

COURSE SYLLABUS



COURSE TITLE: BUS 261: Organizations and Sustainability

CLASS SECTION: 001

TERM: Winter 2024

COURSE CREDITS: 3 Credits

DELIVERY METHOD(S): Face-to-Face

Camosun College campuses are located on the traditional territories of the Ləkʷəŋən and W̱SÁNEĆ peoples. We acknowledge their welcome and graciousness to the students who seek knowledge here.

Learn more about Camosun's [Territorial Acknowledgement](#).

For COVID-19 information, please visit <https://camosun.ca/about/covid-19-updates>

Camosun College requires mandatory attendance for the first class meeting of each course. If you do not attend and do not provide your instructor with a reasonable explanation in advance, you will be removed from the course and the space offered to the next waitlisted student.

INSTRUCTOR DETAILS

NAME: Michael Pardy

EMAIL: pardym@camosun.ca

OFFICE: CBA231

HOURS: By appointment via email or during class

As your course instructor, I endeavor to provide an inclusive learning environment. However, if you experience barriers to learning in this course, do not hesitate to discuss them with me. Camosun College is committed to identifying and removing institutional and social barriers that prevent access and impede success.

CALENDAR DESCRIPTION

Conventional approaches to doing business are evolving as organizations are faced with increasing and diverse social, environmental, and economic pressures. Students will examine current issues in sustainability and how they impact short- and long-term operating practices, as well as their impact on organizations in development. Using environmental, social, and governance (ESG) criteria, students will measure organizational commitments to social responsibility. Students will recommend adaptive strategies for improved sustainability in a range of organizational contexts.

PREREQUISITE(S): One of:

- C in BUS 150
- A bachelor's degree from a recognized post-secondary institution - Must be completed prior to taking this course.

CO-REQUISITE(S): None

EXCLUSION(S): None

COURSE LEARNING OUTCOMES / OBJECTIVES

Upon successful completion of this course, the student will be able to:

1. Examine how environmental, social, and economic systems interact in the operation of a successful organization
2. Apply adaptive strategies to address environmental, social, and economic pressures faced by organizations
3. Initiate and develop reciprocal relationships with community stakeholders
4. Develop respectful working relationships with Indigenous and non-Indigenous stakeholders
5. Examine the impact of individual business decisions on the sustainability of the local, national, and global community
6. Evaluate an organization's commitment to social responsibility based on environmental, social, and governance criteria
7. Make recommendations for improvement of the sustainability practices of organizations

REQUIRED MATERIALS & RECOMMENDED PREPARATION / INFORMATION

Assigned weekly readings can be found on the course D2L site.

COURSE SCHEDULE, TOPICS, AND ASSOCIATED PREPARATION / ACTIVITY / EVALUATION

The following schedule and course components are subject to change with reasonable advance notice, as deemed appropriate by the instructor.

Week	Date	Topic	Course Activities and Assignments
Introduction to Sustainability and Business			
1	Jan 8	Introductions and Overview	Discussion Post: Class Introductions Due Jan 14 at midnight
2	Jan 15	Understanding Sustainability: Concepts and Principles	
Unit 1: Sustainability Drivers and Stakeholders			
3	Jan 22	Political, Environmental and Social Pressures on Business	Assignment 1: Sustainability self-assessment reflection Due Jan 28 at midnight
4	Jan 29	Stakeholder Engagement and Sustainability Reporting	Discussion Post 1: Sustainability Drivers and Stakeholders Due Feb 4 at midnight

Unit 2: Sustainable Business Models			
5	Feb 5	Group Meetings Assignment 2 and Assignment 3- Schedule TBD	
6	Feb 12	Sustainable Business Models Social Entrepreneurship	Discussion Post 2: Sustainable Business Models Due Feb 18 at midnight
7	Feb 19	Reading Break – No classes	
Unit 3: Sustainability and Profit			
8	Feb 26	Financial Performance: Traditional measure of corporate profitability. The focus is on revenue, costs, and economic growth.	Assignment 2: Sustainability presentations (Groups 1, 2, 3. And 4) Due Mar 3 at midnight
9	March 4	Long-term Value Creation: Beyond short-term profits, it's about creating lasting value for shareholders, employees, and customers. Economic Impact: The impact of the business on the local, national, and global economy.	Assignment 2: Sustainability presentations (Groups 5 and 6) Due Mar 10 at midnight Discussion Post 3: Sustainability and Profit Due Mar 10 at midnight
Sustainability and People			
10	March 11	Employee Well-being and Fair Labor Practices: Ensuring fair wages, benefits, and working conditions; respecting workers' rights. Community Engagement and Development: How the business impacts and contributes to the communities where it operates. This includes philanthropy, volunteering, and community support.	
11	March 18	Diversity and Inclusion: Promoting diversity in the workforce and creating an inclusive environment. Customer Satisfaction and Safety: Ensuring the safety and well-being of customers through responsible product design and marketing.	Discussion Post 4: Sustainability and People Due Mar 31 at midnight

Sustainability and the Planet			
12	April 1	Group Meetings Assignment 3- Schedule TBD	
13	March 25	<p>Sustainable Resource Use: Using natural resources in a sustainable manner, minimizing depletion, and protecting ecosystems.</p> <p>Environmental Impact and Footprint: Assessing and mitigating the company's environmental impact, including carbon footprint, waste management, and pollution.</p>	
14	April 8	<p>Climate Change Mitigation and Adaptation: Actions taken to reduce greenhouse gas emissions and adapt to climate change impacts.</p> <p>Green Product and Service Innovation: Development of environmentally friendly products or service</p>	<p>Assignment 3: Sustainability Analysis Report Due Apr 14 at midnight</p> <p>Discussion Post 5: Sustainability and the Planet Due Apr 14 at midnight</p>

Students registered with the Centre for Accessible Learning (CAL) who complete quizzes, tests, and exams with academic accommodations have booking procedures and deadlines with CAL where advanced noticed is required. Deadlines scan be reviewed on the [CAL exams page](http://camosun.ca/services/accessible-learning/exams.html). <http://camosun.ca/services/accessible-learning/exams.html>

EVALUATION OF LEARNING

	Name	Value
Assignment 1	Carbon Footprint Analysis (individual)	20%
Assignment 2	Sustainability News Story Presentation (individual)	20%
Assignment 3	Sustainability Business Analysis (group)	35%
Discussion Posts	5 posts, one at the end of each unit (individual)	25%
		100%

If you have a concern about a grade you have received for an evaluation, please come and see me as soon as possible. Refer to the [Grade Review and Appeals](http://camosun.ca/about/policies/education-academic/e-1-programming-and-instruction/e-1.14.pdf) policy for more information.
<http://camosun.ca/about/policies/education-academic/e-1-programming-and-instruction/e-1.14.pdf>

COURSE GUIDELINES & EXPECTATIONS

See separate presentation

SCHOOL OR DEPARTMENTAL INFORMATION

MHRL Department Chair Shelaina Postings - PostingsS@camosun.ca

STUDENT RESPONSIBILITY

Enrolment at Camosun assumes that the student will become a responsible member of the College community. As such, each student will display a positive work ethic, assist in the preservation of College property, and assume responsibility for their education by researching academic requirements and policies; demonstrating courtesy and respect toward others; and respecting expectations concerning attendance, assignments, deadlines, and appointments.

SUPPORTS AND SERVICES FOR STUDENTS

Camosun College offers a number of services to help you succeed in and out of the classroom. For a detailed overview of the supports and services visit <http://camosun.ca/students/>.

Support Service	Website
Academic Advising	http://camosun.ca/advising
Accessible Learning	http://camosun.ca/accessible-learning
Counselling	http://camosun.ca/counselling
Career Services	http://camosun.ca/coop
Financial Aid and Awards	http://camosun.ca/financialaid
Help Centres (Math/English/Science)	http://camosun.ca/help-centres
Indigenous Student Support	http://camosun.ca/indigenous

Support Service	Website
International Student Support	http://camosun.ca/international/
Learning Skills	http://camosun.ca/learningskills
Library	http://camosun.ca/services/library/
Office of Student Support	http://camosun.ca/oss
Ombudsperson	http://camosun.ca/ombuds
Registration	http://camosun.ca/registration
Technology Support	http://camosun.ca/its
Writing Centre	http://camosun.ca/writing-centre

If you have a mental health concern, please contact Counselling to arrange an appointment as soon as possible. Counselling sessions are available at both campuses during business hours. If you need urgent support after-hours, please contact the Vancouver Island Crisis Line at 1-888-494-3888 or call 911.

COLLEGE-WIDE POLICIES, PROCEDURES, REQUIREMENTS, AND STANDARDS

Academic Accommodations for Students with Disabilities

The College is committed to providing appropriate and reasonable academic accommodations to students with disabilities (i.e., physical, depression, learning, etc.). If you have a disability, the [Centre for Accessible Learning](#) (CAL) can help you document your needs, and where disability-related barriers to access in your courses exist, create an accommodation plan. By making a plan through CAL, you can ensure you have the appropriate academic accommodations you need without disclosing your diagnosis or condition to course instructors. Please visit the CAL website for contacts and to learn how to get started:

<http://camosun.ca/services/accessible-learning/>

Academic Integrity

Please visit <http://camosun.ca/about/policies/education-academic/e-1-programming-and-instruction/e-1.13.pdf> for policy regarding academic expectations and details for addressing and resolving matters of academic misconduct.

Academic Progress

Please visit <http://camosun.ca/about/policies/education-academic/e-1-programming-and-instruction/e-1.1.pdf> for further details on how Camosun College monitors students' academic progress and what steps can be taken if a student is at risk of not meeting the College's academic progress standards.

Course Withdrawals Policy

Please visit <http://camosun.ca/about/policies/education-academic/e-2-student-services-and-support/e-2.2.pdf> for further details about course withdrawals. For deadline for fees, course drop dates, and tuition refund, please visit <http://camosun.ca/learn/fees/#deadlines>.

Grading Policy

Please visit <http://camosun.ca/about/policies/education-academic/e-1-programming-and-instruction/e-1.5.pdf> for further details about grading.

Grade Review and Appeals

Please visit <http://camosun.ca/about/policies/education-academic/e-1-programming-and-instruction/e-1.14.pdf> for policy relating to requests for review and appeal of grades.

Mandatory Attendance for First Class Meeting of Each Course

Camosun College requires mandatory attendance for the first class meeting of each course. If you do not attend, and do not provide your instructor with a reasonable reason in advance, you will be removed from the course and the space offered to the next waitlisted student. For more information, please see the “Attendance” section under “Registration Policies and Procedures” (<http://camosun.ca/learn/calendar/current/procedures.html>) and the Grading Policy at <http://camosun.ca/about/policies/education-academic/e-1-programming-and-instruction/e-1.5.pdf>.

Medical / Compassionate Withdrawals

Students who are incapacitated and unable to complete or succeed in their studies by virtue of serious and demonstrated exceptional circumstances may be eligible for a medical/compassionate withdrawal. Please visit <http://camosun.ca/about/policies/education-academic/e-2-student-services-and-support/e-2.8.pdf> to learn more about the process involved in a medical/compassionate withdrawal.

Sexual Violence and Misconduct

Camosun is committed to creating a campus culture of safety, respect, and consent. Camosun’s Office of Student Support is responsible for offering support to students impacted by sexual violence. Regardless of when or where the sexual violence or misconduct occurred, students can access support at Camosun. The Office of Student Support will make sure students have a safe and private place to talk and will help them understand what supports are available and their options for next steps. The Office of Student Support respects a student’s right to choose what is right for them. For more information see Camosun’s Sexualized Violence and Misconduct Policy: <http://camosun.ca/about/policies/education-academic/e-2-student-services-and-support/e-2.9.pdf> and camosun.ca/sexual-violence. To contact the Office of Student Support: oss@camosun.ca or by phone: 250-370-3046 or 250-3703841

Student Misconduct (Non-Academic)

Camosun College is committed to building the academic competency of all students, seeks to empower students to become agents of their own learning, and promotes academic belonging for everyone. Camosun also expects that all students to conduct themselves in a manner that contributes to a positive, supportive, and safe learning environment. Please review Camosun College’s Student Misconduct Policy at <http://camosun.ca/about/policies/education-academic/e-2-student-services-and-support/e-2.5.pdf> to understand the College’s expectations of academic integrity and student behavioural conduct.

Changes to this Syllabus: Every effort has been made to ensure that information in this syllabus is accurate at the time of publication. The College reserves the right to change courses if it becomes necessary so that

course content remains relevant. In such cases, the instructor will give the students clear and timely notice of the changes.