

Course Code and Title	
MLI-A1201 Sustainability in Business	6 cr
Learning Outcomes and Content	
<p>Learning outcomes for this course, upon successful completion, include the ability to: 1) understand how economic, environmental and social sustainability are an integral, interrelated and complex part of the landscape in which business organizations operate, 2) understand sustainability at three levels: societal, organizational and individual, 3) critically analyze the sustainability performance of an organization on a range of relevant dimensions, 4) reconcile complex ethical dilemmas based in domestic and international organizational contexts, and 5) examine sustainable business practices as a value driver for business and society.</p> <p>Content: This course explores the relationship between business and sustainability, which encompasses environmental, economic, and social factors. Students are introduced to the key frameworks, concepts and tools of sustainability in business, including ethics and corporate social responsibility. Particular emphasis is placed on the role of the UN Sustainable Development Goals as well as contemporary best practices, cases and applications. In that context, students are encouraged to think creatively about potential responses by profit-based organizations to global sustainability challenges.</p>	

Instructor Name and Profile
<p>Jukka Rintamäki, Aalto University, Finland I am Assistant Professor of Organization and Management at Aalto University School of Business. I've previously held positions at Loughborough University London, Bayes Business School, and Lund University.</p> <p>My research covers a range of topics around sustainability and organizations, organizational wrongdoing, organizations and other actors in institutional arrangements and processes, and collective memory in connection to organizations. I specialize in theorizing and qualitative research.</p> <p>I've taught courses on the topics of sustainability and business, corporate responsibility, sustainable consumption, and qualitative methods, on both undergrad and masters levels.</p> <p>I'm a former Mikkeli student, now teaching in Mikkeli for the first time. Feel free to connect with me on X, Bluesky, and LinkedIn (I'm not very active there though).</p>

Email Address
jukka.rintamaki@aalto.fi

Office Hours
12.30 to 1.30 Monday to Thursday, unless otherwise advised.

Required Reading

The required readings are listed at the end of this document. There are, however, a number of chapters from the following book: **Doing Good Business: how to build sustainable value** by Sheila Killian. Copies should be available in the library.

The rest of the material will be on MyCourses.

Course Schedule

Deduction due to an absence on the first day of the course: 5 points (on a 100-point scale) will be deducted from the student's final raw score before converting it to the final grade. If a student is absent on the first day due to illness, and provides the Manager of Academic Operations with a medical certificate, the 5-point deduction will be waived. The Manager of Academic Operations will then inform the instructor of the waived deduction.

Session # and Date	Topic/s	Assignment/s
Session 1: Feb 19	Introduction to the course and sustainability	Read: Whiteman, Walker & Perego, 2013.
Session 2: Feb 20	History, strategy, and sustainability	Read: Halme & Laurila, 2008; Chapter 2 in Killian
Session 3: Feb 21	Sustainability innovations	Read: Porter & Kramer, 2011
Session 4: Feb 22	Institutions and sustainability	Read: Campbell, 2017
Session 5: Feb 23	Supply chains and sustainability	Read: Villena & Gioia, 2020
Session 6: Feb 26	Sustainability communication and standards	Read: Chapters 14 and 15 in Killian
Session 7: Feb 27	Systemic corporate sustainability	Read: Etzion et al., 2017
Session 8: Feb 28	Circular economy	Read: Esposito et al., 2018
Session 9: Feb 29	Sustainable global economy	Read: Chapter 3 in Killian; Raworth, 2012
Session 10: Mar 1	Creating change towards sustainability	Read: Davis & White, 2015
Session 11: Mar 4	Corporate wrongdoing 1: Principles and antecedents	Read: Palmer, 2013
Session 12: Mar 5	Corporate wrongdoing 2: Consequences	Read: Mena et al., 2016
Session 13: Mar 6	Presentations	Attendance is mandatory
Session 14: Mar 7	Wrapping up and exam prep	No readings
Session 15: Mar 8	Exam	Attendance is mandatory

Grading

Course Requirements		Weighting (%) or maximum points
In-class tasks		15
Team assignment (presentation, slides, and a final report, maximum 10 pages). Presentations on the final Wednesday of the course. Deadline for report is midnight of Sunday 10 March.		40
Exam (final day of the course)		45
Total		100
Conversion scale	Final grade (official scale)	
90 - 100	5	
80 - 89	4	
70 - 79	3	
60 - 69	2	
50 - 59	1	
0 - 49	0	

ECTS STUDENT WORKLOAD	
This course is a 6 ECTS unit course, following the ECTS (European Credit Transfer System) guidelines of Aalto University School of Business. The number of hours the average student is expected to work in the course is 160 (including in-class and out-of-class work).	
Types of Hours	Number of Hours
Contact hours (on- and off-campus):	45
Out-of-class hours:	115 (Sum of fields below)
Work with course materials, eg required reading	30
Exam preparation	5
Individual research & writing	25
Team projects (meetings, research, preparation, etc.)	55
Other	
Total of all student workload (contact and out-of-class) hours:	160

ACADEMIC POLICY STATEMENTS

CODES OF CONDUCT
Academic excellence and high achievement levels are only possible in an environment where the highest standards of academic honesty and integrity are maintained. Students are expected to abide by the Aalto University Code of Academic Integrity, other relevant codes and regulations, as well as the canons of ethical conduct within the disciplines of business and management education.
In addition, the BScBA Program has strict exam regulations in force which must be followed in all test-taking situations.

TEXTBOOK POLICY

All required textbooks and other course materials are the responsibility of the student. It is the expectation of faculty that all students will have access to the textbooks and other reading material. If a student is not able to purchase his/her own copy of the textbook or other required reading materials, it is nonetheless the student's responsibility to find a way to complete the reading for the course.

CLASS ATTENDANCE AND PARTICIPATION

Class attendance and participation are considered integral parts of teaching and learning at the BScBA program in Mikkeli. Therefore, regular class attendance is required of all students and attendance records are kept for each class. Students are also expected to be in class on time.

If the student participates in the final exam/assessment, it will be graded and counted towards the final grade.

The attendance policy of the BScBA program provides that:

- 1) **A maximum of three absences of any kind** is allowed for a 3-week, 6-credit course. Four or more absences will result in being dropped from the course.
- 2) Whenever taking an absence, **the student bears the risk of missing class**, and the consequences, which may include a lower participation grade, missing a graded activity, etc. It is up to the course instructor to decide whether or not a graded activity can be completed later.
- 3) **An absence on the first day of the course** will result in 5 points (on a 100-point scale) being deducted from the student's final raw score before converting it to the final grade. If a student is absent on the first day due to illness, and provides the Manager of Academic Operations with a medical certificate, the 5-point deduction will be waived. The Manager of Academic Operations will then inform the instructor of the waived deduction.
- 4) **A student getting to class after the session has started** will not be able to enter the classroom until the first break and will get an absence for the day.
- 5) It is expected that **students marked present for the day are in class the entire time**. Students leaving class early may be marked absent.
- 6) **The instructor may include class participation as a component of the grade**; up to 15% of the total points that can be earned toward the final grade.
- 7) **The instructor may identify up to three days of the course (in addition to the first day) as mandatory**, ie taking an absence on those days would have a direct impact on the course grade.

The instructor for the course will take attendance in classes. The decision to drop a student from a course will be made by the instructor, who will inform Mari Syväoja, Manager of Academic Operations: mari.syvaoja@aalto.fi.

Addition to the attendance policy of the BScBA Program, Mikkeli Campus:

- This addition concerns absences in addition to the normal maximum of three that would fall under a category called **Medical and Family Emergency cases**.
- Students who want to use this option to complete a course must fulfil these criteria:
 - The total absences of the student will exceed the normally allowed three absences due to a major medical problem or family emergency.
 - The student will be absent no more than 5 days; exceeding that number of days will result in dropping the course.

- Documentation or a detailed explanation concerning the entire period of the emergency (such as a medical certificate) is provided to the Manager of Academic Operations.
- The case-by-case solution will be coordinated by the Manager of Academic Operations, who will deal with the documentation and discuss with the instructor to find a pedagogical solution enabling the student to continue in the course. In case the MAO is on leave, the student should contact the other study office staff.
- The solution must not cause a significant increase in the instructor's workload. The grading elements for the course may be reviewed, and additional assignments may be arranged if feasible. However, a shifting of grading proportions may occur. The course grade might be affected due to the student missing some in-class activities.

READING LIST

Week 1		
Date	Session	Readings
Monday 19.2.2024	Introduction: Sustainability and business – Basics and key concepts	<p><u>Compulsory readings:</u></p> <p>Whiteman, G., Walker, B., & Perego, P. 2013. Planetary Boundaries: Ecological Foundations for Corporate Sustainability. <i>Journal of Management Studies</i>, 50(2): 307–336.</p>
Tuesday 20.2.2024	History, strategy, and sustainability	<p><u>Compulsory readings:</u></p> <p>Halme, M., & Laurila, J. 2008. Philanthropy, Integration or Innovation? Exploring the Financial and Societal Outcomes of Different Types of Corporate Responsibility. <i>Journal of Business Ethics</i>, 84(3): 325–339.</p> <p>Killian Chapter 2</p> <p><u>Optional readings:</u></p> <p>Barnett, M. L. 2019. The Business Case for Corporate Social Responsibility: A Critique and an Indirect Path Forward. <i>Business and Society</i>, 58(1): 167–190.</p> <p>Scherer, A. G., & Palazzo, G. (2011). The new political role of business in a globalized world: A review of a new perspective on CSR and its implications for the firm, governance, and democracy. <i>Journal of Management Studies</i>, 48(4), 899-931.</p>

<p>Thursday 21.2.2024</p>	<p>Sustainability innovations</p>	<p><u>Compulsory readings:</u></p> <p>M. E., & Kramer, M. R. 2011. Creating Shared Value. <i>Harvard Business Review</i>, 89(1/2): 62–77.</p> <p><u>Optional readings:</u></p> <p>Adams, R., Jeanrenaud, S., Bessant, J., Denyer, D., & Overy, P. 2016. Sustainability-oriented Innovation: A Systematic Review. <i>International Journal of Management Reviews</i>, 18(2): 180–205.</p>
<p>Thursday 22.2.2024</p>	<p>Institutions and sustainability</p>	<p><u>Compulsory readings:</u></p> <p>Campbell, J. L. 2018. Reflections on the 2017 decade award: Corporate social responsibility and the financial crisis. <i>Academy of Management Review</i>, 43(4): 546–556.</p> <p><u>Optional readings:</u></p> <p>Campbell, J. L. 2007. Why would corporations behave in socially responsible ways? An institutional theory of corporate social responsibility. <i>Academy of Management Review</i>, 32(3): 946–967.</p> <p>Matten, D., & Moon, J. 2008. “Implicit” and “explicit” CSR: A conceptual framework for a comparative understanding of corporate social responsibility. <i>Academy of Management Review</i>, 33(2): 404–424.</p>
<p>Friday 23.2.2024</p>	<p>Supply chains and sustainability</p>	<p><u>Compulsory readings:</u></p> <p>Villena, V. H., & Gioia, D. A. 2020. A More Sustainable Global Supply Chain. <i>Harvard Business Review</i>, (March-April): 84–93.</p> <p><u>Optional readings:</u></p> <p>Amengual, M., & Kuruvilla, S. 2020. Editorial Essay: Introduction to a Special Issue on Improving Private Regulation of Labor in Global Supply Chains: Theory and Evidence. <i>ILR Review</i>, 73(4): 809–816.</p> <p>Kuruvilla, S., & Li, C. 2021. Freedom of Association and Collective Bargaining in Global Supply Chains: A Research Agenda. <i>Journal of Supply Chain Management</i>, 57(2): 43–57.</p> <p>Reinecke, J., & Donaghey, J. 2021. Political CSR at the Coalface – The Roles and Contradictions of Multinational Corporations in Developing Workplace Dialogue. <i>Journal of Management Studies</i>, 58(2): 457–486.</p>

Week 2		
Date	Session	Readings
Monday 26.2.2024	Sustainability communication and standards	<p>Compulsory readings:</p> <p>Killian Chapters 14 and 15</p> <p>Optional readings:</p> <p>Schoeneborn, D., Morsing, M., & Crane, A. 2020. Formative Perspectives on the Relation Between CSR Communication and CSR Practices: Pathways for Walking, Talking, and T(w)alking. <i>Business and Society</i>, 59(1): 5–33.</p> <p>van Bommel, K., Rasche, A., & Spicer, A. 2023. From Values to Value: The Commensuration of Sustainability Reporting and the Crowding Out of Morality. <i>Organization and Environment</i>, 36(1): 179–206.</p>
Tuesday 27.2.2024	Systemic corporate sustainability	<p>Compulsory readings:</p> <p>Etzion, D., Gehman, J., Ferraro, F., & Avidan, M. 2017. Unleashing sustainability transformations through robust action. <i>Journal of Cleaner Production</i>, 140: 167–178.</p>
Thursday 28.2.2024	Circular economy	<p>Compulsory readings:</p> <p>Esposito, M., Tse, T., & Soufani, K. 2018. Introducing a Circular Economy: New Thinking with New Managerial and Policy Implications. <i>California Management Review</i>, 60(3): 5–19.</p> <p>Optional readings:</p> <p>Patala, S., Albareda, L., & Halme, M. 2022. Polycentric Governance of Privately Owned Resources in Circular Economy Systems. <i>Journal of Management Studies</i>, 59(6): 1563–1596.</p>
Thursday 29.2.2024	Sustainable global economy	<p>Compulsory readings:</p> <p>Raworth, K. 2012. A safe and just space for humanity: Can we live within the doughnut? <i>Oxfam Discussion Papers</i>.</p> <p>Killian Chapter 3</p> <p>Optional readings:</p> <p>Hickel, J., & Kallis, G. 2020. Is Green Growth Possible? <i>New Political Economy</i>, 25(4): 469–486.</p>
Friday 1.3.2024	Creating change towards sustainability	<p>Compulsory readings:</p> <p>Davis, G. F., & White, C. J. 2015. The New Face of Corporate Activism. <i>Stanford Social Innovation Review</i>.</p> <p>Optional readings:</p> <p>Girschik, V. 2020. Shared Responsibility for Societal Problems: The Role of Internal Activists in Reframing Corporate Responsibility. <i>Business and Society</i>, 59(1): 34–66.</p> <p>Meyerson, D. 2001. Radical change, the quiet way. <i>Harvard Business Review</i>, 79(9): 92–104.</p>

Week 3		
Date	Session	Readings
Monday 4.3.2024	Corporate wrongdoing 1: Principles and antecedents	<p>Compulsory readings:</p> <p>Palmer, D. 2013. The new perspective on organizational wrongdoing. <i>California Management Review</i>, 56(1): 5–23.</p> <p>Optional readings:</p> <p>Greve, H. R., Palmer, D., & Pozner, J. 2010. Organizations Gone Wild: The Causes, Processes, and Consequences of Organizational Misconduct. <i>The Academy of Management Annals</i>, 4(1): 53–107.</p> <p>Jackson, G., Brammer, S., Karpoff, J. M., Lange, D., Zavyalova, A., et al. 2014. Grey Areas: Corporate Reputation and Irresponsible Corporations. <i>Socio-Economic Review</i>, 12(January): 153–218.</p>
Tuesday 5.3.2024	Corporate wrongdoing 2: Consequences	<p>Compulsory readings:</p> <p>Mena, S., Rintamaki, J., Fleming, P., & Spicer, A. 2016. On the forgetting of corporate irresponsibility. <i>Academy of Management Review</i>, 41(4): 720–738.</p> <p>Optional readings:</p> <p>Hersel, M. C., Helmuth, C. A., Zorn, M. L., Shropshire, C., & Ridge, J. W. 2019. The Corrective Actions Organizations Pursue Following Misconduct: A Review and Research Agenda. <i>Academy of Management Annals</i>, 13(2): 547–585.</p>
Thursday 6.3.2024	Group project presentations	No readings
Thursday 7.3.2024	Wrap-up & Exam prep	No readings
Friday 8.3.2024	Exam	No readings