PDCB – Post-Degree Certificate in Sustainable Business

Business

Effective Term & Year: Fall 2022
Program Outline Review Date: 2025-03-01

Program Area: Business Management

Description:

This post-degree certificate program is for students who already possess a business-related degree. It is designed to develop expertise in sustainable business practices. Students will examine best practices in sustainable business activities, perform case study analysis, compare sustainable reporting frameworks, and examine environmental sustainability from a scientific perspective. Sustainable business planning will also be examined through government, not-for-profit, and for-profit business lenses focusing on specific business functions such as marketing, human resource management, finance, operations, and leadership.

Program Information:

This credential recognizes the growing demand for working professionals who can develop and manage sustainability initiatives. Sustainability reporting requirements are increasing at all levels of government and are often required to obtain contracts, funding, grants, and licenses. Public companies are accountable to consumers and ethical investors for their sustainability practices and environmental impact. Sustainability planning can also strengthen communities while increasing employee retention and morale. Sustainability also has an economic dimension in terms of the proven benefits of improving supply chain logistics, refining operational procedures, and reducing waste.

Credentials Granted:

Post-Degree Certificate in Sustainable Business

Minimum Course Grade: A minimum grade of C

Program Average: A minimum grade point average of 4.0/10 (C+ average)

General Requirements:

Residency Requirement: Students will complete a minimum of three College of the Rockies sustainability courses: MGMT 307, MGMT 310, MGMT 410.

Delivery Methods: Blended (Hybrid), On-Campus (Face-to-Face), Online

Credits: 30

Admission Requirements:

- Complete all of the following
  - A degree in business, commerce, finance, or tourism from a recognized university/college or permission of the Dean is required.
  - English proficiency at the university/college level is required; including ENGL 100 or equivalent
  - Students whose first language is not English must have an IELTS assessment score of at least 6.0 in all bands and 6.5 overall.
  - Earned a minimum grade of C (60%) in at least 1 of the following:
    - MATH080 – Mathematics – Advanced Level
    - FOM 11 – Foundations of Mathematics 11
    - PREC 11 – Pre-Calculus 11
    - FOM 12 – Foundations of Mathematics 12
    - PREC 12 – Pre-Calculus 12
    - STAT 12 – Statistics 12
    - GEO 12 – Geometry 12
    - CS 11 – Computer Science 11
    - CS 12 – Computer Science 12

Program Completion Requirements:

Post-Degree Certificate in Sustainable Business Practices
30 Total Credits

- Complete all of the following
  - Completed the following:
    - MGMT303 – Business Ethics (3)
    - MGMT305 – Social Enterprise (3)
    - MGMT307 – Leading Sustainability (3)

    - MGMT310 – Sustainability Theory and Metrics (3)
    - MGMT410 – Managing Sustainable Operations (3)
- Completed at least 1 of the following:
    - BIOL151 – Biology of the Environment (3)
    - CHEM100 – Introduction to Environmental Chemistry (3)
    - ENSC101 – Introduction to Environmental Science (3)

  A variety of elective courses can be used to satisfy this credit requirement. Courses outside of the program may be considered as electives with the prior approval of the Business Program Coordinator.
- Earned at least 12 credits from the following:
    - BIOL151 – Biology of the Environment (3)
    - CHEM100 – Introduction to Environmental Chemistry (3)
    - ENSC101 – Introduction to Environmental Science (3)
    - ECON250 – Environmental Economics (3)
    - ENST200 – Introduction to Environmental Sustainability (3)
    - HIST230 – Canada's Enviromental History (3)
    - MGMT304 – Introduction to Non-Profit Management (3)

Grand Total Credits: 30

Program Completion Requirements Notes:

A grade of "D" grants credit, but may not be sufficient as a prerequisite for sequential courses.

Program Learning Outcomes:

At the successful completion of this program, students will be able to:

- recognize the importance of sustainable business practices for long-term business viability;
- identify ethical issues in the various business disciplines including accounting, marketing, finance and human resources;
- analyze factors that affect an organization’s moral climate and strategies that may improve organizational ethics;
- explain the relationship between corporate social responsibility and financial performance;
- analyze complex social problems and develop market based solutions;
- identify the roles and responsibilities of the board and other stakeholders;
- evaluate the main tools and methods used in marketing and fundraising for social good;
- interpret the impact of globalization, turbulent markets, disruptive technologies, climate change, and social stress on business practices;

- critically examine ways of reconciling shareholder demands for responsible and transparent management with demands for triple bottom line performance;
- examine a variety of triple bottom line reporting strategies and summarize how organizations are reporting their sustainability status;
- compare approaches to sustainability in governmental, non-governmental and not-for-profit organizations;
- review and apply the change management process to organizational sustainability;
- devise strategies for overcoming resistance to change in sustainability implementation;
- distinguish and compare leadership traits and qualities relevant to ‘green’ organizations;
- identify key principles in sustainable operations management;
- evaluate how well organizations have managed product life-cycle, production process management or supply chains to enhance sustainability;
- identify environmental problems and their causes;
- identify the components of an ecosystem and discuss the role of each in ecosystem sustainability;
- apply a basic knowledge of science to analyze environmental processes; and
- practice careful measurement techniques and correct handling of data to solve typical problems of environmental importance.

Flexible Assessment: Yes

In some cases students may be able to apply for recognition of prior learning outside the classroom. This flexible assessment process provides equivalent course credit. It is a rigorous process that may include external evaluation, worksite assessment, demonstration, standardized test, self-assessment, interview, products/portfolio, and challenge exam, or other measures as appropriate. Tuition fees apply. Contact an education advisor for more information.

Program Transfer Credit:

For information about block transfer agreements between programs in British Columbia, Alberta, and elsewhere, please visit http://www.cotr.bc.ca/transfer.

To minimize transfer issues, check with an academic advisor at the institution that will receive the transfer credits.

Academic Policies:

College of the Rockies policies related to courses can be found at https://cotr.bc.ca/about-us/college-policies/ and include the following:

- Policy 2.4.3 Students with Documented Disabilities

- Policy 2.4.4 Student Conduct (plagiarism, other cheating, behavioral misconduct)
- Policy 2.4.8 Academic Performance
- Policy 2.5.3 Grade Appeal
- Policy 2.4.9 Student Concerns Re Faculty

Program Changes:

Information contained in this program outline is correct at the time of publication. Courses and course content may be revised from time to time based on changing educational, employment and marketing needs. The timetable may also be revised.

Course Descriptions: Refer to Course Outlines – https://outlines.cotr.bc.ca/course/