

STARS

(Sustainability Assessment, Tracking, and
Rating System)

2021 Executive Summary



About STARS

The Sustainability Tracking, Assessment & Rating System (STARS®) is a transparent, self-reporting framework for colleges & universities to gauge progress toward sustainability. STARS is designed to:

- Provide a framework for understanding sustainability in all sectors of higher education.
- Enable meaningful comparisons over time and across institutions using a common set of measurements developed with broad participation from the campus sustainability community.
- Create incentives for continual improvement toward sustainability.
- Facilitate information sharing about higher education sustainability practices and performance.
- Build a stronger, more diverse campus sustainability community.

STARS is intended to engage and recognize the full spectrum of colleges and universities—from community colleges to research universities, and from institutions just starting their sustainability programs to long-time campus sustainability leaders. STARS encompasses long-term sustainability goals for already high-achieving institutions as well as entry points of recognition for institutions that are taking first steps toward sustainability.

UWRF's Involvement with STARS

UWRF was one of the institutions to beta test the STARS framework to help create a process for colleges and universities to measure and benchmark their campus sustainability efforts. UWRF completed this report annually from 2012 to 2017. Ratings received for the 2012 through 2016 reports were consistently STARS Silver. The 2017 report resulted in a STARS Gold rating. Ratings are good for three years so UWRF switched to complete the report every three years. Due to Covid-19, we received an extension and submitted our most recent report on June 30, 2021 which resulted in a STARS Silver rating. This Executive Summary is an overview of that most recent report.

The UWRF Office of Sustainability facilitated the completion of the STARS report. Additional departments and groups who assisted with data collection include:

Admissions	International Education
Business and Finance	Institutional Research
Campus Planning	McNair Scholars Program
Campus Recreation	New Student and Family Programs
Center of Diversity, Inclusion, and Belonging	Outreach and Continuing Education
City of River Falls	Provost's Office
Chalmer Davee Library	Purchasing Services
Chancellor's Office	Registrar's Office
College of Agriculture, Food & Environmental Sciences	Residence Life
College of Arts and Sciences	Risk Management
College of Business and Economics	Student Involvement
College of Education and Professional Studies	Sustainability Faculty Fellows
Counseling and Health Services	Sustainability Working Group
Dining Services	Student Support Services
Facilities Management	Division of Technology Services
Fast Copy	University Foundation
Financial Aid	University Center
Honors Program	University Communications and Marketing
Human Resources	URSCA

Scorecard

Overall Score: 63.21

Academics

Academic Courses	9.89/14.00
Learning Outcomes	6.72/8.00
Undergraduate Program	3.00/3.00
Graduate Program (NA)	0.00/0.00
Immersive Experience	2.00/2.00
Sustainability Literacy Assessment	1.00/4.00
Incentives for Developing Courses	2.00/2.00
Campus as a Living Laboratory	4.00/4.00
Research & Scholarship	12.00/12.00
Support for Research	2.00/4.00
Open Access to Research	0.00/2.00

Engagement

Student Educators Program	2.51/4.00
Student Orientation	2.00/2.00
Student Life	2.00/2.00
Outreach Materials & Publications	2.00/2.00
Outreach Campaign	4.00/4.00
Assessing Sustainability Culture	0.50/1.00
Employee Educator's Program	1.79/3.00
Employee Orientation	1.00/1.00
Staff Professional Development	1.25/2.00
Community Partnerships	3.00/3.00
Inter-Campus Collaboration	3.00/3.00
Continuing Education	5.00/5.00
Community Service	1.28/5.00
Participation in Public Policy	0.67/2.00
Trademark Licensing	0.00/2.00

Operations

Emissions Inventory & Disclosure	1.25/3.00
Greenhouse Gas Emissions	3.13/8.00
Building Design & Construction	0.00/3.00
Building Operations & Maintenance	0.00/5.00
Building Energy Efficiency	4.78/6.00
Clean & Renewable Energy	0.09/4.00
Food & Beverage Purchasing	0.23/6.00
Sustainable Dining	1.80/2.00
Landscape Management	0.86/2.00
Biodiversity	1.00/2.00
Sustainable Procurement	2.25/3.00

Electronics Purchasing	0.86/1.00
Cleaning & Janitorial Purchasing	0.75/1.00
Office Paper Purchasing	0.58/1.00
Campus Fleet	0.09/1.00
Commute Modal Split	2.14/5.00
Support for Sustainable Transportation	0.60/1.00
Waste Minimization & Diversion	2.45/8.00
Construction & Demolition Waste	0.51/1.00
Hazardous Waste Management	1.00/1.00
Water Use	2.70/4.00
Rainwater Management	2.00/2.00

Planning & Administration

Sustainability Coordination	1.00/1.00
Sustainability Planning	3.00/4.00
Participatory Governance	2.13/3.00
Reporting Assurance	1.00/1.00
Diversity & Equity Coordination	1.44/2.00
Assessing Diversity & Equity	0.63/1.00
Support for Underrepresented Groups	2.75/3.00
Affordability & Access	2.14/4.00
Committee on Investor Responsibility	0.00/2.00
Sustainable Investment	0.53/3.00
Investment Disclosure	0.00/1.00
Employee Compensation	0.89/3.00
Assessing Employee Satisfaction	1.00/1.00
Wellness Program	1.00/1.00
Workplace Health & Safety	1.01/2.00

Innovation & Exemplary Practices (Bonus Points)*

Diversity & Equity Recognition	0.50/0.50
External Reporting Assurance	0.50/0.50
Food Bank	0.50/0.50
Grounds Certification	0.50/0.50
Pay Scale Equity	0.50/0.50

*Maximum amount of bonus points allowed per report are 4.00. UWRF received 2.50/4.00 possible innovation points. The end of this report notes the additional opportunities.

ACCOMPLISHMENTS - Highlights the current sustainability efforts on campus that qualified UWRF for points. In order to maintain the STARS Silver Rating or improve to the Gold or Platinum rating level, UWRF should continue to do and improve upon these efforts.

OPPORTUNITIES - Included in grey boxes, these note how we can improve our campus sustainability efforts, which will result in receiving more points in the future. Maintaining and improving current efforts as well as pursuing additional ways to become sustainable is critical in improving sustainability at UWRF.

Academics

ACCOMPLISHMENTS

OPPORTUNITIES

Academic Courses

76.67% of academic departments offer at least one sustainability-focused or sustainability-inclusive course.

Increase the number of departments that offer sustainability-focused and sustainability-inclusive courses to at least 90%. Scoring is based on the ratio of those courses compared to overall number of courses offered.

Learning Outcomes

59.04% of UWRF graduates have gone through a program that has adopted at least one sustainability learning outcome.

Specify sustainability learning outcomes at the institutional level to cover all students or specify sustainability learning outcomes at the divisional (college) level for each division. Goal is to cover 100% of students.

Undergraduate Program

UWRF Offers three sustainability-focused majors (Sustainable Management, Conservation and Environmental Planning, and Environmental Science) and five sustainability-focused minors (Sustainability Studies, Sustainable Agriculture, Environmental Planning, Conservation, and Sustainable Justice).

Offer at least one sustainability-focused graduate program.

Graduate Program

Sustainability Literacy Assessment

Multiple courses currently conduct sustainability literacy assessments

Conduct a more comprehensive sustainability literacy assessment that covers a representative sample of the student body

ACCOMPLISHMENTS

OPPORTUNITIES

Immersive Experience

UWRF offered seven sustainability-related immersive educational abroad opportunities between 2018 and 2020: Costa Rica J-Term; Belize Study Adventure; Bahamas Tropical Restoration Experience; Discover the Netherlands: Water, Wheels, and Windmills; India J Term; Ireland: Sustainable Animal Production; and Uganda: Globalization and Africa's Experiences.

Incentives for Developing Courses

UWRF offers incentives to develop sustainability courses through workshops.

Campus as a Living Laboratory

UWRF utilizes its infrastructure and operations for multidisciplinary student learning and research which contributes to understanding sustainability challenges and advancing sustainability efforts. UWRF does this in the following categories: Air & Climate, Buildings, Energy, Grounds, Purchasing, Waste, Water, Public Engagement, Campus Engagement, and Wellbeing & Work.

Continue to find ways for courses to use campus for hands-on experiences for students that further their understanding and can also help advance sustainability and operations specifically in the categories of Food & Dining, Transportation, Coordination & Planning, Diversity & Affordability, and Investment & Finance.

Research & Scholarship

78.33% of the faculty and staff who are involved with URSCA projects are involved in sustainability related research. 90% of UWRF departments are engaged in sustainability research.

Develop a central tracking tool for faculty, staff, and student research noting which projects are sustainability-focused and sustainability-inclusive.

Support for Sustainability Research

URSCA and the Library promote and support all research including sustainability related research. UWRF gives positive recognition to interdisciplinary, trans-disciplinary, and multidisciplinary research during faculty promotion and/or tenure decisions.

Create a program to specifically encourage students in multiple disciplines or programs to conduct sustainability-related research. Develop better methods for disseminating sustainability research.

Open Access to Research

Adopt an open access policy.

Engagement - Campus

ACCOMPLISHMENTS

Student Educators Program

The UWRF Office of Sustainability coordinates a student educators program where students educate other students on sustainability related topics. This is completed through campus-wide events, sustainability programming in the Residence Halls, facilitating campus sustainability tours, and guest presenting in classes.

Student Orientation

Sustainability is included in programming and activities for student orientation. These opportunities for participation are offered to 100% of UWRF students.

Student Life

UWRF had 5 active sustainability related student organizations between 2018 and 2020 including the Student Alliance for Local and Sustainable Agriculture (SALSA), Resources Management Club (RMC), We Bike River Falls, Bee Club, and the Green Team. UWRF is an Educational Partner with the Leave No Trace Center for Outdoor Ethics, and the UWRF Office of Sustainability regularly engages students in educational events such speakers, film screenings, and upcycling activities.

Outreach Materials & Publications

UWRF has a comprehensive outreach campaign including a website, Facebook and Instagram pages, monthly newsletters, and tabling events. In the University Center, there is a sustainability kiosk providing information on sustainability and green building features along with educational posters in the bathrooms that highlight water-saving urinals, recycled rainwater collection, the high-velocity hand dryer technology, and cleaning techniques. The Office of Sustainability also provides campus sustainability tours for students, faculty, and community members.

OPPORTUNITIES

Establish a budget for student staffing to support program.

ACCOMPLISHMENTS

OPPORTUNITIES

Outreach Campaign

UWRF hosts City & Sustainability Sampler, which highlights local resources within the community as well as student organizations in hopes of connecting students with the greater community.

Assessing Sustainability Culture

A campus survey assessing sustainability values, behaviors, beliefs, and awareness of campus sustainability initiatives was conducted in spring of 2019.

Employee Educators Program

UWRF has created a staff/faculty peer-to-peer education and outreach program on sustainability.

Employee Orientation

Orientation provided by Human Resources covers shredding and recycling locations as well as services for students and staff. Recent Opening Week trainings and meetings for staff have included sustainability-specific material.

Staff Professional Development & Training

UWRF staff and faculty have opportunities to participate in professional development and training opportunities in sustainability through the Association for the Advancement of Sustainability in Higher Education (AASHE) as well as other networks and organizations.

Implement a follow-up assessment to track changes in sustainability culture over time.

Increase the reach of the Sustainability Educators by increasing the number of hours worked by educators on sustainability education and initiatives.

Increase budget to increase the percentage of staff and faculty who participate in sustainability related professional development and training opportunities. Including sustainability in performance reviews for all employees would also improve rating.

Engagement - Public

ACCOMPLISHMENTS

OPPORTUNITIES

Community Partnerships

The UWRF Office of Sustainability has strong partnerships with community groups including Hope for Creation, Youth Leadership Congress, the St. Croix River Association, and the Kinni Consortium.

Intercampus Collaboration

UWRF is a member of the Association for the Advancement of Sustainability in Higher Education (AASHE), The Upper Midwest Association for College Sustainability (UMACS), and the College and University Recycling Coalition (CURC). UWRF also participates in UW System Sustainability, and faculty and staff regularly present on sustainability related research or programs at conferences and workshops.

Continuing Education

UWRF offers two sustainability related certificates: Environmental Sustainability Certificate and Sustainable Enterprise Certificate.

Community Service

UWRF faculty, staff, and students are encouraged to participate in community service, and it is estimated that at least 20% of students are engaged in community service.

Engage more of the student body in community service through curriculum and course incentives. Develop a program to promote volunteer opportunities, track students involved, and track hours completed.

Participation in Public Policy

UWRF participates in Powerful Choices, which has been instrumental in encouraging the city of River Falls to adopt sustainable initiatives.

Advocate for and promote public policies that support campus sustainability at the state, regional, and national levels.

Trademark Licensing

UWRF as an institution should join the Fair Labor Association and/or the Worker's Right Consortium to help ensure apparel bearing its name/logo is produced under fair and safe working conditions.

Operations

ACCOMPLISHMENTS

Emissions Inventory & Disclosure

UWRF conducts an annual greenhouse gas inventory including Scope 1 and 2 greenhouse gas emissions. UWRF has made efforts to reduce the amount of Scope 1 and 2 greenhouse gas emissions compared to the 2005 baseline year.

Greenhouse Gas Emissions

UWRF's carbon consumption has decreased 48% from the baseline year. The carbon used per student has declined 7.8% from the baseline year.

Building Design and Construction

Building Operations & Maintenance

Building Energy Efficiency

UWRF has reduced its total building energy consumption per unit of floor area by 32.72% since 2005. This was achieved by installing LED lighting, motion/light sensors in multiple campus buildings, etc.

OPPORTUNITIES

Find an external third party to validate Greenhouse Gas emissions inventory.

Continue to search for innovative ways to reduce carbon consumption and increase carbon sink capacity.

When building new spaces and/or renovating existing ones, build and certify to LEED or other green building standards.

Increase square footage of building space that is maintained and certified under a green building rating system such as LEED, O+M, BOMA BEST, Green Globes CIEB, etc.

Continue employing the use of energy saving strategies in all campus buildings and outdoor spaces. Invest in energy saving projects.

ACCOMPLISHMENTS

Clean & Renewable Energy

UWRF has solar panels on the roof of Jesse H. Ames suites and the Regional Development Institute which are used to heat hot water and fulfill some electrical needs.

Food & Beverage Purchasing

UWRF currently purchases food and beverages that are considered sustainable in the following categories: reduced antibiotics for poultry, sustainability seafood, fair trade/eco coffee, rBGH-free milk, rBGH-free yogurt and cage free eggs.

Sustainable Dining

Chartwells has a published [sustainable dining policy](#) and sources foods from the campus farm through Falcon Foods. Chartwells also hosts two farmers markets annually and provides vegan options, holds low impact dining events weekly, and has sustainability-themed meals. Chartwells additionally has signage promoting sustainable options and collaborates with the UWRF Office of Sustainability to hold food waste audits each semester. UWRF utilizes tray-less dining and pre-consumer and post-consumer food waste programs. The Freddy-to-Go program promotes reusable containers.

Landscape Management

86.36% of the managed grounds at UWRF use Integrated Pest Management techniques. The Campus Mall plan developed in 2013 focuses on the use of native plants and grasses to minimize the use of irrigation.

OPPORTUNITIES

Increase investments and use of clean and renewable energy sources. Currently, only 2.2% of energy consumption at UWRF comes from clean and renewable resources.

Increase the percentage of ethically sourced and plant-based food and beverage expenditures. Advocate for Chartwells to purchase food and beverage products that are either third party verified, or are both local and community-based. A way to do this is to participate in the [Real Food Challenge](#).

Encourage Chartwells to buy local or from small businesses. Implement a food waste/organics collection program on campus.

Increase the amount of grounds managed in accordance with an Integrated Pest Management (IPM) program. Consider the introduction of organic land care standards and participate in the [No Mow May](#) initiative for some areas of campus.

Operations

ACCOMPLISHMENTS

Biodiversity

UWRF's Ecological Restoration Institute (ERI) has identified rare species present on university sites, and aims to restore and maintain such areas through invasive species removal and native seed planting.

Sustainable Procurement

Sustainability criteria are included in several categories of campus services and contracts including construction and renovation projects, IT products and services, food services, and wood and paper products.

Electronics Purchasing

100% of expenditures on electronic products are EPEAT (Electronic Product Environmental Assessment Tool) certified at either bronze, silver, or gold levels.

Cleaning & Janitorial Purchasing

74.98% of products purchased by the Facilities Management Custodial Services department at UWRF are third party verified and meet recognized sustainability standards.

Office Paper Purchasing

The majority of office paper purchased on campus contains 50-69% post-consumer recycled material.

Campus Fleet

9.33% of the campus fleet is comprised of fully electric vehicles. Facilities Management has supported the purchase of flex fuel vehicles for several years.

OPPORTUNITIES

Conduct an assessment to identify endangered and vulnerable species (including migratory species) with habitats on land owned or managed by the institution.

Create written policies, guidelines, or directives that actively seek to purchase in a sustainable manner across commodity categories. Specific categories in need of written policies include chemically intensive products, garments and linens, professional services, and transportation and fuels.

Increase percentage of expenditures on electronic products that are EPEAT Gold registered to 100%.

Increase percent of cleaning and paper products that are certified under the Forest Stewardship Council, Green Seal, UL ECOLOGO, etc. Expand this effort to the rest of campus.

Increase purchasing of paper that is 90-100% post-consumer recycled and/or is Forest Stewardship Council certified. Reduce overall paper use.

Increase the amount of electric vehicles used on campus and replace older vehicles with higher efficiency models.

ACCOMPLISHMENTS

OPPORTUNITIES

Commute Modal Split

45% of UWRF students and 21% of UWRF employees report using a more sustainable method of transportation to and from class such as walking, biking, and/or carpooling.

Encourage, provide, and support programs that promote the use of sustainable transportation. Conduct an updated commuter survey.

Support for Sustainable Transportation

Students living on campus have access to 90 individual bike lockers and UWRF provides students with bicycle parking within 50 feet of all campus buildings. UWRF supports multiple community bicycle programs such as the We Bike River Falls campus and community collaboration. Bicycle rentals are also available for free for students through Falcon Outdoor Adventures. An active "UWRF Carpooling" Facebook page and a driver/rider board in the University Center help connect drivers with students in need of a ride. The University Center also has a lounge for commuter students, and the campus provides preferential parking for fuel efficient vehicles.

Consider providing a location on campus where students, faculty, and staff can charge electric vehicles. Encourage bike riding as an alternative to driving by implementing bicycle lanes on campus. Create a carshare program.

Waste Minimization & Diversion

35.01% of waste was diverted from landfills or incinerators in 2020.

Continue to implement and support programs that reduce consumption as well as programs that divert items from landfills.

Construction & Demolition Waste Diversion

51.12% of construction and demolition materials were diverted from the landfill.

Work to increase the amount of construction and demolition waste that is diverted from the landfill.

Hazardous Waste Management

UWRF utilizes a Hazardous Waste Program that lists specific protocols for disposal of waste depending on the university department. UWRF complies with the new [Globally Harmonized System of Classification of Chemicals](#) and has completed a 100% inventory of on-campus chemicals. Refurbished electronics are sold through the surplus property program, and unsold or non-functioning equipment is recycled through a certified e-waste recycling company.

Offer and facilitate an e-waste collection program for students.

Operations

ACCOMPLISHMENTS

Water Use

UWRF has reduced potable water use by 40.5% and water use per unit of vegetated area by 40.78% compared to a baseline established in 2005.

Rainwater Management

UWRF has comprehensive policies that require LID (low impact development) practices, and the university conducts a Stormwater Management study which is submitted to the DNR. In 2015, UWRF became part of a regional consortium called Rain to Rivers. UWRF's participation in the consortium aims to increase educational efforts about water quality and create better campus practices.

Exemplary Practice: Grounds Certification

UWRF is an affiliate of Bee Campus USA as of summer 2021. This distinction ensures that UWRF recognizes, encourages, and supports pollinator conservation on campus and throughout the community.

OPPORTUNITIES

Create a water awareness campaign on campus and inform students, faculty, and staff how they can best save water. Invest in replacing inefficient plumbing fixtures, fittings, appliances, equipment, and systems with water-efficient alternatives.

Planning & Administration

ACCOMPLISHMENTS

OPPORTUNITIES

Sustainability Coordination

The Office of Sustainability is active in campus sustainability initiatives and UWRF's Sustainability Working Group (SWG) also helps support the promotion and coordination of sustainability principles, values, and practices on campus. Additionally, Sustainability Faculty Fellows (SFF) works to infuse sustainability into the curriculum across disciplines.

Increase the full time equivalent of sustainability focused staff.

Sustainability Planning

As of the creation of this Executive Summary, UWRF is currently working on a new strategic plan. Sustainability was a component in the previous strategic plan and significant efforts were made to prominently include sustainability in the next strategic plan. UWRF also has a Sustainable Campus Community Plan (SCCP) and a Climate Action Plan (CAPlan).

Financially invest in, support, and pursue sustainability aspects included in the Strategic Plan and encourage sustainability considerations in all aspects of campus planning. Continue to advocate for inclusion of sustainability in the next strategic plan.

Inclusive & Participatory Governance

38.89% of the Board of Regents governing body is female, and 11% are students. UWRF has four shared governance bodies that represent different campus constituents while simultaneously working collaboratively on larger issues.

Adopt a framework with written policies for engaging external stakeholders on issues that effect the broader community.

Reporting Assurance

UWRF completed an assurance process that successfully identified and resolved inconsistencies and errors in the finalized STARS report prior to submission to AASHE.

Exemplary Practice: External Reporting Assurance

UWRF's assurance process for the current STARS submission include an external audit with full documentation.

ACCOMPLISHMENTS

OPPORTUNITIES

Diversity & Equity Coordination

UWRF has a diversity and equity committee, as well as a Diversity, Inclusion, and Belonging office that offers cultural competency training.

Increase the number of members of the campus community that have participated in cultural competence, anti-oppression, anti-racism and/or social inclusion trainings and activities to 100%.

Exemplary Practice: Diversity & Equity Recognition

UWRF has been formally recognized for leadership in diversity and equity, and was awarded the Diversity and Inclusion 2019 Award.

Assessing Diversity & Equity

UWRF engaged in a structured assessment process during the previous three years to improve diversity, equity, and inclusion on campus (Campus Climate Survey).

Post the results of the assessment publicly. Create a process and action plan to address employee outcomes related to diversity and equity.

Support for Underrepresented Groups

UWRF has a clear and public non-discrimination statement. UWRF's Affirmative Action Committee has conducted programs to help recruit underrepresented staff, faculty, and students. Admissions has a position dedicated to multicultural outreach.

Continue to provide and improve programs for recruiting and supporting students as well as faculty and staff from underrepresented groups.

Affordability & Access

UWRF participates in all Federal and State need-based financial aid programs. McNair Scholars and Student Support Services help support underrepresented groups and low-income students.

Increase percentages in the following categories: students entering UWRF who are low-income; graduation rate for low-income students; amount of need that was met for students who are awarded need-based aid; and students who graduate with no interest-bearing student loan debt.

Planning & Administration

ACCOMPLISHMENTS

Committee on Investor Responsibility

Sustainable Investment

10.58% of the investment pool is in sustainable investments.

Investment Disclosure

Employee Compensation

88% of employees make a living wage. 100% receive a living wage when benefits are included in the analysis.

OPPORTUNITIES

Create an active committee composed of faculty, staff, and students that works with investor responsibility and fund decision makers to increase socially responsible investment opportunities across asset classes.

Increase the percentage of UWRP's investment pool that is considered positive sustainability investments. Pursue investor engagement including providing a publicly available policy on sustainable investment, and use this policy to guide investment management decisions. As a goal, ultimately divest all university investments from the top 200 fossil fuel companies for utmost investment responsibility.

Provide a publicly available annual snapshot of investment holdings, including those handled by a separate foundation. Investment reports should include the amount invested and proxy voting records.

Make a formal commitment as a university to pay 100% of employees a living wage. Consider a living wage policy for student employees and graduate teaching/research positions.

ACCOMPLISHMENTS

OPPORTUNITIES

Exemplary Practice: Pay Scale Equity

UWRF has a pay scale equity of 1:11.4 where 1 represents the lowest paid full-time employees and 11.4 represents the compensation of the highest paid senior administrator. Points are received for anything under a 1:15 ratio.

Assessing Employee Satisfaction

UWRF has evaluated employee satisfaction and engagement via a campus-wide survey. Representative focus groups took action in response to the provided feedback.

Conduct an employee satisfaction survey on a regular basis to all employees or a representative sample.

Wellness Programs

UWRF offers counseling services, employee assistance programs, and ongoing wellness activities for students and campus employees. UWRF prohibits smoking and tobacco use across the entire campus.

Exemplary Practice: Food Bank

UWRF offers a food bank located in the Agricultural Science building on campus.

Workplace Health & Safety

UWRF has a Risk Management Plan that highlights goals and expectations as well as programming to maintain a safe campus.

Reduce employee recorded workplace injuries.

Exemplary Practices & Innovations

OPPORTUNITIES

Sustainability Course Designation

Institution formally designates sustainability courses in its standard course catalog or listings.

NSSE Sustainability Education Consortium

Institution has participated as part of the Sustainability Education Consortium when administering the National Survey of Student Engagement ([NSSE](#)) within the previous three years.

Academic-Industry Connections

Institution has published policies or guidelines governing industry-sponsored research that preserve academic freedom, autonomy and integrity, and manage potential conflicts of interest.

Green Athletics

Institution has an active green athletics program through which it engages the community around issues of sustainability.

Green Event Certification

Institution has or participates in a green event certification program and has held one or more certified events in the previous year.

Fair Trade Campus

Institution is currently designated as a [Fair Trade College](#) or University by Fair Trade Campaigns USA or Fairtrade International/FLO and its members (e.g. Fairtrade Canada).

Certified Green Cleaning

Institution and/or its primary cleaning services contractor uses a green cleaning program that is certified.

Green Laboratories

Institution has or participates in a green laboratory benchmarking or certification program.

Sustainable Dining Certification

Institution and/or its primary dining services contractor has at least one on-site dining hall or food service outlet certified.

Pest Management Certification

Institution's integrated pest management (IPM) program and/or contractor is currently certified.

OPPORTUNITIES

Spend Analysis

Institution has conducted a comprehensive spend analysis to assess the sustainability impacts of its purchasing across all significant commodity categories and identify and prioritize opportunities for improvement. Examples include supply-chain carbon footprint analysis and related methodologies that address the environmental, social, and economic performance of the institution's products and suppliers.

Bicycle Friendly University

Institution is currently recognized as a [Bicycle Friendly University](#).

Stormwater Modeling

Institution uses stormwater modeling to assess the impact of LID practices and green infrastructure on campus.

Campus Water Balance

Institution has calculated a natural water balance for the campus to assess the sustainability of its water withdrawals (e.g. institution water use compared to a water budget based on precipitation, potential evapotranspiration and campus/watershed area).

Natural Wastewater Systems

Institution uses natural wastewater systems to treat and manage at least 10 percent of its wastewater through on-site infiltration and/or reuse. Appropriate strategies include constructed treatment wetlands, Living Machines, and other technologies that treat wastewater by mimicking the biological, chemical and physical processes occurring in natural wetlands.

Community Stakeholder Engagement

Institution has formally adopted a community stakeholder engagement framework that conforms to the [AA1000 Stakeholder Engagement Standard](#). The framework details how the institution engages external stakeholders (i.e. local community members) in the institution's governance, strategy and operations.

Adjunct Faculty Compensation

The institution provides average compensation of \$6,000 (US/Canadian) or more per three-credit course to its adjunct faculty members.

Campus Pride Index

Institution is rated at four stars or higher by the [Campus Pride Index](#).

Serving Underrepresented Groups

Institution is formally designated as a minority-serving institution, historically disadvantaged institution, indigenous institution, or the equivalent.

Innovations

Continue to pursue sustainability focused innovations.



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