

	Operational Engagement	Theoretical Engagement	Transformational Engagement
Students' definition of sustainability (codes from individual assignments)	Sustainability can be measured and managed through tracking and reducing carbon emissions, energy use and resource use.	Sustainability begins within a recognition and a reckoning from within, about being a conscious consumer, and taking steps to reduce consumption.	Sustainability is about living one's values and acting with integrity, responsibility and generosity, such that individuals become agents of systemic change.
Illustrative quotes (drawn from post-pre survey responses)	<p><i>"I do wish we had spent more time assessing organizations and maybe working on cases to present sustainability solutions throughout the semester."</i></p> <p><i>"The courses could have benefited from having actual industry guest lectures who have applied sustainable practices in their organizations and seen value."</i></p>	<p><i>"I care about the health and development of third world countries and I also care about future generations; if I don't make changes then no one else will."</i></p> <p><i>"I see the importance of changing the way we think."</i></p>	<p><i>"Before taking this class I thought sustainability was about recycling and caring for the environment but that is merely the tip of the iceberg. Today I see it as an ever-changing and evolving journey where we must engage the world differently for today, tomorrow and the future."</i></p> <p><i>"Sustainability is not an intangible pursuit that some people choose to care about, it is an absolute necessity. Even for situations where someone has something in excess, there is a moral duty to use it efficiently and carefully."</i></p> <p><i>"Sustainability is not only making ecologically intelligent choices, but also passing on information and influencing those around you, especially your children, to grow up behaving as sustainably as possible."</i></p>