

- d. A service-learning project which has been incorporated into the Business Organization course in the undergraduate program. These projects raised over \$30,000 for worthy causes over four course offerings (See page 54).

III. **Seminars and Workshops:**

a. **Breakfast Seminar Series**

ISE/CHRMS presents monthly breakfast seminars often focusing on a key topic related to sustainability attracting a total audience of over 500 persons and an average audience of 55 (see attachment B, pages 38–43 & figures 9 and 10, pages 29 and 30).

Some examples of breakfast seminar speakers and topics were:

- **Ray Anderson, CEO of Interface, Inc.** who described his company's efforts in its drive towards sustainable practices
- **Emlyn Koster, President and CEO of Liberty Science Center** who spoke on Relevancy and Sustainability as Core Premises of Today's Science Museums
- **Keith Darcy, Executive Director of Ethics and Compliance Officer Association** who spoke about the tensions between ethics and compliance in the context of the Sarbanes-Oxley Act

b. **HR Roundtable Series on "The Changing Workforce"**

ISE/CHRMS conducted four roundtables and workshops on the changing and maturing workforce and its impact on organizations.

Topics included were:

- "The Intergenerational Workforce - What are the Implications and How Do We Leverage Them?"
- "Globalizing One of the Most Sustainable Companies in the World" (see attachment C, page 44 and figure 11, page 31)

- c. At the **Academy of Management**, ISE/CHRMS has for a decade led the Practitioner's Series Workshop and for the past two years, the Sustainable Practices Action Research Community (**SPARC**) Workshop. Scores of real-life projects have been worked on and improved to foster societal and organizational sustainability in a wide variety of areas such as veterans healthcare, federal aviation, civil justice, municipal governance, and primary through higher education (to name only a few) (see attachment D, pages 46–51).

- d. "Creating and Managing Sustainable Organizations and Systems" was presented at the **Eastern Academy of Management** in May, 2007.

Panels:

- "Drivers and Challenges in the Corporate Sustainability Journey"
- "The Role of Strategic Leadership and People Practices in Building Sustainable Enterprises"
- "Creating Sustainable Organizations and Systems: Issues & Challenges" (**Distinguished Keynote Panel**) (see attachment B, pages 42-43).