STARS Pilot Phase two

Credit Status and Recommendations

Meredith R. Pochardt

SUNY-ESF

January 15, 2009

**Summary**

This is a concise working version of our assessment of the STARS project as applied to SUNY ESF.

This report contains the status and summary of all credits listed in STARS pilot phase two, and the corresponding credit specific recommendations for ESF

For a more complete report including our feedback and recommendations to AASHE, all collected data, source documentation, contact information; please refer to the full electronic report.

For detailed credit descriptions and criteria, please refer to the STARS pilot phase two document.

**Credit Point Totals**

Possible Credits Points: 130

Points Earned by ESF: 61

Points Not Earned by ESF: 43

Points Still Undetermined: 26

**Education and Research Credits**

**Co-Curricular Education**

**ER Credit 1: Student Sustainability Educators Program**

**Status and Summary**

-ESF meets the stated criteria for achieving this credit

-The Green Campus Initiative student run organization is responsible for coordinating peer-to-peer sustainability outreach and education for students.

**ER Credit 2: Student Sustainability Outreach Campaign**

 **Status and Summary**

-ESF meets the stated criteria for achieving this credit

 -The Campus Commuter Challenge hosted by Syracuse University Sustainability Action Coalition

In partnership with ESF encourages faculty/staff and students to find alternative forms of transportation that are more sustainable.

**ER Credit 3: Sustainability in New Student Orientation**

 **Status and Summary**

-ESF meets the stated criteria for achieving this credit

 -At orientation students are given an ESF mug that they are encouraged to bring with them to

campus events in order to reduce the waste.

**Co-Curricular Education: Tier Two Credits**

 **Status and Summary**

-ESF meets the stated criteria to receive five (5) of the eleven (11) possible credits.

 -ESF received one (1) credit for having the Bob Marshall Club, which is a wilderness outdoor

organization that organizes hiking, backpacking and other outings and follows Leave No Trace principles

-ESF received one (1) credit for the Green Campus Initiative which is an organization that is focused on sustainability.

-ESF received one (1) credit for providing outreach materials for students about on-campus sustainability efforts. This is done through the student activities office and the knothole.

-ESF received one (1) credit because the main student newspaper, The Knothole, covers sustainability topics regularly.

-ESF received one (1) credit for holding major events related to sustainability such as the Focus the Nation teach- in that was directed toward solutions to global warming.

 **ESF Specific Recommendations**

-Developing an organic garden where students are able to gain farming experience.

 -Have a student-run sustainable enterprise, such as the Gallery, through which students gain

sustainable business skills.

**Curriculum**

**ER Credit 4: Sustainability Course Identification**

 **Status and Summary**

-ESF does not currently meet the stated criteria for achieving this credit.

- Currently there is no identification in place to determine if a course is sustainability-focused or sustainability-related.

**ESF specific Recommendations**

**-**To develop identification for sustainability focused courses may not be valuable to this campus since many courses incorporate sustainability in many different ways.

**-**Developing a sustainability minor or concentration would help to define the sustainability-focused or related courses.

**ER Credit 5: Sustainability-Focused Academic Courses**

**Status and Summary**

**-**There currently is insufficient data available to determine whether or not this credit can

be awarded to ESF.

-Based on not qualifying for ER Credit 4 this question can’t be answered at this time.

**ESF Specific Recommendation**

-Develop a means of identifying sustainability-focused courses.

**ER Credit 6: Sustainability-Related Academic Courses**

 **Status and Summary**

**-** There currently is insufficient data available to determine whether or not this credit can

be awarded to ESF.

 - Based on not qualifying for ER Credit 4 this question can’t be answered at this time

 **ESF Specific Recommendations**

 **-**Develop a means of identifying sustainability-related courses.

**ER Credit 7: Sustainability Courses by Academic Department**

 **Status and Summary**

**-** There currently is insufficient data available to determine whether or not this credit can

be awarded to ESF.

 - Based on not qualifying for ER Credit 4 this question can’t be answered at this time

**ER Credit 8: Academic Sustainability Courses by Student Credit Hours**

 **Status and Summary**

**-** There currently is insufficient data available to determine whether or not this credit can

be awarded to ESF.

 - Based on not qualifying for ER Credit 4 this question can’t be answered at this time

**ER Credit 9: Sustainability Learning Outcomes**

 **Status and Summary**

-ESF does not currently meet the stated criteria for achieving this credit.

 -There is currently no specified percentage of ESF’s graduate/undergraduate students in

programs that include sustainability as a required learning outcome

 **ESF Specific Recommendations**

 **-** ESF is currently working on graduate/undergraduate learning objectives by major report,

this is set to be completed by January 2009.

**ER Credit 10: Sustainability-focused Undergraduate Academic Program**

 **Status and Summary**

 **-**ESF currently meets the stated criteria for achieving one (1) of the two (2) possible points for

this credit.

 -ESF does offer an Environmental Science degree with a concentration in Renewable Energy.

 -There currently is insufficient data to determine if at least one percent of the undergraduate

students graduate with this concentration since this began Fall 2008.

**ER Credit 11: Sustainability-Focused Graduate Program**

 **Status and Summary**

 **-**ESF meets the stated criteria for achieving this credit.

 -ESF offers an Environmental and Natural Resources Policy Ph.D. program where students

conduct studies at international, national, state and local levels on sustainability, implementation and administration of environmental, natural resources, and forest management programs and economic and institutional influences and impacts of government and non-government policies.

**ER Credit 12: Sustainability Immersive Experience**

 **Status and Summary**

 **-**ESF meets the stated criteria for achieving this credit.

 -The New Zealand Sustainability Experience focuses on the role that the environment plays in

the sustainable development of a the country.

**ER Credit 13: Non-Credit Sustainability Courses**

 **Status and Summary**

-ESF meets the stated criteria for achieving this credit.

 -The ESF Outreach department offers 23 non-credit courses, of which ten (10) are considered

sustainability-related or focused.

**ER Credit 14: Non-Academic Sustainability-Focused Certificate Program**

 **Status and Summary**

 **-**ESF currently meets the stated criteria for achieving one (1) of the two (2) possible points for

this credit.

-ESF offer non-academic sustainability-focused certificate programs such as the Solar Power as Renewable Energy (SPARE) program.

**ESF Specific Recommendation**

- Data on the number of students that have taken this coarse and other non-academic course was unavailable.

**ER Credit 15: Sustainability Literacy Assessment**

 **Status and Summary**

-ESF does not currently meet the stated criteria for achieving this credit.

 -ESF does not currently conduct an assessment of its student’s sustainability literacy.

 **ESF specific Recommendations**

-Develop a way to assess the sustainability literacy of students upon entry and then conduct an

assessment of the same cohorts sustainability literacy upon graduation.

**Curriculum: Tier Two Credits**

 **Status and Summary**

-ESF does not currently meet the stated criteria for achieving these credits

 **ESF Specific Recommendations**

-Have the first year experience be sustainability themed. This could include sustainability-

themed housing and/or dining halls.

**Faculty and Staff Development and Training**

**ER Credit 16: Incentives for Developing Sustainability Courses**

 **Status and Summary**

-ESF does not currently meet the stated criteria for achieving this credit

 -There are currently no incentives in place for staff to develop sustainability-related or focused

courses.

**ESF Specific Recommendations**

**-**Develop incentives for faculty/staff to develop sustainability-related or focused courses. This

could include support and training to determine how best to make sustainability a focused topic of their course.

**ER Credit 17: Staff Professional Development in Sustainability**

 **Status and Summary**

-ESF does not currently meet the stated criteria for achieving this credit.

 -There are currently no training and/or professional development opportunities in sustainability

offered to all staff at least once per year.

 **ESF Specific Recommendations**

 **-**Offer sustainability training workshops available to faculty/staff on an annual basis.

**ER Credit 18: Sustainability in New Employee Orientation**

 **Status and Summary**

 **-**ESF does not currently meet the stated criteria for achieving this credit.

 -Sustainability is not currently incorporated in to the new employee orientation.

 **ESF Specific Recommendations**

-Incorporating sustainability topics in the new employee orientation would inform new

faculty/staff about the mission of the college to become a sustainable institution.

**ER Credit 19: Employee Sustainability Educators Program**

 **Status and Summary**

-ESF does not currently meet the stated criteria for achieving this credit.

 -Currently ESF does not oversee an ongoing faculty/staff peer-to-peer sustainability outreach

and education program.

**Research**

**ER Credit 20: Sustainability Research Inventory**

 **Status and Summary**

-ESF meets the stated criteria to achieve this credit

 -The institution can identify its sustainability research initiatives that have been underway in the

past year.

**ER Credit 21: Faculty Involved in Sustainability Research**

 **Status and Summary**

-ESF meets the stated criteria to achieve this credit

 -ESF currently has more than ten (10) percent of the institutions faculty members engaged in

sustainability research.

**ER Credit 22: Departments Involved in Sustainability Research**

 **Status and Summary**

 **-**ESF meets the stated criteria to achieve this credit

 -currently more than thirty five (35) percent of the institutions academic departments that

conduct research are engaged in sustainability research.

**ER Credit 23: Internal Funding for Sustainability Research**

 **Status and Summary**

-ESF meets the stated criteria to achieve this credit

 -Currently more than twenty five (25) percent of the institutions internal research funds are

devoted to sustainability research.

**ER Credit 24: External Funding for Sustainability Research**

 **Status and Summary**

 **­**- ESF meets the stated criteria to achieve this credit.

 -Currently more than five (5) percent of the institutions external research funds are devoted to

sustainability research

**ER Credit 25: Sustainability Research Incentives**

 **Status and Summary**

 **-**ESF does not currently meet the stated criteria to achieve this credit

 -The institution does not offer incentives or programs to encourage faculty to conduct

sustainability research.

 **ESF Specific Recommendations**

 **-**To achieve this credit ESF should offer incentives such as fellowships, financial support, or

faculty development workshops to encourage faculty to conduct sustainability research.

**ER Credit 26: Interdisciplinary Research in Tenure and Promotion**

 **Status and Summary**

 **-**ESF meets the stated criteria to achieve this credit

 -Interdisciplinary, trans-disciplinary, and multi-disciplinary research is not penalized during

promotion and tenure decisions.

**Administration and Finance Credits**

**Sustainability Infrastructure**

**AF Credit 12: Inter-Campus Collaboration on Sustainability**

 **Status and Summary**

 **-**ESF meets the stated criteria to achieve this credit

 -The University Sustainability Action Coalition is a joint committee with ESF and Syracuse

University that is focused on improving both campuses to be more sustainable

**AF Credit 13: Specialized Sustainability Staffing**

 **Status and Summary**

 **-**ESF does not currently meet the stated criteria to achieve this credit

 -ESF received credit for AF Credit 10 in phase one of this pilot rating and is therefore unable to

receive credit for AF Credit 13 according to the AASHE guidelines.

**Sustainability Infrastructure Tier Two Credits**

 **Status and Summary**

 **-**ESF does not currently meet the stated criteria to achieve this credit

 **ESF Specific Recommendations**

 **-**ESF could achieve three (3) of the five (5) credits in this category by establishing an

alumni sustainability fund, an alumni sustainability network, and offering the option for payroll

deduction for campus sustainability projects. Adopting these policies and practices would help

to institutionalize sustainability.

**Community Relations and Partnerships**

**AF Credit 14: Community Service Staffing**

 **Status and Summary**

-ESF meets the stated criteria to achieve this credit

 -Under Leah Flynn, Elizabeth Mix is the community service coordinator

**AF Credit 15: Student Participation in Community Service**

 **Status and Summary**

 **-**ESF meets the stated criteria to achieve this credit

 -over seventy five (75) percent of the student body participates in community service. This is

mostly done through the orientation process

**AF Credit 16: Student Hours Contributed in Community Service**

 **Status and Summary**

 **-**ESF meets the stated criteria to achieve this credit

 -More than an average of twenty (20) hours of community service was completed last year per

each full-time equivalent student

**AF Credit 17: Financial Incentives for Public Service Careers**

 **Status and Summary**

 **-**ESF does not currently meet the stated criteria to achieve this credit.

 -There is currently no financial incentives to a specified percentage of its graduate and

undergraduate alumni who graduated within the past three years and who enter public service

careers

**ESF Specific Recommendations**

**-**ESF should offer financial incentives to at least one (1) percent of alumni entering public service

careers. This incentive helps attract people to public service careers and can be a useful strategy

in fulfilling shortages in high-need vocations.

**AF Credit 18: Community Sustainability Partnerships**

 **Status and Summary**

 **-**ESF meets the stated criteria to achieve this credit.

 - ESF is a partner with the Syracuse Center of Excellence. Together they host the annual Green

Building Conference in Syracuse as well as education and research

**AF Credit 19: Public Policy Engagement**

 **Status and Summary**

 **-**ESF meets the stated criteria to achieve this credit

 -The college president Dr. Cornelius Murphy is a member of the New York state Governors

Renewable Energy Task Force

**Community Relations and Partnerships Tier Two Credits**

 **Status and Summary**

 **-**ESF meets the stated criteria to achieve three (3) of the nine (9) possible credits

 -ESF has established the Solar Power as Renewable Energy (SPARE) program which offers solar

panel instillation courses for both students and the community.

-ESF co-hosts a farmers market in association with Syracuse University’s University Sustainability

Action Coalition.

-ESF makes meeting and/or even space available to local community groups.

**ESF Specific Recommendations**

**-** Community service could be included in the college mission, vision or strategic plan as well

as included on students transcripts.

-Making library and technology resources available to the community would improve ESF’s score

in this section.

**Diversity, Access and Affordability**

**AF Credit 20: Diversity and Equity Committee**

 **Status and Summary**

 **-**ESF does not currently meet the stated criteria to achieve this credit.

 -ESF does not have a diversity committee, equality committee, or other body with broad

stakeholder representation including students and administrators.

**ESF Specific Recommendations**

**-**To develop this committee an organization would have to form and follow the protocols

necessary to become a recognized organization with the student activities office.

**AF Credit 21: Diversity and Equity Officer**

 **Status and Summary**

 **-**ESF does not currently meet the stated criteria to achieve this credit

 -There is no specified diversity and equity officer who reports to the president and has

responsibility for directing and coordinating diversity and equity initiatives

**ESF Specific Recommendations**

**-**This may be done through the student activities office but not explicitly

**AF Credit 22: Diversity and Equity Attitudes Assessment**

 **Status and Summary**

 **-**ESF does not currently meet the stated criteria to achieve this credit

 -ESF does not systematically assesses attitudes about diversity and equity on campus

 **ESF Specific Recommendations**

 **-**ESF could develop a means of assessing the attitudes about diversity. This would foster

inclusive and welcoming campus culture which in important to ensuring the academic and social

success of all groups on campus.

**AF Credit 23: Diversity and Equity Plan**

 **Status and Summary**

 **-**ESF does not currently meet the stated criteria to achieve this credit

 -There is no diversity and equity plan that covers the entire institution

**AF Credit 24: Support Programs for Under-represented Groups**

 **Status and Summary**

 **-**ESF meets the stated criteria to achieve this credit

 -ESF offers the Slutzker center for international services which provides students and others

with programs and support for the under-represented groups on campus.

**AF Credit 25: Support Programs for Future Faculty**

 **Status and Summary**

 **-**ESF does not currently meet the stated criteria to achieve this credit

 -ESF does not participate in a mentoring or other program that supports doctoral or terminal

degree candidates from under-represented groups

**ESF Specific Recommendations**

**-**Though developing a support program for future faculty ESF would help build a more diverse

faculty throughout higher education

**AF Credit 26: Affordability and Access Programs**

 **Status and Summary**

 **-**ESF meets the stated criteria to achieve this credit

 -The institution has a financial aid program that is set by SUNY regulations. It serves to provide

access and affordability to all its students

**Diversity, Access and Affordability Tier Two Credits**

 **Status and Summary**

 **-**ESF meets the stated criteria to achieve two (2) of the six (6) possible credits

 -ESF has a comprehensive non-discrimination policy met through the human resource office

 -ESF provided cultural activities to the student body

**Human Resources**

**AF Credit 27: Sustainable Compensation**

 **Status and Summary**

 **-**ESF meets the stated criteria to achieve this credit

 -The compensation is set for most of the employees at SUNY ESF. This is based on the unions

that various workers belong to. These include the SUNY union, the CSEA, UEP, and the graduate

student union

**AF Credit 28: Faculty and Staff Health Care**

 **Status and Summary**

 **-**ESF meets the stated criteria to achieve this credit

 -The institutions health care policies follow those of the state. The New York State Empire plan is

the common health care plan for employees of the university

**AF Credit 29: Graduate Student Employee Health Care**

 **Status and Summary**

 **-**ESF currently meets the stated criteria to receive one (1) out of two (2) possible credits

 -graduate student health benefits are part of New York State Empire plan for Student employees

 -There is not enough data to determine if the institution covers 100 percent of graduate student

employees’ health care premiums.

**AF Credit 30: Family Leave**

 **Status and Summary**

 **-**ESF meets the stated criteria to achieve this credit

 -This institution allows at least 12 weeks for family leave, and up to 7 months in some instances.

**AF Credit 31: Domestic Partner Benefits**

 **Status and Summary**

 **-**ESF does not currently meet the stated criteria to achieve this credit

 -Data is not available to determine if ESF is eligible to receive this credit

**AF Credit 32: Employee Satisfaction Survey**

 **Status and Summary**

 **-**ESF does not currently meet the stated criteria to achieve this credit

 -ESF does not conduct a survey at least once every three years to measure employee

Satisfaction

**ESF Specific Recommendations**

**-**Developing a survey to measure the satisfaction of the institutions employees would be a

simple way to gauge the performance of the institution as an employer and can identify

strengths as well as areas for development.

**Human Resources Tier Two Credits**

 **-**ESF meets the stated criteria to achieve four (4) of the seven (7) possible credits

**Trademark Licensing**

**AF Credit 33: Independent Monitoring o f Logo Apparel**

 **Status and Summary**

 **-**ESF does not currently meet the stated criteria to achieve this credit

 -ESF is not a member of an organization that conducts monitoring and verification to ensure that

products bearing the institutions name are produced under fair conditions

 **ESF Specific Recommendations**

 **-**ESF could join an organization such as The Workers Rights Consortium or The Fair Labor

Associations which are independent monitoring organizations focused on protecting the rights

 of workers who sew and make products to be sold in the United States.

**AF Credit 34: Designated Suppliers Program**

 **Status and Summary**

 **-**ESF does not currently meet the stated criteria to achieve this credit

 -ESF does not participate in the Workers Rights Consortium’s Designated Suppliers Program

 **ESF Specific Recommendation**

 **-**This may be worth while for ESF Small Stores to consider joining.