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”