

Appendix 1

Information about the Systematic Literature Review

Table 1

Results of the Systematic Literature Review

Search method	Criteria of analysis				
	Number of articles	Scientific journals	English /polish	Duplicates	Included (* from bibliography)
T: USR T: E	22	8	8/4	6/4	4/0 ¹
T: USR K: E	11	6	4/0	1	0
T: USR T: A	93	19	8/0	7	4
T: USR K: A	94	30	16/0	16	6
T: USR T: SoR	5	5	3/0	1	0
T: USR K: SoR	1	1	0/0	0	0
T: USR T: IS	5	5	1/0	1	1
T: USR K: IS	1	1	0/0	0	0

Note. T – title, K – key words, USR – university social responsibility, E – employee, A – academic, SoR – scientists or researchers, IS – internal stakeholders.

Source: authors' own work.

Table 2

Results of a Systematic Review of the Polish Literature

Name of the base	Number of publications	Duplicates	Complete contents	Included (** from bibliography)
CEJSH	7	7	7	5
BazEkon	11	8	5	4

Source: authors' own work.

¹ The focus of the article was on CSR in the business sector, not in academia.

Appendix 2

Interview Scenario

The following questions were asked:

What do you think about CSR? (The information obtained provided insight into the respondents' knowledge and opinions on social responsibility.)

Do you think that CSR can be applied at universities? what could be an obstacle?

How can the specifics of universities be taken into account in USR?

What do you think the university's responsibility towards employees should consist of?

What measures could be introduced by the university responsible for employees? How could the introduction of USR affect employees / their engagement and attitude towards work, teaching / employer?

What does the feasibility of introducing these measures depend on? is it worth developing a strategy/procedures, etc. for this purpose?

Who should be responsible for the introduction of USR?

Would they be involved / how would they be involved in the process of developing and implementing USR?

How do you assess the chances of implementing USR at your University?

Are you aware of the university signing of the USR Declaration?

What changes have occurred at the University after the signing of the USR Declaration?

References

- *Abdullah, Y. H., Agala, S. R., & Abdulkarim, P. A. (2020). The role of social responsibility accounting on achieving competitive advantages (An empirical study from perspectives of a number of employees in accounting and financial departments in a number of private universities in Iraqi Kurdistan Region). *International Journal of Multicultural and Multireligious Understanding*, 7(3), 212-235.
- *Akpom, Ch. Ch., Onyam, I. D., & Benson, O. V. (2020). Attitude of librarians' towards provision of corporate social responsibility initiatives in state university libraries in south Nigeria. *Library Philosophy & Practice*, 4130, 1-23.
- *Al-batayneh, O. T., Al-Zoubi, Z. H., & Mohammad Rawashdeh, R. (2020). Attitudes towards social responsibility among faculty members of the Hashemite University. *European Journal of Contemporary Education*, 9(3), 505-519. <https://doi.org/10.13187/ejced.2020.3.505>

- *Batista, A. S., Albuquerque, J. de L., Mandú, M. J., da S., Correia-Neto, J. da S., Peixoto, C. S. B. de S., Filho, R. A. de M., Ventura, A. A. de O., & Diniz, J. R. B. (2023). Labor relations as an indicator of social responsibility in the perception of employees at the Serra Talhada academic unit of the Federal rural University of Pernambuco. *Revista de Gestao e Secretariado*, 14(1), 385-403. <https://doi.org/10.7769/gesec.v14i1.1519>
- *Burcea, M., & Marinescu, P. (2011). Students' perceptions on corporate social responsibility at the academic level. case study: The faculty of administration and business, university of Bucharest. *Amfiteatru Economic*, 13(29), 207-220.
- *Chan, T.-J., & Hasan, N. A. M. (2019). Predicting factors of ethical and discretionary dimensions of corporate social responsibility and employees' job satisfaction in a Malaysian public university. *International Journal of Business and Society*, 20(3), 946-967.
- **Cichorzewska, M. (2015). Społeczna odpowiedzialność biznesu (CSR) jako istotny element edukacji studentów uczelni technicznej [Corporate social responsibility (CSR) as an important element of education for technical university students]. *Edukacja-Technika-Informatyka*, 1(11), 188-194.
- **Cichowicz, E., & Nowak, A. K. (2018). Społeczna odpowiedzialność wyższych uczelni w Polsce jako przejaw realizacji idei ekonomicznej teorii zrównoważonego rozwoju [Social responsibility of universities in Poland as implementation of the idea of the economic theory of sustainable development]. *Gospodarka w Praktyce i Teorii*, 50(1), 7-19. <https://doi.org/10.18778/1429-3730.50.01>
- **Drobny, P. (2016). Społeczna odpowiedzialność uniwersytetu ekonomicznego [Social responsibility of the economic university]. *Ekonomista*, 3, 383-402. <https://ekonomista.pte.pl/pdf-155605-82434?filename=Spoleczna.pdf>
- **Gałat, W. (2018). Społeczna odpowiedzialność uczelni w zmieniających się warunkach społeczno-gospodarczych [Social responsibility of universities in changing socio-economic conditions]. *Zeszyty Naukowe. Organizacja i Zarządzanie. Politechnika Śląska*, 123, 143-153.
- *Gaweł, A. (2014). Business collaboration with universities as an example of corporate social responsibility - a review of case study collaboration methods. *Economics and Business Review*, 14(1), 20-30. <https://doi.org/10.18559/ebrev.2014.1.823>
- *Ismail, Z., & Shujaat, N. (2019). CSR in universities: A case study on internal stakeholder perception of University Social Responsibility. *Advances in Social Sciences Research Journal*, 6(1), 75-90. <https://doi.org/10.14738/assrj.61.5256>

- **Karwowska, E., & Leja, K. (2018). Czy społeczna odpowiedzialność uniwersytetu może być bardziej odpowiedzialna? Szanse wynikające z kooperacji uczelni. *e-mentor*, 3(75), 4–13. <https://doi.org/10.15219/em75.1357>
- **Kędzierska, B. (2018). Nauki humanistyczno-społeczne stymulatorem zrównoważonego rozwoju społeczeństwa, czyli statystyka punktów i cytowań vs społeczna odpowiedzialność uczelni [Humanities and social sciences as a stimulator of sustainable development of society, i.e., statistics of points and citations vs. social responsibility of universities]. *Rocznik Lubuski*, 44(2), 109-117.
- **Kowalska, K. (2009). Społeczna odpowiedzialność uczelni [University social responsibility]. *Zeszyty Naukowe Małopolskiej Wyższej Szkoły Ekonomicznej w Tarnowie*, 2(1), 289-300.
- **Ławicka, M. (2016). Społeczna odpowiedzialność uczelni wyższej w Polsce [Social responsibility of universities in Poland]. *Zeszyty Naukowe Wyższej Szkoły Humanitas. Zarządzanie*, 3, 207-220.
- *Marinescu, P., Toma, S., & Constanti, I. (2010). Social responsibility at the academic level. Study case: The University of Bucharest. *Studies and Scientific Researches: Economics Edition*, 15, 404-410. <https://doi.org/10.29358/sceco.v0i15.147>
- *Markus, E. D., & Govender, N. (2023). Can universities of technology in South Africa achieve transformation by promoting a culture of social responsibility among academic and student agents? *Public Organization Review: A Global Journal*, 23, 1571–1589. <https://doi.org/10.1007/s11115-023-00701-9>
- *Merta-Staszczak, A., Serafin, K., & Staszczak, B. (2020). University social responsibility on the example of Wrocław University of Science and Technology. *Annales. Ethics in Economic Life*, 23(4), 91-107. <https://doi.org/10.18778/1899-2226.23.4.06>
- *Pabian, A. M. (2019). University social responsibility in the opinion of students. *Forum Scientiae Oeconomia*, 7(4), 101-117. https://doi.org/10.23762/FSO_VOL7_NO4_7
- **Piasecka, A. (2015). Społeczna odpowiedzialność uczelni w kontekście wewnętrznego zapewnienia jakości [University social responsibility in the context of internal quality assurance]. *Prace Naukowe Uniwersytetu Ekonomicznego we Wrocławiu*, 378, 309-319.
- *Reichel, J., Rudnicka, A., & Socha, B. (2023). Perspectives of the academic employees on university social responsibility: a survey study. *Social Responsibility Journal*, 19(3), 486-503. <https://doi.org/10.1108/SRJ-08-2021-0336>
- *Simpson, S. N. Y., & Aprim, E. K. (2018). Do corporate social responsibility practices of firms attract prospective employees? Perception of university students from a developing

country. *International Journal of Corporate Social Responsibility*, 3(6).
<https://doi.org/10.1186/s40991-018-0031-6>

- *Sousa, J. C. R. de, Siqueira, E. S., Nobre, L. H. N., & Binotto, E. (2021). University social responsibility: perceptions and advances. *Social Responsibility Journal*, 17(2), 263-281.
<https://doi.org/10.1108/SRJ-10-2017-0199>