

PA-2: Sustainability Planning

Curriculum

AC-1 Academic Courses

Goal: Enhance student learning about sustainability from a variety of perspectives

Objective 1: Increase # of sustainability-themed and sustainability-related courses

Strategy: Provide resources and support to faculty to incorporate more sustainability content

Timeframe: already begun; on-going

Accountable parties: Center for Sustainability and the Environment; Library;

Strategy: Develop and deliver Finger Lakes Project sustainability curriculum development workshop; incent Wells faculty participation

Timeframe: May 2016 then periodically from then on

Accountable parties: Center for Sustainability and the Environment; participating faculty

Objective 2: Increase enrollment in above courses

Strategy: Work with Registrar to develop method to identify sustainability-related courses in on-line course catalog

Timeframe: Spring 2016

Accountable parties: Center for Sustainability and the Environment; Registrar; Provost's Office

Strategy: Promote sustainability-related courses during course enrollment periods

Timeframe: already begun; on-going

Accountable parties: Center for Sustainability and the Environment; respective faculty

AC-3 – Undergraduate Program

Goal: Increase student enrollment in sustainability undergraduate program

Objective: Increase the number of declared Sustainability majors, Sustainability minors, Food System minors

Strategy: Participate in all on-campus Admission recruitment events

Timeframe: already begun; on-going

Accountable parties: Center for Sustainability and the Environment; respective faculty

Strategy: Work with Admissions to promote the Sustainability program to students in targeted schools (secondary and community colleges)

Timeframe: already begun; on-going

Accountable parties: Center for Sustainability and the Environment; respective faculty; Admissions

AC-6 – Sustainability Literacy Assessment

Goal: Enhance overall student learning of key sustainability concepts

Objective: Institute pre- and post-testing in all required courses in Sus major and minor, using the same instrument, tracking changes in testing performance between different years and different cohort groups (science, business, social science)

Strategy: Report assessment findings to faculty and work to increase sustainability knowledge content in courses in required courses

Timeframe: implement in Fall 2016

Accountable parties: Center for Sustainability and the Environment; relevant faculty

Research

AC-10 - Support for Research

Goal: Enhance faculty research related to sustainability

Objective: Increase the number of faculty conducting sustainability-related research

Strategy: Solicit internal and external resources for research development

Timeline: already begun and on-going

Accountable parties: Center for Sustainability and the Environment; Office of Advancement; Office of the Provost

Strategy: Solicit internal and external resources for funding for presentation of research at relevant conferences/meetings

Timeline: already begun and on-going

Accountable parties: Center for Sustainability and the Environment; Office of Advancement; Office of the Provost

AC-11 – Access to Research

Goal: Make research products of Wells faculty and students freely available for reference

Objective: Increase the number of student research projects/products available in the Library archives

Strategy: Remind faculty and students making related thesis and internship presentations to submit their work

Timeline: already begun and on-going

Accountable parties: Center for Sustainability and the Environment; relevant faculty and students; Library

Objective: Make faculty research available in an online repository

Strategy: Work with Library staff to develop/subscribe to online, searchable research repository

Timeline: Spring 2016

Accountable parties: Center for Sustainability and the Environment; Library

Strategy: Work with relevant faculty to make their research products available in the research repository

Timeline: Spring 2016 and ongoing thereafter

Accountable parties: Center for Sustainability and the Environment; relevant faculty; Library

Campus Engagement

EN-6 Employee Educators Program

Goal: Enhance employee engagement in campus sustainability efforts

Objective: Increase employee adoption of sustainable practices

Strategy: Develop and implement Green Office certification program

Timeline: Fall 2016 and ongoing thereafter

Accountable parties: Center for Sustainability and the Environment; interested employees

EN-8 Staff Professional Development

Goal: Enhance employee knowledge about sustainable practices

Objective: Increase number of employees educated about sustainable practices

Strategy: Develop and offer annual sustainability training programs for all staff

Timeline: Fall 2016 and ongoing thereafter

Accountable parties: Center for Sustainability and the Environment; Staff Forum; all employees

Public Engagement

EN-12 Community Service

Goal: Increase the amount of community service performed by the Wells campus community

Objective: Increase the number of students engaged in community service activities and the number of hours of community service hours performed by students

Strategy: Devise method(s) and systems for students to report community service hours

Timeline: Spring 2016 and ongoing thereafter

Accountable parties: Student Leadership and Involvement, Athletics, involved students

Objective: Increase the number of employees engaged in community service activities

Strategy: Develop supportive policies to support release time for employee community service

Timeline: Spring 2016

Accountable parties: Human Resources

EN-15 Trademark Licensing

Goal: Increase the amount of “sweat-shop-free” clothing and soft goods sold on campus or purchased for campus use

Strategy: Develop a student internship project in collaboration with the Sullivan Center for Business & Entrepreneurship to study the costs/benefits of participation in the Workers Rights Consortium and/or Fair Labor Association and of participating in WRCs Designated Suppliers Program. The internship would explore costs of

possible “sweat-shop-free” products for the Campus Store, Athletics, Student Activities, and any other departments purchasing soft goods for campus use. The internship would research supportive policies/procedures for purchasing certified products.

Timeline: Fall 2016

Accountable parties: Center for Sustainability and the Environment; Sullivan Center for Business and Entrepreneurship; interested student intern; faculty sponsor.

Air and Climate

OP-1 Greenhouse Gas Emissions

Goal: Increase emissions reductions to exceed original Climate Action Plan interim target (10% by 2020 relative to 2009 baseline)

Strategy: Adopt a policy to allow voluntary purchase of offsets for employee and student travel

Timeline: Summer 2016

Accountable parties: Center for Sustainability and the Environment; Sustainability Advisory Committee; Cabinet

Buildings

OP-4 Building Design and Construction

Goal: Enhance high-performance sustainable design standards for new buildings and major renovations in order to reduce energy and water resource use

Strategy: Adopt a policy requiring an acceptable LEED standard for construction/renovation

Timeline: Summer 2016

Accountable parties: Center for Sustainability and the Environment; Sustainability Advisory Committee; Cabinet

Dining Services / Food

OP-6 Food and Beverage Purchasing

Goal: Reduce the negative environmental impact of food and beverages consumed on campus

Objective: Increase the percentage of sustainable foods and beverages purchased and served

Strategy: Work with the management of Wells Dining and the Grind Café to develop on-going systems to capture spending on sustainable products

Timeline: Spring 2016

Accountable parties: Center for Sustainability and the Environment; Wells Dining; Grind Café management team

Strategy: Develop a student internship project to study the costs/benefits of more sustainable food/beverage procurement and seek alternate sources of supply for more sustainable products.

Timeline: Fall 2016

Accountable parties: Center for Sustainability and the Environment; Wells Dining; Grind Café management team

OP-6 Low Impact Dining

Goal: Reduce the negative environmental impact of food and beverages consumed on campus

Objective: Increase percentage of low-impact animal products

Strategy: Work with Dining and the Grind Café to develop systems to capture expenditures of low-impact products (e.g. vegan foods, Marine Stewardship Council certified seafood, organic meats/dairy/eggs; humanely raised, pasture raised, grass-fed)

Timeline: Fall 2016

Accountable parties: Center for Sustainability and the Environment; Wells Dining; Grind Café management team

Strategy: Develop a student internship project to study the costs/benefits of low-impact animal or food products in food/beverage procurement and seek alternate sources of supply for such products.

Timeline: Fall 2016

Accountable parties: Center for Sustainability and the Environment; Wells Dining; Grind Café management team

Energy

OP-8 Building Energy Consumption

Goal: Minimize the negative environmental impacts from heating, lighting and powering campus facilities

Objective: Reduce building electricity consumption

Strategy: Increase the percentage of spaces on campus using LED lighting

Timeline: Fall 2016

Accountable parties: Facilities Maintenance; Chief Financial Officer

Strategy: Increase the percentage of spaces on campus utilizing occupancy/vacancy sensors

Timeline: Fall 2016

Accountable parties: Facilities Maintenance; Chief Financial Officer

Strategy: Adopt an Energy Star certification standard for acquisition of any applicable equipment

Timeline: Fall 2016

Accountable parties: Center for Sustainability and the Environment; Sustainability Advisory Committee

Strategy: Implement a new vending contract requiring energy efficient equipment and utilization of all feasible energy conservation methods

Timeline: Summer 2016

Accountable parties: Center for Sustainability and the Environment; Chief Financial Officer; vending contractor

OP-9 Clean and Renewable Energy

Goal: Minimize the negative environmental impacts from purchased electricity from non-renewable sources

Objective: Increase the amount of purchased electricity derived from renewal sources

Strategy: Investigate establishing a contract for electricity generated from solar power through a Power Purchase Agreement.

Timeline: Fall 2016

Accountable parties: Center for Sustainability and the Environment; Office of Facilities Operations & Services; Chief Financial Officer.

Grounds

OP-10 Landscape Management

Goal: To reduce the negative environmental impacts of traditional landscape practices

Objective: Increase the amount of campus acreage managed under a sustainable landscape master plan.

Strategy: Develop, adopt and implement a sustainable landscape master plan

Timeline: Summer 2016 and ongoing thereafter

Accountable parties: Center for Sustainability and the Environment; Facilities Grounds

Purchasing

OP-12 Electronics Purchasing

Goal: To reduce the negative environmental impact of electronics purchasing

Objective: Increase the percentage of EPEAT-certified electronics (computers, monitors, televisions, printers, thin clients, servers) acquired for campus use

Strategy: Adopt and implement an EPEAT procurement policy

Timeline: Spring 2016 and ongoing thereafter

Accountable parties: Information Technology

Strategy: Identify EPEAT-certified product replacements (especially printers, tablets, televisions)

Timeline: Spring 2016 and ongoing thereafter

Accountable parties: Center for Sustainability and the Environment; Information Technology

OP-13 Cleaning Products Purchasing

Goal: To reduce the negative environmental and human health impacts of janitorial cleaners and paper products

Objective: Increase the percentage of GreenSeal or EcoLogo certified janitorial cleaners and paper products purchased for use on campus

Strategy: Identify alternative cost-effective, effective cleaning products that are GreenSeal or EcoLogo certified

Timeline: Spring 2016 and ongoing thereafter

Accountable parties: Center for Sustainability and the Environment; Facilities Services

OP-14 Office Paper Purchasing

Goal: To reduce the negative environmental impacts of virgin office paper procurement

Objective: In increase the percentage of office papers purchased that contain a minimum of 30% post-consumer recycled content

Strategy: Work with Staples to include relevant paper products on the campus Sustainable Office Products list and promote that list to campus office supply purchasers

Accountable parties: Center for Sustainability and the Environment;

Strategy: Conduct cost/benefit analysis for switching the bulk office use paper purchase to 100% post-consumer recycled content paper

Timeline: Summer 2016

Accountable parties: Center for Sustainability and the Environment; Office of the Provost; Chief Financial Officer

Transportation

OP-18 Campus Fleet

Goal: To reduce the negative environmental impacts of a conventionally-fueled vehicle fleet

Objective: To increase the percentage of vehicles in the campus fleet that are sustainably powered

Strategy: Develop and adopt a sustainable fleet policy, identifying cost-effective, appropriate vehicles for future replacements

Timeline: Summer 2016

Accountable parties: Center for Sustainability and the Environment; Office of Facilities; Campus Safety

Strategy: Explore cost-effectiveness of conversion of current diesel vehicles to utilize biodiesel

Timeline: Summer 2016

Accountable parties: Center for Sustainability and the Environment; Office of Facilities;

Strategy: Explore the cost-effectiveness of installing EV charging stations

Timeline: Summer 2016

Accountable parties: Center for Sustainability and the Environment; Office of Facilities; Campus Safety

OP-21 Support for Sustainable Transportation

Goal: To reduce the negative environmental impacts of conventional modes of transportation

Objective: To increase use of bicycling as a commuting mode for employees

Strategy: Develop a bike support infrastructure plan and explore external sources of support to provide better infrastructure for bike commuters (bike racks near buildings, bike lockers for commuters)

Timeline: Summer 2016

Accountable parties: Center for Sustainability and the Environment; Student Life; Facilities; Campus Safety; Office of Advancement

Objective: To increase the use carpooling and ridesharing as modes of transportation

Strategy: Develop a Wells College portal for rideshare connections in the Zimride Tompkins system and promote use of the portal to the campus and local community

Timeline: Fall 2016

Accountable parties: Center for Sustainability and the Environment

Objective: To reduce greenhouse gas emissions from daily commuting

Strategy: Develop and adopt telecommuting and condensed work week policies for employees

Timeline: Fall 2016

Accountable parties: Center for Sustainability and the Environment; Human Resources; Cabinet

Waste

OP-22 Waste Minimization

Goal: To minimize the amount of waste produced on campus

Objective: To increase percentages of recyclable materials diverted from landfill trash

Strategy: Develop procedures and protocols to capture actual measurements of tonnage of diverted materials

Timeline: Spring 2016 and ongoing thereafter

Accountable parties: Center for Sustainability and the Environment; Facilities

Strategy: Identify alternative streams for disposal of materials (e.g. furniture, mattresses)

Timeline: Spring 2016 and ongoing thereafter

Accountable parties: Center for Sustainability and the Environment; Facilities

Objective: Increase the percentage of organic food waste diverted from landfill trash

Strategy: Develop a food waste composting program

Timeline: Summer 2016 and ongoing thereafter

Accountable parties: Center for Sustainability and the Environment; Facilities; Wells Dining

OP-24 Construction and Demolition Waste Diversion

Goal: To minimize the negative impacts of C&D disposal on campus

Objective: To reduce the amount of C&D waste collected

Strategy: Develop language to be incorporated in construction/renovation contracts to require proper C&D separation and disposal as a contractor responsibility

Timeline: Summer 2016 and ongoing thereafter

Accountable parties: Center for Sustainability and the Environment; Facilities;

Water

OP-26 Water Use

Goal: To reduce the amount of water used on campus

Objective: Track data about building level water use.

Strategy: Upload data that exists for existing water meters into Portfolio Manager

Timeline: Spring 2016 and ongoing thereafter

Accountable parties: Center for Sustainability and the Environment; Facilities;

Strategy: Identify opportunities for and seek external funding to install water meters on all campus buildings

Timeline: Summer 2016 and ongoing thereafter

Accountable parties: Center for Sustainability and the Environment; Facilities; Office of Advancement

Strategy: Identify opportunities for and seek external funding to increase integration of water conserving fixtures

Timeline: Summer 2016 and ongoing thereafter

Accountable parties: Center for Sustainability and the Environment; Facilities; Office of Advancement

Strategy: Adopt procurement standards and construction/renovation contract language specifying WaterSense certified fixtures and integration of maximum water conserving technologies

Timeline: Summer 2016

Accountable parties: Center for Sustainability and the Environment; Facilities;

OP-27 Rainwater Management

Goal: To replacement use of potable, treated water with rainwater where feasible

Objective: To increase the number of 'green infrastructure' practices employed on campus

Strategy: Identify opportunities for and seek external funding to integrate "green infrastructure" (rain barrels, rainwater harvesting systems, vegetated roofing, rain gardens, using retention/detention water for irrigation instead of potable water, permeable paving)

Timeline: Summer 2016 and ongoing thereafter

Accountable parties: Center for Sustainability and the Environment; Facilities; Office of Advancement

Diversity and Affordability

PA-7 Support for Future Faculty Diversity

Goal: To further enhance understanding of diversity within the Wells College community

Objective: To increase the percentage of faculty self-reporting as from an underrepresented group

Strategy: Develop and seek external funding support for a faculty fellowship program to support promising scholars committed to diversity in the academy in order to better prepare them for tenure track appointments within liberal arts institutions. Fellows will deliver courses related to their doctoral studies that additionally embed diversity considerations.

Timeline: Fall 2016 and thereafter

Accountable parties: Office of the Provost; Office of Advancement

Health, Wellbeing and Work

PA-9 Employee Compensation

Goal: All College employees should earn at least the minimum income necessary to meet their basic needs given the local cost of living.

Objective: Assure that all college employees earn at least a “living wage”.

Strategy: Develop and implement a locally appropriate “living wage” standard for campus employment.

Timeline: Summer 2016 and thereafter

Accountable parties: Center for Sustainability and the Environment; Human Resources

Investment

PA-13 Committee on Investor Responsibility

Goal: The College employs an investment strategy that reflects the ethics of the Wells campus community and considers both financial return and social good.

Objective: Adopt a sustainable investment policy

Strategy: Establish a subcommittee of the Sustainability Advisory Committee to conduct research into sustainable investment policies and practices; develop and recommend a sustainable investment policy to the Board of Trustees for approval.

Timeline: Fall 2016

Accountable parties: Center for Sustainability and the Environment; Sustainability Advisory Committee

PA-14 Sustainable Investment

Goal: The College employs an investment strategy that reflects the ethics of the Wells campus community and considers both financial return and social good.

Objective: Increase the percentage of investments in the College’s endowment investment portfolio that meet the criteria for sustainable investments.

Strategy: Develop criteria/screens for investment fund managers to follow to reduce College exposure to unsustainable investments; monitor adherence to policy and track financial performance.

Timeline: Spring 2017

Accountable parties: Chief Financial Officer; investment fund managers

PA-15 Investment Disclosure

Goal: The College’s sustainable investment policy and practices are transparent and the impacts communicated to the campus community.

Objective: Increase the amount of regular reporting on college investments to the college community.

Strategy: Create a filing/reporting system by which college investment records are accessible to interested members of the campus community.

Timeline: Spring 2017

Accountable parties: Chief Financial Officer; investment fund managers