We are often asked what Colorado State plans to do next after becoming the first institution to earn a Platinum STARS (Sustainability Tracking, Assessment, and Rating System) score in 2015. We have since become the only institution to earn four Platinum ratings and our answer is always “MORE” as we work toward implementing our Institutional Learning Outcomes and meeting our Climate Action Plan commitment of 100% renewable electricity by 2030 and carbon neutrality by 2040.

The purpose of this Sustainability Strategic Plan is threefold:
1. Relative to our Platinum STARS ratings, utilize the STARS rating tool as a gap-analysis to improve the areas and aspects of sustainability where CSU could enhance sustainability outcomes.
2. Outline specific goals and strategies to help us accomplish our Climate Action Plan.
3. Address the social, economic, and environmental justice aspects of sustainability that are so critical to a holistic approach that considers and engages our entire university community.

This is a living and active document that will be updated as we make progress and identify new goals and strategies. The President’s Sustainability Commission has established four sub-committees, one for each of the sustainability areas below, to lead the goals within that section:
- Academics and Research
- Administration and Planning
- Engagement
- Operations

The President’s Sustainability Commission has created this Sustainability Strategic Plan for our entire university community to work towards together and we ask you to join us in our mission to promote and facilitate the effective integration of sustainability across all aspects of the University.
The Engagement section brings forward goals inclusive of both campus engagement and public engagement. These may be oriented around students, employees, the people of the state of Colorado, or beyond. To achieve these goals, the Engagement sub-committee utilizes partnerships from across the institution, and in some instances, external partners, including but not limited to SLICE, TILT, Orientation & Transition Programs, Facilities Management, Housing & Dining Services, Parking & Transportation Services, MarComm, Procurement, Athletics, Extension, ASCSU, multiple student organizations, and others.

### Goal #1: Improve and assess employee engagement in CSU sustainability efforts

<table>
<thead>
<tr>
<th>Strategy</th>
<th>Who is responsible?</th>
<th>When should this be accomplished?</th>
<th>What measure(s) will tell us if we are successful?</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1.1</strong> Recommend / develop opportunities for CSU employees to learn about or be actively engaged with CSU sustainability efforts and initiatives, trainings, peer-to-peer education, department / unit level sustainability committees, PDI sessions, campus events, providing “Sustainability 101 at CSU” through TD, etc. Promote CSU GRN – the CSU Green Ram Network. A peer-to-peer educator network – offering sustainability education to campus at the office, unit, or college level. (Initially based on “Sustainability 101 at CSU” offered by Stacey Baumgarn) (Supports related goals in Operations section) Campus Partners: TILT, FM, HDS, PTS, TD, Procurement, and any dept. delivering employee trainings that incorporate sustainability</td>
<td>PSC Champions: Stacey Baumgarn, and Mary Liang</td>
<td>Annually / Ongoing</td>
<td>Ongoing recruitment and training of CSU GRN educators Documentation employee participation in trainings, committees, initiatives, and other activities and events</td>
</tr>
<tr>
<td><strong>1.2</strong> Collect/track data on employees who participate in the &quot;Assessing Sustainability Culture Survey&quot; (a campus-wide faculty and staff focused survey that collects data on sustainability literacy, administered biannually by PSC, in conjunction with IRISS). Review survey results and analyze additional strategies to increase employee sustainability awareness and culture at CSU.</td>
<td>PSC Champion: Kirstie Tedrick</td>
<td>Biannually / Ongoing</td>
<td>Biannual survey distributed to a representative sample of CSU employees Results analyzed, and strategies developed for future engagement efforts</td>
</tr>
<tr>
<td></td>
<td>Activity</td>
<td>PSC Champion</td>
<td>Frequency</td>
</tr>
<tr>
<td>---</td>
<td>--------------------------------------------------------------------------</td>
<td>---------------------------------------------</td>
<td>--------------------</td>
</tr>
<tr>
<td>1.3</td>
<td>Develop and publicize a &quot;Sustainability at CSU Handbook&quot; for employees.</td>
<td>PSC Champion: Emily Schmieding</td>
<td>Annually / Ongoing</td>
</tr>
<tr>
<td>1.4</td>
<td>Collect / track data on number of employee volunteer hours through the “paid leave for volunteer work” program, announced in Sept. 2023.</td>
<td>PSC Champion: Mary Liang</td>
<td>Annually / Ongoing</td>
</tr>
</tbody>
</table>
## Goal #2: Improve and assess student engagement in CSU sustainability efforts

<table>
<thead>
<tr>
<th>Strategy</th>
<th>Who is responsible?</th>
<th>When should this be accomplished?</th>
<th>What measure(s) will tell us if we are successful?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Collect/track data on students who participate in the &quot;Assessing Sustainability Culture Survey&quot; (a campus wide student focused survey that collects data on sustainability literacy, administered biannually by ASCSU Department of Environmental Affairs and PSC, in conjunction with IRISS). Review survey results and analyze additional strategies to increase student sustainability awareness and culture at CSU.</td>
<td>PSC Champion: Kirstie Tedrick</td>
<td>Biannually / Ongoing</td>
<td>Biannual survey distributed to a representative sample of CSU students. Results analyzed, and strategies developed for future engagement efforts.</td>
</tr>
<tr>
<td>Incorporate sustainability throughout Ram Welcome, and other major student-focused campus events. (Supports related goals in Operations section)</td>
<td>PSC Champions: Mary Liang, and Kirstie Tedrick</td>
<td>Annually</td>
<td>Waste diversion results Survey all Ram Welcome booths and assess percentage of booths following “Sustainable Swag Guide” recommendations.</td>
</tr>
</tbody>
</table>
| Develop a university-wide database or reporting process to document, track, and assess:  
  - student demographics and volunteer hours  
  - percent of students who volunteer  
  - total volunteer hours  
Create a sustainability-focused volunteering “job board” on RamLink to list volunteer opportunities and encourage use of databases through departments and other trainings. | PSC Champion: Long-term / Aspirational | Database created to track student volunteer hours and demographics. Volunteer database created to list volunteer opportunities. |
<p>| | | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>2.4</strong></td>
<td>Establish a community service / volunteer graduation requirement for undergraduate students, which is documented on an official transcript. Develop recommendation for PSC to present to CSU Administration.</td>
<td>PSC Champion: Emily Schmieding</td>
<td>Long Term / Aspirational</td>
</tr>
<tr>
<td></td>
<td>Campus Partners: SLICE, Provost, Registrar's Office, and CSU Administration</td>
<td></td>
<td>Documented campus commitment</td>
</tr>
<tr>
<td></td>
<td>Ongoing documentation of service learning and volunteer hours on student's official transcript with hours documented</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>2.5</strong></td>
<td>Update and publicize the “Platinum Guide” book – a sustainability at CSU handbook for students.</td>
<td>PSC Champion: Andrew Warnock</td>
<td>Annually / Ongoing</td>
</tr>
<tr>
<td></td>
<td>Campus Partners: ASCSU Department of Environmental Affairs, and the Student Sustainability Center</td>
<td></td>
<td>Annual review of handbook and updated as appropriate</td>
</tr>
<tr>
<td></td>
<td>Ongoing electronic distribution of handbook</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>2.6</strong></td>
<td>Collect and track data on student participation in on-campus sustainability activities / events. And, student-led sustainability initiatives / events.</td>
<td>PSC Champion:</td>
<td>Aspirational</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Annual review of data from SLICE office / RamLink</td>
</tr>
</tbody>
</table>
### Goal #3: Further integrate sustainable best practices into CSU events, materials, trademark licensing, and partnerships

<table>
<thead>
<tr>
<th>Strategy</th>
<th>Who is responsible?</th>
<th>When should this be accomplished?</th>
<th>What measure(s) will tell us if we are successful?</th>
</tr>
</thead>
</table>
| 3.1 Develop / maintain best practice guidelines and certifications for sustainable university outreach, events, materials, and publications. Including but not limited to:  
- Zero Waste Event Guide  
- Sustainable Swag Guide  
- Sustainable Printing Guide  
- Green Tailgating Guide  
- Guide for Sustainable Transportation to Events at CSU  
Create pre/post-event questionnaires to prompt best practices and gauge successful implementation.  
Campus Partners: ASCSU Department of Environmental Affairs, Zero Waste Team, Procurement, CSU Conference & Event Services, Parking & Transportation Services, and the Lory Student Center  
PSC Champions: Stacey Baumgarn, Kirstie Tedrick, and Emily Schmieding | Ongoing | Documentation of adopted best practices and certifications  
Guidance easily found on CSU websites |
| 3.2 Develop recommendation for PSC to present to CSU Administration and Procurement Services to strengthen the integration of requirements for Fair Labor Association, Workers Rights Consortium, and/or Fair-Trade criteria into university apparel procurement (where absent).  
(Supports related goal in Operations section)  
Campus Partners: Athletics, Book Store, Procurement, and numerous student organizations | Ongoing | Updated contract language to include procurement best practices |
### 3.3 Sharing sustainability news, information, and how-to:

- Gather and add list of channels to share sustainability news / messaging / engagement (a subset of [https://socialmedia.colostate.edu/social-media-directory/](https://socialmedia.colostate.edu/social-media-directory/)).
- Write articles about CSU sustainability efforts for CSU SOURCE, CSU Life, The Rocky Mountain Collegian, and other publications to highlight success stories.
- Diversify the type and number of success stories written to incorporate all aspects of sustainability.
- Outreach as appropriate or partner with sustainability related student organizations [https://green.colostate.edu/student-organizations/](https://green.colostate.edu/student-organizations/).

(Supports related goals in Operations section)

Campus Partners: ASCSU Department of Environmental Affairs, MarComm, the Collegian, HDS Communications & Sustainability, and KCSU

<table>
<thead>
<tr>
<th>PSC Champion: Emily Schmieding</th>
<th>Ongoing</th>
</tr>
</thead>
</table>

Created list, maintained as current

Number of articles written, published, and categorized by subject keywords

### Completed Goals:

- Fall 2023 – Successfully partnered with IRISS, utilizing PSC funding, to administer both Assessing Sustainability Culture Surveys, one focused on students (Goal 2.1) and one for employees (Goal 1.2).
- Fall 2023 – launched a “Green Tailgating Guide” – posted at: [https://green.colostate.edu/campus-sustainability-guides/](https://green.colostate.edu/campus-sustainability-guides/).
- Spring 2023 – launched the “Platinum Guide” – a guide to living and learning sustainably at CSU. An update to the original (2019) “Daily Sustainability Planner.” Distributed to students at the CSU Earth Day Festival and posted online.
- 2022 – 43 articles published in SOURCE tagged with sustainability.
- FY22 – Launched CSU GRN – the CSU Green Ram Network. A peer-to-peer educator network – offering sustainability education to campus at the office, unit, or college level. (Initially based on “Sustainability 101 at CSU” offered by Stacey Baumgarn). Recruited initial cohort of CSU GRN – CSU employees, peer-to-peer sustainability educators in fall 2021. Trainings presented by and outreach by CSU GRN participants began spring 2022.
- Fall 2021 – Updated Campus Sustainability Guides (posted at: [https://green.colostate.edu/campus-sustainability-guides/](https://green.colostate.edu/campus-sustainability-guides/)).
- Ongoing – Successful bi-annual distribution of student and employee sustainability culture survey. Assessment and results can be seen here: [https://green.colostate.edu/assessment/](https://green.colostate.edu/assessment/).
- Summer 2020 – Provided three “Sustainability at CSU” orientation sessions for interested incoming students and their families.

Updated 03/27/2024
• FY20 – presented 14 “Sustainability 101 at CSU” sessions to campus audiences.
• Fall 2019 – Incorporate land acknowledgement question into student and employee sustainability culture survey.
• Fall 2020 – Developed a “Daily Sustainability Planner” a sustainability handbook for CSU students – posted on websites.
• Jan. 2019 – 2022 – Created and began delivery of “Sustainability 101 at CSU” training and information session.
• (Since) 2018 – Initial success with engagement and integration of sustainability practices to “green” Ram Welcome.
• (Since) 2017 – Published two reports of student community service and volunteering participation in 2017 and 2019 for STARS 2.1 reports.
• 2016 – First created and distributed a student-focused (distributed by ASCSU), and employee-focused (distributed by IRR) campus sustainability surveys that demonstrate national best practices in assessing campus sustainability culture (as a separate survey from the Sustainability Literacy Assessment).
• 2016 (and for subsequent STARS reports) – Determined the % of Under Armor apparel with the university logo that meets Fair Labor Association, Workers Rights Consortium, or Fair-Trade certification.