University of Colorado Colorado Springs

Department Program Review and Strategic Plan 2017 - 2021 Division of Administration and Finance

Office of Sustainability

As a partner in learning and through the stewardship of resources, the Administration and Finance division provides innovative programs and services to support the student-centered mission of the University.

Office of Sustainability

Mission

The UCCS Office of Sustainability will demonstrate excellence in **providing knowledge**, **solutions**, and **leadership** toward further sustainability progress for the university and support corresponding efforts in the Pikes Peak Region.

Vision

The UCCS Office of Sustainability supports the UCCS Sustainability vision and mission to establish the university as a recognized leader in sustainability and climate action in campus operations, campus culture, curriculum and cocurricular education, student recruitment and retention and success, and in the greater community.



- Trust and respect for every individual
- Teamwork and leadership.
- Alignment with the goals of the institution.
- Partnership with faculty, staff, and students.
- Contribution to the academic excellence of the university.
- Stewardship of the built and natural environment.
- Proactively serve all stakeholders.

Strong relationships and successful collaborations

Knowledgeable, skilled, and passionate

Significant experience

Sustainability Demonstration House

Historical **cost avoidance** and savings

UCCS leadership in sustainability, locally and nationally

Students are positively impacted through employment, volunteering, independent studies, internships, and class assignments

Contribute to learning, experiential education, and retention

Strengths

Opportunities

Hire an energy engineer

Institutionalize partnerships

Sustainability Demonstration House Transition to more consulting and educational role Educational and consulting efforts to improve diversion

Energy and water projects that will provide further cost avoidance

General Education requirements result in **new projects**

Communicating successful **student experiences** and recruiting new students

Bachelor of **Innovation** program

Weaknesses

Improve and be accountable for areas that we do not have under our control

role of "everything sustainability" Too many operations and service activities

Too many events

Effectively communicate Heavy reliance on students

Dedicated IT support

Lack of skills for some projects or programs we are asked to direct

Collaboration with **Residence Life Technology needs** have **outpaced** our **staffing** growth

Lack of dedicated funds to make continued investments in energy and water retrofit projects

Threats

ELINE

Different perceptions on campus of how the OS should focus its efforts

Number of students seeking assistance with sustainability academic projects

Levels of overload among staff on campus are significant and sustainability is often seen as an add-on

Lack of a formal committee

Many people on campus still do not understand sustainability as a deeper **concept than recycling** or the ways in which it relates to their departments or work

Change in university leadership - unknown direction with regard to sustainability

Green Action Fund Fee is up for a vote in 2018

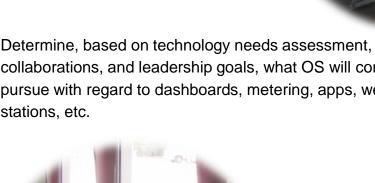
The campus **Sustainability Committee is a faculty committee** of the Faculty Assembly, which limits its influence on operational areas of the university

STRATEGIC GOALS



Transition waste and recycling contract management and collection responsibilities to Facilities Services. OS will provide tracking and education service and will keep cardboard and small electronics recycling for the near future

Determine if energy management will continue to be a function of the OS or if office will support professional engineer within Facilities Services in this role



collaborations, and leadership goals, what OS will continue to pursue with regard to dashboards, metering, apps, weather



Achieve clarification of the role of the office to directly support













PROCESS

Verbal **input** from team members

full-time staff members

student employees

Shared in four two-hour meetings

Reviewed all of the provided assessment categories in an honest and open dialogue

Each staff member rated our progress

Provided detailed comments

The group determined **important** themes, performed SWOT analysis, and developed action steps.

Engaged an external reviewer



Participate in new UCCS

Explore official designation

of committee or advisory

board for sustainability

Sustainability Strategic Plan

Develop better workload management processes

Assess unit progress and make improvements

External review

Campus review completed by the Division Assessment Committee

Complete a self-study

Clarity in goals of Campus Sustainability Committee and understanding of what

responsibilities they will take on to support

campus goals and STARS

Create greater operational consistency across the division



CONCLUSION

As a result, our team better understands how our office functions and we learned key takeaways from each of the eight categories to improve our operations.

> We need more communication to our campus & community. We need more communication within our office & division

We need to celebrate our successes. We need to strengthen our partnerships. We need to continue to engage our students in all things.











