

Report to Staff Council

RISE Board Update
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November 12, 2014

The Sustainability Master Plan is now simply called the Sustainability Plan. It was discovered that only the Campus Master Plan may be referenced as *the* master plan for UAF and so a name change was in order. After review by impacted departments and offices, staff, faculty, students, the public, and the Master Planning Committee (MPC), the MPC formally made its recommendation to the Chancellor for adoption of the Plan as an official campus plan (advanced November 6). Per direction of the MPC, the Sustainability Plan will become a subcomponent of the Campus Master Plan. The Sustainability Plan will be managed by the Office of Sustainability (OOS), updated annually, and modified as objectives and benchmarks change. OOS will produce an annual report on the progress of the Sustainability Plan.

As indicated in my October 17, 2014, report to Staff Council, the Sustainability Plan includes a component on staff engagement with campus sustainability efforts. Specifically, under sections 7.0 and 7.1, the Plan calls for:

- 1) the establishment of green teams which would be formed in localized areas to address specific issues such as building energy use, departmental waste management, and transportation needs;
- 2) the development of employee orientation and supervisor training materials to highlight and communicate institutional sustainability goals;
- 3) the establishment of staff-oriented lunch-and-learn roundtable discussions;
- 4) the expansion of grant opportunities in sustainability-oriented staff projects;
- 5) staff awards and recognition for involvement in UAF sustainability objectives; and
- 6) the development of building sustainability challenges.

An excerpt of sections 7.0 and 7.1 is attached to this document.

I think an effective approach to implementation of sections of the Plan related to staff would be to establish a subcommittee of the RISE Board on staff engagement in campus sustainability. I have suggested such an idea to Michele Mouton, Director of OOS, and she was supportive. Please let me know if you would be interested in helping to get such a subcommittee established.

Otherwise, the RISE Board received five student proposals and one faculty proposal for funding. Of the five student proposals, one was funded and another was adopted without funding (the proposal did not request funds.) The one faculty proposal was also funded.

The RISE Board is taking the initiative to get the message out about the impact the Board and the Office of Sustainability has had on the UAF campus since its inception in 2009. To that end, the Board will be hosting a daytime forum in the Wood Center from 1 to 2 pm on

Thursday, November 20. Details will be posted to the Office of Sustainability website (<http://www.uaf.edu/sustainability/>).

The RISE Board meets in the Office of Sustainability every other Thursday from 1 to 2 pm. Due to the Forum scheduled November 20, our next meeting is December 4. Staff members interested in campus sustainability are encouraged to attend.

7.0 SUPPORT THE CAMPUS COMMUNITY

THE **SUPPORT THE CAMPUS COMMUNITY** FOCUS AREA FOCUSES ON INTEGRATING SUSTAINABILITY INTO UNIVERSITY CURRICULUM, ENGAGING THE CAMPUS COMMUNITY AND GENERATING A RELIABLE STREAM OF FUNDING AROUND DEDICATED SUSTAINABILITY.

RELATED STARS CATEGORIES:

- ACADEMICS
 - CURRICULUM
- ENGAGEMENT
 - CAMPUS ENGAGEMENT
- PLANNING AND ADMINISTRATION
 - COORDINATION, PLANNING & GOVERNANCE
 - INVESTMENT
 - HEALTH, WELLBEING & WORK



SUPPORT THE CAMPUS COMMUNITY GOALS

- Further integrate sustainability into curriculum and co-curricular programming.
- Increase the availability of sustainability-focused curriculum by 20% by 2018.
- Secure a dedicated and steady stream of funding for sustainability by 2020.
- Engage 3% annually of University non-student employees in a sustainability champions program to achieve total engagement of 30% by 2025.
- Increase the transparency of and reduce “negative screens” (e.g. investments in weapons, tobacco, etc.) in endowment.





7.1 Strategy: Expand Employee Engagement

FOCUS AREA: SUPPORT THE CAMPUS COMMUNITY

RELATED STARS SCORECARD ITEMS FOR THIS STRATEGY

- EN 6: Employee Educators Program
- EN 7: Employee Orientation
 - EN 8: Staff Professional Development

MEASURES OF STRATEGY SUCCESS

- Number of staff green teams and participating members
- Number of employees receiving voluntary sustainability training
- Number of buildings participating in the sustainability challenge

DESCRIPTION

This strategy focuses on further building staff knowledge, interest and engagement in campus sustainability initiatives through use of expanded training, incentives, and other resources. A “green team” structure serves as the primary platform to develop and deliver expanded training to support employees, and the offering of incentives will help fuel additional interest and involvement.

IMPLEMENTATION STEPS

WHAT	WHO	WHEN
<p>Organize staff “green teams” Work with building coordinators and UAF department heads to organize and convene volunteer employee “green teams”. Green teams might be established around buildings or campus areas; or around specific topic areas such as energy use, waste/recycling and/or multi-modal transportation.</p>	<p>UAF Office of Sustainability (Organize green team structure, identify/recruit participants, appoint team leaders)</p> <p>All UAF Staff (Participate on green teams as desired/requested)</p>	<p>Spring 2015 (Launch green teams)</p>
<p>Conduct Employee Orientation Update new employee training materials to provide additional information about UAF’s sustainability goals, programs and options. Incorporate sustainability efforts into the UAF “naturally inspiring” branding efforts such as short videos that can be used during new employee orientation.</p>	<p>UAF Office of Sustainability (Develop curriculum)</p> <p>UAF Human Resources (Provide new employee training)</p>	<p>Spring 2015 – curriculum development</p> <p>Fall 2015 – implement training</p>

WHAT	WHO	WHEN
<p>Train Supervisors Update supervisor training curriculum/suite to provide information about UAF’s sustainability goals, programs and options to help build awareness at the supervisor level so that information can be passed on to employees.</p>	<p>UAF Office of Sustainability (Develop curriculum, present as needed)</p> <p>UAF Human Resources (Provide new supervisor training)</p>	<p>Spring 2015 – curriculum development</p> <p>Ongoing – supervisor orientation</p>
<p>Train Employees In coordination with green teams, develop expanded semi-annual training and/or professional development opportunities around sustainability topics and practices (formal seminars or presentations, or informal lunch-and-learn or roundtable discussions about sustainability initiatives and ideas). Include guest speakers. Incorporate training into new employee onboarding.</p>	<p>UAF Office of Sustainability (Identify dates, establish schedule of topics/ presenters)</p> <p>UAF Human Resources and Communications (Publicize training opportunities, onboarding)</p>	<p>Semi-annual, begin Fall 2015</p>
<p>Expand Sustainability Grant Opportunities Expand opportunities for staff to submit proposals for projects that enhance campus sustainability (pending any new funding sources, staff do not pay sustainability fee)</p>	<p>UAF Office of Sustainability (Lead program review and recommend enhancements)</p>	<p>Fall 2015 (pending new funding sources)</p>
<p>Provide Staff Awards Develop a new sustainability award to recognize excellence in sustainability contributions to UAF.</p>	<p>UAF Office of Sustainability (Develop proposal for revised selection criteria for existing staff awards and/or new staff sustainability award)</p> <p>UAF Chancellors and President’s Offices (Consider award criteria revisions)</p>	<p>Fall 2015</p>
<p>Create Building Sustainability Challenge Leveraging the Sustainable Village competition in 2013, develop and initiate a broader campus sustainability challenge that focuses on reducing water and energy use, and implementing other sustainable practices in buildings across campus. Work with building coordinators to monitor performance and offer recognition and/or prizes to occupants of winning buildings.</p>	<p>UAF Office of Sustainability (Develop challenge parameters and identify prizes)</p> <p>Building Coordinators (Assist with outreach and performance monitoring)</p>	<p>Fall 2015 – Develop challenge details</p> <p>Spring 2016 - initiate challenge</p>

ESTIMATED COSTS AND BENEFITS

ECONOMIC IMPACTS

- Cost to implement: Additional costs annually for awards, training, meeting and marketing materials
- Cost savings (utilities and O&M): \$79,000
- Payback: Immediate

ENVIRONMENTAL IMPACTS

- Reduced electricity annually: 320,000 kWh
- Reduced water annually: 1,000 kgals
- Reduced GHG emissions annually: 1,400 MTCO_{2e}

SOCIAL IMPACTS

- Stronger knowledge base about campus sustainability efforts
- Increased professional development and training opportunities
- Enhanced leadership and interest around sustainability
- Greater employee recognition for sustainability contributions

HELPFUL RESOURCES

- Green Teams Manual – Engaging Employees in Sustainability:
- <http://www.neefusa.org/pdf/greenbiz-reports-GreenTeams.pdf>
- University of Texas Maverick Office Green Teams: <http://www.uta.edu/sustainability/initiatives/administration-outreach/green-team.php>
- Duke University Green Team Starter Resources: <http://sustainability.duke.edu/action/greenworkplace/greenteam.html>