

HEASC Best Practices in Sustainability Webinar

Sustainability Internships

SPONSORED BY:

HIGHER EDUCATION ASSOCIATIONS SUSTAINABILITY CONSORTIUM (HEASC)

HOSTED BY:

ASSOCIATION FOR THE ADVANCEMENT OF SUSTAINABILITY IN HIGHER EDUCATION (AASHE)



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 Sustainability in Student Affairs

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Type your questions in the Questions Pane.



A network of higher education associations with a commitment to advancing sustainability both within their constituencies and the system of higher education.

Member organizations include:

- ❖ ACPA-College Student Educators International
- ❖ American Association of Community Colleges (AACC)
- ❖ American Association of State Colleges & Universities (AASCU)
- ❖ Association for the Advancement of Sustainability in Higher Education (AASHE)
- ❖ Association of College and University Housing Officers – International (ACUHO-I)
- ❖ Association of Higher Education Facilities Officers (APPA)
- ❖ Campus Safety, Health, and Environmental Management Association (CSHEMA)
- ❖ Council for Christian Colleges & Universities (CCCU)
- ❖ National Association of College & University Business Officers (NACUBO)
- ❖ National Association of Educational Procurement (NAEP)
- ❖ National Association of Independent Colleges & Universities (NAICU)
- ❖ NIRSA: Leaders in Collegiate Recreation
- ❖ Hispanic Association of Colleges and Universities





**Inspiring and catalyzing higher education
to lead the global sustainability
transformation.**

Strategic Goals include:

- ❖ Growing AASHE's membership to include at least 1,200 actively engaged colleges and universities, NGOs, government partners, and businesses
- ❖ Empowering members with indispensable resources to advance higher education sustainability
- ❖ Catalyzing sustainability leadership in higher education through increased visibility and recognition
- ❖ Connecting campus stakeholders with the training and professional development they need to be leaders for sustainability



Best Practices in Sustainability Webinar Series

Student Affairs Stories of Sustainability: Resources to Engage Students and Remove Silos	April 2014
Civil Discourse and Civic Engagement in Student and Academic Affairs with Planet Education	October 2014
Student Affairs Leadership in Sustainable Purchasing and Event Coordination	April 2015
Sustainability Internships	November 2015

<http://tinyurl.com/HEASCWebinarSeries>

Webinar Facilitators



Debra Rowe, PhD

HEASC Consultant /Advisor

President, U.S. Partnership for Education for Sustainable Development
Founder, Disciplinary Associations Network for Sustainability



Kaye Holman, PhD

HEASC Sustainability Fellow

Global Sustainability Leadership Fellow, Colorado State University
Coordinator, Ecosystem Science & Sustainability, Colorado State University

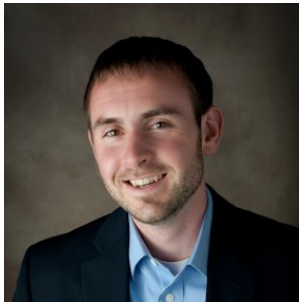
Webinar Guest Speakers



Emilie Rex

Sustainability Consultant

Co-Author, *Guide to Creating & Managing Sustainability Internship Programs*, published by AASHE in 2014



Josh Stoffel

Co-Director, Connecticut College, Office of Sustainability

Co-Author, *Guide to Creating & Managing Sustainability Internship Programs*, published by AASHE in 2014

Webinar Guest Speakers



Ben Kalscheur

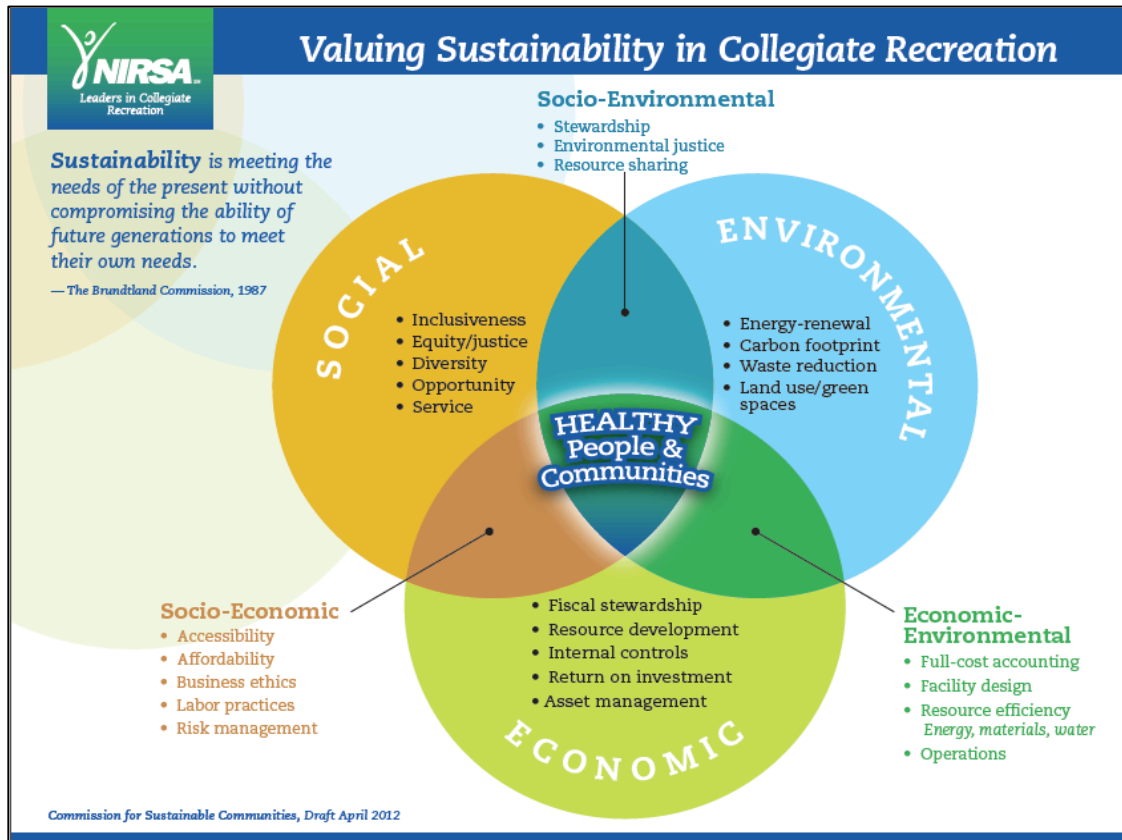
Sustainability Assistant Manager, Texas A&M University, Office of Sustainability



Jason Niebler

Founding Director, SAgE Collaborative:
Sustainable Agricultural Education for the Bioregion
Principle Investigator, NSF Advanced Technological Education at
Edmonds Community College, Horticulture Department

Defining Sustainability



Learning Outcomes

- 1) **Identify core considerations in developing a Sustainability Internship Program (SIP)**
- 2) **Identify and describe processes and best practices for managing and improving SIPs**
- 3) **Relate stories of sustainability internship programs and student experiences**
- 4) **Share in peer-to-peer interaction in an open Q&A session**
- 5) **Connect to additional resources for sustainability internships**

Sustainability Internships

Guide to Creating & Managing Sustainability Internship Programs

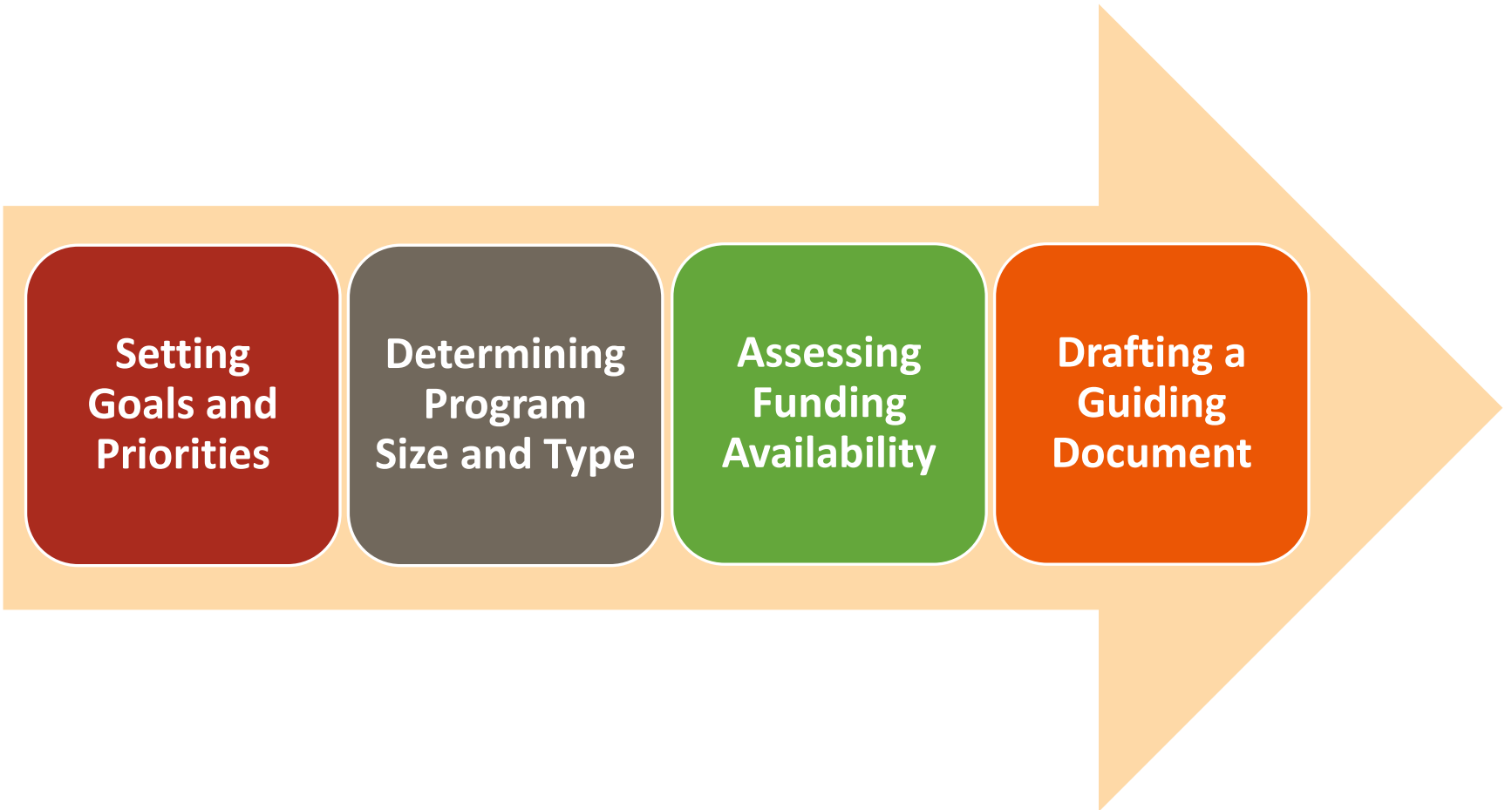


What is a Sustainability Internship Program?

Sustainability Internship Program (SIP): a program offered by a college or university that provides students with structured opportunities to contribute meaningfully to sustainability-focused research, academics, programming, and projects.

SUSTAINABILITY INTERNSHIP PROGRAM = SIP

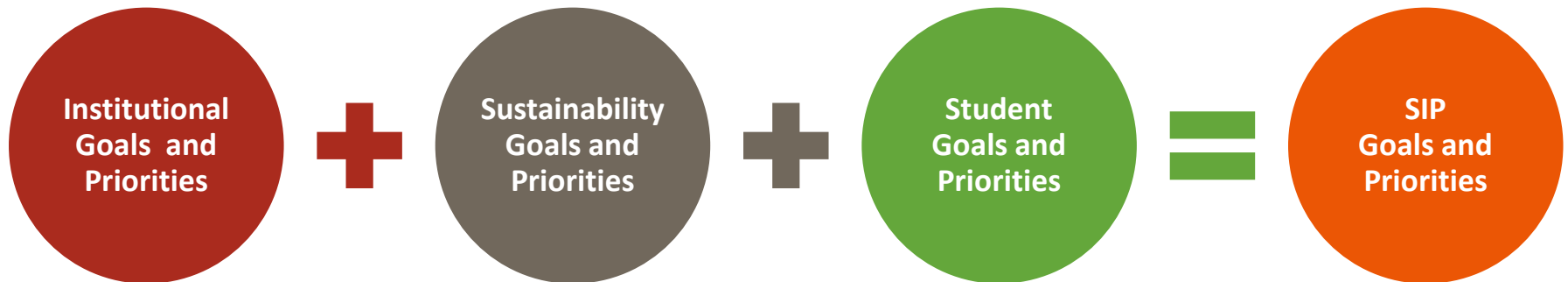
What are Core Considerations in Developing a SIP?



Developing a SIP:

Setting Goals and Priorities

- Create a short-term committee/working group
- Map institutional assets
- Analyze priorities, goals, and needs
 - ✓ Institutional
 - ✓ Sustainability
 - ✓ Student
- Narrow and define the SIP Goals and Priorities



Developing a SIP: Ideal Size and Type

Size

- Institutional specifications
- Status of sustainability
- Budget and support

Type

- Team or individual orientation
- Capacity for management and mentorship



Developing a SIP:

Assessing Funding Availability

One-Time Funding

Typical Use:
Piloting or
Expanding Program

Typical Source:
Grants or One-Time
Funding

Cons:
Program At-Risk
When Funding Ends

Long-Term Funding

Typical Use:
Long-Term Funding
for Program

Typical Source:
Line-Item in Unit
Budget

Cons:
Program Can Have
Budget Cuts



Developing a SIP: Diversifying Funding Sources

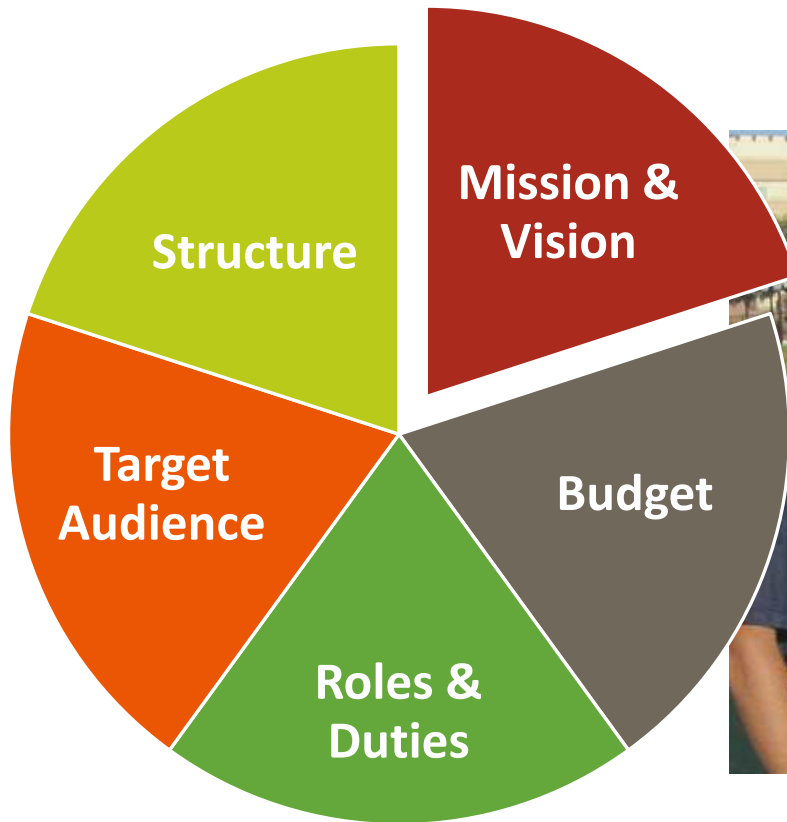


Grants, Funds, and Endowments: Campus Green Funds, Government Grants, Philanthropic Grants, Endowments

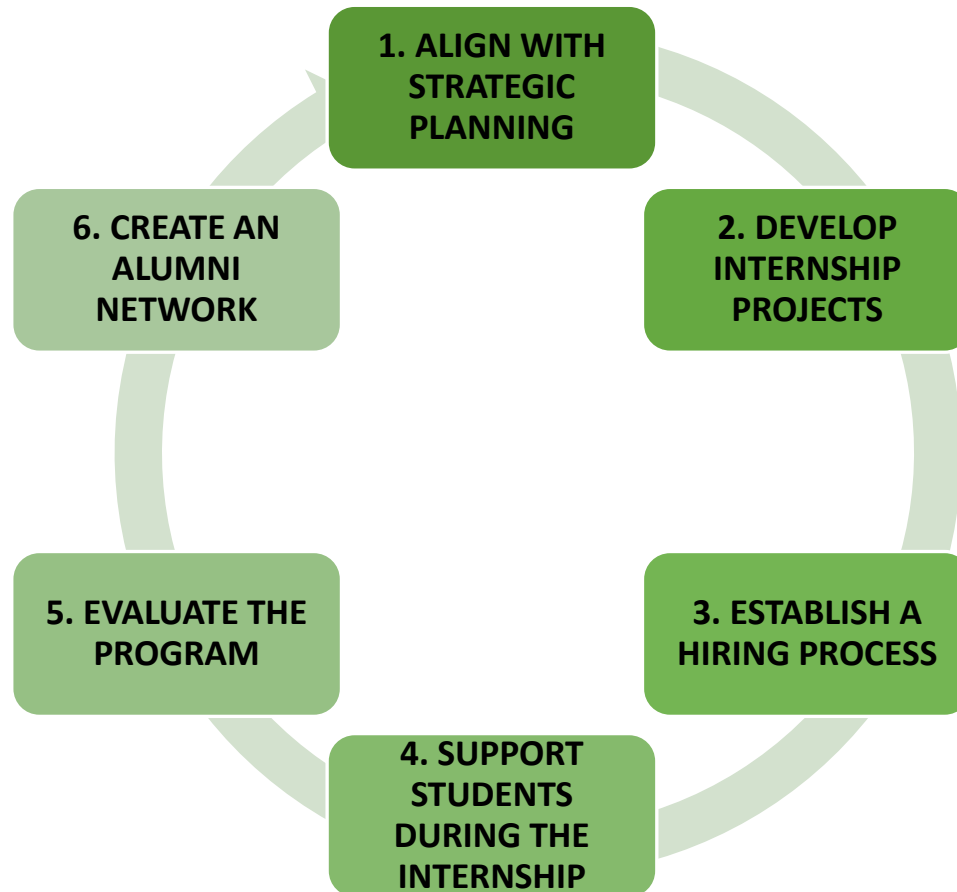
Sponsorships and Donations: Campus Partners; Other Academic Partners; Businesses, Government, Nonprofits; Private Donors

Compensation Options:
Work Study, AmeriCorps, Academic Credit

Developing a SIP: Drafting a Guiding Document



What are Processes and Best Practices for Managing and Improving SIPs?



1. ALIGN WITH STRATEGIC PLANNING

2. DEVELOP INTERNSHIP PROJECTS

3. ESTABLISH A HIRING PROCESS

4. SUPPORT STUDENTS DURING THE INTERNSHIP

5. EVALUATE THE PROGRAM

6. CREATE AN ALUMNI NETWORK

1. Align with Strategic Planning

Setting Goals and Priorities

Determining Program Size and Type

Assessing Funding Availability

Drafting a Guiding Document



1. ALIGN WITH STRATEGIC PLANNING

2. DEVELOP INTERNSHIP PROJECTS

3. ESTABLISH A HIRING PROCESS

4. SUPPORT STUDENTS DURING THE INTERNSHIP

5. EVALUATE THE PROGRAM

6. CREATE AN ALUMNI NETWORK

2. Develop Internship Projects

Source from Stakeholders

Students

Faculty or Staff

Sustainability Office



1. ALIGN WITH STRATEGIC PLANNING

2. DEVELOP INTERNSHIP PROJECTS

3. ESTABLISH A HIRING PROCESS

4. SUPPORT STUDENTS DURING THE INTERNSHIP

5. EVALUATE THE PROGRAM

6. CREATE AN ALUMNI NETWORK

2. Develop Internship Projects

Contextualize Projects

Internship Archive

New Idea Bank

Submission Guidelines



1. ALIGN WITH STRATEGIC PLANNING

2. DEVELOP INTERNSHIP PROJECTS

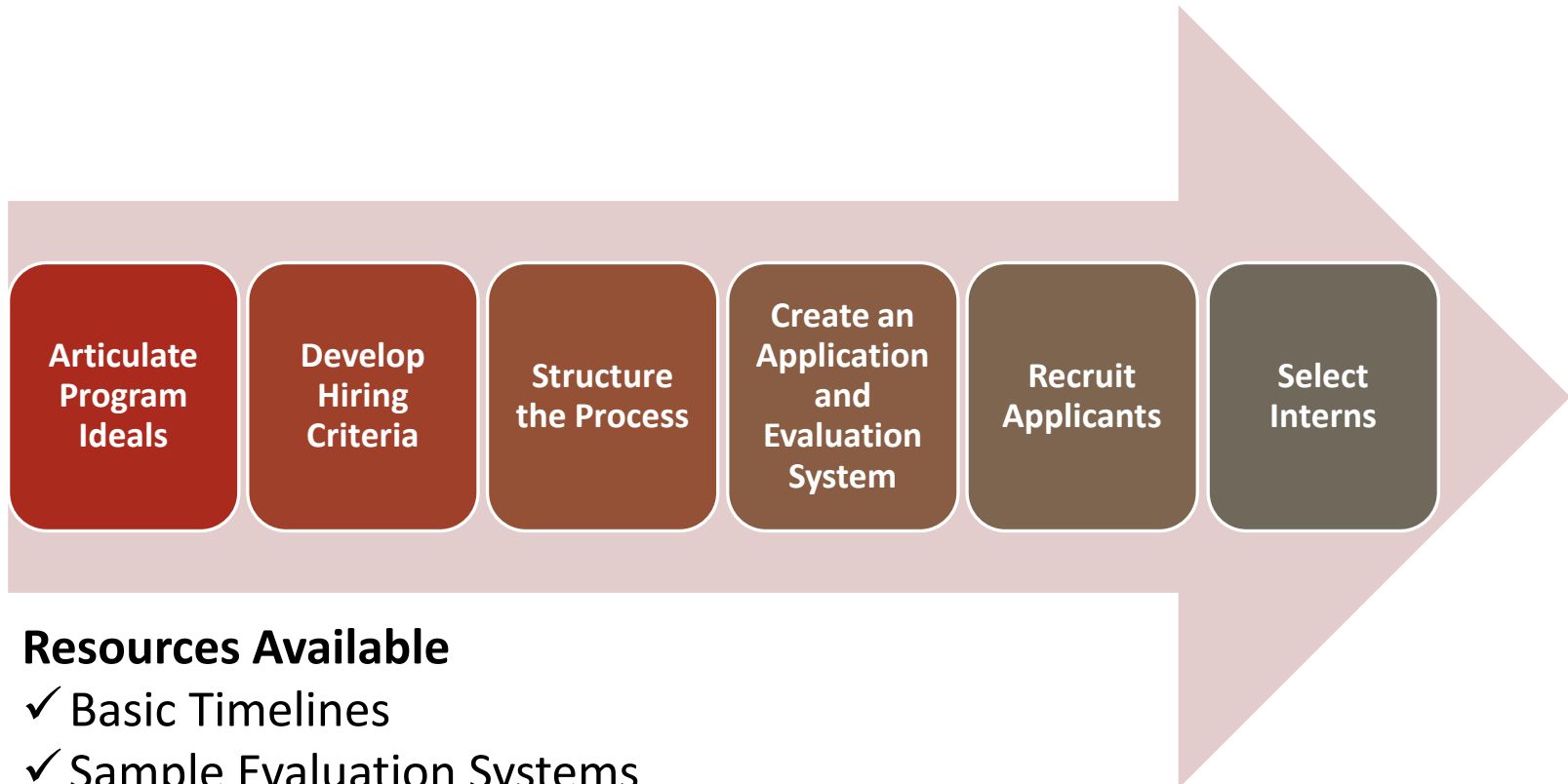
3. ESTABLISH A HIRING PROCESS

4. SUPPORT STUDENTS DURING THE INTERNSHIP

5. EVALUATE THE PROGRAM

6. CREATE AN ALUMNI NETWORK

3. Establish a Hiring Process



Resources Available

- ✓ Basic Timelines
- ✓ Sample Evaluation Systems
- ✓ Tools for Recruiting and Selecting Students
- ✓ Sample Hiring Letters

1. ALIGN WITH STRATEGIC PLANNING

2. DEVELOP INTERNSHIP PROJECTS

3. ESTABLISH A HIRING PROCESS

4. SUPPORT STUDENTS DURING THE INTERNSHIP

5. EVALUATE THE PROGRAM

6. CREATE AN ALUMNI NETWORK

4. Support Students During the Internship

Develop Good Mentors for Students



Provide Students Foundational Knowledge



Empower Students to Manage Their IPs



1. ALIGN WITH STRATEGIC PLANNING

2. DEVELOP INTERNSHIP PROJECTS

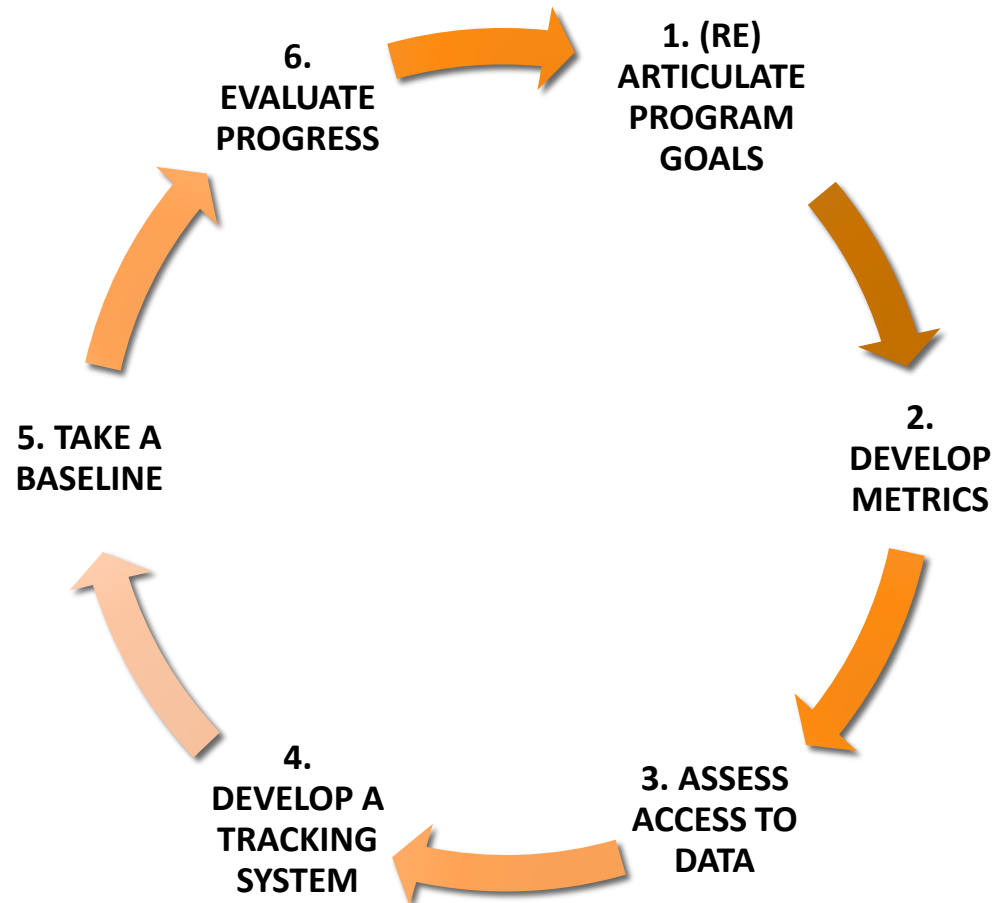
3. ESTABLISH A HIRING PROCESS

4. SUPPORT STUDENTS DURING THE INTERNSHIP

5. EVALUATE THE PROGRAM

6. CREATE AN ALUMNI NETWORK

5. Evaluate the Program



1. ALIGN WITH STRATEGIC PLANNING

2. DEVELOP INTERNSHIP PROJECTS

3. ESTABLISH A HIRING PROCESS

4. SUPPORT STUDENTS DURING THE INTERNSHIP

5. EVALUATE THE PROGRAM

6. CREATE AN ALUMNI NETWORK

5. Evaluate the Program

POTENTIAL STUDENT OUTCOMES	POTENTIAL METRICS	POTENTIAL DATA
OVERALL STUDENT SUCCESS	<ul style="list-style-type: none">• Student perceptions of success• Student attainment of goals related to project, program, or research• Mentor perceptions of success	<ul style="list-style-type: none">• Self-reported data from students (Survey)• Project Goal-related data (Collected throughout Project)• Self-reported data from mentors (Survey)
CAREER PLACEMENT	<ul style="list-style-type: none">• Employment status of SIP alumni, both inside and outside sustainability fields• Student perceptions on SIP contribution(s) to their employability	<ul style="list-style-type: none">• Self-reported data from alumni (Survey)

1. ALIGN WITH STRATEGIC PLANNING

2. DEVELOP INTERNSHIP PROJECTS

3. ESTABLISH A HIRING PROCESS

4. SUPPORT STUDENTS DURING THE INTERNSHIP

5. EVALUATE THE PROGRAM

6. CREATE AN ALUMNI NETWORK

6. Create an Alumni Network

Outcomes

- Professional Networking
- Mentorship Opportunities
- Guiding SIP Development
- Professional Development
- Fund Development

Structure

- Listservs
- Social Media
- Websites and Blogs
- Foundation/Alumni Association Groups
- Alumni Boards



Texas A&M University

Office of Sustainability



SUSTAINABILITY
RESPECT. PROTECT. PRESERVE.

Office of Sustainability

Quick Facts

- **Office - Established in 2008**
- **Campus Community Served**
 - ✓ 59,000+ Students
 - ✓ 8,000+ Faculty and Staff
- **Internship Program – Established in Summer 2011**



What is on the other side?



What is on the other side?



Internship Program

Student Leadership



Internship Program

Immediate Growth



Internship Program Goal

Create a Culture of Sustainability at Texas A&M

- Diverse Thinkers
- Holistic Sustainability
- Mutually Beneficial
- Diversity and Inclusion



SUSTAINABILITY
RESPECT. PROTECT. PRESERVE.

Internship Program Toolbox

Key Elements

- Diversify Recruitment
- Interview Selection Process
- Teambuilding
- High Impact Learning



Internship Program Recruitment

Modify, Diversify, and Amplify!

Modify Internship Position Description

- Inclusive Language

Change Internship Title

- Sustainability Intern v. Outreach Specialist

Target Specific Emails to Advisors

- Social, Racial, and Economic Justice

Promote via Social Media and Campus Email

Add to the legacy...
Keep the tradition.

This could be you!



Applications due April 9 at noon
Apply at sustainability.tamu.edu

Internship Program Selection Criteria

OFFICE OF SUSTAINABILITY INTERN - CRITERIA EXPLANATIONS

CATEGORY	ASSIGNED RATING EXPLANATION
<p>COMPLETE APPLICATION</p> <p>Application must include:</p> <ul style="list-style-type: none"> Cover Letter, resume and references Failure to complete the application in its entirety will result in disqualification 	<p>COMPLETE APPLICATION</p> <p>9 – N/A 3 – Complete 1 – Incomplete</p>
<p>MINIMUM REQUIREMENTS</p> <ul style="list-style-type: none"> Currently enrolled as undergraduate GPA ≥ 2.5 	<p>MINIMUM REQUIREMENTS</p> <p>9 – N/A 3 – Meets 1 – Meets some but not all criteria</p>
<p>SKILLS & EXPERIENCE</p> <ul style="list-style-type: none"> Relevant coursework Computer skills/software proficiencies Relevant experience/volunteer experience Campus and community activities/Current extracurricular activities Skills (communication & analytical, database management, public speaking, Photoshop, social media, etc.) 	<p>SKILLS & EXPERIENCE</p> <p>9 – Exceeds expectations (strong skills in 2+ areas) 3 – Meets expectations 1 – Meets some but not all expectations</p>
<p>PREFERRED EXPERIENCE</p> <ul style="list-style-type: none"> Public Speaking Adobe Photoshop Video and/or photography experience 	<p>MINIMUM REQUIREMENTS</p> <p>9 – Exceeds expectations (two or more skills) 3 – Meets expectations (at least one skill) 1 – Did not meet expectations</p>

Internship Program

Applicant Questions

APPLICATION QUESTION #1

Your rating on how well the applicant answered the question.

Why are you interested in interning with Texas A&M's Office of Sustainability?

APPLICATION QUESTION #1

- 9 – Exceeds expectations
- 3 – Meets expectations
- 1 – Did not meet expectations

APPLICATION QUESTION #2

Your rating on how well the applicant answered the question.

Describe which skills you would bring to the office that would enhance our education and outreach efforts.

APPLICATION QUESTION #2

- 9 – Exceeds expectations
- 3 – Meets expectations
- 1 – Did not meet expectations

APPLICATION QUESTION #3

Your rating on how well the applicant answered the question.

Why do you think social justice and diversity are important to sustainability?

APPLICATION QUESTION #3

- 9 – Exceeds expectations
- 3 – Meets expectations
- 1 – Did not meet expectations

Internship Program

Interview Process





**Office of
Sustainability
Student
Interns**

Outreach Specialist
and
Marketing Interns

SAgE Collaborative

Sustainable Agriculture Education for the Puget Sound Bioregion



SAgE Collaborative

College Partnership

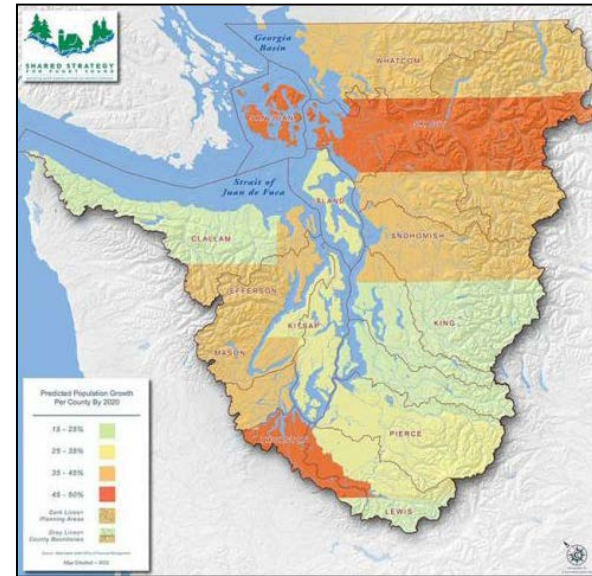
- Edmonds Community College, Horticulture Department
- Skagit Valley College, Environmental Conservation Department
- Seattle Central College, Earth & Environmental Science Department



SAgE Collaborative

Responding to Socioeconomic and Environmental Challenges

SAgE stems from an understanding of the **imperative action** that we as a **global society** must take to **steward our local ecosystems and natural resources** in concert with **securing the basic food needs** of our **growing and urbanizing populations**, and the recognition that community colleges, and **education institutions** in general, play a pivotal role in the **advancement of such action**.



Puget Sound Bioregion

Predicted County-Based Population Growth by 2020

Green: 15-25%
Orange: 36-45%

Yellow: 26-35%
Red: 46-50%+

Source: NOAA Coastal Storms Program

http://coastalstorms.noaa.gov/stormwater/index.php?option=com_content&task=view&id=14&Itemid=18

SAgE Collaborative

Engage Local to National Professionals and Institutions to Design Place-Based Programs

2008

Stakeholder and Student Focus Groups

Stakeholder Institute

Developing-**A-CU**rriculuM (DACUM) Workshop

- ✧ Food System Enterprises

2009

National Science Foundation (NSF)

Advanced Technological Education (ATE) Program Grant

- ✧ \$160,000 to Seattle Central College

2011

National Association of State Directors of Career Technical Education Consortium

- ✧ Green and Sustainability Standards in Career Cluster Knowledge and Skill Statements Project

2012

NSF ATE Program Grant

- ✧ \$900,000 to Edmonds Community College in partnership with Skagit Valley College and Seattle Central College

DACUM Workshops

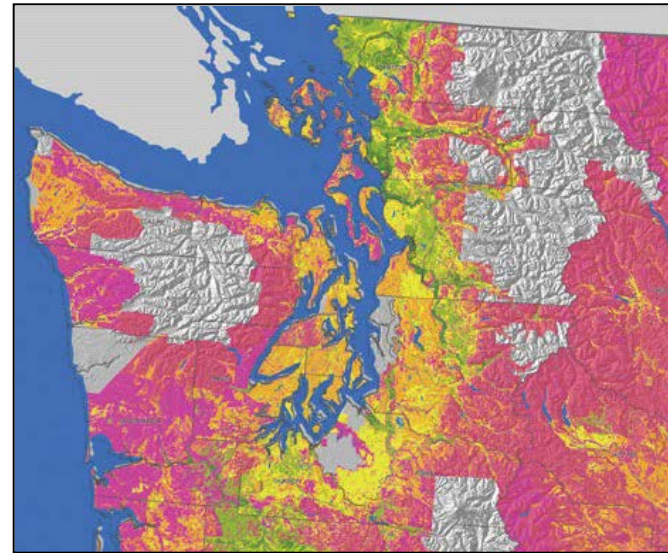
- ✧ Urban Agriculture Enterprises
- ✧ Small Farm Agriculture Enterprises

Systematic Curriculum & Instructional Development (SCID) Workshops

SAgE Collaborative

Leading a Bioregional Model of Workforce, Economic, and Community Development

SAgE uses **innovative education, cooperative research, and community partnerships** to address the coupled **environmental and ecological processes** and **socioeconomic, political, and cultural complexities** related to sustainable **urban and small farm agriculture and food system enterprises** within and beyond the Puget Sound bioregion and Washington State.



Washington State and the Puget Sound Bioregion
Crop Productivity Index Values as a Function of
Soil Properties, Landscape Features, and
Climatic Characteristics.

Source: ESRI
http://www.esri.com/mapmuseum/mapbook_gallery/volume24/agriculture3.html

Sustainability Internships

Workforce Model

Edmonds Community College

Urban Agriculture

Skagit Valley College

Small Farm Agriculture

Seattle Central College

Food System Studies*

Curricular Model

Theoretical Core

Agroecology

Soil Science

Plant Science

Disciplinary Core

Production - Natural Science*

Enterprises - Social Science*

Applied Core

Internship

Practicum

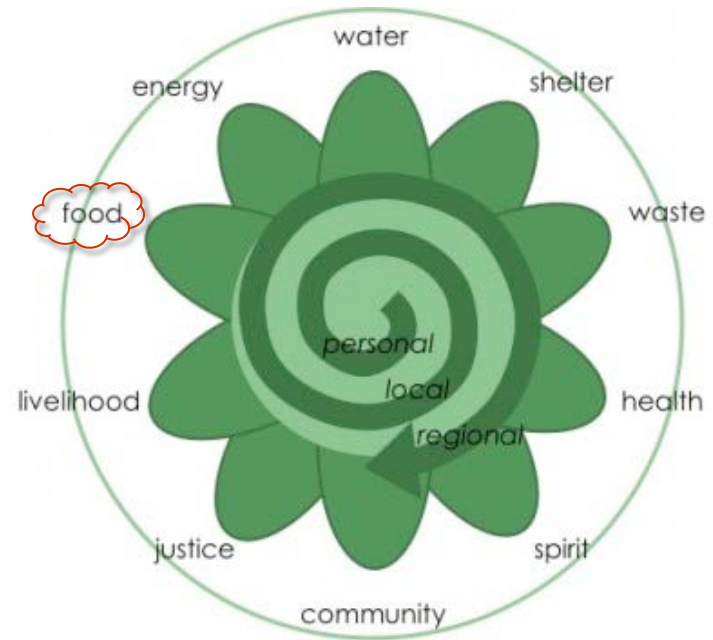
Research

Sustainability Internships

Infusing Curricula with *Whole Systems Thinking*

~ Creativity ~

Systems, assemblages of elements that form a greater whole, are **interdependent and multi-functional**

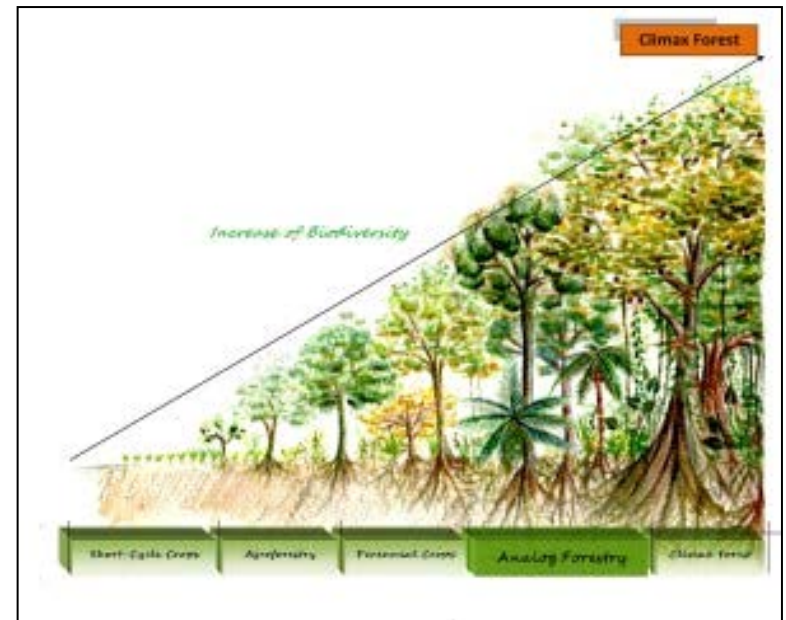


Sustainability Internships

Infusing Curricula with *Ecological Principles*

~ **Dynamism** ~

Polycultural agroecosystem
structures and functions are most
analogous to that of natural ecosystems



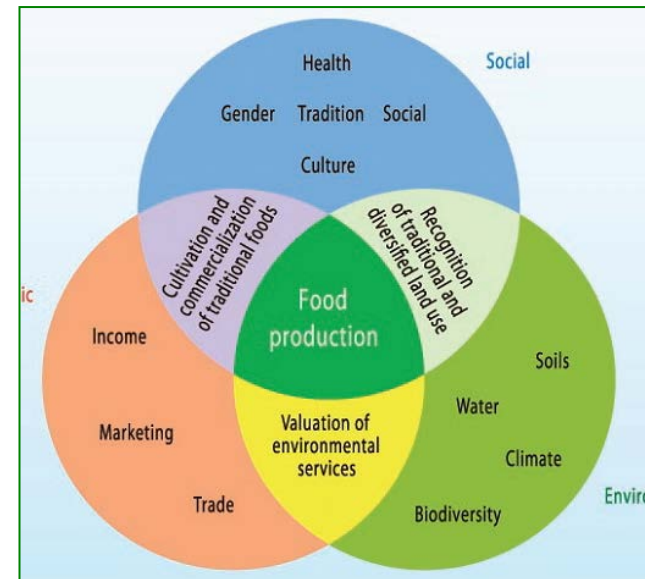
Sustainability Internships

Infusing Curricula with

Business Best Practices

~ Innovation ~

Agricultural enterprises are most efficient, resilient, and solvent when they employ **biomimicry** and **triple bottom line practices**



Student Experiences

Sustainable Agriculture Production

Student Gardens and Farms

On-Campus Learning Labs

Off-Campus Experiential Education

Student Farm-to-Campus Program

Farmers Markets

Culinary Academies and Food Services

Community Supported Agriculture



Student Experiences

Sustainable Agriculture Enterprises

Student Internship Diversity

SAgE Student Gardens

SAgE Student Farms

Urban and Small Farms

Food Hubs and Markets

Agricultural Education

Farmland Preservation

Food Safety and Security



Partner Organizations

Local, Bioregional, and National Primary Partners

Local Training Partners

Viva Farms – *Farm Enterprise Incubator*

21 Acres – *Local Food & Sustainable Living Center*



VIVA FARMS



Bioregional University Partners

Washington State University – *Agriculture & Food Systems Degree Program*

The Evergreen State College – *Sustainable Agriculture Degree Program*



National Funding Partners

National Science Foundation – *Advanced Technological Education Program*

Department of Agriculture – *Local Food Promotion Program*



Grant Awards

Local College and Bioregional Philanthropic Grants

Edmonds Community College – *Campus Green Fund*

Sustainable Path Foundation – *Collaboration in Action*

Federal Funding

U.S. National Science Foundation - *Advanced Technological Education*

- ✓ Places funding emphasis on two-year colleges
- ✓ Focuses on education of technicians for high-technology fields
- ✓ Involves partnerships between academic institutions and industry
- ✓ Supports variety of activities including career pathways to two-year colleges from secondary schools and from two-year colleges to four-year institutions.



U.S. Department of Agriculture - *Local Food Promotion Program*

- ✓ Supports the development and expansion of local and regional food business enterprises to
 - increase domestic consumption of, and access to, locally and regionally produced agricultural products
 - develop new market opportunities for farm and ranch operations serving local markets.
- ✓ Provides project support under two grant options: Planning or Implementation



SAgE Collaborative

Invitation to Collaborate!

Program Development

Course or Curriculum Adoption

Grant Development



Peer to Peer Interaction

Questions? Comments?

❖ Go To Webinar Questions Pane.

❖ Twitter



#HEASCStories



#sustainabilityinternship or #sustainabilityinternships

Resources

Guide to Creating & Managing Sustainability Internship Programs



<http://tinyurl.com/AASHESIPGuide>

SIP Toolkit



<https://sites.google.com/site/sustaininterntoolkit/home>

HEASC Fellow Resources



Community Partnerships: A Key Component of Sustainability

❖ <http://tinyurl.com/HEASCCommunityPartnershipsPDF>

Advancing Sustainability in Higher Education: Integration of the University and College Development Office

❖ <http://tinyurl.com/HEASCAdvanceSustainabilityPDF>

Best Practices in Sustainability Webinar Series

❖ <http://tinyurl.com/HEASCWebinarSeries>

SISL Resources



SISL: Sustainability Improves Student Learning

Key Components of Quality Sustainability Assignments

- ❖ Real-World Projects
- ❖ <http://serc.carleton.edu/sisl/pedagogies.html>

Empowering Students: Engaging in Solution Building for Society

- ❖ http://serc.carleton.edu/sisl/empowering_stud.html

AACC Resources



Community Colleges as Sustainable Living Laboratories: Using the Built Environment to Revitalize College Education

❖ <http://tinyurl.com/SEEDCampusLivingLab>

A Guide to Climate Resiliency and the Community College

- ❖ Calls community colleges to support the building of resilient communities as workforce developers, community educators, and conveners
- ❖ <http://theseedcenter.org/ClimateResiliencyGuide>

Listservs and Groups

AASHE Bulletin

- ❖ Google: Subscribe AASHE Bulletin
- ❖ <http://www.aashe.org/connect/enewsletters/bulletin>



Green School List

- ❖ Google: Green School Listserv
- ❖ <http://listserv.brown.edu/?A0=GRNSCH-L>

Listservs and Groups

LinkedIn Group

- ❖ Sustainability in Student Affairs



Google Group

- ❖ Sustainability Learning at Colleges and Universities
- ❖ Under the “My Settings” gear, select: Subscribe to this group
- ❖ <https://groups.google.com/forum/#!forum/slucu>



What topics should we explore?



**We welcome your
thoughts and ideas!**

Contact Information

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<http://heasc.aashe.org>



<http://www.aashe.org>



<http://www.acuho-i.org/about/sustainability>



<http://tinyurl.com/NIRSASustain>



<http://www.acpa.nche.edu/sustaincomm>



<http://www.naspa.org/constituent-groups/kcs/sustainability>

Thank You!

