

**Leader Name:** Justin Mog

**Unit Name:** Sustainability

**2022 Self-Assessment of Goals**

<b>2022 GOALS</b> <i>[Previously submitted information]</i>	<b>STRATEGIES &amp; TACTICS</b> <i>[Previously submitted information]</i>	<b>MEASUREMENT</b> <i>[Previously submitted information]</i>	<b>UNIT ASSESSMENT</b> <i>[Insert responses here]</i>
<b>LEARN</b>			
Continue offering paid Sustainability Internships for engaged learning	<ul style="list-style-type: none"><li>- Recruit additional supervisors from across the university (perhaps tied to a new Faculty Fellows or Green Threads program?).</li><li>- Secure funding through Climate Action Plan and corporate grants.</li></ul>	Exit interviews with interns to evaluate impacts and identify areas for improvement.	<ul style="list-style-type: none"><li>- Expanded <a href="#">internship program</a> to 28 students working in 13 distinct project areas, plus 4 work-study students.</li><li>- Secured funding from WestRock, Republic Services, Urban &amp; Public Affairs, Composting revenue from several partners, and Kroger Zero Waste / Zero Hunger grant.</li><li>- Lost a staff supervisor, but gained a student supervisor for work-study program.</li></ul>
Continue offering one-time Sustainability Engagement opportunities through programming	<ul style="list-style-type: none"><li>- Task interns with developing programming.</li><li>- Support others who wish to offer sustainability programming.</li></ul>	Attendance, related social media postings, and traditional media coverage.	<ul style="list-style-type: none"><li>- <a href="#">Sustainability Events</a> crammed the calendar in 2022! Major highlights included <a href="#">Ecolympics 2022</a>, <a href="#">UofL Arbor Day Celebration 2022</a>, <a href="#">Bike Month Challenge</a>, <a href="#">Dr. Douglas Tallamy - Nature's Best Hope</a> presented with Bernheim, <a href="#">Cards Commuter Challenge 2022</a>, <a href="#">Cycle September</a>, <a href="#">Environmental Justice Conference 2022</a>, <a href="#">UofL Sustainability Week - Oct. 22-28, 2022</a></li></ul>
Continue offering year-round Sustainability Engagement structures through Sustainability Roundtable, Living-Learning Community, EcoReps Program, Garden Commons, Free	<ul style="list-style-type: none"><li>- Proactively recruit incoming freshman (including Kroger Scholars) to live in the Sustainability Living-Learning Community.</li><li>- Collaborate with Tamara Sluss, Brian</li></ul>	Attendance, levels of participation, related social media postings, and traditional media coverage.	<ul style="list-style-type: none"><li>- Offered a rich and robust series of biweekly Sustainability Roundtables, monthly EcoReps Workshops and Garden Workshops, and weekly service opportunities through the</li></ul>

Store & Community Composting Project	Barnes, and interns to develop a robust, consistent schedule of enriching opportunities.		UofL Free Store, Food Recovery Network, Composting project, and Garden Commons. - Struggled to recruit freshmen or Kroger Scholars into the Sustainability LLC. Partnering next year with Biology for a new Ecology & Sustainability TC not exclusive to freshmen.
Continue offering Green Threads Faculty Workshop and expanding number of sustainability courses	- Employ new recruitment strategy for encouraging co-teaching of Global Climate Crisis-themed courses in multiple disciplines.	Number of applicants and participants; Levels of satisfaction indicated; Number of new sustainability-inclusive courses offered.	- Recruited largest Green Threads cohort in years, with ten participants from four Colleges and two Green Tapestries collaborative projects.
<b>WORK</b>			
Integrate Sustainability in common new employee onboarding	- Add sustainability highlights to the campus tour. - Create monthly Sustainability 101 training module	Number of participants in monthly trainings and feedback from them.	- This project did not launch in 2022, but is on the docket for 2023.
Offer sustainability professional development & training	- Maintain partnerships with Get Healthy Now and HR to offer regular Learning Cafes co-facilitated by others.	Number of participants in monthly trainings and feedback from them.	- 3/9 <a href="#">HSC Green Team Ecolympics Learning Event: Recycling at UofL</a> - 4/22 <a href="#">Earth Day Learning Café: Yes in my Backyard! Awesome ideas from Bernheim for you to try at home!</a> - 5/20 <a href="#">HRtalks Wellness: Transportation Cycling for Personal &amp; Planetary Health</a> - 8/31 <a href="#">HRtalks Wellness Workshop: Active Transportation</a>
Facilitate information sharing and collaboration for sustainability across units/departments/disciplines	- Maintain/update Sustainability website and social media platforms. - Empower and assist Green Unit Teams for Sustainability (GUTS) reps from each academic unit. - Maintain regular meeting schedules of	Evidence of increased collaboration and action around sustainability.	- The Sustainability Council birthed two new Task Forces in 2022 that were extremely successful at facilitating collaboration across the university: Green Athletics Team; and Bird-Friendly Campus Team.

	Council and all of its Committees and Task Forces.		
<b>DISCOVER</b>			
Submit data for triennial STARS rating from AASHE.	<ul style="list-style-type: none"> <li>- Keep STARS Interns on track and fill data holes where necessary.</li> <li>- Stick to deadline of March 1st.</li> </ul>	<ul style="list-style-type: none"> <li>- Increase in STARS score from 2019.</li> <li>- Press coverage of new rating.</li> </ul>	<ul style="list-style-type: none"> <li>- Submitted all STARS data in March 2022 and final review completed by May 2022.</li> <li>- Our <a href="#">2022 STARS Gold rating (68.45%)</a> documented a 2.21% improvement over our 2019 rating and kept us #1 in Kentucky and in the top 100 globally.</li> </ul>
Finalize Climate Action Plan Revision & Sustainability Plan	<ul style="list-style-type: none"> <li>- Reconvene Planning Task Force in spring 2022 to finish work.</li> <li>- Request help of a budget person from Provost's Office to develop a reasonable new budget proposal.</li> </ul>	<ul style="list-style-type: none"> <li>- Adoption of new plans by UofL Leadership Team.</li> <li>- Additional funding allocated for sustainability.</li> </ul>	<ul style="list-style-type: none"> <li>- Planning Task Force completed its work and in May 2022, the Council submitted to UofL Leadership: a revised Climate Action Plan, UofL's first-ever Sustainability Plan, and a proposal for the establishment of an Office of Sustainability with multiple staff.</li> <li>- Decision on the proposals delayed until new President takes office 2/1/23.</li> </ul>
Participate in Raise Some L & Wise investment of Kroger Zero Hunger   Zero Waste Funding	<ul style="list-style-type: none"> <li>- Better highlight the uses of funds through social media and traditional press coverage.</li> <li>- Recruit more faculty, staff, and student L-Raisers.</li> </ul>	<ul style="list-style-type: none"> <li>- Increases in dollars raised and number of donors.</li> <li>- Feedback from Kroger reps.</li> </ul>	<ul style="list-style-type: none"> <li>- Shared impact of Zero Hunger   Zero Waste funding at 3/31 visit to Kroger HQ. Very well received.</li> <li>- 2022 Raise Some L: Sustainability Initiatives raised \$480 from 4 donors</li> </ul>

## 2022 Unit Major Accomplishments

- In January, the Council launched a [new annual Sustainability Literacy & Culture Assessment](#), in collaboration with student interns and Institutional Research who developed, pre-tested (summer 2021) and fully launched an annual assessment of a representative sample of the entire UofL community. In 2022, the survey was sent to a total of 5,971 faculty, staff, and students.

- Throughout February & March, we challenged students, faculty, and staff to take action for sustainability through another successful [Ecolympics](#), combining an energy-conservation competition among the residence halls with the university-wide [Campus Race to Zero Waste](#), and a new month-long [E-waste recycling drive](#) in partnership with UofL eSports Team. In the Diversion category, UofL had our best year ever, finishing [#1 among large universities](#)! Out of all 103 schools, UofL finished [#8 in the nation](#), [#1 in the ACC](#), and [#1 in the state](#), with an overall Recycling Rate of 63.438%!
- In February, the Council continued its **mentorship with Hanover College** (Indiana) Environmental Stewardship Committee in establishing and developing a sustainability program. EcoReps Director, Dr. Brian Barnes, and Assistant to the Provost for Sustainability Initiatives, Dr. Justin Mog, returned to Hanover to continue consultation with Hanover students and members of the committee and to deliver a public lecture on environmental stewardship.
- In March, [UofL earned certification as a Silver-level Bicycle Friendly University 2021-2025](#). For the third time since 2013, the League of American Bicyclists certified that the University of Louisville is a [Bicycle Friendly University](#) at the Silver level.
- In April, [UofL celebrated Arbor Day & our 12th consecutive year of Tree Campus Higher Education status](#) with a collaborative tree-planting and giveaway to mark the 75th anniversary of UofL's Hite Institute of Art & Design.
- In May, UofL achieved a [2022 STARS Gold rating \(68.45%\)](#), documenting a 2.21% improvement over our 2019 rating. UofL has consistently maintained the **highest STARS rating of any school in Kentucky**; we rank 4th among our official Benchmark Institutions and among our ACC competitors; and we remain in the **top 100 most sustainable schools on the planet!**
- In May, the Council submitted to UofL Leadership: a **revised Climate Action Plan**, **UofL's first-ever Sustainability Plan** and **Vision for Zero Waste**, and a **proposal for the establishment of an Office of Sustainability** with multiple staff.
- In May, we organized with Get Healthy Now another successful [Bike Month Challenge, with Team UofL pedaling almost 5,000 miles](#), and then in the fall, we shifted into even higher gear with a [Cycle September in which Team UofL pedaled nearly 6,000 miles](#).
- From June – October, the Council supported the reopening of the [Gray Street Farmers' Market](#) and in September, funded a new [UofL Day at that Gray Street Farmers' Market](#) and organized [Bike or Bus Trips to the Market](#) for the Cards Commuter Challenge.
- Throughout the summer, the Sustainability Council offered well-attended **sustainability breakout sessions during all 13 Student Orientations** and we [welcomed new students with Zero Waste Orientation meals](#) that diverted 93.8% of waste from the landfill.
- In August, the Council hosted the 13th annual [Green Threads Faculty Workshop: Sustainability Across the Curriculum](#), after recruiting the largest Green Threads cohort in years, with ten participants from four Colleges and two Green Tapestries collaborative projects.
- In August, UofL faculty, including a Green Threads alum, were awarded [funding to investigate Environmental Health Literacy and Justice in and around Rubbertown](#).
- In September, we organized another successful **Cards Commuter Challenge**, with participants logging [over 10,000 car-free miles](#).
- In October, UofL participated in the inaugural city-wide [Louisville Tree Week](#) with campus events, and our tree care was given a national platform as we shared our work in the [Arbor Day Foundation's Urban Forestry webinar series on Building a Resilient Canopy](#).
- In October, the Council hosted its [13th annual Sustainability Week](#), including the [15th Annual Campus Sustainability Day Fair](#).
- In October, we celebrated the opening of the new Myers Medical Lofts at HSC, an historic preservation project [saving the 122-year-old UofL School of Dentistry from demolition & contributing to dense, walkable downtown livability](#).
- In October, with funding from Canon, and labor of Sustainability Council interns, UofL Dining began production in a [new microfarm at the Ville Grill](#), offering the freshest possible ingredients for meals.
- In October, [UofL co-hosted the 6th annual Environmental Justice Conference](#) with speakers from across the university and community.
- In November, UofL was recognized by the Post-Landfill Action Network for being in the [Top 10 Zero Waste Campuses](#).

- In November, we celebrated UofL again being highlighted in [The Princeton Review Guide to Green Colleges](#).
- With funding from Kroger's Zero Hunger | Zero Waste initiative, the [UofL Free Store](#) enhanced its new SAC location with a door wrap and feather flags, expanded its operating hours to M-Th 12-6pm throughout the fall, continued monthly Free Sale events in the Red Barn, and was [profiled by Spectrum News](#) in December.
- Building on our long-standing partnership, in 2022, [UofL collaborated with Louisville Water Co. to promote tap over bottled water in the BAB](#) and at campus events such as the Campus Sustainability Day Fair.
- Throughout 2022, the [Garden Commons and Urban & Public Affairs Garden](#) offered weekly workdays and monthly workshops to connect the campus community to the land and fresh, healthy food. Workshops included:
  - Jan. 14 - [Maple Tapping](#)
  - Feb. 11 - [Winter Orchard Care](#) (photos.)
  - Mar. 4 - [Seed Starting](#) (photos. [video 1](#). [video 2](#).)
  - Apr. 8 - [Gender and Gardening Workshop](#) (video)
  - May 27 - [Serviceberry Foraging Party](#) (photos.)
  - Aug. 20 - [Salsa Harvest Party](#)
  - Sept. 16 - [Herbs & Tea](#) (video)
  - Oct. 14 - [Tree-Rings](#) (video. photos.)
  - Oct. 28 - [Aquaponics](#) (video. photos.)
- Throughout 2022, the [UofL Community Composting Project](#) offered weekly workdays to divert tons of food waste from the landfill and generate rich organic soil for our gardens, while supporting the spin-off [Louisville Compost Co-op](#) and associated urban agriculture projects on-site, including a [new campus apiary and beekeeping internship](#), a [new aquaponics system](#), a [new renewable energy internship](#), and vermicomposting operations, [making our first compost tea](#).
- Throughout 2022, we offered professional development and engagement opportunities to dozens of students through our paid [internship program](#), with positions in Zero Waste, Bike Mechanics, HSC Green Team, Sustainability Communication, Vermicomposting, Sustainable Dining, STARS Sustainability Assessment, Carbon Accounting, EcoReps, Composting, Garden, Beekeeping, Renewable Energy Systems, and the Free Store.
- Throughout 2022, the [EcoReps Program](#) offered leadership, training, and service opportunities to students, faculty, and staff, with monthly lunch & learn workshops on:
  - Jan. 28 - [Kentucky Youth Climate Strike](#) (watch recording)
  - Feb. 25 - [Humane Education](#) (watch recording)
  - Mar. 25 - [Jefferson County Soil and Water Conservation District](#)
  - Apr. 22 - [UofL Maple Syrup Pancake Party & Climate Strike](#)
  - Aug. 26 - [Animal Policy](#) (video.)
  - Sept. 30 - [Climate Change Communication](#) (video.)
  - Oct. 28 - [Solar Power](#) (video.)
  - Nov. 18 - [Health Impacts of Particulate Contaminants and Microplastics](#)
- Throughout 2022, the [Sustainability Roundtable](#) connected researchers and practitioners across disciplines to exchange ideas and facilitate collaboration. The series included:
  - Jan. 18 - [Marlena Wolf](#), Guidance for Growers Consulting (video)
  - Feb. 1 - [Julie Donna](#), Louisville Metro Office of Advanced Planning & Sustainability - Sustainable Transportation (video)

Feb. 15 - [Dr. Magan Lewis](#), Corteva Agriscience  
Mar. 1 - [Lauren Anderson](#), Green Heart Project ([video](#))  
Mar. 29 - [Leslie Woods & Bolaji Ogbulu](#), Louisville Habitat for Humanity  
Apr. 12 - [Mikus Abolins-Abols](#), UofL Biology, Urban Bird Treaty program  
Aug. 30 - [Laura Grabowski](#), Louisville Metro Office of Housing & Community Development ([video](#))  
Sept. 13 - Dr. Angela Storey, UofL Anthropology & Sustainability Council, [People, Power, and Place: Constructing urban environmental ethnographies from Louisville to Cape Town](#) ([video](#))  
Sept. 27 - Gina Bergner, Environmental Protection Specialist at US Coast Guard Headquarters (retired), [Ocean Pollution](#) ([video](#))  
Oct. 18 - Matt Mulvehill, UofL PhD Candidate, Chemical Engineering / Conn Center - [Solar water splitting with semiconductor microwire slurries for high efficiency, low cost hydrogen](#) ([video](#))  
Oct. 25 - [Regenerative Agriculture with Filmmaker Peter Byck](#) ([video](#))  
Nov. 1 - [Claude Stephens](#), Director of Outreach & Regenerative Design, Bernheim Arboretum and Research Forest ([video](#))  
Nov. 15 - Matt Dwyer, UofL Masters in Sustainability, [Sustainability in Higher Education](#)  
Dec. 6 - UofL Masters in Sustainability students [Pat Digangi on HFC Phasedown & Shaelyn Bishop on Tornado impacts on salamanders](#) ([video](#))

## 2022 DEI Progress

- Following up on the Sustainability Council's 2021 Anti-Racist Training Series, we **surveyed Council members** to solicit ideas and goals for how the Council can further contribute to the Cardinal Anti-Racist Agenda through both internal and external work.
- In April, the Council hosted and gave a Campus Sustainability Tour for the World Affairs Council of Kentucky's **international visitor delegation** exploring U.S. agencies response to the climate crisis. ([photos](#)).
- In April, we invited everyone to and live-streamed a student-organized [Divestment Rally](#) ([video](#), [photos](#)), centering BIPOC leaders and racial justice while urging the university to divest funds from fossil fuels, policing, private prisons, and more ([petition](#)). Speakers included Mayoral candidate and activist, Shameka Parrish-Wright, and U.S. House of Representatives candidate, Attica Scott.
- In April, we hosted a Garden Commons workshop on [Gender and Gardening](#) ([video](#)) that addressed historic and contemporary DEI issues in agriculture.
- In August, we explicitly **challenged the institutional racism** reflected in the decision to prevent future Josh Smith Sustainability Award winners from speaking at UofL Dining's Farm-to-Table Dinner after our first non-white awardee addressed on-going issues of racism during the 2021 event.
- Our 2022 [Sustainability Roundtable](#) series highlighted DEI issues, including [Leslie Woods & Bolaji Ogbulu](#), Louisville Habitat for Humanity; Dr. Angela Storey, UofL Anthropology & Sustainability Council, [People, Power, and Place: Constructing urban environmental ethnographies from Louisville to Cape Town](#) ([video](#)).

## New Unit Goals for 2023

<b>2023 GOALS</b> <i>List your unit goals for each aspect of the new strategic plan pillars: Learn, Work, Discover and Connect</i>	<b>STRATEGIES &amp; TACTICS</b> <i>What strategies and tactics will you implement to achieve this?</i>	<b>MEASUREMENT</b> <i>How will you know if you've been successful?</i>	<b>UNIT ASSESSMENT</b> <i>Leave this column blank for next year's assessment</i>
<b>LEARN</b>			
Successfully launch the new Ecology & Sustainability Themed Community	<ul style="list-style-type: none"> <li>- Collaborate with Biology on advising and programming.</li> </ul>	<ul style="list-style-type: none"> <li>- % of beds filled</li> <li>- Satisfaction demonstrated in exit surveys with residents</li> </ul>	
Expand number of courses offered with sustainability content across all schools/colleges	<ul style="list-style-type: none"> <li>- Integrate sustainability into curriculum through Green Threads Faculty Workshop</li> <li>- Offer guest lectures and campus sustainability tours</li> </ul>	Green Threads: Number of applicants and participants; Levels of satisfaction indicated; Number of new sustainability-inclusive courses offered.	
Offer students extracurricular sustainability engaged learning opportunities	<ul style="list-style-type: none"> <li>- Offer paid Sustainability Internships</li> <li>- Support Kroger Zero Hunger   Zero Waste Scholarship projects</li> <li>- Offer service-learning opportunities and workshops</li> </ul>	Exit interviews with interns, scholars, volunteers, and participants to evaluate impacts and identify areas for improvement.	
<b>WORK</b>			
Integrate sustainability into new employee onboarding	<ul style="list-style-type: none"> <li>- Add sustainability highlights to the campus tour.</li> <li>- Create monthly Sustainability 101 training module</li> </ul>	Number of participants in monthly trainings and feedback from them.	
Offer sustainability professional development & training	<ul style="list-style-type: none"> <li>- Maintain partnerships with Get Healthy Now and HR to offer regular Learning Cafes co-facilitated by others.</li> </ul>	Number of participants in monthly trainings and feedback from them.	
Facilitate information sharing and collaboration for sustainability across units/departments/disciplines	<ul style="list-style-type: none"> <li>- Maintain/update Sustainability website and social media platforms.</li> <li>- Empower and assist Green Unit Teams for Sustainability (GUTS) reps from</li> </ul>	Evidence of increased collaboration and action around sustainability.	

	<p>each academic unit.</p> <ul style="list-style-type: none"> <li>- Maintain regular meeting schedules of Council and all of its Committees and Task Forces.</li> </ul>		
<b>DISCOVER</b>			
Utilize data from 2022 STARS rating for strategic planning in sustainability.	<ul style="list-style-type: none"> <li>- Develop and share STARS data visualizations to better translate findings</li> <li>- Identify priority areas within each of the Council's committees</li> </ul>	<ul style="list-style-type: none"> <li>- Clear plans and priorities resulting from planning process.</li> <li>- Distributed ownership of responsibility for particular areas of weakness</li> </ul>	
Approval and funding of revised Climate Action Plan, Sustainability Plan, and Sustainability Office proposal	<ul style="list-style-type: none"> <li>- Meet with new university leadership to demonstrate need for taking our sustainability initiatives to the next level.</li> </ul>	<ul style="list-style-type: none"> <li>- Adoption of new plans by UofL Leadership Team.</li> <li>- Additional funding allocated for sustainability.</li> </ul>	
Develop Gift Acceptance Policy	<ul style="list-style-type: none"> <li>- Work with Planning &amp; Administration Committee to develop a policy that will provide the Council guidance about how to decide who we won't pursue funding from and who we will target for funding.</li> </ul>	<ul style="list-style-type: none"> <li>- Greater comfort within the Council about gifts.</li> <li>- Increases in dollars raised and number of donors.</li> </ul>	
<b>CONNECT</b>			
Support interdisciplinary collaborative research in sustainability	<ul style="list-style-type: none"> <li>- Host biweekly Sustainability Roundtables</li> <li>- Facilitate Campus as a Living Lab projects</li> </ul>	Increased collaboration across disciplines	
Offer year-round Sustainability Engagement opportunities through programming	<ul style="list-style-type: none"> <li>- Task interns with developing programming.</li> <li>- Support others who wish to offer sustainability programming.</li> </ul>	Attendance, related social media postings, and traditional media coverage.	
Offer year-round Sustainability Engagement structures through Sustainability Roundtable, Themed Community, EcoReps Program, Garden Commons, Free Store & Community Composting Project	<ul style="list-style-type: none"> <li>- Proactively recruit students to live in the Ecology &amp; Sustainability Themed Community.</li> <li>- Collaborate to develop a robust, consistent schedule of enriching opportunities.</li> </ul>	Attendance, levels of participation, related social media postings, and traditional media coverage.	