DO BUSINESS BETTER
BECOME THE SUSTAINABILITY LEADER EMPLOYERS NEED

ONLINE BACHELOR’S, MASTER’S, AND CERTIFICATE PROGRAMS IN SUSTAINABLE MANAGEMENT

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LEARN@UWEX.EDU
A Message from the Program Manager

Congratulations on your decision to explore the fast-growing field of sustainable management. The University of Wisconsin Sustainable Management online bachelor’s, master’s, and certificate programs are an excellent choice to help you start or advance your career as a sustainable business leader.

My name is Crystal Fey, and I am excited to bring you what I believe are the most dynamic and innovative sustainability programs available.

Lead the Way to a More Sustainable Future

Today, sustainability is simply smart business, and, as leading companies are finding, a key driver of financial health. But organizations in every sector need environmental leaders with “the right skills if they want to get and stay ahead” (McKinsey). So we’ve designed online degree and certificate programs to prepare you with the technical, environmental, and business skills you need to become a sustainability-minded manager in any workplace.

The online UW Sustainable Management program is a partnership of six University of Wisconsin campuses—UW-Green Bay, UW-Oshkosh, UW-Parkside, UW-River Falls, UW-Stout, and UW-Superior—and coordinated by UW-Extension. Degree and certificate courses are developed and taught by expert faculty from each of these campuses, and we have consulted with industry practitioners to make sure our learning objectives are current and valuable to employers.

As a student in UW Sustainable Management, you will:

- Learn to implement sustainable business practices that boost people, planet, and profit
- Enjoy the flexibility of online courses
- Pay the same affordable tuition, in or out of state
- Graduate from an institution employers respect

Are you ready to begin? Then I invite you to call 1-877-895-3276 or email learn@uwex.edu to find out whether this leading-edge program is right for you.

We look forward to helping you take the next step in your career with a prestigious University of Wisconsin credential.

Sincerely,

Crystal Fey, Program Manager
University of Wisconsin Sustainable Management
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Take the Next Step—Let’s Talk About Your Options

We understand that going back to school is a big decision. As an adult learner, your needs are very different from those of a traditional undergraduate student. Rest assured, our faculty and staff are here to help you succeed in this journey, both as a student and as a busy adult who must juggle work, family, and other responsibilities. If you have any questions about the online Sustainable Management program or even if you just want some help to focus your career interests and goals—please let us know.

Call an enrollment adviser at 1-877-895-3276 from 8 a.m. to 7:30 p.m. CT, Monday through Thursday; 8 a.m. to 4:30 p.m. on Friday. Or email us anytime at learn@uwex.edu.
Typically, we think of sustainability as protection of the natural environment, though true sustainability has a wider scope, encompassing social and economic factors as well. For those who wish to balance human needs with the well-being of the natural world, sustainability is an essential part of life—and now, business.

**Triple Bottom Line**

Key to sustainability, the concept of the triple bottom line means that business success is no longer defined only by monetary gain but also by the impact an organization’s activities have on society as a whole.

The triple bottom line demands that a company’s responsibility be to stakeholders rather than shareholders. Stakeholders include anyone who might be affected by a company’s or industry’s practices, from workers to surrounding communities and beyond.

- **Vibrant communities (people):**
  An organization has a responsibility to its employees and to the wider communities in which it works. A triple-bottom-line company understands how its practices affect the corporation, its workers, and wider stakeholders, and it works to promote all of their best interests.

> *My Sustainable Management master’s degree helped me get promoted to a top position at my company.*

Angela Dybdahl Oroian, 2015 Graduate
• **A healthy environment (planet):** Without question, committing to sustainable environmental practices is good business. Corporations can save money and reduce their environmental footprints by reducing waste, conserving energy, and maintaining environmentally safe manufacturing processes.

• **Strong profitability (profit):** Making money is essential to business success. A triple-bottom-line company, however, recognizes that its own sustainability rests on its ability to work harmoniously in its social and environmental settings. For this reason, the costs of pollution, worker displacement, and other factors are included in profit calculations.

### Sustainability Careers Outlook

The employment outlook for professionals seeking new and emerging sustainability careers is bright. In 2014, **43 percent of executives** said their companies seek to align sustainability with their overall business goals, mission, or values—up from 30 percent in 2012—according to McKinsey Global Institute.

Major brands such as Apple, Walmart, Nike, and almost every other Fortune 500 company have led the way, making serious commitments to sustainability efforts, including:

- Energy-use reduction
- Resource conservation
- Recycling
- Pollution prevention
- Waste elimination
- Transportation efficiency
- Building design
- Human rights and community development

### Demand for Sustainability Skills

A key driver of these commitments is the strong financial benefit of instituting sustainability practices. But to achieve their sustainable business goals, organizations in every sector—from pharmaceuticals to automotive to food production—need

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Corporations leading in sustainability worldwide based on percentage of sustainability experts polled. Source: 2015 GlobeScan/SustainAbility Survey.
qualified professionals with the skills to take on the challenges of the sustainable revolution. From McKinsey’s 2014 *Sustainability & Resource Productivity* report:

“If the scale of the resource challenge is unprecedented, so, too, is the know-how available to address it… **Companies that seek to get and stay ahead need to find the right people with the right skills; conventional practices and talent may not be enough.**”

Employers need professionals who can:

- Apply systems thinking—an understanding of how individual things and events influence a larger system
- Implement and manage sustainable business practices
- Help balance budgets to meet the triple bottom line
- Understand energy production, consumption, and environmental impact
- Apply technology that supports sustainable development in an organization
- Promote sustainable strategies inside the organization and beyond

Professionals with sustainability skills have a competitive advantage in the job market and are in a prime position to be hired to develop sustainable practices in offices, manufacturing facilities, hospitals, retail stores, schools, government, power plants, wastewater-treatment plants, and other workplaces.

Sustainability is a diverse field that encompasses a wide variety of professionals who may not have “sustainability” in their job descriptions. Sustainability professionals can be business managers, distribution managers, production managers, accountants, compliance officers, and more, according to the Bureau of Labor Statistics.

**Sustainable and Environmental Management Job Titles and Salaries**

Among professionals who are primarily responsible for sustainability in their organization, job titles, descriptions, and salaries vary considerably and are usually dependent on prior work experience. Location may also be a major factor in the number and type of sustainability positions available.

In general, sustainability professionals in managerial roles help their organizations lessen negative impacts on the environment by advising other leaders on what should be improved. They may also develop sustainability initiatives, put them into action, and supervise those working on the projects. The average salary for a sustainability manager is $72,706, according to the Bureau of Labor Statistics.

> The development of new skills, like systems-thinking mindsets, is lagging far behind where we need to be.

PayScale’s 2015 national salary data. Professionals with advanced skills and experience in sustainable management can make more than $100,000 per year.

With a Bachelor of Science in Sustainable Management, a graduate may pursue positions such as:

- Sustainability specialist
- Solar operations surveyor
- Sustainability consultant
- Energy and LEED analyst
- Social compliance analyst
- Zero-waste program manager
- Renewable energy analyst
- Sustainable design coordinator
- Environmental analyst

With a Master of Science in Sustainable Management, a graduate may pursue occupations such as:

- Chief sustainability officer
- Director of sustainability
- Sustainability project manager
- Senior environmental programs specialist
- Supply chain manager, sustainability and energy
- Director of sustainable manufacturing innovation
- Sustainability coordinator
- Vice president of corporate social responsibility and sustainability
- Director of global environmental affairs

Take advantage of the growing career opportunities in sustainability by earning a bachelor’s, master’s, or certificate in Sustainable Management from the University of Wisconsin.

Get started today!

Career Spotlight: Sustainability Specialist

According to O*NET, sustainability specialist is a new and emerging “Bright Outlook” occupation projected to have 100,000 or more job openings between 2012 and 2022. Sustainability specialists are responsible for addressing organizational sustainability issues, such as waste-stream management, green building practices, and green procurement plans, and made a median salary of $67,280 in 2014.


Career Spotlight: Chief Sustainability Officer (CSO)

CSO is also a “Bright Outlook” occupation. CSOs communicate, develop, or execute sustainable business strategies. Based on salary data from Recruiter, CSO salaries range between $144,000 and $216,000, and the average annual salary is $183,800. The data also shows that compensation for CSOs increased more than 30 percent from 2004 to 2010.
Program Overview

Developed with input from industry leaders, online University of Wisconsin Sustainable Management programs provide the technical, environmental, and business knowledge you need to succeed as a sustainability-minded manager.

UW Sustainable Management bachelor’s, master’s, and certificate programs are a smart choice for busy adults who want to advance their careers—or start a whole new career—but don’t have time for on-campus courses.

**Bachelor of Science**

*Learn to plan and apply sustainable business practices that boost the triple bottom line*

The 21-course, 63-credit Bachelor of Science in Sustainable Management provides an interdisciplinary curriculum that covers topics including systems thinking, triple-bottom-line accounting, the economics of sustainability, natural resource management, environmental science and policy, and information systems.

The program’s final course, a capstone experience, gives you the opportunity to apply what you’ve learned in a real-world setting. You will complete a semester-long project and gain valuable hands-on experience helping a real organization solve an existing sustainability problem.

“My boss loves that I got a bachelor’s degree from UW Sustainable Management. It boosted me as a candidate when I applied to the job I have now.”

Nate Tillis, 2015 Graduate
Program Outcomes
As a graduate of the Bachelor of Science in Sustainable Management program, you will be able to:

- Analyze sustainability issues from local and global perspectives.
- Analyze and interpret social, scientific, and business-related information in the context of sustainability.
- Make informed judgments that lead to sustainable outcomes.
- Employ systems thinking approaches to evaluate sustainability issues.
- Communicate sustainability to diverse audiences.
- Integrate sustainability concepts into applied settings and projects.

Eligibility
If you have an associate degree or 60 credits of transferable general education coursework, you may apply directly to the program. Still need the first 60 credits? UW Online associate degree programs may be a good fit for you.

Certificates
Update your skills and gain a current credential in less than a year!

Two certificate programs, Sustainable Management Science (12 credits) and Sustainable Enterprise Management (15 credits), bring you specialized course sets from the bachelor’s program.

Choose one to complement your existing knowledge or enroll in both for a more broad-based skill set. Each certificate can be completed in less than a year, and courses count toward a Sustainable Management bachelor’s degree should you decide to enroll.

Master of Science
Lead the way to a more sustainable future

The Master of Science in Sustainable Management is a 12-course, 34-credit graduate program designed to strengthen and expand your knowledge of sustainability and environmental issues.

Through a core curriculum, specialty track courses, and a capstone experience, this graduate program covers topics including the relationship of natural, social, and economic environments; effective communication techniques; waste management; law and ethics of sustainability; sustainable design of products and communities; corporate social responsibility; leadership in sustainable organizations; and supply chain management.
Program Outcomes
As a graduate of the Master of Science in Sustainable Management program, you will be able to:

- Solve complex problems with a systems thinking approach.
- Communicate complex social, economic, and environmental issues and their interrelationships to diverse audiences.
- Analyze and critically evaluate evidence to formulate and organize sustainable strategies.
- Engage and lead sustainability initiatives at local, national, and global levels.

Eligibility
If you have a bachelor’s degree from a regionally or nationally accredited university and a cumulative grade point average (GPA) of 3.0, you may apply directly to the program. Students with a GPA of less than 3.0 may be considered for provisional admission but should speak with an adviser.

Faculty
Our program’s faculty is one of its greatest strengths. The UW Sustainable Management program brings you the expertise of diverse and distinguished faculty from several University of Wisconsin campuses: UW-Green Bay, UW-Oshkosh, UW-Parkside, UW-River Falls, UW-Stout, and UW-Superior.

All courses in the online programs are developed and taught by University of Wisconsin Sustainable Management faculty—the same faculty who teach on-campus courses. To find out more about the instructors who make up our faculty, please visit the bachelor’s program faculty and master’s program faculty pages on our website.

Accreditation
Whether online or on campus, University of Wisconsin programs have a reputation for delivering world-class education and student support. Our accreditation is your assurance that you will graduate with skills that are relevant to your field and valued by employers.

The Bachelor of Science in Sustainable Management and Master of Science in Sustainable Management are fully accredited degree programs. These programs are approved by the University of Wisconsin Board of Regents and accredited by the North Central Association of Colleges and Schools.
Courses

Each of the UW Sustainable Management degree and certificate programs offers a rigorous curriculum that prepares students to lead sustainable business practices that boost the bottom line. Because courses are fully online, all course content, from multimedia lectures and e-learning tools to homework assignments, will be delivered to you through the program’s online learning management system. You can study and do homework whenever and wherever it’s convenient for you.

Bachelor of Science Courses
The 63-credit bachelor’s degree program consists of 21 online courses, including a capstone experience which is typically taken during the final semester. Each course is three credits. There are no electives. See our Course Schedule page for semester schedules and a list of upcoming courses.

“The Sustainable Management degree set me up for success in a business career, which is something I didn’t expect when I started. I learned how to phrase my arguments in a way that makes business sense and achieves social outcomes.”

Maggie Layden, 2012 Graduate
SMGT 115: Environmental Science and Sustainability
This course presents an overview of the interrelationships between humans and the environment. The first part of the course focuses on important ecological concepts. The remainder of the course deals with human influence on the environment—and which sustainable practices are best suited to help us avoid or ameliorate any negative impacts of the aforementioned influence. The ecological concepts are used throughout to identify and understand possible solutions to contemporary environmental problems, and to provide a basis for proposing those solutions. Overall, this course will provide you with a better understanding of how humans can more positively affect the environment in which they live.

SMGT 220: Systems Thinking
This course covers the process of using systems thinking to apply the concept of sustainability to various business, social, and scientific issues. Rather than looking at a problem by analyzing its component parts, you will learn to analyze whole systems. You will then model the relationships and behaviors to identify leverage points for change.

SMGT 230: Triple Bottom Line Accounting for Managers
An introduction to the discipline of financial and managerial accounting. You will gain a basic knowledge of the preparation of financial statements and their analytical use. Further, you will explore how this accounting information is applied by managers in the decision-making process to help organizations meet the triple bottom line (strong profits, healthy environment, and vital communities).

Prerequisites: College algebra

SMGT 235: Economics in Society and Sustainability
This introductory course highlights economic, social, and environmental issues facing society. In addition to covering traditional issues such as markets and prices (microeconomics), government economic management (macroeconomics), and international trade, this course introduces economic content into the analysis of selected topics such as poverty and discrimination, the environment, and the provision of government services. Critiques of conventional economic thought, within the context of systems thinking and ecological economics, are integrated throughout the course.

Prerequisites: College algebra

SMGT 240: Technical Writing for Sustainable Management
In this course, the psychology and mechanics of written communications are thoroughly explored and widely applied. Also included are nonwritten applications in such business areas as international/intercultural, nonverbal, and ethical communications related to sustainability.
SMGT 310: Ecology for Sustainable Management
This course covers interrelationships of organisms with each other and their environments, as well as investigation into composition and dynamics of populations, communities, ecosystems, landscapes, and the biosphere, with emphasis on sustainability.

Prerequisites: Introductory biology

SMGT 315: Global Environmental Chemistry
An exploration of chemical environments as interdependent thermodynamic and kinetic systems. The "system/surroundings" perspectives of thermodynamics will be applied to systems of progressively larger size in order to arrive at the comprehensive view of the global environmental system.

Prerequisites: General chemistry

SMGT 320: Energy for Sustainable Management
Basic engineering principles and applications for existing and emerging energy technologies. You will learn about energy production, consumption, and environmental impact, and explore the ways in which these principles relate to sustainable management. Topics cover a wide range of energy systems, including nuclear, fossil fuels, wind, solar, biofuels, and biomass.

Prerequisites: General chemistry; college algebra

SMGT 325: Natural Resource Management
This course examines the interdependence between natural resources associated with land, air, and water. You will explore significant environmental issues regarding the policies and problems in the use and management of natural resources related to soils, vegetation, and landscape within the context of social needs and sustainability.

SMGT 330: Marketing for a Sustainable World
An analysis of an organization’s opportunities to develop sustainability practices as they relate to the development of product, pricing, supply and distribution channels (retail, wholesale), promotion (advertising, sales promotion, public relations), and target markets.

Prerequisites: SMGT 235: Economics in Society and Sustainability

SMGT 331: Sustainable Organizational Finance
This course introduces the theory and methods of sustainable organizational finance. Topics include financial statements, discounting and budgeting, uncertainty and risk/reward trade-offs, and assessment of the financial implications of the triple bottom line (e.g., climate change, carbon
trading, human resource management, and creation of environmentally conscious shareholder value).

Prerequisites: SMGT 230: Triple Bottom Line Accounting for Managers; SMGT 235: Economics in Society and Sustainability

SMGT 332: Economics of Environmental Sustainability
An examination of the interaction between market activity and the environment. The course applies economic analysis to the efficient and sustainable management of environmental goods and resources, and examines how economic institutions and policies can be changed to bring the environmental impacts of economic decision making more into balance with human desires and the needs of the ecosystem.

Prerequisites: SMGT 235: Economics in Society and Sustainability

SMGT 335: Management and Environmental Information Systems
This course explores how technology can be applied to managing sustainable development in an organization. You will learn about the use of data-processing systems, information systems and decision-support tools, information-systems planning and development, overview of computer hardware and software, database management, networking and Web technologies, green data centers, energy-efficiency trends in information technology, and data and information use in green businesses.

Prerequisites: SMGT 230: Triple Bottom Line Accounting for Managers

SMGT 340: Organizational Behavior and Sustainability
An investigation of management principles and theories underlying human behavior in organizations. This course examines how personality, motivation, communication, decision making, leadership, teamwork, ethics, power, diversity, and work stress can create both constraints and opportunities within an “eco-friendly” organization.

Prerequisites: Speech/introduction to communications

SMGT 350: Operations Management and Sustainability
An introduction to the operations function in a sustainable organization. Specifically, the course investigates the way green enterprises address issues such as linear programming, continuous and intermittent production processes, aggregate planning, inventory control, materials management, scheduling, project management, and quality assurance.

Prerequisites: College algebra; statistics
SMGT 360: Environmental and Sustainability Policy
This course covers topics including the spectrum of historical, theoretical, and technical issues applicable to sustainable management of natural resources, environmental quality standards, and risk management. Administrative structures that form the basis for selecting appropriate responses to complex management problems faced by industry, government, and nongovernmental agencies are identified. The historical development and current framework of public policy are investigated, and specific foundational legislation is critiqued.

Prerequisites: SMGT 115: Environmental Science and Sustainability

SMGT 370: Logistics, Supply Chain Management, and Sustainability
An introduction to the concepts, functions, processes, and objectives of logistics and supply chain management activities. The course covers activities involved in physically moving raw materials, inventory, and finished goods from point of origin to point of use or consumption. It covers the planning, organizing, and controlling of such activities, and examines the role of supply chain processes in creating sustainable competitive advantage with respect to quality, flexibility, lead time, and cost. Topics include customer service, inventory management, transportation, warehousing, supply chain management, reverse logistics, green supply chains, and international logistics.

Prerequisites: SMGT 350: Operations Management and Sustainability

SMGT 430: International Management for a Sustainable World
In this course, you will analyze the theory and practice of managing international organizations and examine sociocultural aspects and group dynamics of international business and service organizations through the study of sustainable management practices. Implementation of a triple-bottom-line solution to organizational problems will be emphasized.

Prerequisites: SMGT 235: Economics in Society and Sustainability

SMGT 435: International Development and Sustainability
This course considers the historical roots of the societal idea of development. We will investigate economic theories of growth and their implications for sustainability, along with interrelationships between population growth, food security, poverty, inequality, urbanization, technological change, international trade, and environmental change on local, regional, and global scales. Contemporary issues and alternatives are explored.

Prerequisites: SMGT 235: Economics in Society and Sustainability
SMGT 460: Environment and Society
An introduction to the fundamentals of human-environmental interaction. The course explores how these interactions create problems, and how the elements of social, technological, and personal choices combine to overcome them.

Prerequisites: SMGT 115: Environmental Science and Sustainability

SMGT 495: Capstone
The capstone course provides students with the opportunity to apply what they’ve learned and gain hands-on experience in the real world. Each student will help a real organization solve an existing sustainability problem by implementing practical knowledge to achieve a triple-bottom-line solution. Projects may focus on issues such as supply chain structures, energy efficiencies, or environmental and climate concerns. The instructor will serve as a guide throughout the experience.

Prerequisites: Senior standing; instructor consent

Certificate Courses
UW Sustainable Management certificate programs consist of course sets from the bachelor’s program. You can find course descriptions in the Bachelor of Science section.

12-Credit Sustainable Management Science Certificate
You are required to take all four courses.
- SMGT 310: Ecology for Sustainable Management
- SMGT 315: Global Environmental Chemistry
- SMGT 320: Energy for Sustainable Management
- SMGT 325: Natural Resource Management

15-Credit Sustainable Enterprise Management Certificate
You are required to take five of the following six courses.
- SMGT 230: Triple Bottom Line Accounting for Managers
- SMGT 235: Economics in Society and Sustainability
- SMGT 331: Sustainable Organizational Finance
- SMGT 335: Management and Environmental Information Systems or SMGT 350: Operations Management and Sustainability
- SMGT 430: International Management for a Sustainable World
Master of Science Courses
The 34-credit master’s degree program consists of a core curriculum, specialty track courses, and a final capstone experience. See our Course Schedule page for semester schedules and a list of upcoming courses.

Core Curriculum
You are required to take the following eight courses:

SMGT 700: Cultural and Historical Foundations of Sustainability
In this course, you will investigate the changing relationships of humans to the natural environment, changes in dominant scientific perspectives, and the process of scientific debate. Explore the quest for understanding, manipulating, and dominating the natural world. And learn about cultural and organizational structures, the role and impact of technology, the systems approach to problem solving, and their implications for the future.

SMGT 710: The Natural Environment
Through case studies and some pre-reading, this course explores natural cycles, climate, water, energy, biosystems, ecosystems, the role of humans in the biosphere, and the human impacts on natural systems, with the carbon cycle as a unifying theme. Additionally, it covers disturbance pollution and toxicity, carrying capacity, and natural capital.

SMGT 720: Applied Research and the Triple Bottom Line
Learn how to document and project internal and external costs resulting from the inseparability of the natural, social, and economic environments. Additionally, gain the ability to assess sustainability issues using basic modeling techniques, cause and effect, root cause analysis, regression analysis, and business-scenario-based cases.

SMGT 730: Policy, Law, and the Ethics of Sustainability
This course delves into the law and ethics regarding sustainability of economic development and emerging environmental challenges at national and international levels; including National Environmental Policy Act (NEPA), United Nations Environmental Program (UNEP), carbon footprints, Kyoto protocol, and Brundtland Commission. We will also explore the policy and role of government and its agencies (such as Army Corps of Engineers, Department of Interior, etc.) in building a more just, prosperous, and secure environmental common future.

SMGT 740: Economics of Sustainability
Learn to understand the economy as a component of the ecosystem in which it resides, with natural capital added to the typical analysis of human, social, built, and financial capital. Explore traditional micro, macro, and international trade theory and policy and the implications of
sustainability. Topics include the history of economic systems and thought; globalization and localization; distinguishing between growth and development; the nature and causes of market failure; consumption, consumerism, and human well-being; emerging markets; technological change; business organization and financial market alternatives; demographic change; and the global food economy.

SMGT 750: The Built Environment
This course explores how the built environment came to be, and how it intersects with human needs such as water, air, food, waste, transportation, healthcare, and education. You will evaluate community design and what a sustainable community looks like, and study related technologies while evaluating alternatives and discussing unintended consequences. This course will include case studies.

SMGT 760: Geopolitical Systems—Decision Making for Sustainability on Local, State, and National Levels
This course is an examination of decision making and public policy for sustainability at the national, state, and local levels, with emphasis on the social, economic, and political factors affecting decisions within both the public and private sectors. Attention is given to formal American policymaking processes, informal grassroots activities and consensus building, public engagement with sustainability decisions, corporate sustainability actions and reporting, the promise of public-private partnerships and collaborative decision making, and practical examples of how decision making fosters effective transitions to sustainability goals at all levels.

SMGT 770: Leading Sustainable Organizations
Get a macro-level perspective on leading sustainable organizations. Topics include organizational change and transformation processes, strategic and creative thinking, organizational structures and their impacts, conflict management and negotiation, stakeholder management, and situational leadership styles and behaviors. The course focuses on how organizational leaders develop and enable sustainable organizations, especially in times of environmental change.

Specialty Tracks
You will choose two courses from the following list:

SMGT 780: Corporate Social Responsibility
Dig into corporate social responsibility (CSR) as we evaluate risks and potential impacts in decision making, recognizing the links between the success of an organization and the well-being of a community. Explore ways to integrate corporate social responsibility throughout an organization by creating metrics and communicating CSR policies internally and externally, and take a hard look at the development of best practices in an organization pertaining to corporate social responsibility.
SMGT 782: Supply Chain Management
In this course, planning, organizing, and controlling the organization’s supply chain are examined in the context of the triple bottom line, and total cost analyses or product and process life cycles are considered in the context of strategy and operations. Topics include: sourcing, operations, distribution, reverse logistics, and service supply chains. Process measurements and the impact on organizational performance in the context of footprints (e.g., carbon, water, pollution), and existing and potential software systems are also covered.

SMGT 784: Sustainable Water Management
This course addresses practical applications of sustainability in aquatic environments. Topics covered include water and health, water quality and quantity, governance, assessing the aquatic environment, water treatment technologies, environmental mitigation, and impacts of climate change. Emphasis will be on selected areas of interest from the perspective of public health, engineering, and municipal conservation management.

SMGT 785: Waste Management and Resource Recovery
This course covers the generation, processing, management, and disposal of municipal, industrial, and agricultural waste with an emphasis on the technical, economic, and environmental aspects of various recovery processes. Additional topics will include producer responsibility, design for environment, and life-cycle analysis.

Capstone Experience
You will complete a preparation course and a project for a total of four credits.

SMGT 790: Capstone Preparation Course
In this course, you will build the foundation for your capstone project through research, data analysis, and scholarly inquiry that result in a project proposal.

SMGT 792: Capstone Project
The capstone project provides students with the opportunity to apply what they’ve learned and gain hands-on experience in the real world. Each student will help a real organization solve an existing sustainability problem by implementing practical knowledge to achieve a triple-bottom-line solution. Projects may focus on issues such as supply chain structures, energy efficiencies, or environmental and climate concerns. The instructor will serve as a guide throughout the experience.

Are you ready to begin the next chapter of your career?
Call an enrollment adviser at 1-877-895-3276 from 8 a.m. to 7:30 p.m. CT, Monday through Thursday; 8 a.m. to 4:30 p.m. on Friday. Or email us anytime at learn@uwex.edu.
Choose the UW Sustainable Management program that interests you—Bachelor of Science, Master of Science, or certificate—and read the application and admission information for that program carefully.

While you may apply on your own, many prospective students find great value in speaking with an enrollment adviser first. Our staff is here to answer your questions, talk with you about your career goals, and help you ensure that this program is a good choice for you. If you have any questions, please call 1-877-895-3276 or email us at learn@uwex.edu.

A Multi-Campus Partnership

The University of Wisconsin Sustainable Management program is a collaboration of UW-Extension and several University of Wisconsin degree and certificate-granting institutions. Although you will take courses taught by faculty from all partner campuses and complete your program entirely online, you will be asked to choose a “home” campus when applying. Your home campus is the institution from which you will receive financial aid (if you qualify), advising, career services, and ultimately, your degree.

“I’ve always been interested in the environment, but in the Sustainable Management master’s program, I was able to delve into many different aspects of sustainability such as climate change, deforestation, resource management, and the effects of water and air pollution.”

Ken Holdorf, 2015 Graduate
Application Deadlines

Sending us your application materials no later than one month before classes begin ensures the smoothest enrollment process, but we do accommodate late applications and will accept applications up to the first day of classes.

Starting your application early will help ensure you have plenty of time to gather required materials (such as transcripts), transfer credits, apply for financial aid, and complete the University of Wisconsin System Online Admission Application.

See our Course Schedule page for course start dates.

Bachelor of Science
Admission Requirements

Admission to the UW Bachelor of Science in Sustainable Management program requires:

- Approximately 60 credits of transferable general education coursework with a minimum grade point average (GPA) of 2.0.
- Prerequisite coursework in five courses: college algebra, introductory biology, general chemistry, statistics, and speech/introduction to communications. UW campus equivalents or other college/university equivalents may be substituted.
- Official high school and college transcripts.

How to Apply

Visit the Application and Admission page for the bachelor’s program on the UW Sustainable Management website.

Step 1. Select a “home” campus from our list of program partners: UW-Parkside, UW-River Falls, UW-Stout, and UW-Superior.

Step 2. Apply to your preferred home campus using the University of Wisconsin System Online Admission Application. A nonrefundable $44 application fee is required for most degree-seeking students applying to a UW System institution. That fee is not required, however, if the last institution that you attended was a two-year UW Colleges campus. The fee is required if you are transferring between UW System four-year campuses or if you have never attended a UW System campus.

Step 3. Contact your high school and each postsecondary institution you have attended to request that official transcripts be sent directly to the home campus to which you are applying. If you earned a GED/HSED, an official copy of the qualifying scores must also be submitted from the testing agency. If you have an associate degree, bachelor’s degree, or equivalent coursework, the ACT or SAT is not required.
Transferring Credits

Credit is awarded for college-level coursework completed at institutions accredited by a regional or national accrediting organization recognized by the Council for Higher Education Accreditation (CHEA). (Foreign institutions must be recognized by the Ministry of Education in that country.) Courses must be similar in nature, level, and content to a course in our undergraduate curriculum and applicable to one of our academic programs. Continuing education courses, graduate-level courses, and courses that are remedial, technical, vocational, or doctrinal in nature are not transferable.

Courses completed at other colleges or universities that have descriptions closely matching the descriptions of courses taught at the home campus will generally transfer as direct course equivalents.

Once you have been admitted as a transfer student and confirm your intention to enroll, your home campus will conduct a complete credit evaluation.

Certificates

Admission Requirements

Admission to the UW Sustainable Management Science Certificate program requires:

- Prerequisite coursework in two courses: introductory biology and general chemistry. UW campus equivalents or other college/university equivalents may be substituted.
- No official high school or college transcript is required.

Admission to the UW Sustainable Enterprise Management Certificate program requires:

- Prerequisite coursework in two courses: college algebra and statistics. UW campus equivalents or other college/university equivalents may be substituted.
- No official high school or college transcript is required.

How to Apply

Visit the Application and Admission page for certificate programs on the UW Sustainable Management website.

Step 1. Select a “home” campus from our list of program partners: UW-Parkside, UW-River Falls, UW-Stout, and UW-Superior.

Step 2. Apply to your preferred home campus using the University of Wisconsin System Online Admission Application. Certificate-seeking students should complete the application as a “Special Student.” No application fee is required.
Master of Science

Admission Requirements

Admission to the UW Master of Science in Sustainable Management program requires:

- A bachelor’s degree in any discipline from a regionally or nationally accredited university and a minimum grade point average (GPA) of 3.0. **Students with a GPA less than 3.0 may be considered for a provisional admission and should contact an enrollment adviser for more information.**
- Your resume.
- Two letters of recommendation (can be professional or academic).
- A personal statement of up to 1,000 words describing the reasons behind your decision to pursue this degree, your short- and long-term career goals, and the value you believe you will add to the learning experience of your fellow students. Space for the personal statement is included in the online application.

How to Apply

Visit the [Application and Admission page](#) for the master’s program on the UW Sustainable Management website.

Step 1. Select a “home” campus from our list of program partners: UW-Green Bay, UW-Oshkosh, UW-Parkside, UW-Stout, and UW-Superior.

Step 2. Apply to your preferred home campus using the University of Wisconsin System [Online Admission Application](#). A nonrefundable $56 application fee is required for most graduate degree-seeking students applying to a UW System institution. **The fee is required if you are transferring between UW System four-year campuses or if you have never attended a UW System campus.**

Step 3. Send your resume and letters of recommendation and arrange to have your official college transcripts (from each institution you attended) sent to the graduate student admissions office of the campus to which you applied.

Financial Aid Options

Financial aid is available to students who qualify. See our [Tuition and Financial Aid page](#) for details.

Help from an Enrollment Adviser

Call an enrollment adviser at 1-877-895-3276 anytime between 8 a.m. to 7:30 p.m. CT, Monday through Thursday; 8 a.m. to 4:30 p.m. on Friday. Or email us anytime at learn@uwex.edu.
Tuition and Financial Aid

Tuition
Tuition for online UW Sustainable Management bachelor’s, master’s, and certificate programs is a flat fee per credit whether you live in Wisconsin or out of state. See our website for up-to-date tuition information.

There are no additional course or program fees. As these programs are online, you will pay no segregated fees—fees in addition to tuition that cover the costs of student-organized activities, facility maintenance, and other campus operations. However, textbooks are purchased separately and are not included in tuition.

“The Sustainable Management program brings together students and instructors with a wealth of backgrounds. That opens up discussions that make you see the world’s resources and how we use them in a whole new light.”

Steve Brester, Current Student
Financial Aid

Financial aid may be available to you as an adult student. Financial aid is awarded by your home campus (see the Application and Admission page for an explanation of “home” campus). Contact your home campus financial aid office for details:

- UW-Green Bay Financial Aid
- UW-Oshkosh Financial Aid
- UW-Parkside Financial Aid
- UW-River Falls Financial Aid
- UW-Stout Financial Aid
- UW-Superior Financial Aid

To apply for federal and state financial aid, fill out a Free Application for Federal Student Aid (FAFSA). Even if you haven’t made a final decision about whether or not you will apply for this program, you may want to consider completing a FAFSA. Completing this form is always the first step when applying for federal or state financial aid.

Other Sources of Financial Aid

As an adult student, you may also consider these resources to help with the cost of an online degree or certificate:

- Loans are typically offered at low interest rates. Loans must be repaid, usually once you’ve left school.
- Tuition reimbursement is offered by many companies to their employees. Check with your human resources department to see what’s available.
- Military benefits are available to qualifying veterans and those currently serving.
- Private loans are available in addition to federal grants and loans. Private loans must be repaid.
- Scholarships are awarded based on academic achievement or other criteria; financial need is sometimes taken into account. Scholarships don’t need to be repaid.
- Grants are awarded based on financial need and don’t need to be repaid.
- Education tax benefits may be available. Talk with your financial adviser about possible tax benefits.

Scholarship Opportunities

The University of Wisconsin Sustainable Management program offers three scholarship opportunities to help new and continuing Bachelor of Science students pay for their education.

For new bachelor’s students:

- Sustainable Employer Match Scholarship: If your employer offers a tuition-reimbursement program, this scholarship will cover the cost of one Sustainable Management course ($1,170) when your employer pays for a second course.
- **Green Student Scholarship**: If your employer does not offer a tuition-reimbursement program, you can apply for this $500 scholarship.

For continuing bachelor’s students:

- **Sustainable Management Academic Scholarship**: If you have completed at least two courses in the bachelor’s program and maintained a 3.0 or higher grade point average, you are eligible to apply for this scholarship. Awards range from $250 to $1,170; the more courses you’ve taken, the greater the award.

These scholarships are available each fall and spring semester; the deadline for submissions is the first day of the semester. For details, visit the Scholarships page on the UW Sustainable Management website.

**Questions About Tuition or Financial Aid?**
Contact an adviser at 1-877-895-3276 from 8 a.m. to 7:30 p.m. CT, Monday through Thursday; 8 a.m. to 4:30 p.m. on Friday. Or email us anytime at learn@uwex.edu.
About Online Learning

Online learning is a lot like face-to-face learning, except you can access your classroom anytime, anywhere, from nearly any device. A simple Web interface makes it easy to access courses, connect with instructors and classmates, check your grades, and get support when you need it.

A degree or certificate earned through the online UW Sustainable Management program is the same recognized and respected UW credential granted to students who attend courses on campus. It offers you the same accredited, first-class education, renowned faculty, and rigorous standards that the University of Wisconsin is known for and that employers highly regard.

Connecting with Faculty and Your Peers

Many students are surprised to find that they get to know their instructors and classmates better online than in a traditional classroom. You will receive personal attention from your instructors as they deliver lessons, direct you through activities, and answer your questions. You will feel connected and supported as you engage with other students through email, chat, video conferencing, discussion boards, and more.
Frequently Asked Questions About Online Learning

**Why might someone take an online course?**
Online courses offer more flexibility than classroom-based courses. Students still have deadlines and due dates, but there is never a specific time you need to be online. This makes it much easier to earn your degree while still having time for work and family commitments. Online learning also eliminates the need to drive to campus, find a place to park, and hike to the classroom.

**Do I need to be proficient in using a computer?**
Online learning requires only basic skills such as attaching a Word document to an email or posting pictures on Facebook. If you experience an outage or technical issue with the online learning management system, technical support is available throughout the day and evening hours.

**Do I ever need to come to campus?**
No, you never need to come to campus. However, you are welcome and encouraged to participate in the graduation ceremonies at your home campus.

**Do I ever talk with instructors?**
Yes, instructors are available by email and phone. Some use Skype. There is also an “Ask Your Instructor” discussion board within each course. This allows students to post questions and everyone can see the answer. Some instructors give online “office hours” as well.

**Do I have to be logged into my course at a certain time?**
No, you do not have to be logged in or participating at any specific time. UW Sustainable Management students live in all parts of the country, and it would be difficult to get everyone online at the same time. However, your courses will have deadlines. For example, a discussion post might be due on Friday. But some students may write their posts on Tuesday and some may wait until Friday. This allows students great flexibility for their busy lives.

**How do I take tests?**
Tests are taken online inside the Desire2Learn (D2L) learning management system. Some exams/quizzes may have time limits. When you log in and click “start,” the clock timer will begin and allow you the designated amount of time. You will be given a window of time in which to complete each test (for example, Tuesday through Friday), and you will be able to log in and take the test when it best fits your schedule.

**Are there group projects?**
Some courses offer opportunities to work with fellow adult learners. Groups tend to work via email or Skype. There may be an extra piece of technology inside a course to assist with a group PowerPoint presentation or other special situation. We provide any tools like this that are necessary inside the course. Many students enjoy this group work and have formed friendships with their online colleagues.
Do I have to use the same computer every time I do schoolwork?
No, you will have a user ID and password that are unique to you. You can use these to access courses from nearly any device—desktop computer, laptop, tablet, or smartphone—so long as you have Internet access and adequate processing capabilities.

What are the technology requirements for this program?
Course content is accessible from virtually any device—desktop computer, laptop, tablet, or smartphone. See our Technology Requirements section for details.

What if I have technical difficulties?
If you experience an outage or other technical problem with your computer or with our online learning management system, our technical support team works generous hours to make sure you get back up and running fast.

Technology Requirements
Learning and completing your online Sustainable Management coursework requires sufficient technology and Internet access.

The online learning management system is accessible from nearly any device, from desktop to smartphone. However, we recommend using a desktop or laptop computer that meets these minimum hardware specifications:

- High-speed connection to the Internet
- CD-RW/DVD-ROM drive: Note that some software may require a DVD drive for installation
- Hard drive: 160 GB
- Monitor and graphics card capable of 1024 x 768 display (minimum)
- Stereo sound card, speakers, and/or headset, microphone
- Additionally, a webcam may be required in some courses (check with Student Services if you are unsure)

Online Writing Lab
When you need help with writing projects, visit the Online Writing Lab (OWL). You will find resources to help you refine your topic, write a thesis statement, and write a research paper.

Submit your drafts for review and advice
To learn how to improve your writing, send a draft to the OWL. Submit your application essay, research paper, or other project, and a qualified writing coach will respond with advice on developing and organizing your document so that it better meets its purpose. You will also receive suggestions for improving your writing style, all usually within 24 to 48 hours.

Visit the Online Writing Lab now.
Contact Us

Thinking of applying to the program? Call or email an enrollment adviser to get fast, friendly answers to your questions, or schedule a no-obligation phone call to discuss your education and career goals when it is convenient for you.

Call: 1-877-895-3276
Email: learn@uwex.edu

Office hours are 8:00 a.m. to 7:30 p.m. Central Time, Monday through Thursday; 8:00 a.m. to 4:30 p.m. on Friday.