

Table 11
Identified Qualitative Themes

Themes				
General Themes				
	Increasing awareness of sustainability (7)	Background/experiences impact students valuation of sustainability (5)	Sustainability is not challenging to teach (5)	Adequate informational resources available (3)
Personal Beliefs				
<i>Personal elements</i>	Personally important (6)	Definition is based on background and experience (6)		
<i>Components</i>	Three pillars (4)	Ecological and social (4)	Ecological and economic (1)	
<i>Other beliefs</i>	Systems thinking (2)	Long term approach (2)	Way of thinking vs measurement (1)	
Classroom Incorporation				
<i>Focus of course</i>	Sustainability is interwoven (10)	Emphasis on issues/challenges/tradeoffs (6)	Based on external accreditation (3)	Sustainability is the focus of the course (1)
<i>Components</i>	Three pillars (5)	Ecological and social (1)	Ecological and economic (1)	Ecological (1)
<i>Approaches</i>	Real world experience (9)	Emphasis on discussion (6)	Multidisciplinary (4)	Systems Thinking (3)
Motivations				
<i>Intrinsic</i>	Educating/training students (10)	Personal importance/interest (7)	Moral obligation (5)	
<i>Extrinsic</i>	Industry importance (6)	Natural inclusion with course (4)	College/department importance (3)	Interest from students (1)
Barriers				
<i>Nature of sustainability</i>	Broad/abstract topic (6)	Multiple definitions (4)	Political/negative connotations (3)	Social components are difficult to teach depending on the course topic (2)
<i>Student factors</i>	lack of understanding importance (7)	Lack of holistic understanding (3)	Lack of prior exposer/knowledge (2)	
<i>Resources</i>	Lack of funding (4)	Lack of time (4)		
<i>Other factors</i>	Lack of culture of sustainability (5)	Lack of industry support (3)	If course content does not naturally overlap (3)	Teachers lack of understanding/importance (2)
Solutions				
<i>Access to Resources</i>	funding (4)	Technology (2)		
<i>Other</i>	Opportunities for experience (5)	Collaboration (multidisciplinary) (5)	Improve culture of sustainability (3)	Support or recognition for teachers (2)

Note. Number of participants who mentioned theme are noted in parenthesis.