

## President's Sustainability Committee

### Agenda

May 18<sup>th</sup>, 2015, 1:00-2:30 pm

TILT 104

**Members Present:** Carol Dollard - Facilities Management  
Tonie Miyamoto - Housing and Dining Services, Student Affairs  
Tim Broderick - Housing and Dining Services  
Tony Rappe – College of Natural Sciences, Department of Chemistry  
Stacey Baumgarn - Facilities Management  
Farrah Bustamante - Procurement Services  
Doug Max - Athletics  
Jacob Kimiecik - Student Sustainability Center  
Jocelyn Hittle - Denver Operational Initiatives  
Aaron Fodge – Department of Parking and Transportation  
Aleta Weller – School of Global Environmental Sustainability  
Colleen Duncan – CVMBS  
Ann Bohm-Small – AP Council  
Andrew Warnock – College of Natural Sciences, Education and Outreach Center  
Scot Allen – Office of International Programs  
Annabelle Berklund – Graduate Student Council  
Jesse Parker – College of Engineering  
Bill Timpson – College of Health and Human Sciences

#### 1. GreenJobInterview Presentation – 20 minutes

- a. Alexis Kanda-Olmstead, Director of Talent Management and Development from University Advancement presented a broad overview of a new hiring software system, GreenJobInterview.
- b. This is an innovative interviewing/hiring tool, which has been gifted to University Advancement for a 6 month trial.
- c. There are sustainability and financial advantages to this online system, i.e. lower carbon footprint, less travel expenses, etc.
- d. Alexis is looking for an endorsement of this product from the PSC to support a potential purchase of this system.
- e. The first step of the interview is a recorded video that candidates submit on a secure online interface.
- f. Hiring committees can watch the videos on their own time and make evaluations, eliminating the need for the whole committee to be in the same room at the same time evaluating candidates.
- g. The online interface includes the rating criteria and allows the committee to make internal comments on the candidate's submissions.
- h. The second step of the interview is a live video chat with the candidates.
- i. While investigating the software, University Advancement staff saw a tremendous difference in perceptions of interviewees based on a video chat and a phone interview. Interviewee's personalities are more obvious via video chat.
- j. The interface is in a secure cloud database, which both HR and OEO have approved of.
- k. Hiring committees will still have to work through the OEO/HR process by having questions approved, job announcements approved, capturing applicant self-identification data, etc.
- l. University Advancement staff have found the software to be a very user-friendly, fast, effective tool to use in hiring searches.
- m. Interviewees have provided very positive feedback and some have shared that they like being able to advocate for their qualifications in candidacy in a new, innovative way.
- n. The cost for the software is based on an annual fee.
- o. The software can be integrated with the new Talent Management System, making the hiring process streamlined and effective.

- p. The University would benefit from using this system in several ways but it is important to show CSU's dedication to sustainability to potential candidates right from the start of their interaction with the University.
- q. The system can require samples of writing, portfolio work, etc.
- r. Alexis can be contacted with any further questions or comments about the software.

## **2. Green Ribbon Schools Update – 5 minutes**

- a. CSU was named a 2015 Green Ribbon School awardee by the US Department of Education.
- b. Typically, this program honors K-12 schools but it has been extended to include higher education institutions.
- c. Becca, Stacey, Tonie, and Tim will attend the awards ceremony in Washington DC in early June to accept the award on behalf of the University.
- d. Tonie is trying to arrange a site visit to American University to benchmark STARS reports.
- e. There will be a State Board of Education awards ceremony in Denver the following week.

## **3. Energy Use on Campus – 10 minutes**

- a. Carol distributed a list of most energy-using buildings at CSU.
- b. Not all utilities in all buildings are metered, so the list is slightly off but it presented the best information available.
- c. Science/laboratory buildings are the heaviest users.
- d. The list didn't include Housing buildings but Carol can create a list including them.
- e. Facilities has an Energy Reserve Fund, which is dedicated funding for energy improvement projects around campus. The list presented is a good starting point to prioritize improvement needs.
- f. It was recommended that Carol provide a quick fact sheet to go along with the table to guide people as to why buildings rank so high (i.e. This building is 70% research lab space, etc.)
- g. Regular communication to the campus community of energy use on campus would be useful.

## **4. Climate Action Plan Update – 15 minutes**

- a. The City of Fort Collins has passed the Climate Action Plan, which include a City-wide goal to reduce carbon emissions by 80% by 2030. The ramifications of this plan will trickle down to CSU.
- b. The CSU CAP is being rewriting to include the most current and relevant information.
- c. Specifically, the CAP will incorporate a plan to bring Cogeneration (combined heat and power) to campus, which would be finically beneficial and be a boost to other CAP goals.
- d. The PSC will be updated of more revisions to the CAP as the process progresses.

## **5. Fair Trade Resolution Update – 15 minutes**

- a. A student group on campus is looking for the University to become a Fair Trade Certified University.
- b. In order to do this, they formed an official student group and wrote a resolution (which was passed by ASCSU).
- c. The next step in the process is to have the University officially adopt the resolution.
- d. It was decided that to best accomplish this, the Official Environmentally Preferable Purchasing Policy would be revised to include language about fair trade as a preferable/encouraged option for purchasing.
- e. The University Office of Policy and Compliance, the Lory Student Center, Housing & Dining Services, and Procurement Services have all approved of this action.
- f. The language in the policy encourages but not requires fair trade purchases, leaving choices to the customer.
- g. Farrah mentioned that the language should be very clear about "locally sourced" vs. "fair trade", as they are very different things.
- h. Tonie will look at the policy language again before submitting to Fair Trade University.

## **6. Updates from Members – 25 minutes**

**Bill Timpson** – Bill will be offering a course about how to teach sustainability. He is working with the curriculum committee to have this course approved.

**Aleta Weller** – SoGES PhD and Post Doc students can apply to an intensive sustainability communication training course. It is an exclusive program and there were many well-qualified candidates this year, making the selection process very difficult. Also, the Dining with Sustainability program will continue into the next year. This program, funded by the Bohemian Foundation, hosts dinners for researchers, managers, and sustainability-focused individuals for discussion of sustainability topics.

**Tim Broderick** – The Leave it Behind program is still in need of many volunteers to help with the Tent Sale on June 20<sup>th</sup>-21<sup>st</sup>. Contact Tim or Jake Drenth for more details.

**Jocelyn Hittle** – Jocelyn, her team, and the City of Denver are looking to realize the NWSS sustainability goals. One major initiative is to turn the NWSS site into a zero waste district. If you are looking for research projects/opportunities, Jocelyn has many.

**Aaron Fodge** – Aaron asked the Facilities Construction/PR team come to PSC to discuss the upcoming construction projects and their logistic details. Also, at Ramwelcome, Aaron will host a “We Ride” event to show incoming students the bike culture at the University and the town. Lastly, the Campus Bicycle Advisory committee is resubmitting CSU’s Bike Friendly University application. Aaron believes the University might achieve a Platinum Bike Friendly University certification.

**Tonie Miyamoto** – Tonie and Carol will be meeting with Amy soon to discuss the PSC’s budget submission. This will determine what will be fundable. Tonie and Tim will be presenting a STARS workshop at the AASHE conference this year.