, against any form of discrimination, with particular reference to disabilities and sexual orientation.



Disclosures

	2020	2021	2022
Nationalities of Bocconi students	113	124	117
International students welcomed throughout the year (enrolled and incoming from partner schools)	3,665	4,645	5,169
No. of types of disability	8	8	8
Students with disabilities and specific learning disorders*	197	280	368
> breakdown			
Mobility impairment		13	12
Neurological disability		26	53
Mental disability		18	16
Hearing impairment		8	11
Visual impairment		5	6
Temporary injury		2	20
Illness		22	34
Learning disorder		176	196
Not reported		10	20
Volunteering (participants)**	549	557	844

* Detailed data of disabilities and specific learning disorders were compiled for 2021 and 2022
 ** For 2021-2022 and 2022-2023 data refer to the various channels of volunteering in the social engagement project: Volunteer Desk, Making Sense of Profits, AVIS.

A FEW INTERESTING INITIATIVES

Governance, People and Policies for Diversity, Equity and Inclusion

Bocconi University aims to ensure that its policies, research and teaching – as well as the experiences of students, faculty, staff, alumnae and alumni – reflect its commitment to adopt a transparent and consistent strategy regarding the values of diversity, equity and inclusion. The governance that regulates such important issues is defined by the **Deanship for Diversity, Inclusion and Sustainability** currently led by Dean Professor Paola Profeta, who cooperates with the academic committees and diversity delegates in each Department..

The governance of diversity, equity and inclusion is supported by:

[EQUAL OPPORTUNITIES COMMITTEE](#)

[INCLUSION, DISABILITY AND WELLBEING COMMITTEE](#)

[COMMITTEE FOR THE COORDINATION OF STUDENT AND GROUP ACTIVITIES - CASA](#)

[INCLUSION SERVICE](#)

[DIVERSITY DELEGATES IN EACH DEPARTMENT](#)

In our Strategic Plan, a series of key performance indicators have been developed to increase diversity among students, staff and faculty. Bocconi is committed to being “an open University supporting social mobility, inclusivity, diversity and sustainability.” The University has also adopted an Honor Code for the entire Bocconi community, which includes a commitment to diversity and inclusion.

[FIND OUT MORE](#)

Inclusion Service

The Inclusion Service was created in 2022, and serves as the point of contact for the entire Bocconi community regarding issues such as physical and digital accessibility to assist people with disabilities and other special needs; multiculturalism, including projects reserved for international students in special or social inclusion projects; and gender and gender identity. The Inclusion Service is also active through awareness-raising, communication and education in collaboration with other University departments.

Research on Diversity, Equity and Inclusion

The aforementioned AXA Research Lab on Gender Equality conducts frontier research on education, family, work and fertility, culture, politics and women empowerment – contributing to the international and national debate through scientific publications, research reports, events and seminars.

[FIND OUT MORE](#)

Think Diverse Podcast

Diversity, equity and inclusion are at the heart of the podcast series Think Diverse, produced by Bocconi and available on Spotify. In each episode there are interviews with Bocconi professors and researchers discussing their work, highlighting the feasible policies to combat inequalities in order to translate the commitment to diversity and inclusion into specific actions.

[LISTEN TO THE PODCAST](#)

Scholarships Reserved to Women

Gender inclusion is a social goal that is impossible to pursue in isolation. Thanks to a network of companies and individual donors aiming to promote equality, Bocconi offers a series of named scholarships reserved for women, with contributions from major players on the national and international business scene.

[FIND OUT MORE](#)

Regulation for the Activation and Management of Alias Identities

Bocconi University is committed to fostering inclusion and supporting diversity within its community. The Alias Identity Regulation was proposed by the Inclusion, Disability and Wellbeing Committee exactly for this purpose. Based on the principle of gender self-determination, the Regulation allows people who are gender transitioning to use a name other than their legal name when carrying out study or work activities within the University.

[FIND OUT MORE](#)

1stGEN@UNI Project

The 1stGEN@UNI Project by Bocconi University and Citi Foundation promotes awareness of how a university education can be a powerful engine of social mobility among students struggling financially, aiming to show how university represents a ladder to personal growth and provides tools to make an informed choice.

The project called for two phases: the first includes orientation activities to help them consider university education as a viable path for their future. The second phase, lasting from fall 2022 until spring 2023, was dedicated to accompanying students interested in Bocconi degree programs toward the admissions test for the 2024-2025 school year. Students who pass the University admissions process and meet the requirements will be able to take advantage of various forms of financial aid.

[FIND OUT MORE](#)

Bocconi University Hosts Diversity Day

Diversity Day was first celebrated in 2007 as the first Career Day targeted to bridge the gap between disabilities and the job market, putting applicants in direct contact with companies, universities, schools, associations and institutions. Every year Diversity Day is held in at least two cities in Italy: Milan (in the spring) and Rome (in the fall) – hosted and sponsored by the most prestigious Italian universities. This is the most important meeting point reserved for people with disabilities as well as those belonging to protected categories (former Law 68/99) for placement and inclusion in the Italian workforce.

As part of the activities in the 2022-2023 academic year, Bocconi hosted the Milan edition of Diversity Day on 24 May 2023, during which the most upstanding companies received the Diversity Equity & Inclusion Award.

[FIND OUT MORE](#)

An Increasingly Accessible University

INITIATIVES TO REMOVE ARCHITECTURAL BARRIERS

In 2022 Bocconi University continued to implement various initiatives aimed at the removal of architectural barriers:

- Creation of a radio beacon system to improve accessibility for people with visual disabilities
- Sarfatti building: redevelopment of entrance and internal telescopic staircase
- Modification of classroom furnishings for wheelchair access
- Implementation of service to accompany people with disabilities

DIGITAL ACCESSIBILITY

Bocconi is also committed to making information and services of all types accessible to users through:

- a guide to creating accessible digital documents
- software to improve the accessibility of Bocconi websites
- automatic converter of inaccessible or difficult-to-read documents into more accessible alternative formats
- integrated Blackboard tool for creating accessible teaching materials
- automatic speech captioning software that records, transcribes, translates and archives in real time
- digitization of texts for use by students with disabilities or specific learning disorders upon authorization by the Ministry of Culture.

Growing the Bocconi Urban Campus experience

2022 was a year during which the Bocconi campus returned to a new normal, as the scene of numerous cultural, sports and social events that are occasions for students, faculty and staff at the university to socialize and interact with each other. As a testament to the community’s vitality and a desire to take part in University life, **more than 2,400 events and conferences** were organized throughout the year, an **increase of 27%** over the previous year, which continued to feature some hybrid modes of use.

Disclosures

	2020	2021	2022
Number of student associations	115	124	111
Student participants in Campus Life courses*	2,781	3,086	2,806
Number of events and conferences throughout the year (on site and online)	1,419	1,922	2,439
On-campus cafeterias/bars/restaurants with menus for food intolerances	5	5	5

* For 2021-2022 activities were carried out remotely and therefore the number of students who registered for an activity, rather than the number of participants, were considered. Individual counseling interviews were not included in the calculation

A FEW INTERESTING INITIATIVES

Student Associations

Bocconi University fosters and values student initiatives, supporting the organization of their activities and events with access to rooms, funds and means of communication. Student associations enrich university life both culturally and intellectually, acting as key players on campus. The University promotes student associations through the Committee for the Coordination of Student and Group Activities - CASA, which defines the principles and methods according to which activities must be structured, supporting and evaluating student proposals. In addition to the intrinsic value of their activities, numerous student associations pursue goals related to the environment and/or social issues.

[FIND OUT MORE](#)

Campus Tour - Guided Tours of The Bocconi campus

Since September 2022, Bocconi University has been organizing guided tours of its campus in the city of Milan. The Bocconi Campus covers an area of 90,000 square meters and since the first building on Via Sarfatti was built in 1941 in a suburban neighborhood just outside the city walls, it has been transformed into one of the largest urban campuses in Europe. The university buildings have redeveloped an area – significant for the entire city – originally occupied by the Milan Gas Plant and the Milk Bottling Plant. During the tour, guides lead visitors to discover the history of the university’s architecture, the architects and workers who built them, and the University’s profound link with the history of the city, retracing stories and fun facts about the buildings and University.

[CAMPUSVR](#)

[FIND OUT MORE](#)



Bocconi Sport Center

The Bocconi Sport Center was inaugurated in September 2021, and includes a state-of-the-art indoor water sports facility – with a 50m Olympic swimming pool and 25m training pool – a fitness area, an elevated running track, and a large multifunctional facility for team sports including basketball, volleyball and five-a-side soccer. In 2022 about 4,300 student Bocconi Sport Team cardholders played sports on campus at the Center.

Evolution of the Bocconi Campus

With a view to developing an increasingly sustainable and inclusive campus, in December 2022, Bocconi University approved the demolition and reconstruction of the buildings at Via Bocconi 6-8 and Piazza Sraffa 11 (for a total of about 16,500 square meters). This important intervention, whose design will be finalized in 2023, will be completed by 2030.

The two buildings will contribute to the complete decarbonization of the entire Bocconi campus, minimizing its impact on the surrounding environment and ensuring a limited need for resources pertaining to maintenance. In addition, they will physically and culturally represent the context in which they are located, with innovative solutions able to guarantee continuity with not only Milan, but also with the Bocconi campus.

After carefully listening to the current needs of all stakeholders involved, Bocconi decided that for the new buildings, the following will be developed: new rooms for teaching, study areas, a “student center” reception area, spaces for faculty and staff, along with support services and other services such as multifunctional spaces and socialization areas.



Campus Safety

In addition to what has been achieved in previous years, in 2022 further initiatives were adopted to render the Bocconi Campus even safer:

- Activation of an accompaniment and courtesy service for students between Bocconi and the furthest away Residence Halls
- Implementation of the “I Sentry” software for the improvement of video surveillance activities
- Adoption of a new mobile radio system for communications amongst Security personnel
- Development of a new threat mapping and identification procedure
- Definition of a new procedure for the management of the different emergency levels

Sustainable Mobility Initiatives

In order to promote an increasingly sustainable mobility of the Bocconi community, various initiatives were adopted in 2022:

- Preparation of further new areas for the safe parking of bicycles, through the installation of 110 new stalls, in addition to the almost 400 present at the end of 2021
- Implementation of the Home-Work Commute Plan (PSCL)
- Inauguration of Milano Tibaldi-Bocconi University Railway Station



Workplace Health and Safety

- Renewal of the Biosafety Trust Certification for Bocconi’s Milan offices
- Activation of courses in e-learning format with specific content on health and safety

Promoting a culture of environmental responsibility and managing direct environmental impacts

Again in 2022 Bocconi University continued to develop initiatives aimed at fostering a culture of environmental responsibility, reducing its impact through scheduled efficiency improvement and the operationalization of additional electricity generation systems using renewable photovoltaic sources. In particular, by virtue of the investments made in the recent past – thanks to the continuous systems and machinery modernization, as well as the optimization of consumption – the decoupling of energy consumption grew by about 16% over the three-year period, and CO2 emissions decreased by more than 15% during the same period.

These initiatives have made it possible to define a very ambitious decarbonization plan for the University, which provides for the achievement of **carbon neutrality** (direct Scope 1 and indirect Scope 2 emissions) **by 2025** and subsequently focusing on the **Net Zero** target, including all other main indirect emissions.

The new Bocconi campus area is already carbon neutral for Scope 1 and Scope 2 emissions.



17,000 m²

OF GREENERY IN THE NEW AREA OF THE BOCCONI URBAN CAMPUS, OPEN TO THE BOCCONI COMMUNITY, THE NEIGHBORHOOD AND THE ENTIRE CITY OF MILAN



Disclosures

2020 2021 2022

PHOTOVOLTAIC ENERGY PRODUCTION

During 2022, the Bocconi photovoltaic park produced more than 1,316,000 kWh of clean electricity, saving nearly 700,000 kg of CO₂.

Energy Produced	1,316,093 kWh
CO ₂ reduction	697,002 kg

PHOTOVOLTAIC PRODUCTION [kWh] - 2022



ENERGY CONSUMPTION (GJ)*

Methane gas	26,304	25,245	22,289
Geothermal energy	4,320	5,340	7,828
Electricity	56,325	66,935	70,559
Electricity autogenerated by photovoltaic systems			4,738
Total	86,949	97,520	100,676

* Since 2021, the calculation area has been extended to all Bocconi buildings. Previously, the area included buildings subject to UNI EN ISO 50001 certification. 2019 and 2020 data have been recalculated for comparability.

CO₂EQ EMISSIONS – MARKET BASED** Scope 1 and Scope 2 (tCO₂ Eq)

Methane gas	1,271	1,220	1,077	Scope 1
Geothermal energy	0	0	0	Scope 1
Electricity	0	0	0	Scope 2
Total	1,271	1,220	1,077	

2020 2021 2022

CO₂EQ EMISSIONS – LOCATION BASED** Scope 1 and Scope 2 (tCO₂ Eq)

Methane gas	1,271	1,220	1,077	Scope 1
Geothermal energy	0	0	0	Scope 1
Electricity	3,990	4,568	4,492	Scope 2
Total	5,261	5,788	5,569	

** The emission factor 1.885 kgCO₂e/m³ was used to calculate Scope 1 emissions (Source: GHG Protocol tool for stationary combustion. Version 4.1). To calculate Scope 2 Market-based emissions, since January 2017 Bocconi has used electricity purchased from the 100% certified renewable grid, which means that Scope 2 Market-based emissions amount to zero, as do emissions determined by the use of geothermal energy. To calculate Scope 2 Location-based emissions, the emission factors communicated by ISPRA were used (Source: ISPRA, Efficiency and decarbonization indicators of the national energy system and the electricity sector. 363/2022 Report), equal to 255.0 gCO₂/kWh (2020) and 245.7 gCO₂/kWh (2021 and 2022)

WASTE PRODUCTION

Hazardous and non-hazardous waste (t)

Hazardous waste	1.1	0.9	1.8
Non-hazardous waste	3.2***	3.5***	2.5
Total	4.3	4.4	4.3

*** Data regarding production of non-hazardous waste include decommissioning of unused non-hazardous equipment due to planned modernization work at certain Bocconi sites

WATER USE (m³)****

Water consumption (aqueducts and water utilities)	94.762	130.347	217.087
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**** Consumption at the Bocconi Sport Center and the water used for irrigation of the Bocconi Park were included in the 2022 calculation

LIMITING PAPER USAGE

The reduction in the use of paper is closely linked to the digitization of teaching processes (lessons, exams, graduations) and research over the years. Overall, the University is working towards a further reduction, thanks to innovations such as the elimination of printed theses, digital signature of exam reports, digitization of the faculty register, and other improvements whose benefits will accrue in the coming academic years.

A FEW INTERESTING INITIATIVES

Specific Focus on Disclosures and KPIs (e.g. consumption, emissions, waste)

- Better monitoring of the quantity and type of waste generated, both municipal and special waste
- Conducting product analysis of municipal waste (sampling of disposals) commissioned to AMSA
- Designating ReLearn, a startup accelerated by B4i that develops technological solutions for the improvement of the waste management process, to carry out analyses and proposals for the optimization of the urban waste cycle on campus (Waste Audit)
- Launching the Bocconi Food Policy with specific sections dedicated to reducing food waste and environmental impact of production (including waste generation)
- Renovation of the Bocconi 12 Residence Hall canteen with a focus on health and sustainability

Energy Efficiency, Reducing Consumption and Other Environmental Initiatives

- Promotion of Energy Policy for the reduction of consumption and cost containment, based on indications provided by the Government
- Renewal of ISO 50001 certification
- Continuation of relamping activities (replacement of lighting fixtures with energy-efficient solutions)
- Launch of feasibility study for request to increase the capacity to use groundwater serving the campus and conversion to heat exchange
- Participation in calls for tenders for obtaining funds pursuant to Law 338/2000 for energy efficiency measures of the Spadolini Residence
- Energy efficiency intervention at the building on Via Salasco, financed under the so-called "110% super bonus"

ENGAGE

BEING KEY PLAYERS IN SUSTAINABILITY CHALLENGES

In view of our role, we believe we have a **RESPONSIBILITY** to be a strong voice in the **LOCAL, NATIONAL** and **INTERNATIONAL DEBATE** on sustainability, providing our commitment and expertise, integrating the Bocconi model with the needs of the local community, the Italian development system, and international debate. We intend to drive change by presenting a new idea of entrepreneurship, aligned with the real needs of society, and capable of delivering a tangible contribution to addressing global challenges.

Being a global partner

Bocconi’s system of connections and exchanges with prestigious academic institutions and international centers of excellence allows its students to benefit from international work and study experiences, which are essential for rounding out the skillset and knowledge needed to work in the global economy. 2022 witnessed the consolidation of an increase in international exchanges, compared to the physiological decline seen in 2020 and to some extent overcome in the following year, particularly in terms of the number of Bocconi students who spent time abroad for study programs.



Disclosures

	2020	2021	2022
Partner schools	286	287	286
No. of countries represented by partner Universities	55	55	55
Number of Bocconi students attending Double Degree programs	190	229	250
Bocconi students who spent time abroad	2,408	3,739	3,867
> including: for study programs	941	1,994	2,419
> including: for work programs	1,467	1,745	1,448
No. of Alumni worldwide	127,483	130,747	135,284
% Alumni abroad	19%	16%	16%

A FEW INTERESTING INITIATIVES

The future of Europe (CIVICA Europeanship Multicampus course)

The second edition of the multicampus course “The Future of Europe” for Master of Science students across the CIVICA alliance was held during the first semester of the 2022-2023 academic year. The course, coordinated by Professor Carlo Altomonte, is one of the most distinctive initiatives of the CIVICA consortium – an alliance uniting 10 of Europe’s leading higher education institutions in the social sciences, selected in 2019 by the European Commission and funded under the Erasmus+ program.

With 12 online sessions divided into 4 modules, including a module dedicated to “Environment, Sustainability and EU Green Deal,” the course explores the main challenge areas for European policy-makers. A total of 119 students worked on a Capstone Project to develop policy solutions responding to 4 European challenges: globalization, democracy, environment and digitalization.

[FIND OUT MORE](#)



European Week 2022 Sport and social impact

Some 40 CIVICA alliance students from Bocconi, Sciences Po, Stockholm School of Economics and London School of Economics gathered for a week at Bocconi for European Week 2022.

In this edition, dedicated to “Sport and Social Impact,” students were able to fully grasp the power of sport in promoting integrity, social cohesion and a sense of belonging while understanding the dynamics of the entire sports industry. The initiative is part of the CIVICA Engage Track, which offers undergraduate students the chance to develop their civic engagement and explore issues such as responsibility and sustainability.

[FIND OUT MORE](#)



Alumni Community and Sustainability

Bocconi has more than 130,000 Alumni all over the globe, and the Community offers its members the opportunity to bond thanks to initiatives promoted with the support of Topic Leaders, Chapter Leaders and Class Leaders. These Alumni are in charge of coordinating and leading not only thematic interest groups, but also worldwide Alumni groups and MBA classes respectively.

The Community organizes more than 350 events a year – in Italy and abroad – to encourage the sharing of knowledge, creating new networks, and ensuring guidance at every stage of Alumni’s professional growth.

The Topic Groups more specifically related to sustainability issues include:

- Sustainability
- Energy & Utilities

[FIND OUT MORE](#)



A New Location for SDA Bocconi

SDA Bocconi’s new location in Rome serves to be even closer to the entrepreneurial fabric and public and private institutions of central and southern Italy. On 12 October 2022 the new SDA Bocconi School of Management was inaugurated in the capital. Located at Via Antonio Nibby 20 in the Nomentano district, the hub is the result of the redevelopment and digitization of Villa Morgagni, a building dating back to 1939. With the opening of its School of Management in Rome, Bocconi University aims to underline its desire to be in touch not only with its alumni in the city – who comprise the largest community only after Milan – but also to the economic, entrepreneurial and institutional fabric throughout central and southern Italy. This opening reinforces Bocconi’s strategy of increasingly being a partner for the development of our country. In particular, our presence in Rome reflects the twofold objective of our School of Management to be a School with a global perspective, which competes in the international market, but also to be close to the community and its educational needs.

[FIND OUT MORE](#)



Participation in Committees, Research Centers and Working Groups on Gender and Disability Issues

Bocconi University participates in committees, research centers and working groups on gender and disability issues, including:

- CRUI (Conference of Italian University Rectors) - Gender Issues Commission
- Cultures of Gender - Inter-University Research Center
- National Conference of the Equality Bodies of Italian Universities
- CRUI - CNUDD National University Conference of Disability Delegates
- CALD - Lombardy University Coordination for Disability



Promoting entrepreneurship and employment

The number of internship and job opportunities posted on the Bocconi JobGate portal and career guidance initiatives in 2022 was very positive, with a significant increase over the previous year, and exceeding pre-pandemic levels. This is a testament to the resilience, attractiveness and opportunity-generating capacity of the University's network. 2022 was also steady in terms of the number of startups participating in the pre-acceleration and acceleration tracks sponsored by Bocconi University, with significant growth in initiatives featuring sustainability as their core business.

Disclosures

	2020	2021	2022
Internship and job opportunities posted on the JobGate portal	7,048	11,316	13,197
Professional orientation initiatives	118	154	161
Employer participants in recruiting events	775	874	973
MSc graduates employed one year after graduation (employment rate)	95.7%	93.6%	96.9%

	2020	2021	2022
Startups welcomed by B4i in the pre-acceleration track	35	31	30
of which: with sustainability in their core business	10	9	8
Startups welcomed by B4i in the acceleration track	12	12	13
of which: with sustainability in their core business	2	1	4



Startups welcomed by B4i

110+

JOBS CREATED BY STARTUPS

ABOUT **16** MILLION EURO

FUNDS RAISED INCLUDING BOTH ACCELERATION AND PRE-ACCELERATION

A FEW INTERESTING INITIATIVES

B4i Sustainability

SOME EXAMPLES OF STARTUPS

Empethy. Empethy is the first digital platform created in Italy to facilitate informed pet adoptions. Through a proprietary algorithm, Empethy compares the personalities of owners with those of pets and suggests the most like-minded profiles. In 2022, Empethy facilitated over 2,500 adoptions throughout Italy, collaborating with more than 500 shelters and companies such as Italo, Atida, Farma and Farmina – organizations that aim to make a real and measurable contribution in the fight against stray animals. The startup also collaborates with various organizations active in animal protection, public administration, and national bodies such as ANCI, ANCDV, ENPA, LAV and Animal Law. Empethy is a benefit society, and has raised \$120,000 from Techstars.

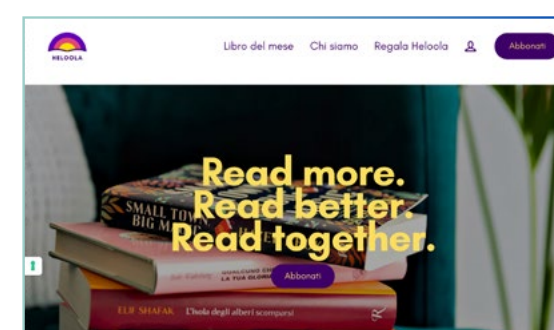
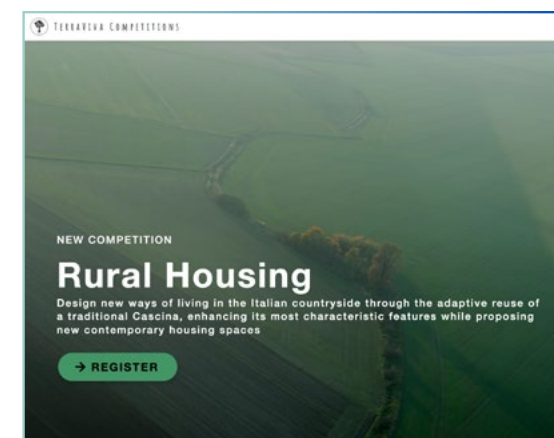
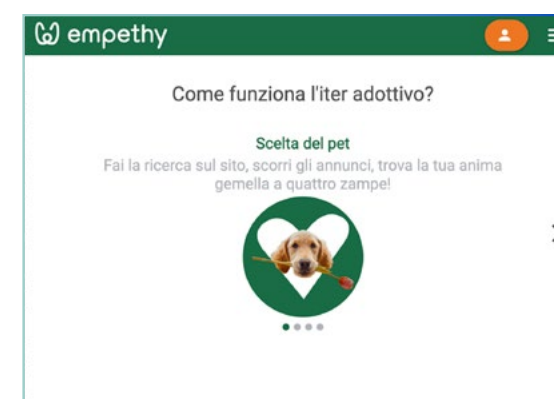
[FIND OUT MORE](#)

Terraviva. Terraviva is a platform for managing international competitions on urban regeneration, sustainable design, and historic-architectural heritage protection. With a global community of more than 50,000 creatives (only a quarter of whom are from Italy), Terraviva has launched more than 10 competitions worldwide. To understand the magnitude of Terraviva's impact, one of the competitions organized to redevelop Pavia's Idroscalo generated a ripple effect of virtuous initiatives that repopulated Pavia's Idroscalo area, which had not been used in years. In this particular case, the exhibition organized to present the winning projects attracted more than 2,000 visitors in a single month, and – for the first time in decades – seaplanes returned to land on the Ticino River, attracting thousands of people along the waterway. After the competition was over, starting with a focus on the Idroscalo, the Pavia Order of Architects organized a series of conferences and lectures on local and historical heritage. To this day, "Pavia's Idroscalo" is a case study for several architecture professors around the world. Terraviva works to achieve SDG 11, with a focus on targets 11.3 and 11.4.

[FIND OUT MORE](#)

Heloola. The name Heloola derives from the Hawaiian language: "helu helu" means to read and "la" means sun. Heloola is a startup created from the Instagram community "Le Ragazze Book Club," developed to respond to the need to advance and promote women writers. Today Heloola is an independent digital book club which, through a monthly subscription, provides access every month to a different book and exclusive content such as interviews, previews, discussions with authors, insights, videos, comments, and a private section in which to jot down thoughts and favorite quotes.

[FIND OUT MORE](#)



B4I - FOCUS ON SUSTAINABILITY

B4i - Bocconi for Innovation is a Bocconi University initiative that acts as a catalyst for the most innovative and high potential ideas and startups in the Italian entrepreneurial ecosystem. Building on the unique experience, knowhow and legacy of our business school, B4i aims to promote entrepreneurial culture, encouraging and supporting innovative startups and developing innovation within companies.

Startups for the acceleration track are selected on the basis of the innovativeness of the business idea, the quality of the team of founders, the ability to respond to market demand and pertinence to the B4i's three areas of specialization: Digital Tech, Sustainability and Made in Italy.

With the specialization in Sustainability, B4i's contribution extends to projects that address climate change, social entrepreneurship, the circular economy, smart communities and cities, and clean technology.

[FIND OUT MORE](#)



Best Performance Awards

With the award ceremony that took place on 8 February 2023, SDA Bocconi School of Management concluded the 2022-2023 edition of the Best Performance Awards. Now in its sixth edition, this annual award ceremony is dedicated to leading Italian companies that stand out in the creation of economic, technological, human, social and environmental value. Five prizes were awarded and a common thread focused on corporate welfare was identified and named: "WellFare - Enterprises that generate value and social wellbeing." The award was created by SDA Bocconi in partnership with PwC Italia (longtime partner of the initiative), private equity fund EQT, Bureau Van Dijk, international agency Havas PR Milan, Banca Mediolanum, and Fondazione Umberto Veronesi. It is not simply a scientific recognition of Italian entrepreneurial excellence, but above all a means to accompany entrepreneurs in the interpretation of current and future challenges.

[FIND OUT MORE](#)

Fostering integration into the local community

Despite its longstanding strong international orientation, Bocconi has always had a close connection with its host community. For several years, the University has been involved in organizing a wide range of events and initiatives, in the field of both social responsibility and innovation and civic engagement with underprivileged people or groups. In addition, several years ago the University began a path of important redevelopment and investment around the campus and in related urban areas. The new Bocconi Urban Campus, designed to provide students, faculty and staff with a comfortable, innovative, safe and sustainable environment, was also conceived to be shared with local residents and the entire city of Milan. In 2022, the sports and recreation center became fully operational for all Milan’s residents to enjoy.

Disclosures

	2020	2021	2022
CSR-IS Fair - Participating organizations	206	231	270
CSR-IS Fair - Speakers	375	370	421
CSR-IS Fair - Events	80	100	102



A FEW INTERESTING INITIATIVES

CSR and Social Innovation Fair

The “CSR and Social Innovation Fair” is the most important event in Italy dedicated to the topic of sustainability. It is a unique occasion for hundreds of key organizations and thousands of visitors to learn, debate and network. Along with the other main organizations working in CSR in Italy, Bocconi University is a member of the Fair’s steering group.

The 10th edition, “Sustainable Connections”, was held on 3-5 October 2022 at Bocconi University in Milan. Before the national edition, the CSR Tour of Italy made 10 stops and the Extra Fair was held, a series of initiatives for in-depth study held online from January to December.

270 organizations including companies, nonprofits, government agencies and startups, took part in the national edition. To find out more about the key players, read CSR Gallery 2022. The cultural program, which featured 421 speakers, included more than 100 events with more than 120 hours of livestreaming. All the events were livestreamed by Bocconi and can be viewed again on the Fair’s YouTube channel.

[FIND OUT MORE](#)

Community and Social Engagement Committee

The University established the Community and Social Engagement Committee in 2008. The Committee operates under the direction of the Deanship for Academic Strategy and Institutional Affairs (Prof. Myriam Mariani) and coordinates various programs, including:

- **Civic and social commitment of Bocconi students:** to help them understand the importance of helping others as a necessary element for their professional future. Among the various initiatives promoted is **support for Pane Quotidiano** – a secular and apolitical nonprofit organization with which Bocconi has developed a partnership since the 2015-2016 academic year. Pane Quotidiano supports the poorest segments of the population by providing food and clothing, free of charge. Bocconi University promotes this flexible volunteer initiative, where volunteers can donate a few hours of their time by delivering meals near campus through this association.
- **Bocconi in Prison project:** to enable young people in prison to change their lives through university education. In 2016, Bocconi launched a project with the Opera Prison, where detainees – duly enrolled to the university – study video recordings of lessons and then meet professors to consolidate what they have studied. The goal of the project is to set in motion a positive process, based on the dignity that comes from a commitment to study.

[FIND OUT MORE](#)



Restored Mosaics of the Milk Bottling Plant Returned to the City of Milan

The 28 mosaics totaling 120 meters in length that adorned the walls of the former Milk Bottling Plant, an area on which the new headquarters of the SDA Bocconi School of Management now stands, have been handed back to the City of Milan. The work of 28 young artists and made of 18,000 colored tiles, the mosaics had been laid on the Plant’s boundary wall in 1998 to mark its 70th anniversary. At the time it was celebrated as the longest mosaic in Europe at 120 meters long. The handing back of the mosaics, which have been restored to their original condition, is part of a series of activities carried out by Bocconi for the redevelopment of the neighborhood, and testifies to the fruitful collaborative relationship between Bocconi and the Municipality of Milan.

[FIND OUT MORE](#)

Other activities related to the role of Bocconi University in the local community include:

- Signing of the Park Regulation with the Municipality of Milan, for use of the Bocconi Park
- Redevelopment of the flower beds on Via Sarfatti and Via Bocconi in agreement with the Municipality of Milan



Bocconi Sport Center and the local community

In 2022, the gym and swimming pool of the new Bocconi Sport and Recreation Center, open to both the Bocconi community (students, faculty, staff) and Milan residents, registered over 9,000 users, of which about 70% from the local community.

In addition, the center – boasting over 17,000 square meters and four main floors – hosted two sports and social inclusion events, planned by organizations operating in the area (Special Olympics and Tavecchio Online Foundation).



GRI Content Index

Below are the indicators adopted to cover the most relevant economic, environmental and social aspects with reference to ensuring that this document is in line with Global Reporting Initiative standards (GRI standards) representing global best practice for sustainability reporting. We have provided the page numbers containing the information considered most significant.

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