



**SUSTAINABLE
DEVELOPMENT**

UM6P

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PLAN OF ACTIONS

Preamble

The UM6P sustainable development approach will be implemented in line with the STARS Sustainability Tracking, Assessment & Rating System™. This framework allows us to pilot, measure and guide our actions on sustainable development through performance indicators and objectives.

The STARS framework has been developed to help universities measure and guide their actions in areas of sustainable development, as part of their education and research mission. Over 900 universities around the world are participating in this international accreditation.

The STARS system provides a set of criteria and points for classifying universities in their sustainable development positioning. STARS covers four headings, namely the academic dimension, the engagement dimension, the operational dimension of the institutions, besides the planning and administration dimension.

Category	Subcategory	Credit Number and Title		Points available	Applicable to:	Minimum requirement
Report Preface	Introduction	PRE 1	Executive Letter	Required	Institutions submitting a scored report.	Obtain a cover letter from a high-ranking executive to accompany the institution's STARS Report.
		PRE 2	Points of Distinction	Optional	All institutions.	Highlight programs, initiatives, or accomplishments that reflect the institution's leadership for sustainability.
	Institutional Characteristics	PRE 3	Institutional Boundary	Required	All institutions.	Define the boundary to be used for its STARS report.
		PRE 4	Operational Characteristics	Required	All institutions.	Have current operational data (e.g. campus area, floor area of building space, endowment size).
		PRE 5	Academics and Demographics	Required	All institutions.	Have current demographic data (e.g. FTE enrollment, FTE employees, number of people living on-campus).
Academics (AC)	Curriculum	AC 1	Academic Courses	14	Institutions that have students enrolled for credit.	Conduct an inventory to identify sustainability course offerings.
		AC 2	Learning Outcomes	8	Institutions that have degree programs.	Have adopted one or more institution-level sustainability learning outcomes and/or have students graduate from degree programs that require an understanding of the concept of sustainability.
		AC 3	Undergraduate Program	3	Institutions that have undergraduate majors, academic programs, or the equivalent.	Offer at least one sustainability-focused, undergraduate-level major, degree program, minor or concentration.
		AC 4	Graduate Program	3	Institutions that offer at least 25 distinct graduate programs.	Offer at least one sustainability-focused, graduate-level major, degree program, minor, concentration or certificate.
		AC 5	Immersive Experience	2	Institutions that offer immersive educational programs.	Offer at least one immersive, sustainability-focused educational study program.

Engagement (EN)		AC 6	Sustainability Literacy Assessment	4	All institutions.	Conduct an assessment of the sustainability literacy of the institution's students.	
		AC 7	Incentives for Developing Courses	2	All institutions.	Have an ongoing program that offers incentives for academic staff to develop new sustainability courses and/or incorporate sustainability into existing courses or departments.	
		AC 8	Campus as a Living Laboratory	4	Institutions where students attend the physical campus.	Utilize the institution's infrastructure and operations as a living laboratory for applied student learning for sustainability.	
	Research	AC 9	Research and Scholarship	12	Institutions where research is considered in employee promotion or tenure decisions.	Conduct an inventory to identify the institution's sustainability research.	
		AC 10	Support for Sustainability Research	4	Institutions where research is considered in employee promotion or tenure decisions.	Have programs to encourage and/or support sustainability research.	
		AC 11	Open Access to Research	2	Institutions where research is considered in employee promotion or tenure decisions.	Facilitate open access publishing.	
	Engagement (EN)	Campus Engagement	EN 1	Student Educators Program	4	institutions with students who are enrolled for credit and attend the physical campus.	Coordinate an ongoing peer-to-peer sustainability outreach and education program for students.
			EN 2	Student Orientation	2	Institutions that hold student orientation.	Include sustainability prominently in student orientation activities and programming.
			EN 3	Student Life	2	All institutions.	Have co-curricular sustainability programs and initiatives.
EN 4			Outreach Materials and Publications	2	All institutions.	Produce outreach materials and/or publications that foster sustainability learning and knowledge.	
EN 5			Outreach Campaign	4	All institutions.	Hold at least one sustainability-related outreach campaign directed at students and/or employees.	
EN 6			Assessing Sustainability Culture	1	All institutions.	Conduct an assessment of campus sustainability culture that focuses on sustainability values, behaviors and beliefs.	
EN 7			Employee Educators Program	3	All institutions.	Administer or oversee an ongoing peer-to-peer sustainability outreach and education program for employees.	
EN 8			Employee Orientation	1	All institutions.	Cover sustainability topics in employee orientation and/or in outreach and guidance materials distributed to new employees.	
EN 9			Staff Professional Development and Training	2	All institutions.	Make available professional development and training opportunities in sustainability to non-academic staff.	
Public Engagement		EN 10	Community Partnerships	3	All institutions.	Have at least one formal community partnership to work together to advance sustainability.	
		EN 11	Inter-Campus Collaboration	3	All institutions.	Collaborate with other colleges and universities to support and help build the campus sustainability community.	
		EN 12	Continuing Education	5	Institutions that have formal continuing education or community education programs.	Offer continuing education courses that address sustainability and/or have at least one sustainability-themed certificate program through a continuing education or extension department.	

	EN 13	Community Service	5	All institutions.	Have data on student engagement in community service and/or a formal program to support employee volunteering.	
	EN 14	Participation in Public Policy	2	All institutions.	Advocate for public policies that support campus sustainability or that otherwise advance sustainability.	
	EN 15	Trademark Licensing	2	Institutions whose logo is trademarked and appears on apparel, and have gross annual licensing revenue of \$50,000 or more.	Have adopted a labor rights code of conduct in its licensing agreements with the licensees who produce its logo apparel.	
	OP 2	Greenhouse Gas Emissions	8	All institutions.	Have completed an inventory to quantify the institution's Scope 1 and Scope 2 greenhouse gas (GHG) emissions.	
	Buildings	OP 3	Building Design and Construction	3	Institutions that have new construction and/or major renovation projects completed within the previous five years.	Own new or renovated buildings that were designed and built in accordance with a published green building code, policy/guideline, or rating system.
		OP 4	Building Operations and Maintenance	5	All institutions.	Own buildings that are operated and maintained in accordance with a sustainable management policy/program or a green building rating system focused on the operations and maintenance of existing buildings.
	Energy	OP 5	Building Energy Efficiency	6	All institutions.	Have data on grid-purchased electricity, electricity from on-site renewables, utility-provided steam and hot water, and stationary fuels and other energy products.
		OP 6	Clean and Renewable Energy	4	All institutions.	Support the development and use of clean and renewable energy sources.
	Food & Dining	OP 7	Food and Beverage Purchasing	6	Institutions that have that have dining services operated by the institution, a contractor, or a franchisee.	Purchase food and beverage products that are sustainably or ethically produced and/or plant-based.
		OP 8	Sustainable Dining	2	Institutions that have that have dining services operated by the institution, a contractor, or a franchisee.	Have programs and initiatives to support sustainable food systems and minimize food waste.
	Grounds	OP 9	Landscape Management	2	Institutions with managed grounds comprising one or more percent of the total area of the campus.	Manage grounds organically or in accordance with an Integrated Pest Management (IPM) program.
		OP 10	Biodiversity	1-2	Institutions with managed grounds comprising one or more percent of the total area of the campus.	Have conducted an assessment to identify endangered and vulnerable species and/or areas of biodiversity importance on land owned or managed by the institution.
	Purchasing	OP 11	Sustainable Procurement	3	All institutions.	Apply sustainability criteria when making procurement decisions.
		OP 12	Electronics Purchasing	1	All institutions.	Purchase environmentally and socially preferable electronic products.

		OP 13	Cleaning and Janitorial Purchasing	1	All institutions.	Purchase cleaning and janitorial paper products that meet multi-criteria sustainability standards.
		OP 14	Office Paper Purchasing	1	All institutions.	Purchase office paper with post-consumer recycled, agricultural residue, and/or Forest Stewardship Council (FSC) certified content.
	Transportation	OP 15	Campus Fleet	1	Institutions that own or lease motorized vehicles.	Include vehicles that are hybrid, electric and/or alternatively fueled in the institution's motorized fleet.
		OP 16	Commute Modal Split	5	All institutions.	Conduct a survey to gather data about student and/or employee commuting behavior.
		OP 17	Support for Sustainable Transportation	1	All institutions.	Have implemented strategies to encourage more sustainable modes of transportation and reduce the impact of student and employee commuting.
	Waste	OP 18	Waste Minimization and Diversion	8	All institutions.	Have data on the weight of materials recycled, composted, donated/re-sold, and disposed in a landfill or incinerator.
		OP 19	Construction and Demolition Waste Diversion	1	Institutions that have conducted a major construction, renovation and/or demolition project in the three years prior to the anticipated date of submission.	Divert non-hazardous construction and demolition waste from the landfill and/or incinerator.
		OP 20	Hazardous Waste Management	1	All institutions.	Have strategies in place to 1) safely dispose of all hazardous, special, universal, and non-regulated chemical waste and minimize the presence of these materials on campus; and/or 2) recycle, reuse, and/or refurbish electronic waste.
	Water	OP 21	Water Use	4-6	All institutions.	Have data on potable and non-potable water use.
		OP 22	Rainwater Management	2	All institutions.	Use green infrastructure and low impact development (LID) practices to help mitigate stormwater run-off impacts and treat rainwater as a resource rather than as a waste product.
Planning & Administration (PA)	Coordination & Planning	PA 1	Sustainability Coordination	1	All institutions.	Have at least one sustainability committee, office, and/or officer tasked by the administration or governing body to advise on and implement policies and programs related to sustainability on campus.
		PA 2	Sustainability Planning	4	All institutions.	Have a published plan that includes measurable sustainability objectives and/or include the integrated concept of sustainability in the institution's highest guiding document.
		PA 3	Inclusive and Participatory Governance	3	All institutions.	Have formal participatory or shared governance bodies, include diverse stakeholders on the institution's highest governing body, and/or host or support a formal body through which external stakeholders have a regular voice in institutional decisions that affect them.
		PA 4	Reporting Assurance	1	Institutions that are submitting a scored report for the first time under a new version of STARS or for a higher rating.	Complete an assurance process that provides independent affirmation that the information in its current STARS report is reported in accordance with credit criteria.
	Diversity & Affordability	PA 5	Diversity and Equity Coordination	2	All institutions.	Have a diversity and equity committee, office and/or officer and/or make diversity trainings and activities available.

		PA 6	Assessing Diversity and Equity	1	All institutions.	Have engaged in a structured assessment process to improve diversity, equity, and inclusion on campus.	
		PA 7	Support for Underrepresented Groups	3	All institutions.	Have policies, programs or initiatives to support underrepresented groups and foster a more diverse and inclusive campus community.	
		PA 8	Affordability and Access	4	All institutions.	Have data related to the institution's accessibility and affordability to low-income students.	
	Investment & Finance		PA 8	Committee on Investor Responsibility	2	Institutions with endowments of \$1 million or larger.	Have a formally established and active committee on investor responsibility (CIR) or similar body.
			PA 9	Sustainable Investment	3-5	Institutions with endowments of \$1 million or larger.	Make positive sustainability investments and/or have investor engagement policies and practices.
			PA 10	Investment Disclosure	1	Institutions that have an investment pool.	Make a snapshot of investment holdings available to the public on at least an annual basis.
	Wellbeing & Work		PA 11	Employee Compensation	3	All institutions.	Have data on the hourly wages and total compensation provided to employees.
			PA 12	Assessing Employee Satisfaction	1	All institutions.	Conduct a survey or other evaluation that allows for anonymous feedback to measure employee satisfaction and engagement.
			PA 13	Wellness Programs	1	All institutions.	Have a wellness and/or employee assistance program and/or prohibit smoking within all occupied buildings.
			PA 14	Workplace Health and Safety	2	All institutions.	Have an occupational health and safety management system (OHSMS) and/or data on work-related injury or ill health.
	Innovation & Leadership (IN)	Innovation & Leadership	IN --	Catalog of optional credits available	0.5 each (up to 4 bonus points)	All institutions (varies by credit).	Varies by credit.