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| **Badge Title** | **Course Description** | **Value Statement** | **Learning Outcomes** | **Assessment #** |
| **Organizational Behavior & Sustainability (Business Element)   Total hours 18** | This course investigates the impact that individuals, groups and structures have on behavior within organizations and the application of sustainability principles toward improving an organization’s effectiveness. Topics include job satisfaction, leadership, motivation, group dynamics, social power and authority in groups, and the social and ethical context of decision-making processes. | Individuals who complete this course will have learned tools and techniques that will allow them to be an effective, confident and engaging decision maker  in their organization to apply sustainability principles in their processes and responsibilities. | Individuals who complete this course will obtain the following knowledge and/or skills:  1. Students should understand the fundamental theories, concepts, and terminology of Organizational Behavior.  2. Students should understand the principles of Sustainability and the relationship to business, society, and the natural environment.  3. Students should understand Sustainability practices applicable to organizations and how those practices can help improve the triple bottom line.  4. Students should be able to understand and communicate Organizational Behavior and Sustainability concepts effectively. | Individuals will be assessed using the following methods:   1. Weekly Quizzes 2. Two weekly Discussion posts 3. Written Project |
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| **Environmental Sustainability (Environmental Element)   Total hours 18** | **Over the course of six weeks we will explore the environmental issues related to sustainability. Topics will include Ecosystem Services, Climate Change, Sustainable Energy, Environmental Justice, Sustainable Agriculture and Water systems and Sustainable Development.** | Individuals who complete this course will have the understanding and knowledge the Environment plays into organizations and businesses. They will be able to use tools and resources to make educated decisions that benefit both the environment and their organization. | Individuals who complete this course will obtain the following knowledge and/or skills:   1. Students will learn what climate change is, why it is happening and what we can do about it. 2. Students will learn about biodiversity, ecosystem services and the role it plays in our lives. 3. Students will understand the role water & water treatment plays in our lives, the issues we are causing to our water and how we can improve. 4. Students understand sustainable food, mining and forestry practices. 5. Students will look at fossil fuel and renewable energy options and the pros and cons to each option. 6. Students will learn about the sustainable development and what communities are doing to improve the world. | Individuals will be assessed using the following methods:   1. Weekly Quizzes 2. Weekly Discussion Posts 3. Written Project |
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| **Economics & Sustainability**  **Total hours 18** | Economic sustainability refers to how an economy operates in ways which protect its social and environmental elements.  In this class, we will examine what economic sustainability looks like at both social and business scales.  We will start with an examination of the relationship between business and the environment, namely how they impact one another.  We will then discuss the trade-offs which occur between business operations and environmental protection focusing on how these trade-offs impact the business, consumers and the environment. Lastly, we will look at the types of sustainable actions business can implement which result in both increased sustainability and increased profitability. | Individuals who complete this course will have achieved a critical understanding of the role economics play into both sustainability and business. They will be able to relate the two and how they impact each other and make informed decisions that mutually benefit both. | Individuals who complete this course will obtain the following knowledge to Sustainable Economics:   1. Students will be able to look at the relationship between business and environment and how they impact each other. 2. Students will learn how to weigh trade-offs between business and environment decisions. 3. Students will look at sustainable actions that can result in increased productivity and profitability. | Individuals will be assessed using the following methods: 1. Weekly Quizzes  2. Weekly Discussion Posts  3. Final Project |
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| **Environmental Sustainability & Business (Action Element)   Total hours 18** | This course incorporates the concepts learned in the environmental, business, and economic elements from the previous courses into an action plan to address a sustainability idea in a business, nonprofit, or governmental setting. Individuals will identify an opportunity for sustainability within their existing organization or another organization of interest, determine the costs and benefits, address the barriers to success, identify necessary parties for support, develop a plan for implementation, and develop benchmarking and payback metrics for the organization. | Individuals who complete this course will have a holistic understanding of the role that sustainability plays into organizations business, supply & economics. They will utilize the skills learned to begin an initiative within their own organization to see a positive change in sustainability. | Individuals who complete this course will obtain the following knowledge and/or skills:  1. Students should understand the principles of Sustainability and the relationship to organizational effectiveness.  2. Students should understand the factors necessary to implement a Sustainability idea into practice within an organization and how those practices are measured for success.  3. Students should be able to understand and communicate a Sustainability idea effectively within an organization. | Individuals will be assessed using the following methods: 1. Individual or Group Activity   2. Presentation or Written Presentation   3. Weekly Discussion Posts |