

College Sustainability Action Plan

2024–2025 Annual Update





KNOW BEFORE YOU THROW

ZERO-WASTE



TRASH ONLY

Fruits and Vegetables
Meat and Fish
Pasta, Bread, and Grain
Tea Bags and Coffee Grounds
Paper Towels and Napkins
Organic Material
"Most" Take Out Items from
Trailhead Café

Excludes: Triangle-Shape, Reusable Containers
Items beyond this list are only compostable if they are
BPI Certified

COMPOST



Includes: Most To-Go Containers



RECYCLABLES GO TO THE RECYCLING AREA

Paper and Soft Cover Books
Cardboard
Cartons
Plastic Bottles and Jars
Jugs
Stackable Tubs
Glass Food Containers and
Beverage Bottles
Metal Food and Beverage Cans
Aluminum Foil/Pans/Plates

RECYCLE



Styrofoam
Wrappers and Snack Bags
Plastic/Shiny-Coated Boxes
Single-Use Plates and Cups
(That Are Not Compostable)
Takeout and Fast Food Boxes
Items with Glitter or Foil
Items Not Able to be
Composted/Recycled
(Including Many Plastics)

TRASH





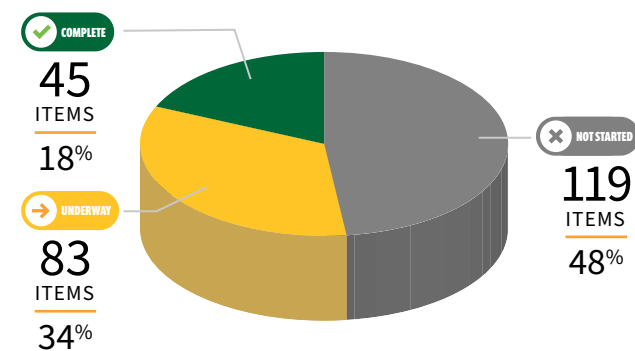
Annual Update Note

ESF's Sustainability Action Plan (SAP) was published in October 2024. During the Plan's development, the Office of Sustainability committed to publishing annual updates, so interested parties could view a snapshot of implementation progress at set intervals. We are proud to publish this first Annual Update, which explores the progress we have made during the 2024–2025 academic year.

Of the original 247 actions, 119 (48%) are “Not Started”, 83 (34%) are “Underway”, and 45 (18%) are “Complete”. This 2024–2025 Annual Update provides short narrative descriptions for action items designated as “Underway” or “Complete”. Items that have not progressed are not included in the Annual Update but remain in the SAP.

In the period between annual updates, please contact the Office of Sustainability (sustainability@esf.edu) to pose questions, request updates about the status of action items, share ideas for new actions, or recommend edits to existing items.

247 Total actions





Enhancing Academic Coursework and Empowering Research and Scholarship of Tomorrow

1 | Academic Support

College Access and Academic Support Programs

- 1.1.a.** Maintain full enrollment in the Educational Opportunity Program (EOP) and Louis Stokes Alliance for Minority Participation (LSAMP) programs, which serve underrepresented student populations, and expand program capacity based on student need.



This update only applies to EOP, as the LSAMP program was defunded at the Federal level. Further, this only applies to EOP enrollment goals, not necessarily retention.

Target enrollment (and actual enrollment):

- 2022: 18-20 students (19 students) - 2024: 18-20 students (16 students)
- 2023: 18-20 students (16 students) - 2025: 16-18 students (15 students)

Enrollment targets were adjusted to be more in line with unique coursework and niche curriculum at ESF.

- 1.1.c.** Partner with each program serving underrepresented student populations to offer sustainability-focused experiential and/or educational programs.



EOP is currently the only program serving underrepresented student populations on campus. The Office of Sustainability offers sustainability-focused educational programs during EOP's summer program, during the EOP class, and general support as requested. When LSAMP was active on campus, the Office of Sustainability led sustainability-focused programming for this program too.

Textbook Access

- 1.2.a.** Ensure that students have free access to textbooks, course packets, and other supplemental material for all core courses via a formalized program.



- 1.2.b.** Ensure that students have free access to digital textbooks, where available, on campus computers for all courses offered at ESF.



Moon Library manages a textbook loan program. E-books can cause difficulty, as some cannot be provided due to licensing restrictions. Over the past few years, five to seven students have been turned away each year when they request a course text and it is not available. Much of the campus need appears to be currently met. However, Federal funding cuts will impact the Library's ability to update their textbook collection in the near future. The Office of Sustainability applied for a grant during the Spring 2025 semester that included a request for \$20,000 to improve student textbook access. Funding for the grant was withdrawn before awards were announced. We will continue to seek grant opportunities and will identify other means by which to improve textbook access.

Student Employment Opportunities

- 1.3.** Career Services programs include employment opportunities for students from all majors and areas of study. This will ensure that all students graduating from ESF will have access to career opportunities that fit their skill sets and interests.



Career Services publishes a "First Destination Survey" reporting student outcomes for each graduating class. The report includes data for all academic departments. The Class of 2024 reported that 76% of respondents obtained their position via campus connections, compared to 24% of respondents that obtained their position through personal contacts. During AY 2024-2025, 53,522 jobs and internships were posted on Handshake. Career Services is currently building out the "collections" feature on Handshake, which will result in available positions being categorized by the various academic departments at ESF.

2 | Curriculum

Learning Requirements

- 2.2.a.** Maintain that all undergraduate and graduate students enrolled in academic programs at ESF graduate with an understanding of sustainability in their discipline. This will be achieved through one or more of the following mechanisms:
- Academic program requires the successful completion of a sustainability-focused **or inclusive** course
 - Academic program learning outcomes include one or more sustainability-focused learning outcomes, and/or
 - Academic program provides students a direct pathway to a sustainability-focused job or career



At this time, there are degree programs that do not require a sustainability focused course, but all include a requirement for multiple sustainability inclusive courses. Per ESF's 2024–2025 academic year Middle States submission, all undergraduate majors have a sustainability-focused learning outcome. All graduate programs, except for one, have a sustainability-focused learning outcome.

Sustainability Course Offerings

- 2.3.** Maintain that academic departments and divisions (100%) continue offering at least one sustainability-focused **or inclusive** course.



All academic departments and divisions offer at least one sustainability-focused or inclusive course.

Sustainability Course List

- 2.4.** Maintain an online list of all sustainability related and focused courses offered at ESF.



Office of Sustainability student employees updated this list during the 2024–2025 academic year and summer. It will be published online during the Fall 2025 semester as part of the SDG alignment dashboard (Action 11.14).

Sustainability Curriculum Integration Support

- 2.6.a.** Formalize an incentive program to support academic employees to pursue professional development and/or training to integrate sustainability into the curriculum.



Office of Sustainability student employees updated this list during the 2024–2025 academic year and summer. It will be published online during the Fall 2025 semester as part of the SDG alignment dashboard (Action 11.14).

Applied Learning for Sustainability

- 2.7.a.** Explore the opportunity to expand the number of sustainability-focused degree programs and certificates offered, with an emphasis on applied learning and development of skills required to address local, regional, and global sustainability challenges.












ESF began planning for the launch of three new sustainability-focused microcredentials during the 2024–2025 reporting cycle:

- Data and Systems Analysis in Sustainability
- Spatial Data Analysis for Sustainability
- Sustainable Design: LEED Foundations and Exam Prep

All three are nearing the end of development and the goal is to launch them prior to the Fall 2026 semester.

ESF's 2-year Sustainability Management B.S. degree is now housed in the SRM department. SRM is reviewing the degree and intends to create a fully online 4-year B.S. degree.

Action Item Status	2024–2025 Progress Notes
<p>2.7.b. Gather data to determine the number of academic departments and divisions offering at least one solutions-focused applied learning opportunity (course, research project, capstone project, etc.) that addresses local, regional, and/or global sustainability challenges. Strive to attain 100% departmental/divisional offering.</p>	<p> UNDERWAY</p> <p>Survey sent during Spring 2025 semester. Survey will be analyzed and data collection will continue during 2025–2026 academic year.</p>
<p>Service-Learning Opportunities</p> <p>2.8.b. Gather data to determine the number of academic departments and divisions that offer at least one service-learning course. Strive to attain 100% departmental/divisional offering.</p>	<p> UNDERWAY</p> <p>Survey sent during Spring 2025 semester. Survey will be analyzed and data collection will continue during 2025–2026 academic year.</p>
<h2>3 Recruitment and Enrollment</h2> <p>Embody Sustainability in Campus Tours</p> <p>3.3.b. Each on campus admissions event will embody sustainability in action and serve as a representation of the ways that ESF “practices what it teaches.” When planning events, admissions staff should consult ESF’s Sustainable Event Certification Guide and consider submitting for formal certification. ESF staff will also seek to influence the degree of sustainability achievable at admissions events held at off campus locations.</p>	<p> UNDERWAY</p> <p>Undergraduate Admissions staff achieve Sustainable Event Certification for every Accepted Student Reception and Open House. Off campus events are an area of opportunity for the future.</p>
<h2>4 Research</h2> <p>Sustainability Research</p> <p>4.1.a. Maintain that all academic departments (100%) will continue performing sustainability research, as defined by AASHE STARS, with a preference for engaging in interdisciplinary sustainability research.</p>	<p> COMPLETE</p> <p>All academic departments perform sustainability research. Experts at ESF showcases a large selection of academic research conducted by ESF employees and students.</p>
<p>4.1.b. Formalize an incentive program (such as fellowships, funding, student mentorships, or release time) to encourage academic employees and students to perform sustainability research. The ability to perform research at ESF’s regional campuses should be promoted in this program.</p>	<p> UNDERWAY</p> <p>The Office of Sustainability held initial discussions with the Provost to better understand research incentives provided by ESF in general, and began to explore if they make explicit mention of sustainability (required by AASHE for STARS credit). Separately, the Office of Sustainability plans to launch a Community of Practice this Fall that will compensate faculty members for participation, with the explicit goal being to foster interdisciplinary collaboration to better integrate applied sustainability in coursework and in research.</p>

	Action Item Status	2024–2025 Progress Notes
Center for Sustainability Research		
4.2. Maintain that ESF continues to house at least one sustainability-focused research center, institution, or equivalent. Research performed may be focused on sustainability and/or apply integrated research approaches to sustainability challenges.		Research Institutes and Centers can be found on ESF's website. There are a multitude of centers and institutions focused on sustainability and related challenges. https://www.esf.edu/research/index.php
Research Ethical Code of Conduct		
4.3. Publish an institution-wide ethical code of conduct for research. This code of conduct should consider including a requirement that research results are made publicly available to the communities they are meant to serve.		The Office of Research Programs website states the requirement to complete the CITI Social and Behavioral Research course prior to submitting a proposal for new human subject research for review and approval. There is not currently a requirement to share research results with the communities they are meant to serve.
Extended Impact of Research		
4.4. Publish College-wide promotion and tenure policy or guidelines to formally recognize academic employees that perform multidisciplinary research, community-based research, and research with impacts or reach beyond academic journals.		The Promotion and Tenure Guidelines were recently updated, but are not yet published on the ESF website.
Open Access Publishing		
4.5.a. Maintain the existing institutional repository of journal articles, book chapters, and other peer-reviewed scholarly works by its employees freely available on the public internet.		Experts at ESF serves as this repository. https://experts.esf.edu/esploro/?institution=01SUNY_ESF





Responsive Administration, Proactive Leadership, and Transparent Planning

5 | College Governance

Participatory Governance

- 5.1.a.** Maintain democratic participation by student, faculty, and staff representation at Academic Governance.



COMPLETE

The full body of Academic Governance meetings monthly (hybrid format) during the academic year. This body is comprised of faculty, staff, and student representatives, and discusses matters of college interest, conducts academic business, and includes the review and proposal of college policies. <https://www.esf.edu/about/leadership/academic-governance/index.php>

Broadly Impactful Policy Development

- 5.3** Participate and seek leadership roles within key SUNY (system-wide), New York State, regional, and national sustainability advisory, focus, and work groups, etc. Maintain a comprehensive list of such roles, updated at least annually.



UNDERWAY

Multiple staff and faculty members hold these roles. However, a comprehensive list does not yet exist.

8 | Health and Wellbeing

Health Care Services

- 8.1.a.** Offer convenient physical and behavioral health care services, or a referral program, for all ESF students.



COMPLETE

TimelyCare serves currently this purpose. ESF students have free 24/7 access to virtual care services through TimeyCare including: on-demand and scheduled medical care and emotional support, health coaching, psychiatry, basic needs support, and self-care content.

Counseling Services

- 8.2.a.** Increase availability of counseling services to all students across the institution.



COMPLETE

Same as above

- 8.2.b.** Ensure all ESF campuses have at least one staff person trained to respond to mental health concerns and a private space available for mental health counseling. Explore avenues for additional compensation for a trained staff person/s, as necessary. Fulfillment of this action may require work with mobile crisis units that serve regional campuses.



UNDERWAY

The addition of TimelyCare has helped increase student access to mental health resources, but more training should be offered to on-site staff at regional campuses.






Reproductive Health Care

- 8.4.a.** Maintain that contraception and safer sex supplies continue to be available to students for free on campus.













COMPLETE

Safer sex supplies are maintained in all bathrooms on campus, free of charge to the campus community. There is now also a wellness vending machine in the basement of Moon Library that has additional supplies, free of charge to the campus community, but is primarily for student use.

	Action Item Status	2024–2025 Progress Notes
<p>8.4.b. Students will have access to information and referrals to providers authorized to prescribe abortion medication per NYS legislation (A1395-C/S1213-B).</p>		<p>Campus regularly features Planned Parenthood and other sexual health community organizations during Wellness Wednesdays and at the Wellness Fair. Their materials will also be in the brochure rack near the Counseling Center soon. The wellness vending machine stocks Plan B. TimleyCare provides sexual health resources and referrals.</p>
<p>Childcare</p> <p>8.5. Establish a program to offer affordable and convenient childcare to employees and students, either on campus or through a local partnership. Explore options to reflect ESF's academic and operational values and to emphasize nature-based, experiential learning and exploration.</p>		<p>ESF administration is still in the process of negotiating a childcare contract with a licensed and experienced provider close to the Syracuse campus. It is hoped that the selected provider will reserve a set number of childcare slots for ESF community members (including staff and students).</p>
<p>Parental Leave</p> <p>8.6. Maintain a minimum of 12 weeks of parental leave for part-time and full-time employees, including temporary and permanent positions, regardless of gender.</p> <p>Achievement of this goal may require reform to areas beyond ESF's direct influence and may necessitate associated advocacy.</p>		<p>NYS Paid Parental Leave allows for 12 weeks of parental leave for Management Confidential, UUP-represented, and CSEA-represented staff members. This Leave is available to full and part-time employees, once they have worked a certain number of workdays at a place of employment.</p>
<p>Student Safety Committee</p> <p>8.8. Establish and maintain an institution-wide student safety committee, or network of committees, with the joint responsibility of developing and reviewing student safety and violence prevention policies and procedures with campus leadership. This work will also include safety at regional campus/field station locations. The committee will ensure equitable representation of students from vulnerable and historically underrepresented groups.</p>		<p>The Campus Security Advisory Committee, the Title IX Committee, and the Student Experience Committee takes up this type of work. This action item has and will continue to spark more thought and dialogue about safety at the regional campuses and the representation of students in those spaces.</p>
<p>Employee Community Building, Skill Sharing and Wellbeing Programs</p> <p>8.10.b. Create a means for members of the campus community to self identify skills that will help build campus well being and belonging (ex: meditation, yoga, repair skills, tool sharing, etc). This action welcomes campus members to embrace themselves as whole individuals and to honor the different skills that we all bring.</p>		<p>In Fall 2025, members of the campus community were asked to complete a survey that asked them to self-identify skills they would be willing to share with others and skills they would be interested in learning. It's hoped that a campus skill-sharing workshop will be held in the Spring 2026 semester.</p>

Action Item Status	2024–2025 Progress Notes
<p>8.10.c. Reactivate the Quality of Work Life Committee and provide resources, including financial, to support employee community-building. This Committee should strive to host two events each semester, based upon the needs of the campus community as determined by surveys, or other means of inviting feedback and ideas.</p> <p>The same or similar programs should be made available at all ESF campuses and it is recommended that each regional campus be represented by a staff member on the Committee.</p> <p>Suggested collaboration with the Employee Assistance Program (Action 8.3.b.).</p>	<p>The Quality of Work Life Committee relaunched during the Fall 2024 semester and hosted events such as the New Employee Welcome, First Day Hike, Board Game Break, Spring Reception and QWL Awards, Cranberry Lake Field Trip, and numerous Happy Hours. ESF's Auxiliary Services Corporation provides a budget for these campus activities.</p>
<p>Employee Rights</p> <p>8.11. Publish information detailing employee rights in the following areas:</p> <ul style="list-style-type: none"> - Anti-harassment - Grievance resolution - Whistle blower protections - Freedom of association 	<p>All of this information can be found on the ESF website.</p>
<p>Smoke-Free Campus</p> <p>8.12. Maintain campus grounds and buildings as smoke-free environments.</p>	<p>ESF's Tobacco Free Policy was adopted on January 1, 2020.</p>
<h2 data-bbox="88 1019 844 1153">10 Institutional Support for Sustainability</h2> <p>Systematic Sustainability Integration</p> <p>10.1.a. Systematically integrate sustainability into decisions and planning for academic and operational units, college-wide. Unit leaders are expected to lead by example, ensure that all employees in their units of responsibility understand how their actions influence campus sustainability, advocate for the resources and knowledge needed to incorporate sustainability into their daily activities, and seek technical assistance from the Office of Sustainability, as needed.</p>	<p>“Sustainability” is one of two overarching principles of the ESF Strategic Plan and the concept is meant to pervade every goal and action included within the Strategic Plan. Follow up discussions and data gathering are needed to determine the degree to which sustainability is being integrated within academic and non academic units. This will be made easier in the future, as the current version of the unit-level assessment template includes a drop down box asking those completing the form to link each of their goals to one of the two overarching principles.</p>

	Action Item Status	2024–2025 Progress Notes
<p>10.1.c. Solidify the Office of Sustainability as a resource to the campus community and an “office of service”. This requires providing appropriate staffing and funding levels to ensure that the Office can provide technical and funding assistance to the campus community as they collectively work to integrate sustainability into their operations.</p>		<p>The Office of Sustainability includes two full-time staff members and during each of the last 3 years has hired at least 15 students each academic year. This level of staffing has allowed the Office to provide technical guidance and services to the campus community.</p>
<p>Action Plan Implementation</p> <p>10.2. Implement the Sustainability Action Plan in an effective and timely manner, with an appropriate level of funding provided to the Office of Sustainability and all campus units. Implementation of the SAP is a visible indication of ESF’s commitment to sustainability and an important recruitment and retention tool for students, faculty and staff. This document and its implementation show the institution’s preference for action.</p>		<p>SAP implementation is underway and the Office of Sustainability has requested \$15,000 in funding during the 2025–2026 academic year to further implementation.</p>
<h2>11 Sustainability Recognition and External Validation</h2> <p>Sustainability Grants</p> <p>11.1. Seek to offset the fiscal impact of sustainability programs to the greatest extent possible through applying for and receiving grant funding. The Office of Sustainability will create and maintain a comprehensive list of all potential grants.</p>		
		<p>The Office of Sustainability applied for two grants during the 2024–2025 academic year (EPA Community Change Grant and EPA Thriving Communities Grantmaking Program). Unfortunately, both of these funding opportunities were defunded at the Federal level prior to potential award. The Office of Sustainability still needs to create a comprehensive list of all potential grants.</p>
<p>AASHE STARS</p> <p>11.3. Maintain AASHE STARS Platinum status and continue to improve the institutional score over time, with the ultimate goal being to secure ongoing success as the top ranked institution across the rating system.</p>		
		<p>The Office of Sustainability will lead ESF’s upcoming AASHE STARS reporting effort and plans to submit in February 2026. This will be ESF’s first report under the new 3.0 version.</p>

	Action Item Status	2024–2025 Progress Notes
Bee Campus USA		
11.6. Participate fully within the Bee Campus USA program. This includes incorporating regionally native, diverse, pollinator friendly landscape designs into all future building and grounds construction and renovation projects. All landscape plantings, regardless of funding source, should be designed in consultation with the Bee Campus Committee, equivalent campus committee, and/or faculty/staff with subject matter expertise.		Information about ESF's Bee Campus activities can be found on the Office of Sustainability website. ESF meets all requirements of the Xerces Society's Bee Campus USA program. ESF's 2024 Annual Affiliate Bee Campus USA report can be found on the Xerces Society website. https://beecityusa.org/bee-campus-usa-commitments/ https://beecityusa.org/wp-content/uploads/2024/07/2023_Bee_Campus_USA_Suny_College_Of_Environmental_Science_And_Forestry_NY.pdf
Green Building Standards		
11.9. Design, build, operate, maintain, and certify all new, renovated and existing major buildings through an applicable recognized multi-attribute green building standard. (More detail can be found in Actions 15.1. and 15.2.)		The Marshall Hall renovation project was awarded LEED Gold (BD+C New Construction) in Spring 2025. The Illick Hall renovation project intends to pursue LEED certification. Much work still remains to be done to assess the green building attributes of existing buildings across all campuses.
TRUE		
11.10. Achieve TRUE Certification and complete a TRUE for Construction Pilot Project. (More detail can be found in Action 22.10.)		The Syracuse campus was awarded TRUE Precertification during January 2024. The Office of Sustainability has discussed the possibility of pursuing the TRUE for Construction Pilot certification as part of the Illick Hall renovation project with the Division of Facilities Planning, Design, and Construction.
Plastic Reduction Partnership		
11.12. Achieve National Wildlife Federation and Campus Race to Zero Waste Plastic Reduction Partnership Green Certification.		An Office of Sustainability student employee made significant progress in gathering documentation needed for certification during the 2023–2024 academic year. However, this project has not progressed since this time.
SDG Alignment		
11.14.a Align all academic programs and existing/new courses with the UN Sustainable Development Goals.		Throughout AY24-25, two Office of Sustainability student employees assessed all ESF courses for alignment with UN SDGs. Once this initial assessment was completed, the students emailed faculty members to solicit their feedback about the suggested alignment.
11.14.c Present Actions 11.14.a. and b. on a public-facing dashboard.		One of the student employees referenced in 11.14.a. continued working on this project throughout the summer of 2025. The student created a dashboard on PowerBI to showcase coursework alignment to the UN SDGs. The dashboard should be published on the ESF website during the Fall 2025 semester.



Thoughtful Campus and Community Engagement

12 | Campus Engagement

Sustainability, IDEA, and Civic Service in Orientations

- 12.1.** All orientations will introduce new students, faculty, and staff to ESF's sustainability, diversity, equity, inclusion, access, and civic engagement values and goals. Information will also be shared detailing progress in achieving stated goals and opportunities for campus community members to engage within each.



The Office of Sustainability presented during all student, faculty, and staff orientations during the past year.

Sustainability Engagement Events

- 12.2.a.** The Office of Sustainability will host or co-host at least one sustainability engagement event each academic year at the Syracuse Campus to gather feedback/input/guidance from and/or to educate the campus community about relevant sustainability programs or information.

The Office will also create semester- or year-long narrowly-focused action campaigns to encourage and assist in creating lasting change.



The Office of Sustainability is planning to host a skill-sharing workshop in the Spring 2026 semester at the Syracuse campus. It also hopes to host a workshop this academic year to showcase the soon-to-launch dashboard aligning all ESF courses to the UN SDGs. The Office is also interested in partnering with/co-hosting/supporting events with another departments upon request.

Strengthen Partnership with Academic Units

- 12.3.c.** Partner with faculty to develop and offer at least 5 unique class projects each academic year.



Collaborated with EST 427 (x2), ESF 497 (multiple), and SUS 480.

- 12.3.d.** Partner with faculty to guest lecture or lead a workshop in at least 5 unique classes each semester.



Guest lectured in LSA 132, ENS 132, ERE 132, SRE 150, EST 353, EST 427, EST 497, ERE Sustainable Travel

- 12.3.e.** Create green labs guidance, exploring the utility of including a certification process, and offer technical assistance to lab managers to reduce the operational footprint of lab activities and enabling activities (ex: purchasing).



A program was started, but there has not been progress since 2022 or a formal launch. The Office of Sustainability hopes to update and launch this program during the 2025–2026 academic year.

Sustainability Ambassadors

- 12.4.a.** Achieve full non-academic unit participation in Sustainability Ambassadors program (peer-to-peer education program).



15 out of 24 non-academic departments were represented in the Sustainability Ambassador program during the 2024–2025 academic year. Continued and new interest continues this academic year.

- 12.4.b.** Develop a faculty-specific sustainability engagement program.



A Community of Practice (CoP) program is being developed in partnership with faculty to provide space for and to incentivize individual faculty members to more deeply integrate sustainability into their curriculum and research. Building an intentional, facilitated network that fosters faculty collaboration will enable CoP participants to increase student learning about sustainability in the classroom and may lead to interdisciplinary research ventures that otherwise may not have existed.

Campus Sustainability Assessment and Responsive Programming

- 12.5.** The Office of Sustainability will collaborate with relevant faculty and staff to consolidate the College's Sustainability Literacy Assessment and the Sustainability Culture Assessment into the Campus Sustainability Assessment, which will be presented to the campus community every 2 years. Results will be analyzed and publicly available within 2 months of survey conclusion.

The intent of the assessment will be to:

- 1 | evaluate the success of the institution's sustainability education initiatives,
- 2 | assess campus understanding of sustainability and the knowledge and skills required to address sustainability challenges, and
- 3 | understand campus sustainability interests, values, and preferences.

Survey results will be used to ensure opportunities and campus programs are available that are reflective of current campus interests and values.



The Office of Sustainability partnered with Dr. Jill Weiss' class (ESF 604) during the 2021–2022 academic year to develop a Sustainability Culture Assessment, which was administered to the campus community. An Office of Sustainability student employee worked to combine elements of this survey with the existing Sustainability Literacy Assessment during 2024–2025 academic year and Office staff conducted robust updates during the Fall 2025 semester. The Office of Sustainability will partner with a faculty member in Environmental Studies to review the newly combined survey and will administer the survey to the campus community during the Fall 2025 semester.

Sustainability Newsletter

- 12.8.** Develop a quarterly sustainability newsletter, celebrating sustainability successes by students, faculty, and staff at the College, announcing new sustainability-focused programs, featuring educational content, and reporting progress in meeting sustainability goals. Newsletter to be distributed to all (100%) students, faculty, and staff.



The Sustainability Spot was launched in ESF News during the Fall 2025 semester. Every week, the Office of Sustainability will feature a rotating set of information including standout sustainability projects or initiatives, a celebration of those integrating sustainability into their work, and specific calls to action.

EcoReps

- 12.10.a.** Maintain the peer-to-peer sustainability educators program in Centennial Hall (EcoReps).



EcoReps will continue their sustainability peer-to-peer education within Centennial Hall during the 2025–2026 academic year.







13 | Public Engagement









Professional and Community Partnerships

- 13.1.b.** Create an annotated list or inventory of the institution's current professional and community (non-academic/research-focused) partnerships. This list should be updated annually.



Survey sent during Spring 2025 semester. Survey will be analyzed and data collection will continue during the 2025–2026 academic year.

	Action Item Status	2024–2025 Progress Notes
Civic Engagement		
13.3.a. Establish a tracking mechanism to accurately document student engagement in civic engagement/community service and identify the current portion of students participating in civic engagement activities.		
13.3.b. Create programs to continually increase the % of students participating in civic engagement with the goal being that 100% of students perform at least 20 hours of community service before graduation, with 50% of service activities benefiting disadvantaged communities.		
Opening Our Doors		
13.5.a. Maintain public access to meeting and event spaces on campus, Moon Library, and outdoor recreational spaces at Heiberg Memorial Forest, Newcomb, Dubuar Forest, Pack Demonstration Forest, Cranberry Lake, and Wanakena Campus. Access to public areas should require check in or sign in procedures (conveyed through appropriate signage), to track space use and to ensure safety for members of the campus community.		<p>Forest Properties track usage of the properties for teaching, research, K-12 field trips, group meetings, field workshops, etc. through their property use forms. There are forms for both ESF users and non-ESF users.</p> <p>Because of the nature of how Moon Library functions and how spaces such as the Gateway Center's event space are reserved, they are not necessarily "public" spaces that are able to be recreationally or formally used/reserved.</p> <p>CLBS increases/maintains access to the station through programming. For those open to the general public we have a partnership with a local community organization (The HUB).</p>
13.5.b. Increase promotion of public access to meeting and event spaces on campus, Moon Library, and outdoor recreational spaces at Heiberg Memorial Forest, Cranberry Lake, and Wanakena Campus.		<p>Forest Properties promotes public access of regional campuses, except for Cranberry Lake Biological Station because it's a functional island and the only way to get there is by motorized boat. Public recreation is not encouraged at Cranberry because it's not staffed 8 months out of the year. Last year ESF promoted the fire tower challenge, which encouraged folks to hike to the Ranger School and Newcomb fire tower. Heiberg hosts a handful of public outreach events each year and our trails are open sunrise to sunset. A complete signage redo for the nature trail was completed last year at Heiberg, complete with a kiosk that showcases research happening on the property.</p> <p>Because of the nature of how Moon Library functions and how spaces such as the Gateway Center's event space are reserved, they are not necessarily "public" spaces that are able to be recreationally or formally used/reserved.</p>
ESF K-12 STEM		
13.6.a. Maintain and expand ESF's K-12 STEM engagement program in Syracuse and surrounding communities.		Internally considered as ongoing each year by K-12 & ESF in the High School Staff as they continue to maintain and expand their programming and outreach
13.6.b. Expand reach of K-12 STEM program in metropolitan areas across NYS (e.g., Buffalo, Albany, etc.).		Internally considered as ongoing each year by K-12 & ESF in the High School Staff as they continue to maintain and expand their programming and outreach

	Action Item Status	2024–2025 Progress Notes
ESF in the High School		
13.7. Maintain and expand ESF in the High School program to high school students throughout NYS and beyond.	 UNDERWAY	Internally considered as ongoing each year by K-12 & ESF in the High School Staff as they continue to maintain and expand their programming and outreach
Alumni-Student Community Building		
13.8. Establish and maintain opportunities for all students to engage with and learn from ESF alumni each semester, including but not limited to: an alumni mentoring program, campus speakers, and job shadowing opportunities. Tailor opportunities to meet the needs of a diverse student body and leverage the specific expertise and lived experiences of alumni.	 COMPLETE	Some examples include: Job shadow program over spring break where students interacted with around 37 alumni, DEC day trip to Albany (open to all students, focused on ERE) where students could interact with around 10 alumni working for the DEC central office, Panel discussion on finding a job while feeling climate anxiety featured one alumni, Empire State of Work event brought around 45 alumni to campus representing various NYS entities.
Inter-campus Collaboration for Sustainability		
13.9.a. Continue to participate in at least one sustainability-focused network for educational institutions.	 COMPLETE	During AY24-25, the Office of Sustainability participated in SEI's Community of Practice, which brought together faculty and staff across multiple SUNY campuses for seven 90-minute zoom sessions focused on climate science solution discussions. The Office of Sustainability is also actively involved in the SUNY Sustainability and the NY Coalition for Sustainability in Higher Education networks.
13.9.b. The Office of Sustainability will formally share sustainability experiences/lessons learned with other institutions of higher education and seek opportunities to learn from them. Maintain a list of these activities.	 COMPLETE	The Office of Sustainability keeps a list of all external technical assistance offered, to other institutions of higher education and beyond. The Office responded to 18 requests for technical assistance from external organizations during the 2024–2025 academic year.
13.9.c. At least one employee will continue to mentor a colleague with sustainability responsibilities at another higher education institution.	 COMPLETE	The Director of Sustainability meets multiple times a year with a sustainability colleague at CUNY Hunter College to engage in mutual idea sharing. For the past many years, the core sustainability team has joined quarterly “Sustainability on the Hill” meetings with colleagues from Syracuse University, SUNY Upstate, and Lemoyne College to share best practices, pinch points, and plan collaborative initiatives.
13.9.d. At least one employee will continue to serve in a leadership role for an inter-campus sustainability network, conference, or community of practice.	 COMPLETE	The Sustainability Outreach and Engagement Manager served on the SUNY Sustainability Conference Planning Committee and the NSYAR3 planning committee for the 2025 conferences. She also leads the NYSAR3 Young and Emerging Professionals Committee.
Support for Sustainable Public Policy Advancement		
13.10. Maintain institutional engagement in public policy advocacy for policies that address sustainability challenges and policies that advance sustainability.	 COMPLETE	Multiple faculty and staff members across the institution routinely participate in public policy advocacy related to sustainability. One example from the Office of Sustainability is the Director's involvement in editing and offering technical guidance to Cornell University's Circular Construction Lab as they published the whitepaper titled “Constructing a Circular Economy in NYS: Deconstruction and Building Material Reuse” during Fall 2024.
Continuing Education		
13.11. Maintain a sustainability-focused continuing education course or program that engages community members not enrolled as students at ESF.	 COMPLETE	ESF offers many such programs, such as K-12 stem programs, summer courses for credit, and professional development. The website specifically states that ESF is also a resource for people who are “not ESF students, but want to take an ESF class”.





Sustainable and Welcoming Facilities and Operations

14 | Biodiversity and Campus Grounds

Ecologically Managed Landscaping

14.1.a. Adopt an integrated pest management (IPM) plan that follows a four-tier approach of: setting action thresholds, monitoring and identifying pests, preventing or removing conditions that attract pests, and control. This IPM plan will be accompanied by an invasive species rapid response plan.



The Office of Sustainability, working in conjunction with Environmental Health and Safety Services and the Facilities Department, finalized ESF's Biodiversity Promotion and Habitat Protection Plan during the Fall 2024 semester. This Plan is inclusive of an integrated pest management plan and an invasive species rapid response plan.

14.1.b. At a minimum, manage all ESF landscaped areas following the principles of integrated pest management. To the greatest extent practicable, maintain all ESF landscapes organically/in the most ecologically sound manner, without the use of synthetic fertilizers, pesticides, fungicides, and herbicides. Require tracking to determine the extent of each management type.



All ESF properties reported following IPM principles during this reporting cycle, with use of pesticides being restricted to treating invasive species. Pesticide usage is tracked and inventoried. The Adirondack properties only use pesticides to treat invasive species in forested settings, as necessary. Total usage for the 2024–2025 season will be included in ESF's upcoming AASHE STARS 3.0 report. Heiberg used 88 oz of pesticides during the reporting period to treat Japanese knotweed and prevent further spread.

14.1.c. Maintain a comprehensive annual inventory of synthetic fertilizers and pesticides used on each campus (denoting specific location of use), including fungicides and herbicides. Make every effort to identify organic/least impactful alternatives to traditionally used pesticides.



See above

Baseline Biodiversity Assessment

14.2.b. Perform baseline assessment to document biodiversity, tree canopy, and protected or restored habitats at the Regional Campuses.



Performed forest inventory on 600 acres at Heiberg Forest, recording species, diameters & heights, understory vegetation and forest health status in Compartments 6, 7 and 10. Updated maps of the property to better reflect collected data. Thirteen of eighteen Compartments are now completed, 1,150 acres in Compartments 1-5 remain to be done. Forest Properties maintains a list of ongoing research and projects related to biodiversity assessments on the regional properties. Interested parties can contact Bob MacGregor or Sue Fassler.

14.2.e. Working in conjunction with the Bee Campus Committee, Tree Campus Committee, and campus stakeholders, implement strategies to increase biodiversity on campus



ESF has not taken steps to reactivate its Tree Campus program, but it has very robust Bee Campus activities. In 2024, the Bee Campus Committee hosted or participated in 17 pollinator-related events and undertook 4 projects to create or enhance pollinator habitat on campus (~7,800 square feet).

Landscape Restoration

14.3.a. Reduce maintained turf grass areas and increase prevalence of meadows and other ecologically restorative landscape types. Collaborate with stakeholders, as needed, to design landscapes that align with sustainability values, both operational and pedagogical.



The Bee Campus Committee and Restoration Science Center mechanically scoured turf and soil from about ~7,300 square feet on the west side of Bray Hall during the Spring of 2024 and seeded a new wildflower meadow on the site during May 2024.

15 | Buildings

Sustainable Design and Construction

- 15.1.** All newly constructed major buildings and major renovations, on all campuses, will be designed, constructed and certified to LEED Gold or Platinum standards, or to another comprehensive third party certified standard that addresses energy, indoor environmental quality, waste, transportation, water, and ecological site aspects.

The Office of Sustainability will work collaboratively with the Office of Sustainable Facilities and Operations to define “major buildings and renovations” during SAP implementation. Special considerations for historical buildings, etc., will be taken into account as appropriate.



The Marshall Hall renovation project was awarded LEED Gold (BD+C New Construction) in Spring 2025. The Illick Hall renovation project intends to pursue LEED certification. The Office of Sustainability still needs to discuss the definition of “major buildings and renovations” with the Facilities Department.

Bird Friendly Buildings

- 15.5.** If using LEED v4, achieve the Bird Collision Deterrence credit. If using LEED v5, achieve both the Biodiversity credit via Option 2 and the Light Pollution Reduction credit. If using a future version of LEED or another sustainability certification system, use the relevant means to deter bird collisions and light pollution that exist within that system. If actions related to bird strike mitigation do not exist, strive to attain the LEED v5 standards described above. Do not attempt to achieve mitigation using UV-patterned glass or films.



NEW ACTION





16 | Carbon and Climate






Carbon and Climate Goals and Targets

- 16.1** Reduce operational greenhouse gas emissions 85% below 2007 levels (ESF baseline) by 2035, with the goal being to achieve operational carbon negativity (climate positivity).



Increased biomass boiler usage on main campus.
Highest usage in 6 years.
<https://unhsimap.org/public/institution/346>
Change in Emissions from 2007 to 2024:
Scopes 1 and 2: -42%
Scope 3: 62%
Gross emissions: -24%
Net emissions: -24%

	Action Item Status	2024–2025 Progress Notes
Greenhouse Gas Emissions 16.3a. Annually, complete a greenhouse gas inventory quantifying Scope 1, Scope 2, and Scope 3 emissions: - Scope 1 must include emissions from stationary combustion, mobile combustion, process emissions, fugitive emissions, and biogenic emissions. - Scope 2 must include emissions from off-site sources of heating and cooling - Scope 3 must include, at a minimum a full (preferred) or partial accounting of: purchased goods and services, capital goods, fuel and energy-related activities not included in Scopes 1 and 2, upstream transportation and distribution, waste generated in operations, business travel, and commuting. Publicly state Scope 1-3 emissions analyzed to calculate GHG emissions, and strive to be comprehensive in assessment (Scope 3 in particular).	 UNDERWAY	<p>All emissions currently tracked are those required by The American College & University Presidents' Climate Commitment (ACUPCC), now known as the Carbon Commitment</p> <p>https://unhsimap.org/public/institution/346</p> <p>Emissions reduced from baseline year, but have been flat past several years. Change in Emissions from 2007 to 2024:</p> <p>Scopes 1 and 2: -42% Scope 3: 62% Gross emissions: -24% Net emissions: -24%</p>
Sustainable Forest Management and Carbon Sink Reporting 16.4.a. Develop a Sustainable Forest Management Plan for Heiberg Memorial Forest that supports College goals for teaching, research, and demonstration.	 UNDERWAY	<p>The forest inventory process is the major component of a new Management Plan for Heiberg Forest. Once the inventory is completed we will be able to develop a Plan that supports College goals using the up-to-date data.</p>
16.4.b. Continue to implement the Dubuar Memorial Forest (Ranger School) Strategic Management Plan forest management plan in a way that supports the College goals for teaching, research, and demonstration. Continue inventorying Huntington Wildlife Forest and Pack Demonstration Forest each year.	 UNDERWAY	<p>A number of activities were carried out on the three Adirondack Properties that support the College goals, they include:</p> <ul style="list-style-type: none">- Planned, marked, sold, and administered the Sugarbush Road Timber Sale at Dubuar Forest. This sale will demonstrate to Ranger School students different silvicultural systems used to regenerate new cohorts of seedlings in northern hardwood forests. Timber value from this sale is being used to upgrade Sugarbush Road to provide better access for teaching purposes.- Planned, marked, sold, and began operations on the Spruce Mountain Timber Sale at Pack Demonstration Forest. The objective of this sale is to increase public use of the Pack Forest by providing additional hiking trails and to demonstrate sustainable forest management activities in white pine-red oak forests.- Planned, marked, and sold Hemlock Management Sale at Pack Demonstration Forest. This sale is a collaborative effort among researchers across the northeastern United States to test different cutting methods in an area that has not been infected with Hemlock Woolly Adelgid and to see which methods might help stop or slow the advance of this insect.- Completed planting of Goodnow ACTS (Adaptive Capacity Through Silviculture) Timber Sale area at Huntington Wildlife Forest. Tree species with more southern geographical ranges were planted under different overstory light regimes to test theories about species migration due to climate change.- Completed planning of the Bureau Brothers Timber Sale at Huntington Wildlife Forest which is an important component of the Power in the Patchwork research project which tests the effectiveness of small forest openings to restore forest resilience.
16.4.c. Every 3 years, quantify institution-catalyzed carbon offsets (sinks) through certification/third-party verification, or via an institution-led effort that addresses the full suite of accounting requirements defined by AASHE STARS.	 UNDERWAY	<p>The Office of Sustainability has engaged the Sustainable Resource Management Department and is exploring collaborative opportunities to quantify our forest sequestration. Much work will need to be done to assess the possibility of meetings PAVER criteria.</p>

	Action Item Status	2024–2025 Progress Notes
Community Solar 16.5. Enroll ESF in a community solar program.		<p>The SUNY College of Environmental Science and Forestry (ESF) has partnered with GS Power Partners (GSPP) and Community Solar Authority (CSA) to subscribe to the Saratoga II community solar farm in Middle Grove, New York.</p> <p>This will save 10% off the electric delivery to Syracuse which amounts to around a \$30,000/year savings. While no direct solar claims are provided to ESF, it will support the development of clean electricity in upstate N.Y.</p>
Climate Risk Incorporation 16.6.a. Conduct a baseline assessment to identify vulnerabilities and resilience activities related to climate change on campus and in the local community.		<p>SUNY is in the process of conducting a system-wide resilience assessment and ESF is providing all requested data and information.</p>
<h2>17 Energy</h2>		
Renewable Energy 17.1. Source 100% of annual energy consumption of the Syracuse Campus from on-site renewable energy systems, certified off-site renewable energy sources, or certified, unbundled, energy attribute certificates (EACs). This includes increased use of biomass in the Combined Heat and Power plant, with an emphasis on ESF grown willow or willow planted with local farmers using support from the ESF Willow project.		<p>The SUNY Energy Buying Group will purchase renewable energy credits on our behalf to help towards this goal and this happens every year. They are a LSE (load serving entity) and follow the NYSERDA obligations. For 2024, 6.45% of all electricity consumed at ESF is covered by Tier 1 REC's</p> <p>Talks with local pellet producers are ongoing to increase the use of biomass in the CHP. If we were to use ESF willow to produce pellets it would be for the first time and a trial, so only about 3% of all pellets burned would be made of willow.</p>
Energy Consumption 17.2. Maintain annual energy consumption, per gross square meter of floor area, less than or equal to a benchmark set by AASHE STARS for ESF's institutional peer group: 123 kWh per square meter of floor area, and 2,830 kWh per full-time equivalent students and employees		<p>Will be calculated for AASHE STARS submittal in February 2026.</p>
Clean Energy Master Plan 17.3. Implement ESF's Clean Energy Master Plan.		<p>Planning for geothermal and low temp hot water loop is underway as part of Illick renovation.</p>

18 | Food and Dining

Food Expenditures

18.2.a. Establish and implement a tracking mechanism to accurately record expenditure on sustainable, ethically sourced, and plant-based food and beverage, as defined by AASHE STARS and on the purchase of New York State Food Products, as defined by NYS Executive Order 32. This data will be reported on an annual basis, for every applicable ESF campus.



The EO32 Report is completed annually and was submitted by Syracuse and Ranger School campuses for 2024. The Office of Sustainability will work with other regional campuses to see if it's possible to assist with gathering and reporting this data in the future.

18.2.b. To the greatest extent possible, food and beverage expenditures will support at least 10% sustainably or ethically-produced products, at least 35% support plant-based products, and at least 15% support NYS Food Products.



A combined 7% of food purchased by the Syracuse and Ranger Schools campuses was designated as "NYS food product" in the 2024 EO32 report. More work needs to be done to increase the percentage of sustainably or ethically-produced products and plant-based products purchased on campus.

Food Recovery Program

18.3.a. Each campus will annually track and assess food/organic materials management efforts (source reduction, and/or recovery) to inform continual improvement efforts.



The Office of Sustainability tracks organics diversion at the Syracuse campus and at Centennial Hall. The ESF Circularity Dashboard will hopefully be back up and running soon. This provides a wealth of information about trash, recycling, compost, and reuse across many ESF campuses. Until that time, anyone can reach out to the Office of Sustainability to request data.

18.3.c. Dining service establishments at each campus will explore options to divert pre- and post-consumer food waste from the landfill for animal feed, compost, and/or biofuel. Options deemed feasible should be implemented.



Currently established at the Syracuse and Ranger School campuses. Post-consumer static pile composting returned to Cranberry Lake Biological Station during the Summer of 2025, and the possibility of setting up a third-party, off-site composting program that will allow them to compost both pre- and post-consumer organics is being explored for Summer 2026.

Farmers' Market

18.4. Host a Farmers' Market on campus at least once per year.



Brady Farms has hosted a farm-stand at two campus events and expressed interest in continuing the partnership in the future.

19 | Procurement

Purchased Goods

- 19.4.a.** Establish a tracking mechanism to accurately report annual aggregated and disaggregated institution-wide expenditures on products/services that meet, as well as those that fail to meet, all applicable NYS green procurement mandates and ESF policies.



The Office of Sustainability worked with the SUNY Office of Sustainability and University Controller's Office to develop and implement a series of "green sub-object codes" that can be used to track GreenNY compliance. The tracking mechanism has been developed, now a series of sustained outreach activities is needed to introduce campus to the new codes and how to use them in the purchasing reconciliation process.

- 19.4.b.** Launch an e-procurement system that enables efficient and easy green product and service procurement. Ideally, collaborating with vendors to self-identify products that meet applicable NYS requirements and to create punch out catalogs of all green products.

Achievement of this goal may require collaboration with other state agencies and may necessitate associated advocacy.



The Office of Sustainability is actively working with SUNY system administration to incorporate green procurement tracking mechanisms in the SUNY e-procurement system of record (Jaggaer). The group is also working with key vendors on state contract to self identify products that meet GreenNY specifications, with the goal being to create all green punchout catalogs in Jaggaer.

- 19.4.c.** Achieve 100% institution-wide compliance with GreenNY purchasing standards, meaning that 100% of purchased products and services with an associated GreenNY specification meet the intent of the specification.



The Office of Sustainability will be rolling out a green procurement training, created in conjunction with the Office of Business Affairs, during the Spring 2026 semester. This training will be mandatory for purchasers and will include information about the new green sub object code tracking system.

20 | Transportation

Commute Modal Split

- 20.3.a.** Every three years, assess the means of transportation by which faculty, students, and staff commute to campus. Results will be analyzed and publicly posted within 2 months of survey conclusion.



Commuter survey distributed to campus September 2025.

21 | Water

Water Use Assessment

- 21.1.a.** Perform a detailed analysis of campus water use and produce a report documenting the largest water using systems on campus.



Historical data on hard copies of printed paper was found and is currently being digitized to form the spreadsheet where we will input recent usage.

Potable Water Use

- 21.3.a.** Maintain annual water consumption, per person and per square meter, less than or equal to a benchmark set by AASHE STARS for ESF's institutional peer group: 4,135 liters per person, and 362 liters per square meter



Will be calculated for AASHE STARS submittal in February 2026.

- 21.3.b.** To the greatest extent possible, any newly installed appliances and water infrastructure will be WaterSense certified (where applicable) or will be designed to use at least 20% less water than standard options, without compromising performance.



Water efficient faucets and flushometers were used in Marshall and are used to replace older devices when they fail anywhere on campus.

Green Infrastructure and Water Recovery

- 21.4.c.** Develop an estimate to determine the volume of water collected and returned to surface water or ground water through on-site green infrastructure.



The water meters for Baker storage tanks are repaired and working well. However, indirect collection (such as on a green roof) has not been quantified.

Irrigation Avoidance








- 21.5.** Avoid irrigation at all campuses, to the greatest extent possible, except for during periods of establishment. Vegetation should be selected for planting with this goal in mind.











Permanent irrigation systems are not installed at any of ESF's campuses.

22 | Zero Waste and Circularity

Reduction and Diversion Goals

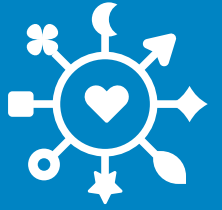
Action Item Status	2024–2025 Progress Notes
22.1.a. Achieve and maintain a college-wide diversion rate of at least 90% and more importantly, reduce the amount of material sent to landfill/incineration by at least 90% (2018 baseline) by the end of 2026 .	 As of the end of 2024, the college-wide diversion rate is 55.7% and the amount of material sent to landfill/incineration has decreased by 22% compared to baseline. The Syracuse campus diversion rate stands at 64% and the amount of material sent to landfill/incineration has decreased by 41% compared to baseline.
22.1.b. Achieve and maintain a college-wide diversion rate of at least 90% for all materials generated through construction and demolition activities by the end of 2028 . Every construction and/or renovation project, regardless of size, must complete the Construction and Renovation Material Plan and Tracking Log.	 The requirement to complete a Construction and Renovation Material Plan and Tracking Log for every project is included in project documents and kickoff meetings. The degree to which this plan and log are utilized throughout project duration is still a work in progress. In general, smaller projects are achieving very high (90%+) diversion rates, while large building renovations achieve much lower diversion rates. ESF's most recent GreenNY report submitted a construction diversion rate of 18.5% for fiscal year 2023–2024.
22.1.c. Maintain annual non-hazardous waste generation per full-time equivalent of students and employees equal to or below a benchmark set by AASHE STARS for ESF's institutional peer group: - 24 kg per person, and - 1.4 kg per square meter	 Will be calculated for AASHE STARS submittal in February 2026.
Surplus Property	
22.2.a. Modernize surplus property process, by partnering with an external organization to create and implement a virtual asset exchange marketplace, to replace the current, antiquated email-based system used to share surplus property available for campus reuse with the campus community. If this project proves successful, explore opportunities to scale to other SUNY campuses and state agencies.	 ESF partnered with Rheaply to launch the ESF Resource Exchange in June 2024. Since that time, 357 items have been exchanged on the platform, resulting in \$66,610 cost avoided (from purchasing new materials) and 11,013 lbs diverted from landfill and incineration (as of September 2025). ESF is leading the charge to expand a virtual resource exchange platform to 4 other SUNY campuses, via seed funding provided by the Center for Sustainable Materials Management, housed at ESF.
22.2.b. Support the movement to update relevant state laws and requirements to expressly allow for the transfer of state owned surplus assets to a list of preapproved organizations.	 A4723 and S3106 passed the NYS Senate and Assembly last legislative session and are waiting to be sent to the Governor's Office for potential signature.
22.2.c. Maintain and improve student move out donation program, including expansion to Ranger School campus. Ensure that 100% of students living in residence halls are aware of the program, capacity exists to properly manage (divert) the volume of material generated through the program and explore means of quantifying program impact (diversion rate and weight).	 The Office of Sustainability partners with Centennial Hall and Syracuse University to manage the move out program. Student employees are paid to move material collected in designated drop spots in Centennial Hall to SU provided storage locations nearby. Nonprofit partners then receive the donated materials. Discussions about potential expansion of a similar program to the Ranger School have not yet started.
22.2.d. Create a virtual or physical marketplace to facilitate reuse of student and faculty/staff owned items (non-state assets).	 The virtual ESF Resource Exchange, powered by Rheaply, launched in June 2024. Since that time, 124 exchanges have facilitated the reuse of 357 items on campus. As of September 2025, this surplus property reuse has resulted in an estimated \$66,610 in avoided costs, 11,013 lbs diverted from landfill/incineration, and 13,677 kgCO ₂ avoided.

	Action Item Status	2024–2025 Progress Notes
Single-Use Plastic Elimination 22.3. Continue outreach campaign, deep engagement with impacted stakeholders, and implement associated programs, to eliminate single-use plastics included in SUNY’s Elimination of Single Use Plastics and Preference for Durable and Reusable Alternatives Policy and Procedure.	 UNDERWAY	<p>The Office of Sustainability continues to work closely with Trailhead and Moon Cafe management to a single-use plastics on campus. We hope to launch a reusable container tracking program at the Syracuse campus during the 2025–2026 academic year. Cafe management have also been incredible partners in purchasing reusable dinnerware for use at small and large campus events. The Reusable Plate Program will relaunch from the catering kitchen in Marshall Hall during the Fall 2025 semester for use by faculty, staff, and students for less formalized events.</p>
Preference for Durable Materials 22.4. Continue education and outreach campaign, and implement associated programs, focused on the message that ESF has a strong preference for durable, reusable materials over single-use materials, even if those single-use materials are compostable or recyclable. This campaign includes providing cost sharing and funding to the campus community to assist in this transition. An example of an associated program includes the development of a zero-waste market that offers bulk food/dry goods for sale. This market would offer a convenient and affordable means for members of the campus community to bring and refill their own containers.	 UNDERWAY	<p>Same update as above</p>
Compost Availability 22.5. Ensure that compost bins are provided and ubiquitous across all campuses (that have the means to compost materials), co-located with trash and recycling bins (corridors and events), and that collection occurs predictably and regularly. Explore feasibility of expanding compost programs to all campuses and properties.	 UNDERWAY	<p>Compost bins remain in hallways next to trash and recycling bins and are also available at events on the Syracuse campus. Discussions about potential expansion of a similar program to the regional campuses have not yet started.</p>
Bin and Signage Standardization 22.6. Ensure that all materials collection (trash, recycling, compost) bins are standardized across all campuses, including educational signage.	 COMPLETE	<p>The Office of Sustainability partnered with the Office of Communications and Marketing to redesign hallway and event space bin signage (trash, recycling, and compost) at the Syracuse campus during the 2024–2025 academic year. Discussions about potential expansion of a similar program to the regional campuses have not yet started.</p>
Difficult to Recycle Materials 22.7. Continue to research and identify markets to recycle items that do not belong in the municipal recycling system (ex: hard cover books, electronics, construction and demolition material). This information will be tracked via a spreadsheet and made available to the general public, upon request.	 UNDERWAY	<p>The Office of Sustainability continually maintains and updates this spreadsheet.</p>





	Action Item Status	2024–2025 Progress Notes
Electronic Materials Recycling		
22.8.a. Maintain electronic materials (e-waste) recycling program for state assets. Ensure that recycler is certified to one of the standards deemed acceptable by AASHE STARS.	 COMPLETE	Electronics recycling at the Syracuse campus is managed by Environmental Health and Safety Services through Ewaste+ in Rochester. The company provided ESF staff with access to an online dashboard in Spring of 2025 so recycling can be more easily tracked.
22.8.b. Expand e-waste recycling program to collect materials from students, faculty, and staff - either on an ongoing basis or at distinct drop-off events offered at least once a semester.	 UNDERWAY	An electronics recycling event specifically designed to accept personal materials from faculty, students, and staff was held during the Spring 2024 semester on campus.
Hazardous Waste		
22.9. Continue implementation of hazardous waste management programs and associated reporting explaining types of waste generated and how each is disposed, recycled, and/or prepared for reuse.	 COMPLETE	Environmental Health and Safety Services continues to manage hazardous waste management and all reporting requirements.







Inclusion, Diversity, Equity, Access, and Belonging

Action Item Status	2024–2025 Progress Notes
<h2>23 Access and Affordability</h2> <h3>Legacy and Donor Admission</h3> <p>23.3. Maintain that an applicant's relationship to alumni or donors is not positively factored into the College's admissions decisions.</p>	
	ESF does not currently and has never used legacy or donor connections to make admissions decisions.
<h2>24 Accessibility</h2> <h3>Building and Grounds Accessibility</h3> <p>24.1.a. To the greatest extent possible, all buildings on the Syracuse Campus will be renovated and/or constructed to ensure convenient and equitable accessible entryways and internal navigation. Students, employees, and visitors with mobility limitations will be able to navigate the Syracuse campus grounds safely and equitably through the creation of sidewalks, ramps, and elevators where necessary.</p> <p>Special considerations for historical buildings, etc., will be taken into account as appropriate.</p>	
	ESF's Facilities Planning, Design, and Construction (FPDC) unit works in conjunction with the State University Construction Fund (CF) to identify and secure accessibility-related funding, and to improve facilities with accessibility improvement needs. The College's Syracuse Campus Facility Master Plan, Satellite Master Plan, Five-Year Capital and Critical Maintenance Plan, and routine FPDC planning efforts continue to highlight the need for convenient and equitable accessible pathways, entryways, and improved internal navigation. Several major related projects that are in design include accessibility improvements to Bray Hall, a new building on Stadium Place providing shelter and an elevator to access a level of campus currently not easily accessible, and a multitude of planned renovations to Baker and Illick halls, and Moon Library, which would improve accessibility in those facilities. The ESF Facilities Operations unit is also focused on this important need and has completed accessibility-related projects, such as curb cuts, improved entry-ways, and sidewalk repairs. The Division of Student Affairs is currently working with FPDC and Facility Operations to improve all internal signage in Bray Hall to meet accessibility needs — a initiative the College anticipates moving forward in other buildings.
<h3>Learning and Communication Accessibility</h3> <p>24.2.b. Where possible, college-wide events will be made accessible to the entire college community through the use of virtual attendance options.</p>	
	ESF TV and CNS have helped to support virtual/live stream attendance for college-wide events when possible. Hopefully more/all will be able to offer this in the future.
<h2>25 Belonging and Support</h2> <h3>Lived Name Policy</h3> <p>25.1. Maintain Lived Name Policy and ensure that it is included in orientation material for all students and employees.</p>	
	Process is outlined on the ESF website.

Institutional Climate Assessment

- 25.4.** Conduct an institutional climate assessment at least once every three years to identify areas of improvement and understand the state of campus inclusion, diversity, equity, and access. Results of the Institutional Climate Assessment will be analyzed and publicly available within two months of survey conclusion.



ESF conducted a Viewfinder Campus Climate Survey in October 2024. This survey was also administered to other SUNY campuses to allow for system-wide comparisons. ESF and SUNY campus leadership have the results of the survey and the Office of Sustainability is working with decision makers to assess the feasibility of posting the student and employee benchmark reports on ESF's website.

26 | Education and Training

IDEA Training Toolbox

- 26.1.b.** Require all students, faculty, and staff to attend yearly trainings that build skills to support one's mental health and teach students and employees about the health and safety resources available to them both on and off campus. Material will be made available virtually or by other means that enable staff at all ESF campuses to participate.

Training materials and recordings will be available online to ensure continued access to information.



Required for first year students, some staff will attend voluntarily. Need to enhance and improve for future.

Space for Difficult and Open Conversations

- 26.2.** Create, maintain, and expand opportunities for difficult and open conversations about intersectionality, privilege, inequality, inequity, and injustice on campus.



Student Affairs collaborated with MOSA to host an event during the Spring 2025 semester to generally discuss civil discourse principles, hold a facilitated civil discourse conversation, and then debrief as a group. The Office of Sustainability met with Student Affairs and the Office of Research Programs soon after this event to discuss future potential collaborative efforts on this topic. Two ESF staff members attended the SUNY Civic Education Community of Practice Convening in May 2025.





SUSTAINABILITY ACTION PLAN