

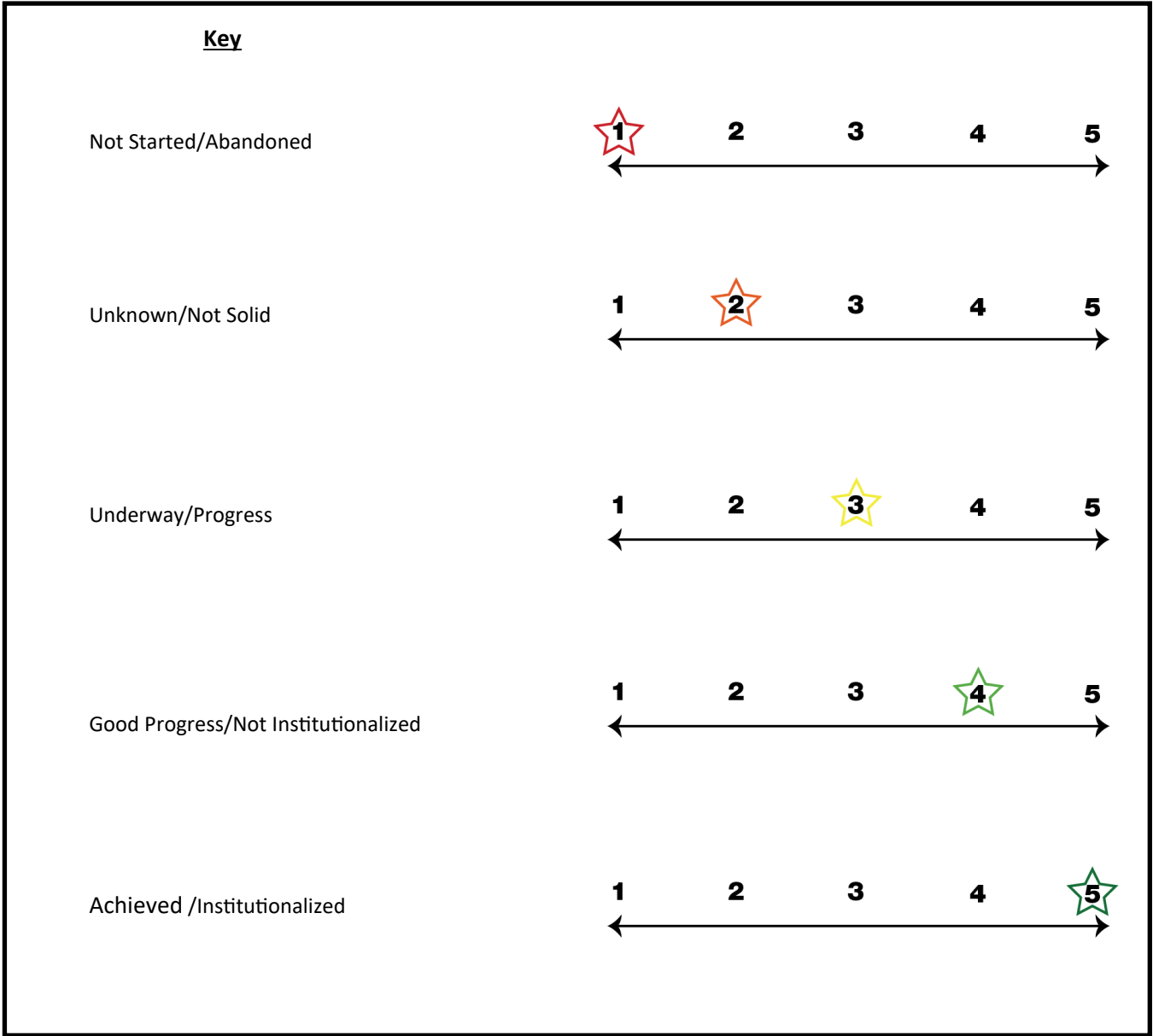
UCCS Sustainability Strategic Plan | 2012-2020 | Update as of 10.15.20

This document serves as an informal update to the UCCS Sustainability Strategic Plan 2020. Each of the goals set in 2012 have been copied directly from the final planning document. Directly to the right of these goals is a visual representation of the current status of these goals along with a qualitative narrative that provides background information along with unforeseen impacts due to COVID-19. Please use the key on this page to better understand the status of each goal.

On the last page, we have included assessment topics from the Association for the Advancement of Sustainability in Higher Education (AASHE) Sustainability Tracking, Assessment and Rating System (STARS) submission. To better align our Sustainability Strategic Plan 2030, we have combined the STARS format with the UCCS Strategic Plan 2030. These additional topics are values we’d like to integrate into the 2030 plan.

As we move forward with our strategic planning process for the UCCS Sustainability Strategic Plan 2030, we will be referencing these goals and utilizing goal status to determine how best to build upon and strengthen core strategies that will impact UCCS policies, procedures and processes for the next decade.

If you have questions about this document, please email [sustain@uccs.edu](mailto:sustain@uccs.edu)



Leadership

I. Become a Recognized Role Model for Economic, Environmental, and Social Sustainability by Serving as a Path Maker and Thought Leader for the Region

Update as of 10.15.20

Actions	Measurable outcomes		
Add sustainability as one of the core values for our university	<ul style="list-style-type: none"><li>Sustainability is adopted as a core value.</li></ul>	<div><div>12345</div><div>←→</div></div>	Referenced in UCCS’ 2030 Strategic Plan Core Strategy 4’s Initi- atives, but could be strengthened and expanded from physical facilities to academics, research, and culture.
Collaborate at the highest levels with other organizations including government, civic organizations and other education providers on common sustainability goals	<ul style="list-style-type: none"><li>Increase number of active partnerships with partners that move sustainability forward to include: AASHE, City of Colorado Springs, Colorado College, CU system, Governors Energy Office, Colorado Springs Utilities, and others.</li></ul>	<div><div>12345</div><div>←→</div></div>	Back-sliding due to limited staffing and reduction of resources to support existing relationships. Identify other partnerships across departments e.g) LAS Dean’s Office + Rec Center + TOSC
Meet UCCS climate goals in fulfillment of the American College and University Presidents Climate Commitment	<ul style="list-style-type: none"><li>A 20 percent reduction in carbon emissions is achieved.</li><li>30% of energy for UCCS is provided from renewable sources.</li><li>All students gain an awareness of climate change and sustainability and are empowered to make appropriate choices.</li></ul>	<div><div>12345</div><div>←→</div></div>	In 2017, 75% of electricity was offset by renewable energy credits. As of 2018, UCCS is no longer purchasing RECs due to cost and lack of investment in our systems. Create fund or revolving fund for energy projects. Update Climate Action Plan (expired 2010)
Develop a UCCS center for sustainability leadership, education, and research	<ul style="list-style-type: none"><li>A plan for a UCCS center for sustainability leadership is fully researched by January 2015 and if deemed feasible, funded and developed by 2020.</li></ul>	<div><div>12345</div><div>←→</div></div>	Back-sliding due to limited staffing and reduction of resources to continue proposal for Southern Colorado Center for Sustain- ability with academic, research and experiential opportunities
Increase performance on regular sustainability assessment programs such as STARS	<ul style="list-style-type: none"><li>Achieve Gold level rating from STARS.</li><li>Staff and faculty throughout the campus collaborate to provide effective measurement and key data points for accurate assessments.</li><li>Leadership Team identifies and articulates specific areas for staff and faculty to improve performance.</li></ul>	<div><div>12345</div><div>←→</div></div>	Potential back-sliding due to limited staffing and reduction of resources
Share our sustainability progress with the university community, the media, and outside institutions/ organizations	<ul style="list-style-type: none"><li>Office of Sustainability website provides comprehensive updates.</li><li>Sustainability successes featured in other UCCS outlets (e.g., the Communique, Scribe).</li><li>Regular sustainability newsletter sent to increasing distribution list.</li><li>Press releases about sustainability are sent to community.</li><li>Sustainability Summit to share progress is held each year.</li><li>Faculty and student research/projects in the area of sustainability are shared.</li></ul>	<div><div>12345</div><div>←→</div></div>	Could be more consistent and invest in stronger relation- ships to be integrated into other departmental and uni- versity newsletters

II. Create a Thriving Culture of Economic, Environmental, and Social Sustainability on Campus

Update as of 10.15.20

Actions	Measurable outcomes	
Develop and approve a campus sustainability policy that supports the mission, values, and programs of the university	<ul style="list-style-type: none"><li>Campus sustainability policy is approved and communicated to the campus.</li></ul>	<div><div>★1</div><div>2</div><div>3</div><div>4</div><div>5</div><div></div></div>
Pursue continuous innovation of organizational structures and processes that facilitate sustainable transformation of the university	<ul style="list-style-type: none"><li>Sustainability is increasingly considered in all UCCS decisions.</li><li>Energy engineer is appointed with expertise to support climate and energy goals.</li><li>Sustainability Office continues to receive sufficient funding and staff to pursue sustainability goals.</li><li>Sustainability increasingly institutionalized across all functions of the university.</li><li>Sustainability initiatives and progress are incorporated within departmental reporting.</li><li>Master planning for building and land use incorporate sustainability from the beginning stages of planning.</li></ul>	<div><div>1</div><div>2</div><div>★3</div><div>4</div><div>5</div><div></div></div>
Create a formal advisory committee/implementation team to pursue the goals of the Sustainability Strategic Plan	<ul style="list-style-type: none"><li>Advisory/implementation committee is established with consistent updates from the Leadership Team and opportunities for input each semester.</li><li>Committee is active in facilitating and pursuing progress on the UCCS Sustainability Strategic Plan.</li></ul>	<div><div>1</div><div>★2</div><div>3</div><div>4</div><div>5</div><div></div></div>
Educate all members of the campus community about the importance of and benefits of all three areas of sustainability	<ul style="list-style-type: none"><li>Sustainability messages regularly included in recruiting and new student, staff, and faculty orientation.</li><li>Sustainability summits to educate UCCS community are held annually.</li></ul>	<div><div>1</div><div>2</div><div>3</div><div>★4</div><div>5</div><div></div></div>
Increase personal awareness of and participation in personal sustainability practices from both health and environmental perspectives	<ul style="list-style-type: none"><li>Develop program to educate and facilitate personal sustainability practice and increase participation each year.</li><li>Program awards participants and departments for sustainable practices.</li></ul>	<div><div>1</div><div>2</div><div>★3</div><div>4</div><div>5</div><div></div></div>
“Gamify” positive behavioral changes	<ul style="list-style-type: none"><li>Survey of campus population reveals increased understanding and additional sustainable actions.</li></ul>	<div><div>1</div><div>2</div><div>3</div><div>★4</div><div>5</div><div></div></div>
Establish a revolving conservation/sustainability fund that will provide seed funding to support physical plant improvements and retrofits	<ul style="list-style-type: none"><li>Revolving fund is established and used for efficiency projects with savings reinvested back into the fund.</li></ul>	<div><div>★1</div><div>2</div><div>3</div><div>4</div><div>5</div><div></div></div>

A policy has not been approved. If we would like to continue advocating for a policy, what would it gain and how would it positively support?

More education and training sessions for staff, faculty and administration on leading with a sustainability lens could improve decisions made. 2018-2020 Operations Engineer position was staffed; need to rehire. Staffing in OoS needs to be addressed for both full- and part-time. Needs to integrated into all orientations (f/s) and potentially performance reviews. Sustainability successes included in VCAF internal assessments and Facilities PMPs. Small gap in 2020 and 2030 plans due to COVID-19

Although, not a formally appointed group, the Sustainability Committee has graciously championed the efforts to complete a new Strategic Plan. To formalize the relationship between the Cabinet and the plan, there needs to be more discussion about what formal committee has the charge to carry out the plan.

100% in student orientations; low representation in f/s orientations. Need to find better way to welcome f/s and provide information. Sustainability Summit 2017-present highlights UCCS sustainability successes.

SWELL was well established but due to COVID-19 budget cuts has been reduced from operations and academic/research to only academic/research. Need to find ways to support this program. Sustain Award is part of Campus Awards. Work with Student Life to create ROAR Sustain Award.

PIPs is in year two, but has no commitment to ongoing funding 15% of the student body engages in PIPs. Surveys and focus groups have been conducted.

Continued discussions about this program. Would benefit all departments esp. with new budget model. Reference Billion Dollar Green Challenge for best practices



Education and Research

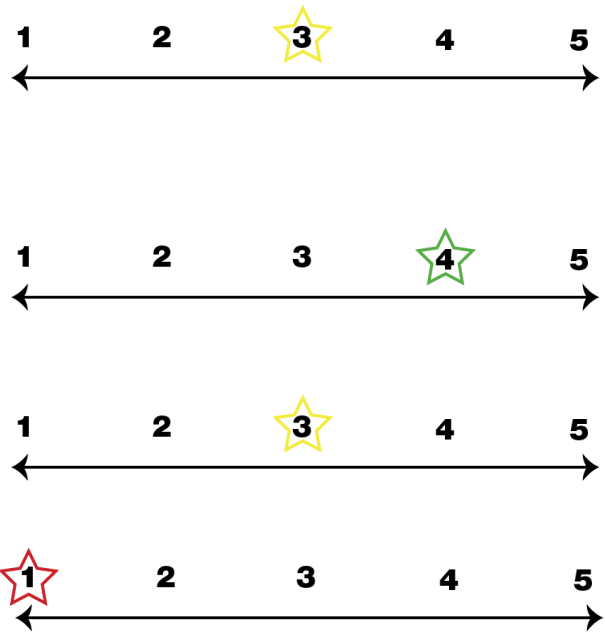
Update as of 10.15.20

I. Students, Faculty, and Staff Will Understand Sustainability Concepts and Will be Able to Apply Relevant Concepts in all Actions, Interactions, and Decisions

Actions	Measurable Actions		
Define what it means to “understand sustainability concepts” and develop a survey instrument that assesses this for the campus population (faculty, staff, students)	<ul style="list-style-type: none"><li>Definition is developed, agreed upon, and used in a functional survey that is applied to the UCCS campus population.</li></ul>	<div><div>12345</div><div></div></div>	Definition has been established as part of the Compass Curriculum. Developing assessment instruments for flagged courses.
A. Conduct an assessment of the UCCS campus population’s understanding of sustainability concepts in order to identify the current baseline of awareness	<ul style="list-style-type: none"><li>Increase the percentage of students, faculty, and staff who understand basic sustainability concepts to 50% as measured by surveys and other instruments.</li></ul>	<div><div>12345</div><div></div></div>	Cerian Gibbes is currently in process of conducting a sustainability culture survey to students. Potential for longitudinal and expansion to faculty and staff with additional resources.
B. Complete longitudinal assessments of faculty, staff, and students, as well as cohort comparisons of incoming UCCS students and graduating seniors			
Create a green sash to be worn at graduation by SUDV minors and graduates who demonstrate a mastery of sustainability concepts (e.g. score >97% on sustainability exit exam)	<ul style="list-style-type: none"><li>Increase the annual number of UCCS graduates wearing green Sustainability Sash at commencement.</li></ul>	<div><div>12345</div><div></div></div>	Green stoles are handed out to Sustainability Minor, student employees of SWELL, OoS, and GAF committee members. It is not based on the mastery of sustainability concepts since that is not surveyed.
Conduct a survey every three years of the number of courses offered at UCCS that are sustainability-related and sustainability-focused	<ul style="list-style-type: none"><li>Increase the number of faculty including sustainability topics in their courses at UCCS (ER-6) compared to 2011 baseline.</li><li>Increase the number of sustainability-related and sustainability-focused courses offered at UCCS (ER-6) compared to 2011 baseline.</li><li>Increase the total number of student credit hours taken in sustainability-related and sustainability-focused courses offered at UCCS as compared to 2011 baseline.</li><li>Increase the number of departments that offer sustainability courses (STARS ER-6) as compared to 2011 baseline.</li></ul>	<div><div>12345</div><div></div></div>	Green stoles are handed out to Sustainability Minor, student employees of SWELL, OoS, and GAF committee members. It is not based on the mastery of sustainability concepts since that is not surveyed.
Develop an effective “Sustainability and Inclusiveness Across the Curriculum” program that includes the following: A: Compile research on “Sustainability Across the Curriculum” initiatives at other Universities (or other Sustainability Initiatives) B: Organize and Sponsor a two-day intensive workshop to develop the resources necessary for faculty to incorporate sustainability concepts into Gen Ed and Majors courses across the curriculum C: Disseminate the resources to the faculty via the “Transforming the Curriculum” and the UCCS website	<ul style="list-style-type: none"><li>Increase the number of faculty who complete a “Transforming the Curriculum” workshop each year.</li><li>Increase the number of faculty who are utilizing the resources developed in the “Sustainability Across the Curriculum” workshop in their classes.</li></ul>	<div><div>12345</div><div></div></div>	All of this data is collected every three years for our STARS submission. We have yet to assess the number the recent data with the baseline. Potential to partner with IR or provide an internship.
			Colorado College offered a two-day workshop 2014, 2015, 2017, but with no plans to continue. UCCS faculty attended these workshops. No continuation of funding incentives to include sustainability in existing or new courses after the Compass Curriculum was established. Potential to use GAF Research Seed grant to encourage more sustainability research and potential to create Canvas module on sustainability for each flagged course general information and add to commons

II. Provide Excellent In-depth Sustainability Education and Encourage Research

Actions	Measurable Outcomes
Strengthen the minor in Sustainable Development (SUDV) to improve sustainability-related knowledge, skills, and actions of graduating students	<ul style="list-style-type: none"><li>Develop assessment plan for the SUDV minor to meet SAAC criteria (expected for 2011-2012).</li><li>Assessment data from the minor demonstrates positive trends in student knowledge.</li><li>All graduates in the minor perform at 90% or better on exit exam for the minor.</li><li>Direct and indirect student assessments indicate that a majority of students (&gt;65%) graduating with the minor have developed practical skills or completed hands-on work relating to sustainability.</li></ul>
Increase visibility and marketing of SUDV minor	<ul style="list-style-type: none"><li>Website for minor is complete, maintained, consolidated, and prominent when searched.</li><li>Course catalog accurately reflects the requirements and vision of the SUDV minor.</li></ul>
Provide early and effective student advising on the SUDV minor and sustainability –related coursework	<ul style="list-style-type: none"><li>Student Success advisors are aware of the minor and kept up-to-date with requirements.</li></ul>
Explore feasibility and desirability of a Sustainability major, certificate, Business or social sciences with sustainability area of emphasis, graduate program, college, and/or institute at UCCS. Consider integrating Sustainability with existing Majors (such as the current environmental studies and sustainability track within the GES major)	<ul style="list-style-type: none"><li>SUDV teaching faculty and Sustainability Committee evaluate the merits of program expansion and develop a recommendation by May 2013.</li></ul>



Update as of 10.15.20

Christine Biermann started surveying capstone students for informal feedback on the program. Potential to utilize draft from David Havlick to create survey for introductory course and capstone course.

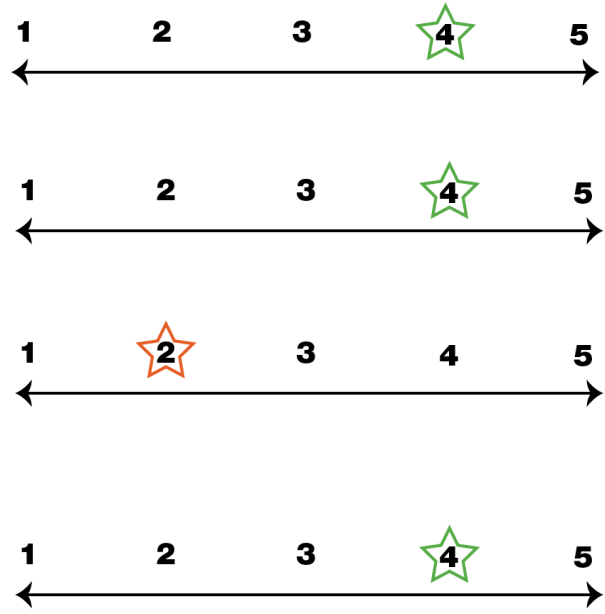
Website is current and has increased information for students. Survey for current and former minor students is accessible on website. Still potential to increase number of graduates from the program.

Conversations have included providing a breakfast lunch and learn with academic advising to know more about it and encourage students. And then another lunch and learn with admissions counselors to encourage the minor as a recruitment tool.

Instead of focusing on a major/certificate/etc. resources were re-focused on the success of sustainability flagged courses in the general education requirements. Does this replace our original goal? Would we still like to see something along these lines? BI Sustainability? SWELL? Both? More?

III. Increase Faculty, Staff, and Student Involvement in Community Sustainability Initiatives

Actions	Measurable Outcomes
Include Sustainability as a “preferred” topic in CRCW grants	<ul style="list-style-type: none"><li>Increase research on sustainability.</li><li>Increase number of staff, faculty, and students involved in sustainability projects on campus.</li></ul>
Designate staff (e.g. student worker) to collect information on all sustainability research currently being conducted by faculty and to share this information with the campus community (e.g. such as on a campus website)	<ul style="list-style-type: none"><li>Designate UCCS liaison and student to collect research information.</li><li>Liaison and student researches into possible community and regional university collaboration projects. Compile a list of feasible collaboration projects and distribute to interested parties.</li></ul>
Create a campus liaison to link up with the Pikes Peak Sustainability Regional Sustainability Plan (PPRSP). The intent would be to find out sustainability related research needs of the PPRSP and then link to faculty and students to conduct research.	<ul style="list-style-type: none"><li>Increase sustainability-related collaboration and learning opportunities within Colorado Springs community.</li></ul>
Collaborate with regional universities and colleges on sustainability initiatives	<ul style="list-style-type: none"><li>Increase sustainability-related collaboration and learning opportunities with regional universities and colleges (Colorado College, PPCC, USAFA).</li></ul>



The overall goal of CRCW was not started, but the two measurements have good progress. Both increasing sustainability research and projects are because of the Green Action Fund grants and research seed grant. Research is accessible on the LibGuide as of 2018. Could have other areas for research incentives.

LibGuides but no designated staff (partnership with KFL and OoS staff to compete every three years). Collaboration projects could be strengthened with QUAD Innovation and BI Teams classes.

Students have engaged with Peak Alliance for a Sustainable Future, which manages the plan, but no formal research or projects have been committed. Potential for Center for Civic Engagement and Learning.

Collaborations with staff between CU campuses; staff between Colorado Universities and Colleges; staff between PPCCS, CC and sometimes USAFA. Need to better survey collaborations outside sustainability offices - both faculty and other staff



Operations

I. Design a Food Environment on Campus that Promotes a Sustainable, Healthy Community

Actions	Measurable Outcomes
Increase seasonally, locally, and organically grown or raised produce, fish, meat, chicken, milk, eggs, and dairy products and select vegetarian options within reasonably tight radius depending on the season	<ul style="list-style-type: none"><li>Publish annual report of food purchased and produced by catering company and how purchases meet sustainability criteria.</li><li>Increase annually by 3-5 % food in this category that meets locally, seasonally, and organically grown standards.</li><li>Increase ratio of meat free and dairy free food options served on campus per day.</li></ul>
Reduce foods of animal origin (meat, dairy, eggs) served	<ul style="list-style-type: none"><li>Introduce new vegetarian initiatives every year.</li></ul>
Use certification programs to ensure quality of food on campus is sustainable	<ul style="list-style-type: none"><li>Increase annually by 3-5% USDA certified organic food, fish that meets the guidelines of the Monterey Bay Aquarium Seafood Watch and Fair Trade coffee available on campus.</li><li>Increase annually by 3-5% food purchased locally, seasonally, or organically. Document and increase quantity of food sourced from farms that minimize harm to the environment and have a social responsibility policy covering workers.</li></ul>
Reduce bottled water on campus	<ul style="list-style-type: none"><li>Eliminate non-flavored bottled water in vending machines and all food service locations by 2014 (retain limited options in the UCCS Bookstore).</li></ul>
Enhance health and wellness on campus through a supportive environment in dining and retail areas	<ul style="list-style-type: none"><li>Establish a new dining experience through the build out of the Overlook Café and integrated healthier and fresher options at other locations.</li><li>Build and operate a greenhouse on UCCS property to provide organic produce to the UCCS restaurants.</li><li>Reduce the offerings of high-fat, high-sugar, high fructose corn syrup, and high-sodium food. Provide menus with nutritional information daily in the Lodge and on request in other food service locations.</li><li>Pursue healthful vending food opportunities.</li></ul>
Implement the following programs and services at all campus retail and board plan food service outlets:	<ul style="list-style-type: none"><li>Tray-less dining</li><li>Pre-consumer food waste composting</li><li>Post-consumer food waste composting</li><li>Recycled content napkins</li><li>Reusable mug discounts</li><li>Reusable to-go containers</li><li>Food donations</li><li>Eliminate Styrofoam for all to-go containers</li><li>Where possible, introduce durable reusable service ware.</li></ul>
Develop effective educational strategies to increase awareness and knowledge related to food, physical activity, and sustainability	<ul style="list-style-type: none"><li>Explore position within food service provider that focuses on sustainability education and promotion.</li><li>Document number of educational initiatives and evaluate efficacy of these initiatives.</li></ul>

Update as of 10.15.20

Local food purchasing has increased with in-house DHS, Farm and Greenhouse. The criteria used to qualify local items is very strict, no higher ed institution in CO did well on this in their STARS submission. Changes need to be made at the PSC level to increase % allowed to purchase from an individual business to be able to support food hubs and local farmers by committing to purchasing before planted.

Need to establish a baseline year. SWELL programs have increased vegetarian options along with the Net Nutrition information for each meal, but unsure of % increase.

Sustainable Seafood some years, but too expensive for annual commitment to certify. Fair Trade has been researched and available by vendor. Need to review again. Also need to put into place better system to report increase.

Backslid due to COVID-19. Was only part of limited catering options, but now more widely available due to Dept of Health recommendations

Clyde’s was remodeled and focused on local and integrated healthier options at other locations. Café 65 remodel was put on hold. Only aspect of this that has not been pursued is healthy vending options. May have increased, but need to establish baseline to report.

Tray-less dining is in effect. Pre-consumer composting is a Farm operation. Post-consumer compost in dining halls, but not consistent across all catering due to infrastructure not available in all buildings. Mug discount is on hold due to COVID-19 along with reusable to-go containers and expansion of program to include dining halls. Food donations are tracked. Styrofoam has been eliminated. Replacing compostable with reusable in café is not doable due to replacement costs.

SWELL has taken on role of food literacy. High impact due to COVID-19. Need to better document for accurate reporting.

II. Implement a Transportation Demand Management Plan that Reduces the Greenhouse Gas Emissions Generated from Campus Fleet Operations and Commuting

Update as of 10.15.20

Actions	Measurable outcomes	
Improve educational efforts (sustainability and health promotion) to further faculty, staff and student awareness of multi-modal transportation options	<ul style="list-style-type: none"><li>Document number of educational efforts and evaluate annual efficacy.</li><li>Increase partnerships with both on campus and off campus departments or agencies in providing education about alternative transportation options.</li><li>Continue transportation intern position in the Department of Public Safety as funding allowed. Pursue other grants and funding for this position as available.</li><li>Document and publish initiatives and outcomes.</li></ul>	<div>12345</div>
Reduce the number of singly-occupied vehicles driving to and from campus by increasing the availability and attractiveness of alternative commuting options	<ul style="list-style-type: none"><li>Bi-Annual survey shows increased percentage of alternative forms of transportation to single occupancy vehicles.</li><li>Advocate for improved mass transit in the Colorado Springs region and seek out partnerships with regionally based transit authorities for reduced or no-cost mass transit options.</li><li>Investigate funding mechanisms to support mass transit expansion and access for our campus.</li><li>Increase bike storage facilities.</li><li>Expand the bike sharing program.</li><li>Design bike friendly circulation patterns in conjunction with new roadway and building construction.</li><li>Expand car sharing option on campus as available.</li><li>Increase teleconferencing in lieu of commuting to other locations for University meetings.</li><li>Increase telecommuting opportunities for campus community.</li><li>Encourage carpool options through the use of an interchangeable parking permit.</li></ul>	<div>12345</div>
Reduce the use of fossil fuels in University owned vehicles	<ul style="list-style-type: none"><li>Power 60 percent of the campus fleet by one of the following (unless fuel type is unavailable):<ul style="list-style-type: none"><li>Gasoline-electric hybrid</li><li>Diesel-electric hybrid</li><li>Plug-in hybrid</li><li>100 percent electric</li><li>Hydrogen fueled</li><li>Biofuel and biodiesel</li></ul></li><li>Reduce use of fossil fuels for internal university operated buses.<ul style="list-style-type: none"><li>Increase walking and biking trails to reduce demand for bus system</li><li>Implement all-electric busses where feasible</li></ul></li><li>Implement vehicle purchasing plan to target fuel types.</li></ul>	<div>12345</div>
Reduce the use of fossil fuels by airline travel for campus community	<ul style="list-style-type: none"><li>Decrease emissions from university sponsored travel as reported through the CU Procurement Service Center.</li></ul>	<div>12345</div>

Pedal Perks (with bike counters), Health Fair, Bicycle Advocacy Committee efforts, but none are formally documented. Parking & Transportation Services website redesigned to promote and normalize all forms of transportation options. Backsliding due to COVID-19 impacts (no bus pass, no car share)

Although many of these individual efforts have good progress, the overall goal of reducing single-occupancy vehicles coming to campus has not changed much in the recent years. Due to COVID-19, unable to rehire sustainable transportation assistant. Bicycle Friendly University Silver was achieved in 2017 (Bronze 2014), plan to resubmit Aug 2021. Potential backsliding due to most of campus designated as dismount zone. Annual transportation survey shows ~89% of campus community commutes to campus via single-occupancy vehicle. Advocated for improved mass transit, but discontinued due to COVID-19. Increased bike storage by 30 new racks and covered racks at VAV, but no retrofit to cover existing racks. Continued conversation about bike share on campus, but still too expensive; potential grant funding. No bike or transportation master plan, so no policies or best practices for bike friendly circulation patterns. Was not able to follow-through with City’s wayfinding signage. Zipcar pulled both vehicles and services from campus as of spring 2020. Telecommuting expectations have changed due to COVID-19, but unsure of lasting impact. Carpool is encouraged by sharing passes; allowed to put more than one vehicle on a pass.

Updated trails master plan plus renovation of Tava Trail. All other goals have not been started or started and no longer pursuing or abandoned due to costs

Has not been started, so no update.

III. Pursue Zero Waste in in all Functions Throughout the Campus

Actions	Measurable Outcomes					
Implement waste minimization education program	<ul style="list-style-type: none"><li>Document number of educational efforts.</li><li>Campus community is trained to reduce waste through conscientious purchasing, reduced packaging, and appropriate reuse or disposal.</li></ul>	1	2	3	4	5
Implement composting program	<ul style="list-style-type: none"><li>Diversion rates are increased and over 80% of organic waste is composted.</li></ul>	1	2	3	4	5
Strengthen electronics recycling program to capture greater quantity and diversity of electronic items	<ul style="list-style-type: none"><li>Over 80% of all electronics are recycled by certified electronics recycling company.</li></ul>	1	2	3	4	5
Make construction waste recycling a requirement of all small and large projects	<ul style="list-style-type: none"><li>Over 80% of all construction waste is recycled for all projects on campus.</li></ul>	1	2	3	4	5
Pursue infrastructure and innovation that increases diversion and efficiency, and reduces costs	<ul style="list-style-type: none"><li>Compactors, bailers, shredders and other equipment are implemented if deemed appropriate.</li></ul>	1	2	3	4	5
Reduce use of plastic bags for liners in waste, recycling, and compost throughout campus	<ul style="list-style-type: none"><li>Plastic bag use in indoor waste receptacles is significantly reduced.</li><li>Program is used consistently by campus community to reduce materials to the landfill.</li></ul>	1	2	3	4	5
Establish formal office supplies and surplus material exchange program	<ul style="list-style-type: none"><li>Paper use per person is reduced by 30% and paper that was used is at least 30% recycled and preferably 100%</li></ul>	1	2	3	4	5
Reduce paper use by institutionalizing practices such as: double-sided printing, converting to electronic paperless processes, smaller fonts and margins, and purchasing recycled paper	<ul style="list-style-type: none"><li>Increase the use of improved technology to decrease paper consumption.</li></ul>	1	2	3	4	5
Reduce hazardous, universal, and non-regulated chemical waste and ensure a safe disposal	<ul style="list-style-type: none"><li>Decrease the use of hazardous, universal, and non-regulated chemical waste and document safe disposal.</li></ul>	1	2	3	4	5
Institutionalize waste reduction programs at residence hall move-in and move out	<ul style="list-style-type: none"><li>Recycling and re-use opportunities are available, publicized, and used at move-in and move-out.</li></ul>	1	2	3	4	5
Increase reuse and recycling of toner cartridges	<ul style="list-style-type: none"><li>Comprehensive program is established to reuse and recycle toner cartridges and cartridge-less printers replace cartridge models.</li></ul>	1	2	3	4	5

Update as of 10.15.20

Many campaigns and events. All DHS material is compostable. Not enough infrastructure across campus to keep up with this change (high cost of compostable bags, bins and dumpster + pick up). Training video for custodial. Working with DHS to create custom to standardize training.

See above (infrastructure). Total diversion ranges between 48-52% It has increased significantly since 2012 (program baseline). Need a different metric than only compost diversion.

100% compliance for university electronics under 2012 policy; all e-waste must be recycled through E-Star certified recycler. Policy is under review for update as of 2020.

Yes on all LEED, new-build projects. Not required for smaller or renovation projects.

Cardboard Collection Program 2014-2020; determined cost ineffective. Potential to look at self-haul models for all materials (if Facilities Services is headed that direction)

Side saddle trash bins in offices are now standard. Expand to more offices. Determine plan to reduce bags in other areas of the collection process.

No formal exchange, but informal f/s listserv seems efficient. Materials Acquisition Distribution team manages larger disposal of items including donation, sale, etc.

Double-sided through PAWS institutionalized in labs and KFL. Need to measure paper use. Default for ordering paper through Marketplace was changed to 100% recycled content.

Managed successfully by EHS. Need more formal way to way to report on reduction of materials.

Strong partnership between ResLife&Housing, Custodial, Outdoor Services, Sustainability Office to manage both move-in/move-out programs to significantly reduce landfill.

Managed successfully by EHS and Staff Association. May need to look into additional partnership for program to continue. Research cartridge-less or refill options.



IV. Demonstrate Sustainable Purchasing Practices for all Purchases on Campus

Actions	Measurable Outcomes		Update as of 10.15.20
Train campus purchasers to apply a sustainable purchasing framework to include CU Green Purchasing Guidelines, EPEAT, and Green Seal	<ul style="list-style-type: none"><li>Campus community is familiar with sustainable purchases and the number of purchases classified as sustainable increases each year.</li><li>Develop campus sustainable purchasing guide for common products and support for purchase of these products is articulated by campus leadership.</li></ul>	<div>12345</div> <div>←→</div>	PSC hired Sustainable Procurement Program Manager. Continue working to strengthen practices and contracts.
Collaborate with CU Procurement Services to identify and promote products that meet sustainable purchasing guidelines	<ul style="list-style-type: none"><li>Products that meet sustainable purchasing guidelines are easily identified and compare favorably with other products within the purchasing system.</li></ul>	<div>12345</div> <div>←→</div>	PSC hired Sustainable Procurement Program Manager. Continue working to strengthen practices and contracts.

V. Achieve Progress toward a Net Zero Energy Campus through Conservation, Energy Efficiency Technologies, and Producing or Purchasing Renewable Energy

Actions	Measurable Outcomes		
Implement behavioral energy conservation measures	<ul style="list-style-type: none"><li>Programs including Green Labs, Green Offices and Classrooms, and building proctors are developed.</li><li>Conservation behavior contributes to a 7 percent reduction in energy use on campus.</li><li>Feedback regarding energy use is consistently provided to the campus and Leadership Team.</li></ul>	<div>12345</div> <div>←→</div>	Greening of the Office 2012-2016 had some success, but hard to measure and continue. Green Labs continued by EHS in conjunction with lab inspections. CCN produced 3% reduction in housing for one month, but need larger campaign for entire campus. Annual energy report created. Need more emphasis on utilization of report and Energy Cap.
Increase the quantity and scope of energy efficiency and retrofit projects	<ul style="list-style-type: none"><li>Projects schedule is developed and implemented for each year of the strategic plan.</li><li>Secure funding for necessary projects to meet energy and climate goals.</li><li>Project management staff is available for energy projects.</li></ul>	<div>12345</div> <div>←→</div>	Operations Engineer 2018-2020 assisted in energy conservation and retrofit projects. Need to rehire and continue discussion on revolving fund to provide budget for additional projects.
Increase number of submitted proposals for grants that pursue energy efficiency projects and installations	<ul style="list-style-type: none"><li>Increased grant monies are awarded to campus.</li></ul>		
Utilize integrated design process to maximize energy savings in new buildings and major renovations	<ul style="list-style-type: none"><li>All applicable new buildings and major renovations are LEED Gold certified or higher and achieve a 40% reduction in energy and water use.</li></ul>	<div>12345</div> <div>←→</div>	Buildings vary, but they are generally over 40% more energy and water efficient. Still falling short of achieving integrated design for energy performance for LEED Gold.
Hire energy conservation engineer to monitor Building Automation System and identify and coordinate projects	<ul style="list-style-type: none"><li>Energy conservation engineer is hired.</li></ul>	<div>12345</div> <div>←→</div>	Need to rehire and continue discussion on revolving fund to provide budget for additional projects.
Fully implement system of energy data collection, measurement, and reporting	<ul style="list-style-type: none"><li>Solidify baseline data and select appropriate metrics.</li><li>Improve data systems for utility monitoring.</li><li>Add additional meters and instrumentation as appropriate.</li></ul>	<div>12345</div> <div>←→</div>	Need to rehire for continuation of consistent monitoring and reporting
Increase on campus and purchased renewable energy projects to meet the American College and University Presidents Climate Commitment	<ul style="list-style-type: none"><li>30 percent of energy use at UCCS is provided by renewable energy to potentially include solar farms, wind, geothermal, biomass, etc. UCCS is participating in a solar farm/garden.</li></ul>	<div>12345</div> <div>←→</div>	Solar Farm contracts, increased on-site (small) production. RECs from 2017, but too expensive and not great strategy moving forward in terms of investment.
Develop a sustainable energy plan for UCCS that includes renewable energy	<ul style="list-style-type: none"><li>Complete feasibility studies on renewable energy sources.</li><li>Complete a sustainability energy plan.</li></ul>	<div>12345</div> <div>←→</div>	Need an Energy Master Plan and an updated Climate Action Plan
Address energy use in housing	<ul style="list-style-type: none"><li>Develop sustainability-themed living areas</li><li>Reduce energy use in housing.</li></ul>	<div>12345</div> <div>←→</div>	No campaign in Housing since 2016. Need to reevaluate potential of EcoRep program
Reduce resource usage by promoting online classes and meetings	<ul style="list-style-type: none"><li>Reduce resources used for classes and meetings.</li></ul>	<div>12345</div> <div>←→</div>	Due to COVID-19, this has been prioritized. But no data currently to support resource reduction or support for continuation as norms post pandemic.

VI. Reduce Water Use

Actions	Measurable Outcomes	1	2	3	4	5
Improve effectiveness of irrigation systems	Utilized weather data and other technologies to reduce outdoor water use by 10 percent.	1	2	3	4	5
Where appropriate, use native vegetation and plants	Reduced treated water use for irrigation.	1	2	3	4	5
Divert rain, storm water, and runoff to water plants	Reduced treated water use for irrigation.	1	2	3	4	5
Where appropriate in new facilities, utilize gray water systems	Reduced indoor water use by 10 percent.	1	2	3	4	5
Work with CSU to get non-potable water on campus	Non-potable water is available for irrigation.	1	2	3	4	5
Keep up with water-saving technologies	Implement technologies to reduced indoor water use by 10 percent.	1	2	3	4	5
Address water use in housing	Sustainability-themed living areas available and water use in housing is reduced.	1	2	3	4	5
Provide feedback to campus regarding water use	Provide feedback twice yearly and make information regarding water use available on demand.	1	2	3	4	5

Update as of 10.15.20

Need to locate and produce irrigation mapping to improve system. Water costs are rising significantly.

Present in new LEED projects; no plans for existing infrastructure. Identify where grass is not needed and convert to water wise.

Present in some new LEED projects; need report to determine effectiveness.

Gray water systems are not viable. Campus standards for efficient fixtures—toilets, showers, sinks, etc. Non-potable not cost effective

Has not decreased especially due to growth. Showerhead retrofit in Summit; Toilet retrofit on campus. New standards for fixtures; potential retrofit projects.

Reevaluate EcoRep program or themed floor

Better communication plan to reach a broader audience

VII. Build High Performance Facilities that Minimize Environmental Impact and Improve Occupant Well-Being

Actions	Measurable Outcomes	1	2	3	4	5
Campus infrastructure supports inclusivity, diversity, and well-being	Make available in all facilities gender neutral bathrooms, safe zones, and accessibility for disabled individuals.	1	2	3	4	5
Campus facilities support educational goals of creating a living laboratory to support sustainability experiential learning	Increase curricular and co-curricular educational opportunities.	1	2	3	4	5
Nurture a sense of place	Incorporate sustainable design in master planning and infrastructure including conservation of unique or historic features, and an appropriate carrying capacity for the land.	1	2	3	4	5
Design, construct, and operate facilities with sustainable design that use less energy, less water, more local and environmentally friendly materials	Increase amount of square footage that is LEED Gold certified or higher with a 30% reduction in energy and water use.	1	2	3	4	5

Progress; lots of ADA updates, gender neutral bathrooms in new buildings, some older, safe zone trainings continues, addition of breast feeding room in UC. Identify renovation needs and ensure continued to be valued.

More classed offered with project component. Compile list to better report. May need to determine hybrid funding model to ensure continuation of programs that cross departments.

Progress, but could be better integrated into campus master plan

15 LEED Gold certified buildings. Continued to prioritize energy savings and renewable energy productions on-site; as they provide significant return on investment.

**Additional Goals Based on STARS Submission**

LEADERSHIP

- [Adjunct Faculty Compensation](#)
- [Assessing Diversity & Equity](#)
- [Affordability and Access](#)
- [Committee on Investor Responsibility](#)
- [Sustainable Investment](#)
- [Investment Disclosure](#)
- [Campus Pride Index](#)
- [Employee Compensation](#)
- [Assessing Employee Satisfaction](#)
- [Workplace Health and Safety](#)

ENGAGEMENT

- [Assessing Sustainability Culture](#)
- [Student Educators Program](#)
- [Outreach Materials and Publications](#)
- [Trademark Licensing](#)

RESEARCH + CURRICULUM

- [Continuing Education](#)
- [Sustainability Literacy Assessment](#)
- [Incentives for Developing Courses](#)
- [Support Sustainability Research](#)
- [Open Access to Research](#)
- [Sustainability Education Consortium](#)

OPERATIONS

- [Green Event Certification](#)
- [Green Athletics](#)
- [Green Labs Program](#)
- [Indoor/Outdoor Air Quality](#)
- [Buildings Operations and Maintenance](#)
- [Food and Beverage Purchasing](#)
- [Sustainable Dining Certification](#)
- [Fair Trade Campus](#)
- [Landscape Management](#)
- [Biodiversity](#)
- [Commute Modal Split](#)
- [Bicycle Friendly University](#)
- [Support for Sustainable Transportation](#)
- [Rainwater Management](#)