## The University of Winnipeg Campus Sustainability Council Meeting Minutes Tuesday, December 11th, President's Board Room, Wesley Hall 10:00-11:30 pm

|         | Meeting Attendance |                       |         |         |                      |  |  |  |  |  |  |  |  |  |
|---------|--------------------|-----------------------|---------|---------|----------------------|--|--|--|--|--|--|--|--|--|
| Present | Regrets            | Name                  | Present | Regrets | Name                 |  |  |  |  |  |  |  |  |  |
| Х       |                    | Alana Lajoie-O'Malley | Х       |         | Liz Williams (notes) |  |  |  |  |  |  |  |  |  |
|         | X                  | Michael Emslie        | Х       |         | Jacob Nikkel         |  |  |  |  |  |  |  |  |  |
| Х       |                    | Michael Dudley        | Х       |         | Lydia Warkentin      |  |  |  |  |  |  |  |  |  |
| Х       |                    | Andrée Forest         | Х       |         | Len Cann             |  |  |  |  |  |  |  |  |  |
|         | Χ                  | Thomas Aitken         | Χ       |         | Kyle MacDonald       |  |  |  |  |  |  |  |  |  |
| Χ       |                    | Allan Amundsen        | Х       |         | Jeff Palmer          |  |  |  |  |  |  |  |  |  |
|         | Χ                  | Lena Yusim            |         | Χ       | Laurel Repski        |  |  |  |  |  |  |  |  |  |

| Item | Subject   | Discussion  | Next Steps                                  | Responsibility | Deadline        |
|------|---|---|---|----------------|-----------------|
| 1    | Agenda  | Agenda approved: Motion - Alan motioned; Second - Dre; All in favour.   |   |                |                 |
|      |   |   |   |                |                 |
| 2    | Minutes   | Nov. 6" Minutes (including IAP) reviewed and approved with update.  Motion – Len; Second – Kyle; All in favour.   | Update doc<br>re: phase<br>not complete     | Liz            | Next<br>meeting |
|      |   |   | post<br>minutes,<br>IAP to CSO<br>website   | Liz            | Next<br>meeting |
|      |   |   |   |                |                 |
| 3    | FY2011<br>Sustainability<br>Performance<br>Report | Alana updated Council re: President Axworthy's review of 2011 Sustainability Performance Report.  Approved by president. Now online.  |   |                |                 |
|      |   |   |   |                | _               |
| 4    | Climate Action<br>Plan                            | Not much that new – actions included already in strategic plan. Commitment to new and specific targets by the end of 2016. Collecting climate related academic content – under the umbrella of sustainability reporting in academics.   | Pass doc on<br>to President<br>for approval | Alana          |                 |
|      |   | <ul> <li>Key challenge re: weather adjustment</li> <li>What part of energy consumption not dependent on weather (i.e not heating), i.e. weather independent energy consumption. Population varies in summer – challenge for normalization. (Mathematical relationship or summer baseline – should be similar values)</li> </ul> |   |                |                 |

|    |                        | <ul> <li>Challenge that varied industry standards, yielding very different results.</li> <li>MB Hydro has been helpful. Suggests shoulder season fluctuations as consideration</li> <li>While not certain how soon may have a solution, there is value in making document public with note that we're working on it. Can re-issue document once have the problem solved.</li> <li>Council agrees to pass the document on to Lloyd for approval.</li> <li>Motion – Michael D.; Second – Kyle; All in favour.</li> </ul>  |   |      |
|----|------------------------|---|---|------|
| 5  | Progress Update        |   |   |      |
| 5a | Academics              | Michael Dudley – report on progress of committee:  The committee is now called the Academic Working Group on Sustainability, and has connections to Senate. Long term goal to see where sustainability content is, and develop connections and opportunities. STARS is one part of the committee's focus regarding course content, delivery, and teaching methods related to sustainability. Aim for Academic Working Group on Sustainability to report to senate by end of academic year.  President's goal to be part of STARS program – external 3 <sup>rd</sup> party reporting so more recognition of what's going on. Results reported on the AASHE website – publish inventory on our own website. STARS criteria very external – focuses on the content of the course rather than anything related to student development as environmental citizen. Reference to skills but not ethics. Not too broad. Not a matter of sustainability in every course. Probablya lot of linkages that are not being made, context. Discussed looking at the literature (e.g. David Orr). Could also include practicum. Possibility also of getting innovation points, like in LEED system.  Challenge re: stringency of criteria for reporting on sustainability content in academic programs. Question of possibly setting the bar too high relative to other universities. Each university tasked with creating its own internal criteria:  Type of school differs in content. E.g. liberal arts education vs. 'practical' school Optics vs. substance  Council's feedback: Being 'real'. Disclaimer on criteria and why may be more stringent than other institutions. |   |      |
| 5a | Capital<br>Development | Jeff – no news on status of current/projected capital projects  Alana: The first energy model has been provided for the Field House. It was assumed the parkade would not be heated, but a decision has been made to heat parkade. Does this fit with our reduction strategy. Asking for clarification on whether higher numbers due to parkade, what temperature estimates are used. Currently overbudget on GreenHouse Gas (GHG) emissions.   |   |      |
| 5b | Energy Retrofit        | Kyle and Len: Given approval for lighting control in Duckworth, speed retrofit, ventilation for MB hall.  Working on it for March. Occupant comfort consideration throughout process.   |   | <br> |
| 5c | Governance             | Alana: No reports other than Climate Action Plan (CAP).   |   |      |
| 5d | Waste                  | Allan: No updates on current procurement activities.  |   |      |
|    | 1                      | <u> </u>  | 1 |      |

| 5e Admin  5e Comm Events | Systems | Allan: Fair Trade Committee – agreed to submit application with reservations and see what they say.  Possibility of sending student rep to conference in January.  Alana (Lena – exam prep): update on Green Office Pilot. Testing the pilot - Had one meeting this fall, the rest run through during winter.  Alana: Nov. 19 <sup>th</sup> . Public lecture and workshops with Leith Sharp. Lecture very well attended and   |  |  |
|--------------------------|---------|---|--|--|
| 5e Comm<br>Events        | Systems | Alana (Lena – exam prep): update on Green Office Pilot. Testing the pilot - Had one meeting this fall, the rest run through during winter.  Alana: Nov. 19 <sup>th</sup> . Public lecture and workshops with Leith Sharp. Lecture very well attended and  |  |  |
| 5e Comm<br>Events        |         | the rest run through during winter.  Alana: Nov. 19 <sup>th</sup> . Public lecture and workshops with Leith Sharp. Lecture very well attended and   |  |  |
| Events                   |         |   |  |  |
| Events                   | 1       | excellent feedback. Participants identified challenges with communication between departments.  Networking. Opportunity to work horizontally with one another – unaware of a lot of things going on on campus. Provided insight for developing admin systems needs assessment.  |  |  |
|                          |         | Liz: Plans for Grass Routes Sustainability Festival well underway. Many great new initiatives and   |  |  |
| 5g Waste                 |         | events planned for March. Activities include a Design Charrette: community workshop to creatively collaborate on issues – will focus on topics of sustainability. Staff, faculty, students invited.   |  |  |
|                          |         | <ul> <li>All recyclables delivered to Cascade – not very sustainable. Need cardboard bailer.</li> <li>Committee created to discuss waste diversion issues. Different players, variation between offices. Challenge with training and retention of staff. We are considering going to tender for new cleaning contract, with recycling and sustainability as part of new contract, but president interested in creating community strategy as solution to cleaning issue. In the meantime have to rely on current systems. Every piece of the system is falling apart. Funding and resources part of it, as always.</li> <li>E-Waste also being taken for recycling 3 times a year.</li> </ul> |  |  |
| <b>5h</b> Washr          | room    | Len: Still in progress. Finishing Lockhart; MB Hall next.   |  |  |
| Retrofi                  |         |   |  |  |
| 5i Transp                |         | Jacob - BikeLab updates:  • winter/exam hours  • Series of programs and workshops to promote winter riding, including safety, dress, bike maintenance, partner student group. Giving away free gear.  Dre - UWSA:  • Working on program with WRENCH community bike shop. Commuting tracking.  • UPass – meetings with government (municipal and province) and student unions to discuss funding. Starting to think of private sponsors - companies or credit unions that may support UPass. Consider suggestions: "tour de fat"; New Flyer  |  |  |
|                          |         | Alana - Car Co-op:  Security van no longer available – for use by physical plant. No usable vehicle for staff/faculty at the moment.  Conducted survey with department heads – didn't feel that based on survey responses there   |  |  |
|                          |         | would be a level of demand to make viable Peg City Co-op car.   |  |  |
| 6 Next N                 |         | would be a level of demand to make viable Peg City Co-op car.  Next meeting – likely February.  |  |  |

|  | Availability: Jacob – afternoons, lunch hours any day of the week Alan – flexible (M, W afternoons not good – teaching at 3pm at UM) Len and Kyle – flexible; Doodle works |
|--|--|
|  |  |

## red=note challenge; green=current solution to Sustainability Initial Action Plan Status Tracking challenge Responsibility Action Start Date Deadline Budget **Target Area** December 11 2012 Satus/Notes Increase post-consumer content of all paper products purchased on campus AVP Finance & (pending quality testing, Comptroller; Waste Reduction increase to: 50% post 01-Apr-12 31-Mar-12 TBD Purchasing Agents; New paper order not yet placed. & Procurement consumer content for office Coordinator, paper and letter head; 100% Printing & Parking recycled content for business cards). Investigate options for \$7000 Mass/Volume/Composition (Purchasing AVP Finance & Ongoing progress to improve tracking. Target timeline for new Waste Reduction based procurement tracking 01-Apr-12 01-May-12 Departmen Comptroller; system: Hire summer student indicators is end of March 2013. & Procurement t summer Manger, CSO to develop basic tracking student) tool. Investigate options for Mass/Volume/Composition AVP Finance & based procurement tracking Waste Reduction Ongoing progress to improve tracking. Target timeline for new 01-Sep-12 01-Dec-12 TBD Comptroller; indicators is end of March 2013. & Procurement system: As sess feasibility of Manger, CSO implementing basic tracking tool.

| Waste Reduction<br>& Procurement | Revised administrative policies relative to procure ment reflect better practices in sustainable procure ment practices. | 01-Apr-12 | 31-Mar-13 | Within<br>existing<br>budgets | AVP Finance &<br>Comptroller;<br>Purchasing Agents;<br>Manager, CSO | Sustainability conent reccommentations included in proposed draft procedure. Next steps: procedure to be reviwed by the University's Senior Executive Group.  |
|----------------------------------|--|-----------|-----------|-------------------------------|---|---|
| Waste Reduction<br>& Procurement | Investigate opportunities to replicate Diversity Foods model for other areas of campus operations.                       | 01-Feb-12 | 31-Mar-13 | Within<br>existing<br>budgets | Manager, CSO  | No Action.  |
| Waste Reduction<br>& Procurement | 60% of University computer purchases EPEAT Gold Certified.   | 01-Apr-12 | 31-Mar-13 | Within<br>existing<br>budgets | AVP Finance &<br>Comptroller;<br>Purchasing Agents                  | Manager, CSO & Director of Purchasing developing data tracking capabilities. Current compliance unconfirmed, but likely already achieved. Target date for improved indicators and data tracking is end of March 2013. |
| Waste Reduction<br>& Procurement | Develop a vendor code of conduct outlining UW expectations for environmental and social responsibility.                  | 01-Apr-12 | 31-Mar-13 | Within<br>existing<br>budgets | AVP Finance &<br>Comptroller;<br>Manager, CSO;<br>Purchasing Agents | Under review, recommended course of a ction to be reflected in new Action Plan for procurement.   |
| Waste Reduction<br>& Procurement | Incorporate 'disposal' clause into RFP's for purchases as appropriate.   | 01-Apr-13 | 31-Mar-14 | Within<br>existing<br>budgets | UW Purchasing<br>Agents   | Under review, recommended course of a ction to be reflected in new Action Plan for procurement.   |
| Waste Reduction<br>& Procurement | Negotiate product discounts for greener office supplies in office supply contract.                                       | 01-Jan-13 | 31-Mar-14 | Within<br>existing<br>budgets | AVP Finance &<br>Comptroller;<br>Purchasing Agents                  | Under review, recommended course of a ction to be reflected in new Action Plan for procurement.   |

| Waste Reduction<br>& Procurement | Ensure CSO participation in selection and implementation of new financial/resource management system.       | 01-Apr-14 | 31-Mar-15   | TBD   | AVP Finance &<br>Comptroller;<br>Manager, CSO      | Not yet started.   |
|----------------------------------|---|-----------|-------------|---|--|--|
| Waste Reduction<br>& Procurement | 75% of University computer purchases EPEAT Gold Certified.  | 01-Apr-14 | 31-Mar-15   | Within<br>existing<br>budgets                 | AVP Finance &<br>Comptroller;<br>Purchasing Agents | Not yet started.   |
| Waste Reduction<br>& Procurement | 90% of University computer purchases EPEAT Gold Certified.  | 01-Apr-15 | 31-Mar-16   | Within<br>existing<br>budgets                 | AVP Finance &<br>Comptroller;<br>Purchasing Agents | Not yet started.   |
| Waste Reduction<br>& Procurement | Investigate options for Mass/Volume/Composition based procurement tracking system: Refine tool as required. | 01-Oct-12 | Ongoing     | Tool implement ation within existing budgets. | AVP Finance &<br>Comptroller;<br>Manger, CSO       | Not yet started.   |
| Waste Reduction<br>& Procurement | Maintain commitment to purchase 100% EcoLogo certified cleaning products.                                   | Ongoing   | Ongoing     | Within<br>existing<br>budgets                 | Director, Physical<br>Plant                        | Challenges related to compliance, see a nnual report. Issue to be addressed as part of waste diversion & general custodial issues problems olving meetings; however, current focus on these meetings is address ongoing challenges related to waste servicing. |
| Waste Reduction<br>& Procurement | Green Office Certification program includes criteria for waste reduction.                                   | NA        | See Goal #8 | See Goal #8                                   | Manager, CSO                                       | Criteria included.   |
| Waste Reduction<br>& Procurement | Student peer-to-peer waste reduction education programming in place.  | NA        | See Goal #9 | See Goal #9                                   | Manager, CSO                                       | Not yet started.   |

| Waste Diversion | Re cycling bins in all classrooms, hallways, and offices throughout campus. | 01-Jan-12 | 31-Mar-12 | External<br>funding           | Manager, CSO;<br>Director, Physical<br>Plant | Classrooms complete; ongoing bin servicing & collection challenges have stalled progress on waste diversion initiatives. Is sue being a ddressed as part of waste diversion & general custodial issues problem solving meetings. Maps for new bin locations and proposed new servicing planare under development. Timeline: April 2013.   |
|-----------------|---|-----------|-----------|-------------------------------|--|---|
| Waste Diversion | Zero stand-alone garbage<br>bins on UW campus.                              | 01-Jan-12 | 31-Mar-12 | External<br>funding           | Manager, CSO;<br>Director, Physical<br>Plant | Bins removed over summer months; however, many have reappeared. Ongoing bin servicing & collection challenges have stalled progress on waste diversion initiatives. Issue being addressed as part of waste diversion & general custodial issues problems olving meetings. Maps for new bin locations and proposed new servicing plan are under development. Timeline: April 2013. |
| Waste Diversion | Establish UW as community battery recycling drop off location.              | 01-Jan-12 | 31-Mar-12 | Within<br>Existing<br>Budgets | Manager, CSO                                 | Done.   |
| Waste Diversion | Improved waste, recycling, and composting volume tracking system in place.  | 01-Feb-12 | 31-Mar-13 | TBD                           | Manager, CSO;<br>Director, Physical<br>Plant | Was te weights data collection re-established; better weighted-average for compost bins still required.   |
| Waste Diversion | Compost collection sites in all food service a reas and main thoroughfares. | 01-Apr-12 | 31-Mar-13 | TBD                           | Manager, CSO;<br>Director, Physical<br>Plant | Ongoing bin servicing & collection challenges have stalled progress on waste diversion initiatives. Issue being a ddressed as part of waste diversion & general custodial issues problem solving meetings. Maps for new bin locations and proposed new servicing plan are under development. Timeline: April 2013.  |
| Waste Diversion | Establish UW as community<br>E-Waste drop off location.                     | 01-Apr-12 | 31-Mar-13 | Within<br>Existing<br>Budgets | Manager, CSO                                 | Stalled. Key challenge: location.   |

| Waste Diversion | Office-sized compost bins in place in 40% of department offices.  | 01-Apr-13      | 31-Mar-14   | TBD                           | Manager, CSO;<br>Director, Physical<br>Plant | Not yet s tarted.  |
|-----------------|---|----------------|-------------|-------------------------------|--|--|
| Waste Diversion | Office-sized compost bins in place in 60% of department offices.  | 01-Apr-14      | 31-Mar-15   | TBD                           | Manager, CSO;<br>Director, Physical<br>Plant | Not yet started.   |
| Waste Diversion | Green Office Certification program includes criteria for composting, recycling, e-waste, and battery waste. | NA             | See Goal #8 | See Goal #8                   | Manager, CSO                                 | Criteria included.   |
| Waste Diversion | Student peer-to-peer waste streameducation programming in place.  | NA             | See Goal #9 | See Goal #9                   | Manager, CSO                                 | Not yet started.   |
| Transportation  | Tracking systemin place for GHG impacts from commuting to and from campus.                                  | 01-Apr-12      | 01-Dec-12   | TBD                           | Manager, CSO                                 | Initial research completed over summer 2012; student project over winter term. No progress to report, potential delay until summer 2013. |
| Trans portation | UW established as car co-op site.   | 01-Apr-12      | 31-Mar-14   | Within existing budgets       | Manager, CSO                                 | Surveys reviewed, very little demand demonstrated. On this basis, this project has been set aside.                                       |
| Transportation  | UPass and EcoPass transit options revisited as opportunities a rise.  | as<br>possible | As possible | TBD                           | Manager, CSO                                 | UWSA currently investigating potential private sponsors of this initiative.  |
| Transportation  | Adequate bicycle parking in place in all UW buildings.  | ongoing        | Ongoing     | Within<br>existing<br>budgets | Manager, CSO                                 | No new racks over winter.  |

| Trans portation | Ongoing UWSA Bike Lab<br>programming in place.   | ongoing   | Ongoing     | UWSA<br>budgets               | UWSA Outreach &<br>Special Projects<br>Coordinator   | Regular hours in place & number of programs in the community.<br>Tracking in the BikeLabs till delayed but progress being made.  |
|-----------------|--|-----------|-------------|-------------------------------|--|--|
| Trans portation | Sustainable commuting criteria incorporated into Green Office certification program.   | 01-Apr-12 | See Goal #8 | Within<br>existing<br>budgets | Manager, CSO   | Criteria included.   |
| Governance      | Deliver a written submission<br>to The University of Winnipeg<br>Strategic Review consultation<br>process.                     | 01-Dec-11 | 13-Jan-12   | Within<br>existing<br>budgets | Campus<br>Sustainability<br>Council; Manager,<br>CSO | Done.  |
| Governance      | Register UWinnipeg to report<br>GHG emissions through The<br>Climate Registry.   | 01-Feb-12 | 31-Mar-12   | Within<br>existing<br>budgets | Campus<br>Sustainability<br>Council; Manager,<br>CSO | Registered. Report to be filed by end of June 2013.  |
| Governance      | In compliance with College & University Presidents' Statement on Climate Change Action, publish UWinnipeg Climate Action Plan. | 01-Feb-12 | 01-Apr-12   | Within<br>existing<br>budgets | Campus<br>Sustainability<br>Council; Manager,<br>CSO | Challenges re: weather a djustments discussed at Council meeting. Decision made to issue plan with adjustments as is and to update as adjusment method is imporved. Next step: send document to Presidents' Office for review. |
| Governance      | Become participating<br>member of STARS<br>(Sustainability Tracking<br>Assessment & Rating<br>System): Register                | 01-Feb-12 | 31-Mar-13   | Within<br>existing<br>budgets | Campus<br>Sustainability<br>Council; Manager,<br>CSO | STARS a ca demic committee established & two meetings held. See minutes of meeting for furthe rdetail.   |

| Governance                   | Become participating<br>member of STARS<br>(Sustainability Tracking<br>Assessment & Rating<br>System): First Report        | 01-Oct-12 | 31-Mar-13 | Within existing budgets       | Campus<br>Sustainability<br>Council; Manager,<br>CSO | Not yet started.  |
|------------------------------|--|-----------|-----------|-------------------------------|--|---|
| Governance                   | Reviews ustainability performance indicators for data collection feasibility, clarity, concision, and STARS compatibility. | 01-Apr-14 | 31-Mar-15 | Within<br>existing<br>budgets | Campus<br>Sustainability<br>Council; Manager,<br>CSO | Not yet started.  |
| Governance                   | Reviews ustainability policies for greater integration into other campus policies, completion, clarity, and concision.     | 01-Apr-14 | 31-Mar-15 | Within<br>existing<br>budgets | Campus<br>Sustainability<br>Council; Manager,<br>CSO | Not yet started.  |
| Governance                   | Become participating<br>member of STARS<br>(Sustainability Tracking<br>Assessment & Rating<br>System): Second Report       | 01-Apr-15 | 31-Mar-16 | Within<br>existing<br>budgets | Campus<br>Sustainability<br>Council; Manager,<br>CSO | Not yet started.  |
| Air, Energy, Land<br>& Water | Utility data for owned and<br>leaseds pace is collected<br>directly from utility providers.                                | 01-Feb-12 | 31-Mar-12 | Within<br>existing<br>budgets | Chief Engineer,<br>Physical Plant;<br>Manager, CSO   | Done for owned space; however, process followed in 2012 will not be possible moving forward due to labour required by MB Hydro. Manager, CSO in conversation with MB Hydro about improving data flow. Delays on leased space due to challenges compiling leased space inventory. Leased space inventory & ongoing update process now complete. Working of contact list for property managers of leased space. |
| Air, Energy, Land<br>& Water | Water consumption tracking challenges addressed.   | 01-Feb-12 | 31-Mar-12 | Within<br>existing<br>budgets | Chief Engineer,<br>Physical Plant;<br>Manager, CSO   | Many challenges addressed. Need to determine a way to better a lign reporting cycle with billing cycle.   |

| Air, Energy, Land<br>& Water | Develop & implement UWinnipeg-specific 'Green Building Standards' to apply to all new building projects.          | 01-Feb-12 | 30-Jul-12 | Within<br>existing<br>budgets | Director, Community Renewal Corporation; Manager, Campus Sustainability Office              | Contractor Brief & Green Building Dashboard established. Manager, CSO has had meetings with Field House building team to ensure/monitor implementation. Challenges related to integrating this process with value engineering process. Field House Energy Model suggests higher GHG emissions than hoped for. |
|------------------------------|---|-----------|-----------|-------------------------------|---|---|
| Air, Energy, Land<br>& Water | Washroom retrofit project complete.   | 01-Jan-12 | 31-Mar-13 | Within<br>existing<br>budgets | VP, Finance &<br>Administration;<br>Director, Physical<br>Plant                             | Ongoing progress. Lockhart, and Manitoba Hall currently being worked on. Note delay.  |
| Air, Energy, Land<br>& Water | Phase I Control, ventilation,<br>and heating system changes<br>to existing buildings (1200 T<br>CO2e) completed.  | 01-Apr-12 | 31-Mar-13 | \$2.5 M, 7-9<br>year ROI      | VP, Finance & Administration; Director, Physical Plant; Controls Technician, Physical Plant | On track. Novitherm project has been re-evaluated and replaced with 3 other projects to offer more reliable GHG reductions.  Details on file in CSO.  |
| Air, Energy, Land<br>& Water | PHASE II Control, ventilation,<br>and heating system changes<br>to existing buildings (1200 T<br>CO2e) completed. | 01-Apr-15 | 31-Mar-15 | \$2.5 M, 7-9<br>year ROI      | VP, Finance & Administration; Director, Physical Plant; Controls Technician, Physical Plant | Ongoing progress on financing challenges - confirmation of funding hoped for by next Council meeting.   |

| Air, Energy, Land<br>& Water | Ensure that all new building acquisitions undergo an evaluation of their impact on the energy and GHG profile of campus.        | 01-Feb-12 | Immediately<br>/Ongoing | Part of<br>capital<br>developme<br>nt budgets  | Director,<br>Community<br>Renewal<br>Corporation | GHG evaluation criteria included in draft procurement procedure.   |
|------------------------------|---|-----------|-------------------------|--|--|--|
| Air, Energy, Land<br>& Water | Green Office Certification<br>program includes criteria for<br>water, energy & GHG<br>reduction.                                | 01-Feb-12 | See Goal #8             | See Goal #8  | Manager, CSO                                     | Criteria included.   |
| Admin Systems                | Green Office Certification in<br>Place  | 01-Feb-12 | 01-Sep-12               | \$10,000 for program developme nt; Ongoing costs TBD, sources of funds will include work study program | Manager, CSO                                     | Pil ot launched in fall 2012, 2 participating offices (Human Resources & VP-Academic/Dean of Arts office). Scheduling challenges through the fall, hope to see improvements in scheduling issues in winter term. |
| Admin Systems                | Sustainability related professional development needs are identified.   | 06-Jan-12 | 31-Mar-13               | TBD  | Manager, CSO                                     | CSO staffto review content from Leith Sharp PD day and develop formal plan by January.   |
| Admin Systems                | Needs assessment of administrative systems tools for greening processes complete.   | 01-Jun-12 | 31-Mar-13               | TBD  | Manager, CSO                                     | CSO staffto review content from Leith Sharp PD day and develop formal plan by January.   |
| Admin Systems                | Action plan developed and rolled out based on needs assessment of administrative systems tools for greening processes complete. | 01-Apr-13 | 01-Sep-13               |  | Manager, CSO                                     | Not yet started.   |

| Admin Systems | Action plan developed and rolled out based on needs as sessment of sustainability related professional development needs. | 01-Apr-13 | 01-Sep-13 | TBD  | Manager, CSO | Not yet started.   |
|---------------|---|-----------|-----------|--|--------------|--|
| Admin Systems | Revised Green Office<br>Certification La unched<br>(incorporate needs<br>as sesment data and plans).                      | 01-Apr-13 | 01-Sep-14 | \$10,000 for program developme nt; Ongoing costs TBD, sources of funds will include work study program | Manager, CSO | Not yet s tarted.  |
| Aca de mics   | Establish means of tracking STARS a cademic indicators.   | 01-Apr-12 | 31-Mar-13 | Within<br>existing<br>budgets  | Manager, CSO | STARS a cademic committee e stablished & two meetings held. See minutes of meeting for furthe rdetail. |
| Aca de mics   | Student peer-to-peer co-<br>curricular e ducation<br>programming in place.  | 01-Apr-13 | 01-Sep-14 | \$10,000 for<br>developme<br>nt; Ongoing<br>costs TBD  | Manager, CSO | Not yet s tarted.  |
|               |   |           |           |  |              |  |