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A Proposal for a Student Office for Sustainability and Awareness

By Frank Michael Malatesta

Spring of 2009 Honors Thesis

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Forward

I have been a part of Student Government at the University of South Florida for just two years. Half of one of the years I was inactive and in Tallahassee during the Legislative Session. Despite my limited stint in the organization, I have authored a bill that passed and allocated a nearly million dollars to the New Student Marshall Center Plaza, I have been the face of the students at this University to every legislator in the Tampa bay Area, I have sat on the Student Government Executive Cabinet, I have sat on the Fee Increase Committee, and I have sat on the Activity and Service Recommendation Committee; I have been a part of the process to varying degrees about everything I write. Much of my analysis is from first hand experience.

I began the Thesis attempting to challenge the validity of the Renewable Energy Fee. In much the same way as the Legislators in Tallahassee feel the bill may have too great a fiscal impact upon students, I felt that it was simply not the right time. Within the next decade, students will see their tuition increase to the national average. Why are students placing more of a burden upon themselves? I also felt that there was no campaign to make students aware of the negatives of the green fee. Despite my previous reservations, I am proposing the creation of an Office for Student Sustainability and Awareness within Student Affairs. The office will include a board that will allocate funds to initiatives in much the same way as the board created by the Renewable Energy Fee.

My hypothesis about the Green Fee was wrong; I now understand the need for an Office for Student Sustainability and Awareness. If such an office is created, then maybe students will be made aware of these necessities without needing to immerse themselves into an honors thesis. It is important that the Board allocate money for marketing

campaigns about sustainability and the environment. Students are the leaders of tomorrow. It is vital that they understand benefits of becoming more efficient and they realize the dangers of our current rate of consumption.

Introduction

"Politicians use the term "creeping normalcy" to refer to such slow trends concealed within noisy fluctuations. If the economy, schools, traffic congestion or anything else is deteriorating only slowly, it is difficult to recognize that each successive year is on the average worse than the year before, so one's baseline standard for what constitutes "normalcy" shifts gradually and imperceptibly. It may take a few decades of a long sequence of such slight year-to-year before people realize, with a jolt, that conditions used to be much better several decades ago, and that what is accepted as normalcy has crept downwards." ¹

The environment has been neglected for too much of the history of industrialized society. Only now, after much damage has occurred, are nations beginning to support environmentally friendly policies and initiatives. Despite the effort, the need for change has not hit the all of the population with a "Jolt." One of the best places to develop a sustainability mindset is at the University level. Universities must lead the example as the focal points of their respective communities and as the training grounds for the leaders of tomorrow. Currently, the University of South Florida falls short in the endeavor. The University lacks a centralized office or administrative direction, which is necessary to effectively move the University in the direction of Sustainability. Despite the lack of an Office of Sustainability, the University has a coalition of Students and Faculty created the

¹ Jared Diamond, *Collapse: How Societies Choose to Fail and Succeed*, New York: Viking Books, 2005, p. 425.

"USF Sustainability Partners" that is to pursue the move towards a sustainable campus. Thanks to many of their initiatives, the University is poised to set up the structure that will enable the university of South Florida to pursue sustainability.²

Students in Florida State University System have taken an interesting approach towards the need for an environmentally friendly University of South Florida. This past year, students have fought for the establishment of a mandatory renewable energy fee. However, the bill holding the additional fee has lost steam over the past few weeks. I am proposing an alternative means to establishing such as fee at the University of South Florida. I propose the university of South Florida utilize portions of the following year's Activity and Service Fee Revenue to create a Student's Office for Sustainability. The office will be administered under the Division of Student Affairs. However, in the future, if other revenue sources are acquired through a direct fee authorized by the legislature, then the initiative will be transferred to another department. Ideally, there should be an Executive Office of the Vice President of Sustainability to house this initiative. However, Student Affairs will be sufficient to pursue the short-term goals of the Renewable Energy Fee.

The Renewable Energy Fee

Overview

The renewable energy Fee is a per credit hour fee which will accrue revenue to be disbursed in support of Green Initiatives. At the University of Florida, the fee will generate approximately \$692,580.³ A committee comprised of half students and half

² Hanna-West, Sharon JD, Personal Interview: 14th of April 2009

³ Florida Green fee Coalition, "The Case For A Renewable Energy Fee in The State University System" p. 4, http://www.floridagreenfee.com/REFcoalition.pdf>

faculty will determine the projects funded. However, each University's Division of Business and Finance will collect and monitor the fee. All new fees must be approved by the state legislature. The renewable energy fee proposal offers up several examples of possible projects that could be funded by the fee. Addendum 1ⁱ is a sample budget from the University of Tennessee at Knoxville. At UT Knoxville, they generate \$428,000 per year. It is estimated that a fifty cents fee will generate \$549.343 at the University of South Florida.⁴

Possible Projects

There are different projects schools can fund with their Renewable Energy Fee revenues besides those chosen by UT at Knoxville. UC Boulder provides its students with the opportunities to create potential projects. The Environmental Improvement Initiative is funded through a 2.80 cent per student per semester flat fee. A student referendum made it possible for the University to "implement on-campus projects incorporating renewable energy, energy efficiency, recycling and waste reduction, and other innovative projects to reduce the campus impact on climate and environment."⁵

After a committee is created, there are additional benefits to a student committee devoted to enhancing the campus's environmental awareness. The committee can do more than allocate funds towards sustainability. The committee will be able to properly educate the students and advocate for environmentally conscious decisions and policies across the campus. Educating college students about the importance of energy efficiency

⁴ Florida Green Fee Coalition, P. 8

⁵ University of Colorado Environmental Center, April 19, 2009,

http://ecenter.colorado.edu/greening cu#sust cu>

is the first step to educating the rest of the world. For example, UC Boulder allocates money towards recycling awareness campaigns. The green fee will be well suited educating the students because that can be an effective tool towards sustainability. At North Eastern Illinois University, the committee of students was able to facilitate an increase to the space available for bicycle parking. This is a great example of how a group of students with the power of the funds will be able to have a greater voice and impact upon the University as a whole. The first thing that needs to be done on the University of South Florida campus is a campus wide recycling program.

History of the Renewable Energy Fee

The Renewable Energy Fee has been initiated at over twenty-five Universities throughout the United States. University of Colorado at Boulder was one of the first Universities to initiate such a fee. UC Boulder has a number of student Fees; their system is far more complex than Florida's system of Fees. Their fees include many social justice initiatives such as a fee for the Coalition Against Sweatshop Apparel and the Engineers without Borders Fee. I am not certain how I feel about these feels being applied to all students, but it is obvious the tuition and fee culture is far different elsewhere in the nation. It is difficult to compare the history of the renewable energy fee because each different University has a different funding mechanism and funding sources; it is difficult to find a standard nationally.

⁶ North Eastern Illinois University, Steps to Sustainability, April 19, 2009,

 $<\!\!\text{http://www.greenstudents.org/members/northeastern_university.php}\!\!>$

⁷ Association for the Advancement of Sustainability in Higher Education, *Mandatory Student Fees for Renewable Energy and Energy Efficiency, April 19, 2009,* http://www.aashe.org/resources/mandatory_energy_fees.php

⁸ Bursar's Office, *Mandatory Fees*, April 22nd 2008, April 19, 2009, http://www.aashe.org/resources/mandatory_energy_fees.php

The University of Florida sparked Florida's move towards the Renewable Energy Fee.⁹ With the help of the Southern Energy Network, they helped spread the message throughout the state to the other schools in Florida's State Universities System. They needed to garner support from the other schools because an initiative supported by several institutions is more potent than something limited to a specific school. With the backing of the State University System, the coalition is representing over three hundred thousand students.

Legislative History

The Renewable Energy Fee began as an amendment ready to be placed upon a bill by Senator Lee Constantine. Currently, the renewable Energy fee language is on SB 1996 in the Senate. On March 24th, the amendment was placed on the bill and passed unanimously. Students were present from the Florida State University, the University of Florida, the University of South Florida, and the University of Central Florida. The day was a huge success for the initiative. However, it may not be enough to get the Bills passed this session. The bill passed unanimously through both the Committee on Higher Education and the Committee on Finance and Tax. However, it did not get put on the agenda for the final meeting of the Committee for Higher Education Appropriations. The Chair of the committee is Senator Evelyn J. Lynn. She is directly responsible for deciding whether or not a committee will take up a bill. The chair of a committee sets the agenda

⁹ Green Fee Coalition, P. 2

¹⁰ Florida, The Florida Senate, Senate Bill 1996, 2009 by Senator Lee Constantine, April 19, 2009, http://flsenate.gov/session/index.cfm?BI_Mode=ViewBillInfo&Mode=Bills&ElementID=JumpToBox&SubMenu=1&Year=2009&billnum=1996>

Hancock, Mandy, "Give Us The Green Fee!!" April 17th, 2009. Its getting Hot In Here: dispatches of the Youth Climate Movement, http://itsgettinghotinhere.org/2009/04/17/fl-students-demand-action-give-us-the-green-fee

for each individual committee. Thus, through the power of an agenda, the chair is able to stall a bill by not placing it on the Agenda.

Thankfully, a bill is simply a vessel for a law to change. Language can be placed upon any bill so long as it is germane to the general area of the original bill. HB 499 is the bill most likely to champion renewable energy fee language. However, getting the language onto the bill is going to be tricky. According to the Chairwoman who stopped SB1996, the fiscal impact of the Fee is too much of a burden on students. Fiscal impacts are a taboo. They are a great excuse not to allow a bill to pass. No sponsor wants his or her bill to have a fiscal impact. It will be far more difficult to get such a bill passed through the legislature without a large amount of political capital.

House Bill 499 was supposed to house the Renewable Energy Fee language, but the sponsor backed off the amendment at the last moment. His bill is identical except for the Renewable Energy Fee language. ¹² Currently, house bill 499 is on the second reading calendar. The bill has made it through every committee it was assigned to the floor. Without a fiscal impact, the bill flew through every committee with no opposition. When and if the bill passes the House, it will be sent over to the Senate for approval. Senator Constantine then has the opportunity to propose an amendment to the bill. It is that moment that will decide the fate of the Renewable Energy Fee. If the bill should fail, then I believe that the Activity and Service Fee can provide a consistent source of funding for renewable energy initiatives. I will also touch upon other opportunities for funding that

¹² Florida, The Florida House of Representatives, House Bill 499, April 19, 2009 by Representative Cristafulli, http://flsenate.gov/session/index.cfm?Mode=Bills&Submenu=1&BI Mode=ViewBillInfo&Billnum=0499&Year=2009>

are just as important, but they may not provide a consistent source of revenue for efficiency improvements.

Funding Processes

The Capital Improvement process is vital to moving the State University System towards sustainability. The Renewable Energy Fee creates modest reoccurring revenues that will be able to provide a marginal increase to the sustainability of the campus; the major change needs to begin before a project is created. The effort will be fighting an uphill battle unless we first stop building infrastructure that is antagonistic to future sustainability. With the unprecedented growth at the University of South Florida, there has been a dramatic push to increase the size of the University. This demand to grow immediately has made it difficult for the University to grow as efficiently as possible. It was put best in an interview statement given by the current Associate Director of Physical Plant at the University of South Florida. "Nainan went further to say that capital budgets never include initiatives of this nature, and simply do not seem to be able to compete with the demand for additional square feet." ¹³

Public Education Capital Outlay

The major source of funding for improving the University's infrastructure is through the state legislature. The University of South Florida received \$49,864,997 for capital improvements in the 2008-2009 fiscal year. Each University Board of Trustees provides the Board of Governors with a priority list of projects for the University. It will be important for the University in the future to add a Vice president of Sustainability in

¹³ The Sustainability Enterprise MBA Class of 2006, Sustainability analysis of USF advocating the Creation of a USF Office of Sustainability, University of South Florida College of Business Administration, Spring 2006.

order to facilitate the University of South Florida's move towards sustainability. ¹⁴ The Board of Governors then prioritizes projects for the State University System as a whole. The Board of Governors sends their list to the Legislature. The legislature then has the discretion to do whatever they please with the Public Education Construction Outlay Dollars. For instance, the current investigation indictment of Representative Ray Samson is because he utilized his position in the Legislature to fast track approximately 35 million dollars in Public Education Outlay Dollars towards a project not recommended by the Department of Education. ¹⁵ Samson did this while other educational institutions in the state saw a decrease in PECO funds.

The Universities' Boards of Trustees decide what types of projects are requested for each State University in Florida. The University of Florida and Florida State University pledge to make all new Buildings (Leadership in Energy and Environmental Design) LEED Certified. The LEED certified buildings have lower operating costs and increased asset values, reduce waste sent to landfills, conserve energy and water, are healthier and safer for occupants, reduce the emission of harmful greenhouse gasses, and are sociably responsible."

There is nothing stopping the University of South Florida from requesting projects, which adhere to the LEED certification standards. In fact, the University requested funds to build the first phase of the new Lakeland Campus. The first building

¹⁴ Hanna-West, Sharon JD, Personal Interview: 14th of April 2009

¹⁵ Leary, Alex, *Florida Lawmaker Steered Extra Millions to College He Now Works For*, November 28th, 2008, ST. Petersburg Times

http://www.greenreportcard.org/report-card-2009/categories/green-building/leaders
April 19, 2009

¹⁷US Green Building Council, April 19, 2009, http://www.usgbc.org/>

on the Lakeland Campus will be LEED Certified. ¹⁸ It is great that the University is beginning to make their buildings more energy efficient, but picking and choosing which projects will be up to standard will cost the university valuable resources in the future and increase the environmental footprint of the University. With the finite amount of funding sources available to the University there is always going to be a push to utilize project funds towards more square footage and focus on the projects' energy efficiency at a later time. If the University's board of Trustees were to commit to only producing LEED certified facilities, then it would be a great step towards the goal of sustainability.

Capital Improvement Trust Fund

Statutorily, the Capital Improvement Trust Fund (CITF) is a per credit hour fee created by the State legislature. The fee is collected by the Board of Governors and disbursed approximately every five years. ¹⁹ CITF can be liberally disbursed to any number of projects that enhance student life at a University. ^{iv} So long as the request is a one time infrastructural improvement, the board of governors consistently grants the Universities to do as they please. At the University of South Florida, I was a part of the process of developing a design plan for the building. There has been zero discussion of environmental or energy efficiency during the process. The project description includes nothing pertaining to the energy efficiency of the building. The Committee is simply a fight for square footage between the many parties involved. The new student nutritional dining facility is not necessarily antagonistic to the mission of sustainability, but it is

¹⁸ Campus Board Documents, July 22nd, 2008

http://www.poly.usf.edu/documents/CampusBoard/20080722/Agenda-07222008.pdf

¹⁹ The Florida State University Office of the President, Financial Aid Q and A,

<a href="mailto:/www.fsu.com/financial_crisis/pages/faq.html>

important that energy efficiency be the elephant in the room during the development and construction of every project. An office of Sustainability may be able to have someone behind the scenes ensuring we make decisions with the future in mind.

The capital Improvement trust fund equated to approximately sixteen million dollars this past year. However, this number is down by twenty percent as a result of the lower rate of return on investments in these economic times. The Florida Gulf Coast Solar Field is expected to cost seventeen million dollars.²⁰ Obviously, the University of South Florida is considerable larger than Florida Gulf Coast University, but a similar venture by the University of South Florida would drastically reduce the energy consumption of the University.

Activity and Service Fee

The activity and service fee is a per credit hour fee which is utilized at the discretion of the student government association on each campus. The activity and service fee amounts to \$8.42 in 2008.²¹ Student Government's Activity and Service Recommendation Committee disburses the Activity and Service Fee. The proposal is then sent to the Student Government Senate, Student Body President, and Vice President of Student Affairs for approval. The Vice President makes the approval for the President of the University. The Activity and Service per credit hour fee, athletics per credit hour fee, and transportation per credit hour fee each have the potential to increase. However, the increase cannot exceed three percent of the total of the three fees.

²⁰ Fuller, Harry, Florida Slowly Going Solar, May 18th, 2008, ZDNET.

http://blogs.zdnet.com/green/?p=1043>

²¹ University of South Florida, Cash Accounting, April 19, 2009

http://usfweb.usf.edu/controller/cashaccounting/tuition

Last year the three percent equated to \$1.47 of combined opportunity for the three fees.²² The fee increase committee is composed of three individuals appointed by the student body president and three individuals appointed by the University's president. The chair is appointed jointly. I was a member of the committee this past year. As a past participant, it is clear that the administrative appointees do not have absolute authority. Thus, not only could the dollars necessary for green initiatives be allocated from existing funds, but also new funds could be added on to the activity and service fee of up to four times the current renewable energy fee proposal. For instance, last year, students pushed for the increase to go to the Student Health Services. Student Health Services received a 69 cents increase. They received three increases in the past twenty years. It is clear that the students have a lot of pull on the committee. If the President of the University were to be aware of the initiative, then it may be easier to achieve our goals. Last year, President Morgan stood by the decision of our students and Dr. Genshaft decided the committee was correct in their decision. She was pressured heavily to reconvene the committee and provide Athletics with more funding. As a member of the Athletics Council, Student Body President Morgan was questioned by the Athletic Director himself as to, "Why does someone who does not support Athletics sit on the Athletics Council?" Athletics will be the greatest hurdle for the Committee next year because of the way the students gave Athletics a small increase and they did not see it coming at all. It may be necessary to zero fund Student Health Services to get the amount necessary to support a Students' Office of Sustainability.

²² Reed, Harrison, *Health Services Recommended for Extra Funds*, October 1st 2008, The Oracle, http://www.usforacle.com/health-services-recommended-for-extra-funds-1.756550>

Historically, the activity and service fee is not a source of revenue for capital improvements. However, the activity and service fee has been utilized to improve aspects of the campus. The Enhanced Marshall Student Center Plaza is a recent example of a capital improvement through these funds. The Student Senate allocated \$996,000 out of our unallocated funds accrued form years past. However, it may be more difficult for the activity and service fee funds to be committed on a reoccurring basis since the composition of the committee is changing every year. It is definitely not illegal; however, the administration may decide to put their foot down with the "precedent" it poses as they have done in the past.

Another opportunity, which will only be available this next year, is sweeps dollars student government did not allocate this year. In past years, student government has allocated out the estimated sweeps from the current fiscal year. However, with a new business manager in student government, we decided not to continue the process. Consequently, the budget next year will be somewhere between .75-1.5 million dollars more in the next fiscal year without any increase to the fee. Thus, the tough decisions have already been made. This will expedite the process for a new department of sustainability.

Student Office for Sustainability and Awareness

First and foremost this office will never be able to supplement the legitimate need for an office of sustainability at the Vice-Presidential level. The Student Office for Sustainability and Awareness will be composed of an Advisor and a Renewable Energy Initiatives Board (REIB). The board will be composed of five students and five faculty members. No less than two of the students can be Graduate Students. The chair of the

board will be the Advisor to the board. The board will be responsible for the allocation of the revenue that the Activity and Service Recommendation Committee allocates to REIB. Similar to the UC Boulder approach, projects will be proposed by students. The board will then decide which proposals to fund. It will be the responsibility of the REIB Advisor to go over the proposals with Physical Plant or any other department with whom authorization is necessary.

Due to the demand for follow up and research, the Advisor will be a fulltime staff member. He or she will be responsible for tracking the progression of projects, communicating with different departments, helping students with their proposals, etc. The inclusion of a sustainability officer in student affairs would not be unprecedented. Currently, it is estimated that three percent of sustainability officers reside within student affairs. A full time staff member would not be cost prohibitive. The average starting salary of a sustainability officer with six to ten years of experience and an advanced degree is 58,800. Thus, it should be feasible to bring in the position for fewer than one hundred thousand dollars. If the office is budgeted fifty cents per credit hour, then, even with the worst case scenario of 100,000, the remainder will still make the University of South Florida the national leader in sustainability investment. Currently, the University of Tennessee is the leader. Hopefully, general revenue dollars could offset the costs of the advisor. Eighty-five percent of sustainability officers at public schools are funded through general revenue in comparison to four percent being funded by student fees. Unfortunately, in these budgetary times, it may not be possible to answer anything with general revenue funds. This may be something to look for in the future.

Plan of Action

1. Consensus Building

-Students need to be ready to make some noise around campus. There should be a day planned where everyone in favor of the creation of the office wears nothing, but green. Start a petition in favor of the creation of the Student Office for Sustainability and Awareness.

- A. Student engagement
- B. Student Affairs
- C. University President
- D. Athletics: have an environmentally aware home football game

2. Fee Increase Committee

- A. Talk to the university President
- B. Talk to Athletics beforehand about your intentions
- C. Talk to student Health Services
- C. This must be the signature proposal of the A. and S. Fee
- 3. Create a Resolution in the Student Senate in support of fully funding the Office
 - A. These Senators Comprise the Activity and Service Recommendation Committee
 - B. Remind the Senators of the vote last spring
- 4. Activities and Service Recommendation Committee
 - A. Have the student body president speak to the committee
 - B. Hold an event in the ballroom with speakers from around the country and USF Community

- C. The committee needs to be immersed in supporters
- D. I would like to see them jump straight to the creation of this new office in order to stop supporters from bothering them

5. Implementation

- Once the funds are in the Activity and Service fee Budget for the next fiscal year, then there is nothing to stop the process.
 - A. Make for certain students and Faculty are on the search committee for the position
 - B. Student Affairs should begin to take the reigns on the process, but make sure that the original structure remains.
 - C. This must be a learning laboratory for students
 - D. Students must be the ones making the decisions and gaining the experiences.
 - E. This Office will not be a part of Student Government

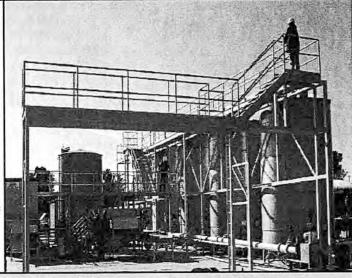
Conclusion

The Students have voiced their opinions about the Renewable Energy Fee. They believe in the cause and are willing to put their money towards making the University more energy efficient. There is no excuse for there not being full support from the student government and it is well within the power of Student Government to achieve these goals. There is no reason for anyone to say no to the proposal.

Appendix Project Examples

Waste-to-Energy Technology

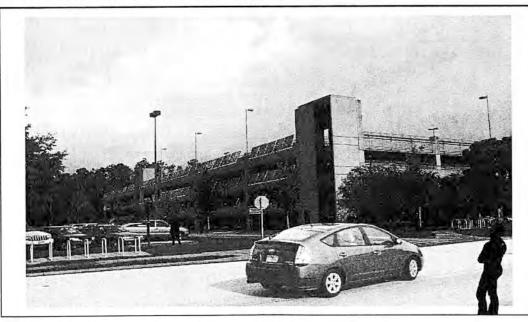
A team of researchers at UC Davis have built this anaerobic digester which uses bacteria to digest food scraps, producing hydrogen and methane gases that can be used to generate energy. It initially processed eight tons of food waste each week, providing enough energy to power ten large homes. In addition to food scraps, this technology can process other organic matter such as yard trimmings and animal manure. Researchers at UF developed a small-scale digester for the Broward Fresh Food Co. that provided 20% of the natural gas needs of the dining hall.



Solar Technology

One potential avenue for the fee could be to provide solar power and energy efficient lighting to the parking garages. By placing solar panels on one parking garage there could be 154MWh per year produced. By implementing energy efficient lighting technologies within the parking garage there could be a further 372MWh per year energy savings. The combined energy savings for such technological advancements to a parking garage would be 526 Mwh per year in non-grid power production. This energy savings is equivalent to approximately \$530,000 per year and could reduce CO2 emissions could by as much as 490 metric tons/yr.

Below is a rendering of solar panels on the parking garage on Gale Lemerand Drive behind Hume Hall, adjacent to the commuter parking lot.



Appendix C

Sample Budget: University of Tennessee

Project	Project Description	Total Cost	Years to Complete	Annual Cost	Estimated Payback
Green Power Purchase	Green power can be purchased in any amount we wish. The amount is currently set at about 2.4%. A minimum of 2% is required to maintain our status as an EPA Green Power Partner. As our electrical use increases, this amount will have to increase if we are to maintain partnership.	N/A	Continuing Cost	\$144,000	N/A
Stokely Management Center Lighting Controls Upgrade - Phase 1	Replace all fluorescent and mercury lighting fixtures with more efficient fluorescent lighting. Since SMC has odd sized ceiling tiles and grid, this will also necessitate replacing all lay-in ceilings. This project would also install microprocessor based controls that would allow lighting to be turned off in unoccupied areas, and allow for daylight harvesting.	\$625,000	5	\$125,000	6 years or less
High Efficiency Lighting Fixtures	Purchase high efficiency lighting fixtures to replace existing fixtures on campus.	N/A	Continuing Cost	N/A	6 years
Lighting Motion Sensors	Purchase and install wall sensor switches for use in multiple buildings where their use is suitable.	\$50,000	10	\$5,000	2 years or less
Steam Valve Controls	Install building steam controls controlled by campus energy management system.	\$65,000	5	\$13,000	3 years or less
Low Flow Plumbing Fixtures	Purchase and install low flow water fixtures including urinals, toilets, sinks, and faucets.	N/A	Continuing Cost	N/A	6 years
Boiler Firing Controls	Install retard firing timers on natural gas fired heating water boilers.	\$40,000	5	\$8,000	2 years or less
Hybrid Vehicle Purchase	Purchase vehicles for fleets. Each vehicle has a price difference of \$8,000	\$12,000	Continuing Cost	\$12,000	N/A
Energy Efficient Electric Motors	Replace older less efficient electric motors around campus with newer more efficient motors and install variable frequency control on motors where variable speed would result in energy savings.	\$300,000	15	\$20,000	10 years or less
Hand Dryer Pilot Project	Pilot project to help determine acceptance and sanitation issues with electric hand dryers versus paper towels.	\$8,000	1	\$8,000	N/A

ii Renewable Energy Fee Language

- (a) Each university board of trustees may establish a
 - 28 renewable energy fee to be paid by all students if the fee is
 - 29 approved by the student body of each university that seeks to
 - 30 establish the fee. In order to establish the fee, a referendum
 - 31 of the university's student body must be requested by the
 - 32 student legislative body and conducted by the student
 - 33 government. The referendum must include the proposed amount of
 - 34 the fee and an explanation of its purpose. A university's board
 - 35 of trustees may not establish the fee without the approval of a
 - 36 majority of students participating in the referendum.
 - 37 (b) A renewable energy fee established under this
 - 38 subsection may not exceed \$5 per credit hour during its first
 - 39 year of implementation. The initial amount of the fee must be in
 - 40 accordance with the referendum described in paragraph (a) and
 - 41 may be changed only if approved by a referendum of the student
 - 42 body. The fee may not be included in any award under ss. 1009.53
 - 43 and 1009.531.
 - 44 (c) The renewable energy fee shall be expended only for
 - 45 establishing or improving the use of renewable energy
 - 46 technologies or energy efficiencies that directly lower the
 - 47 university's greenhouse gas emissions, waste, or energy costs. A
 - 48 renewable energy fee committee shall be established and shall
 - 49 vote to determine how the revenue from the fee is spent. The
 - 50 committee shall consist of no more than 12 members, to be
 - 51 appointed as follows:
 - 1. Half of the members shall be appointed by the
 - 53 university's student body president and confirmed by the
 - 54 university's student legislative body. Appointees shall be
 - 55 confirmed within 6 months after their appointment date. However,
 - 56 an appointee who has not been confirmed or has been rejected by
 - 57 the legislative body shall serve for no more than 45 days, at
 - 58 which time a replacement must be appointed.
 - 59 2.Half of the members shall be appointed by the university
 - 60 president or his or her designee.

61

- 62 Members shall be appointed to 1-year terms and shall hold office
- 63 until his or her successor is appointed and qualified. A
- 64 majority of the committee members constitutes a quorum. A
- 65 chairperson, who is elected by the committee, shall vote only in
- 66 the case of a tie. The revenue from the fee which remains at the
- 67 end of a fiscal year shall be carried over and made available
- 68 for renewable energy expenditures consistent with this paragraph
- 69 during the next fiscal year.
- 70 (d) After the renewable energy fee is implemented for 5
- 71 years, the university's student government shall conduct a
- 72 referendum to assess the student body's interest in continuing
- 73 the fee. If a majority of students participating in the
- 74 referendum vote to dissolve the fee, the fee may not be
- 75 collected, and any remaining revenue shall be dispensed by the
- 76 renewable energy fee committee within 2 fiscal years after the
- 77 referendum. The university may reestablish the fee as provided
- 78 in paragraph (a) no sooner than 1 year after the referendum
- 79 dissolving the fee.

Board of Governors STATE UNIVERSITY SYSTEM OF FLORIDA 2009-2010/2011-2012 Three Year PECO Project List by University and Project January 29, 2009

		Prior Years			Prior Years Current Proposed PECO Funding			
Univ	Project	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	3-Year Total
UF	Utilities/Infrastructure/Capital Renewal/Roofs (P.C.E)(P.C.E)(P.C.E)	13,634,000	14,025,000	15,000,000 7,608,204	7,500,000 10,438,751	12,750,000 12,595,593	15,000,000 34,257,452	35,250,000 57,291,796
	Chemistry/Chemical Biology Building (C)(C,E) Biomedical Sciences Building (C,E) Veterinary Education and Clinical Research Center (C,E)	33,941,300	19,429,198 26,972,951	14,443,490 22,382,149 6,000,000				
	Research & Conference Facility at Lake Nona (P.C) Multidisciplinary Nanosystems Facility (C,E) Pathogen Research Facility (P.C)	5,922,300 20,750,000	34,750,000	0,000,000				
	IFAS Statewide Rep., Ren. and Infrastructure Imp. (P,C,E) TOTAL	15,165,018 89,412,618	95,177,149	65,433,843	17,938,751	25,345,593	49,257,452	92,541,796
FSU	Utilities/Infrastructure/Capital Renewal/Roofs (P,C,E)(P,C,E)(P,C,E) Academic Support Building (P,C) (E)	6,400,000	8,500,000	8,500,000	4,250,000 6,700,000	7,225,000 15,200,000	8,500,000 4,500,000	19,975,000 26,4(X),000
	Academs Supply Ording (r.S.) (c) Library Information Commons (R.S.) (C,E) FAMU-FSU College of Engineering III - Joint Use (P),(C),(E) College of Law Remodeling & Expansion (P,C,E)		250,000		1,500,000 600,000	9,600,000	46,400,000 960,000 5,000,000	46,400,000 12,060,000 5,600,000
	Engineering Research Building (P) Dittmer Building Remodeling (P)			2 000 000	2,500,000 3,000,000		3,000,000	2,500,000 6,000,000
	College of Education Building Expansion (C,E) Ruby Diamond Renovation (C,E) Johnston Building Renodeling (C,E)		12,430,000 20,000,000	3,000,000 10,000,000 29,200,000				
	Nursing / Health Facility (P.C) Neuroscience and Reading Institute (C.E) College of Education Building Expansion (P)	11,869,540 600,000	7,500,000 21,250,000 8,900,000	10,000,000				
	Life Sciences Teaching & Research Center (C.E) Administrative Services Center Panama City (C.E)	3,500,000 3,878,728 7,992,000	11,500,000					
	Panama City Campus - Academic Center (C.E) Land Acquisition (S) TOTAL	34,240,268	3,000,000 93,330,000	60,700,000	18,550,000	32,025,000	68,360,000	118,935,000

					Current Proposed PEC	O Funding	
		Prior Years	#200 200D	2009-2010	2010-2011	2011-2012	3-Year Total
Project	2006-2007	2007-2008	2008-2009	2,500,000	4,250,000	5,000,000	11,750,000
Univ Project	3,851,140	5,000,000	5,000,000	5,543,621	23,500,000	1,011,500	30,055,121
FAMU Utilities/Infrastructure/Capital Renewal/Roofs (I',C,E)(I',C,E)(I',C,E)			2,000,000	1,500,000	9,600,000	960,000	12,060,000
Pharmacy Phase II (C,E) (C,E)				1,500,500		1,751,500	1,751,500
FAMU-FSU College of Engineering III - Joint Use (P),(C),(E)							
Dyson Building Remodeling (P)			2,960,430				
University Commons Renovation (C,E)	2,850,000	8,500,000	2,950,000				
Multi-Purpose Center Teaching Gymnasium (C,E)		14,474,914	7,000,000				
Tucker Hall Remodeling (C.E)			2,500,000				
Rural Diversity Healthcare-Crestview	9,364,200	1,212,500	i				
University Commons Renovation (C)	2,500,000	2,500,000					
Developmental Research School (C.E)	12,623,450		ì	2 000 000			3,000,000
Jones Hall Remodeling (P.C.E)		8,301,606		3,000,000	37,350,000	8,723,000	58,616,621
Gore Education Complex Remodeling (P,C)	31,188,790	39,989,020	22,410,430	12,543,621	37,330,000	0,125,000	
TOTAL					8,500,000	10,000,000	23,500,000
	8,300,000	10,000,000	10,000,000	5,000,000	925,000	1,500,000	2,800,000
USF Utilities/Infrastructure/Capital Renewal/Roofs (P,C,E)(P,C,E)(P,C,E)	1,500,000	1,500,000	1,500,000	375,000	600,000	800,000	1,800,000
Cte /Manaton Utilities /Infrastructure / Capital Renewal / Roots (1, C, E)(1, C, E)(1, C, E)	825,000	2,000,000	800,000	400,000		000,000	23,637,825
LICE C. Polo Ibilities/Infrastructure/Capital Renewal/Roots (I)CE(I)CE(I)CE	19,953,755	35,424,009	3,000,000	9,483,334	14,154,491		20,000,000
Interdisciplinary Science Teaching & Research Facility (C,E) (C,E)	1,700,000		15,000,000	4,741,666	15,258,334	5,000,000	5,000,000
LISE Polytechnic New Campus Phase I (C)(C,E)	1,, 00,000	. *				3,000,000	2,0.10,1
Undergraduate Classroom and Support Building Phase I (P) (C)	12,167,602 .	14,873,336	19,564,997				
Visual & Performing Arts Teaching Facility (C.E)	12,107,002 .	9,000,000				17 200 000	76,737,825
USF St. Pete Science & Tech. Gen. Acad. Fac (C,E)	44,446,357	72,797,345	49,864,997	20,000,000	39,437,825	17,300,000	10,101,023
TOTAL	44,410,337	. 41517020					

iv 1009.24 State university student fees.--

- (1) This section applies to students enrolled in college credit programs at state universities.
- (2) All students shall be charged fees except students who are exempt from fees or students whose fees are waived.
- (3) All moneys from tuition and fees shall be deposited pursuant to s. <u>1011.42</u>.
- (4)(a) Effective January 1, 2008, the resident undergraduate tuition for lower-level and upper-level coursework shall be \$77.39 per credit hour.
- (b) Beginning with the 2008-2009 fiscal year and each year thereafter, the resident undergraduate tuition per credit hour shall increase at the beginning of each fall semester at a rate equal to inflation, unless otherwise provided in the General Appropriations Act. The Office of Economic and Demographic Research shall report the rate of inflation to the President of the Senate, the Speaker of the House of Representatives, the Governor, and the Board of Governors each year prior to March 1. For purposes of this paragraph, the rate of inflation shall be defined as the rate of the 12-month percentage change in the Consumer Price Index for All Urban Consumers, U.S. City Average, All Items, or successor reports as reported by the United States Department of Labor, Bureau of Labor Statistics, or its successor for December of the previous year. In the event the percentage change is negative, the resident undergraduate tuition shall remain at the same level as the prior fiscal year.
- (c) The Board of Governors, or the board's designee, may establish tuition for graduate and professional programs, and out-of-state fees for all programs. The sum of tuition and out-of-state fees assessed to nonresident students must be sufficient to offset the full instructional cost of serving such students. However, adjustments to out-of-state fees or tuition for graduate programs pursuant to this section may not exceed 10 percent in any year, and adjustments to out-of-state fees or tuition for professional programs may not exceed 15 percent in any year.

- (d) The sum of the activity and service, health, and athletic fees a student is required to pay to register for a course shall not exceed 40 percent of the tuition established in law or in the General Appropriations Act. No university shall be required to lower any fee in effect on the effective date of this act in order to comply with this subsection. Within the 40 percent cap, universities may not increase the aggregate sum of activity and service, health, and athletic fees more than 5 percent per year unless specifically authorized in law or in the General Appropriations Act. A university may increase its athletic fee to defray the costs associated with changing National Collegiate Athletic Association divisions. Any such increase in the athletic fee may exceed both the 40 percent cap and the 5 percent cap imposed by this subsection. Any such increase must be approved by the athletic fee committee in the process outlined in subsection (12) and cannot exceed \$2 per credit hour. Notwithstanding the provisions of ss. 1009.534, 1009.535, and 1009.536, that portion of any increase in an athletic fee pursuant to this subsection that causes the sum of the activity and service, health, and athletic fees to exceed the 40 percent cap or the annual increase in such fees to exceed the 5 percent cap shall not be included in calculating the amount a student receives for a Florida Academic Scholars award, a Florida Medallion Scholars award, or a Florida Gold Seal Vocational Scholars award.
- (e) This subsection does not prohibit a university from increasing or assessing optional fees related to specific activities if payment of such fees is not required as a part of registration for courses.
- (5) A university that has a service area that borders another state may implement a plan for a differential out-of-state fee.
- (6) Students who are enrolled in Programs in Medical Sciences are considered graduate students for the purpose of enrollment and student fees.
- (7) A university board of trustees is authorized to collect for financial aid purposes an amount not to exceed 5 percent of the tuition and out-of-state fee. The revenues from fees are to remain at each campus and replace existing financial aid fees. Such funds shall be disbursed to students as quickly as possible. A minimum of 75 percent of funds from the student financial aid fee for new financial aid awards shall be used to provide financial

aid based on absolute need. A student who has received an award prior to July 1, 1984, shall have his or her eligibility assessed on the same criteria that were used at the time of his or her original award. The Board of Governors shall develop criteria for making financial aid awards. Each university shall report annually to the Board of Governors and the Department of Education on the revenue collected pursuant to this subsection, the amount carried forward, the criteria used to make awards, the amount and number of awards for each criterion, and a delineation of the distribution of such awards. The report shall include an assessment by category of the financial need of every student who receives an award, regardless of the purpose for which the award is received. Awards which are based on financial need shall be distributed in accordance with a nationally recognized system of need analysis approved by the Board of Governors. An award for academic merit shall require a minimum overall grade point average of 3.0 on a 4.0 scale or the equivalent for both initial receipt of the award and renewal of the award.

- (8) The Capital Improvement Trust Fund fee is established as \$2.44 per credit hour per semester. The building fee is established as \$2.32 per credit hour per semester.
- (9) Each university board of trustees is authorized to establish scparate activity and service, health, and athletic fees. When duly established, the fees shall be collected as component parts of tuition and fees and shall be retained by the university and paid into the separate activity and service, health, and athletic funds. Notwithstanding any other provision of law to the contrary, a university may transfer revenues derived from the fees authorized pursuant to this subsection to a university direct-support organization of the university to be used only for the purpose of paying and securing debt on projects approved pursuant to s. 1010.62 and pursuant to a written agreement approved by the Board of Governors. The amount transferred may not exceed the amount authorized for annual debt service pursuant to s. 1010.62.
- (10)(a) Each university board of trustees shall establish a student activity and service fee on the main campus of the university. The university board may also establish a student activity and service fee on any branch campus or center. Any subsequent increase in the activity and service fee must be recommended by an activity and service fee committee,

at least one-half of whom are students appointed by the student body president. The remainder of the committee shall be appointed by the university president. A chairperson, appointed jointly by the university president and the student body president, shall vote only in the case of a tie. The recommendations of the committee shall take effect only after approval by the university president, after consultation with the student body president, with final approval by the university board of trustees. An increase in the activity and service fee may occur only once each fiscal year and must be implemented beginning with the fall term. The Board of Governors is responsible for adopting the rules and timetables necessary to implement this fee.

- (b) The student activity and service fees shall be expended for lawful purposes to benefit the student body in general. This shall include, but shall not be limited to, student publications and grants to duly recognized student organizations, the membership of which is open to all students at the university without regard to race, sex, or religion. The fund may not benefit activities for which an admission fee is charged to students, except for student-government-association-sponsored concerts. The allocation and expenditure of the fund shall be determined by the student government association of the university, except that the president of the university may veto any line item or portion thereof within the budget when submitted by the student government association legislative body. The university president shall have 15 school days from the date of presentation of the budget to act on the allocation and expenditure recommendations, which shall be deemed approved if no action is taken within the 15 school days. If any line item or portion thereof within the budget is vetoed, the student government association legislative body shall within 15 school days make new budget recommendations for expenditure of the vetoed portion of the fund. If the university president vetoes any line item or portion thereof within the new budget revisions, the university president may reallocate by line item that vetoed portion to bond obligations guaranteed by activity and service fees. Unexpended funds and undisbursed funds remaining at the end of a fiscal year shall be carried over and remain in the student activity and service fund and be available for allocation and expenditure during the next fiscal year.
- (11) Each university board of trustees shall establish a student health fee on the main

campus of the university. The university board of trustees may also establish a student health fee on any branch campus or center. Any subsequent increase in the health fee must be recommended by a health committee, at least one-half of whom are students appointed by the student body president. The remainder of the committee shall be appointed by the university president. A chairperson, appointed jointly by the university president and the student body president, shall vote only in the case of a tie. The recommendations of the committee shall take effect only after approval by the university president, after consultation with the student body president, with final approval by the university board of trustees. An increase in the health fee may occur only once each fiscal year and must be implemented beginning with the fall term. The Board of Governors is responsible for adopting the rules and timetables necessary to implement this fee.

- (12) Each university board of trustees shall establish a separate athletic fee on the main campus of the university. The university board may also establish a separate athletic fee on any branch campus or center. Any subsequent increase in the athletic fee must be recommended by an athletic fee committee, at least one-half of whom are students appointed by the student body president. The remainder of the committee shall be appointed by the university president. A chairperson, appointed jointly by the university president and the student body president, shall vote only in the case of a tie. The recommendations of the committee shall take effect only after approval by the university president, after consultation with the student body president, with final approval by the university board of trustees. An increase in the athletic fee may occur only once each fiscal year and must be implemented beginning with the fall term. The Board of Governors is responsible for adopting the rules and timetables necessary to implement this fee.
- (13) Each university board of trustees is authorized to establish the following fees:
- (a) A nonrefundable application fee in an amount not to exceed \$30.
- (b) An orientation fee in an amount not to exceed \$35.
- (c) A fee for security, access, or identification cards. The annual fee for such a card may

not exceed \$10 per card. The maximum amount charged for a replacement card may not exceed \$15.

- (d) Registration fees for audit and zero-hours registration; a service charge, which may not exceed \$15, for the payment of tuition in installments; and a late-registration fee in an amount not less than \$50 nor more than \$100 to be imposed on students who fail to initiate registration during the regular registration period.
- (e) A late-payment fee in an amount not less than \$50 nor more than \$100 to be imposed on students who fail to pay or fail to make appropriate arrangements to pay (by means of installment payment, deferment, or third-party billing) tuition by the deadline set by each university. Each university may adopt specific procedures or policies for waiving the late-payment fee for minor underpayments.
- (f) A fee for miscellaneous health-related charges for services provided at cost by the university health center which are not covered by the health fee set under subsection (11).
- (g) Materials and supplies fees to offset the cost of materials or supplies that are consumed in the course of the student's instructional activities, excluding the cost of equipment replacement, repairs, and maintenance.
- (h) Housing rental rates and miscellaneous housing charges for services provided by the university at the request of the student.
- (i) A charge representing the reasonable cost of efforts to collect payment of overdue accounts.
- (j) A service charge on university loans in lieu of interest and administrative handling charges.
- (k) A fee for off-campus course offerings when the location results in specific, identifiable increased costs to the university.
- (l) Library fees and fines, including charges for damaged and lost library materials,

overdue reserve library books, interlibrary loans, and literature searches.

- (m) Fees relating to duplicating, photocopying, binding, and microfilming; copyright services; and standardized testing. These fees may be charged only to those who receive the services.
- (n) Fees and fines relating to the use, late return, and loss and damage of facilities and equipment.
- (o) A returned-check fee as authorized by s. <u>832.07(1)</u> for unpaid checks returned to the university.
- (p) Traffic and parking fines, charges for parking decals, and transportation access fees.
- (q) An Educational Research Center for Child Development fee for child care and services offered by the center.
- (r) Fees for transcripts and diploma replacement, not to exceed \$10 per item.
- (s) A technology fee of up to 5 percent of the tuition per credit hour, beginning with the fall term of the 2009-2010 academic year. The revenue from this fee shall be used to enhance instructional technology resources for students and faculty. The technology fee shall not be included in any award under the Florida Bright Futures Scholarship Program.
- (14) Each university board of trustees is authorized to establish a nonrefundable admissions deposit for undergraduate, graduate, and professional degree programs in an amount not to exceed \$200. The admissions deposit shall be imposed at the time of an applicant's acceptance to the university and shall be applied toward tuition upon enrollment. In the event the applicant does not enroll in the university, the admissions deposit shall be deposited in an auxiliary account of the university and used to expand financial assistance, scholarships, and student academic and career counseling services at the university. A university board of trustees that establishes an admissions deposit pursuant to this subsection must also adopt policies that provide for the waiver of such deposit on the basis of financial hardship.

- (15) Each university may assess a service charge for the payment of tuition and fees in installments. Such service charge must be approved by the university board of trustees.
- (16) The Board of Governors may establish a uniform maximum undergraduate tuition differential that does not exceed 40 percent of tuition for all universities that meet the criteria for Funding Level 1 under s. 1004.635(3), and may establish a uniform maximum undergraduate tuition differential that does not exceed 30 percent of tuition for all universities that have total research and development expenditures for all fields of at least \$100 million per year as reported annually to the National Science Foundation. Once these criteria have been met and the differential established by the Board of Governors, the board of trustees of a qualified university may maintain the differential unless otherwise directed by the Board of Governors. However, the board shall ensure that the maximum tuition differential it establishes for universities meeting the Funding Level 1 criteria is at least 30 percent greater than the maximum tuition differential the board establishes for universities that meet the required criteria for research and development expenditures. The tuition differential is subject to the following conditions:
- (a) The sum of tuition and the tuition differential may not be increased by more than 15 percent of the total charged for these fees in the preceding fiscal year.
- (b) The tuition differential may not be calculated as a part of the scholarship programs established in ss. 1009.53-1009.537.
- (c) Beneficiaries having prepaid tuition contracts pursuant to s. <u>1009.98(2)(b)</u> which were in effect on July 1, 2007, and which remain in effect, are exempt from the payment of the tuition differential.
- (d) The tuition differential may not be charged to any student who was in attendance at the university before July 1, 2007, and who maintains continuous enrollment.
- (e) The tuition differential may be waived by the university for students who meet the eligibility requirements for the Florida public student assistance grant established in s. 1009.50.

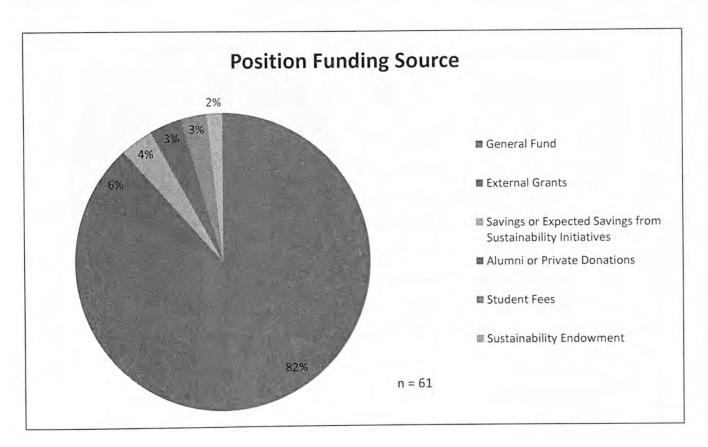
Funding Source

The survey asked officers for the percentage of their salary that was funded by the general fund, external grants, savings or expected savings from sustainability initiatives, student fees, a sustainability endowment, and/or alumni or private donations. Six respondents reported that their positions were funded from multiple sources and 55 respondents reported that their positions were funded from one source.

By a wide margin, the most popular funding source was the general fund. This is usually a positive indication since money from the general fund is more secure. In addition, it indicates officers are able to focus on sustainability initiatives instead of fundraising.

In the following charts, we adjusted the funding source(s) for full-time equivalence. For example, the funding source for a half-time officer was only counted at 50 percent.

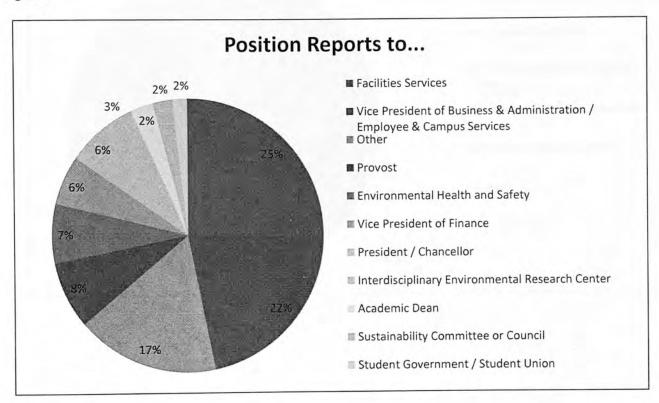
Figure 6



The survey also asked respondents to identify the individual to whom they or their offices report. There were 57 responses to this question. Thirty of the respondents (53 percent) report to two or more people. In some cases, joint reporting is seen a way to bridge the gap between the academic and operational sectors of the campus and to enable the officer to be effective in both spheres.

Figure 5 shows the variety of persons to whom sustainability officers report. For individuals who report to more than one person, we adjusted responses so they were counted only once in calculating the distribution. For example, if an officer reported to a provost and a president, we counted that as half an officer reporting to each, so the total added up to one individual. In the figure, 'Other' includes Student Government, Vice President for Student Affairs, Housing/Residence Life, and Vice President of Research.

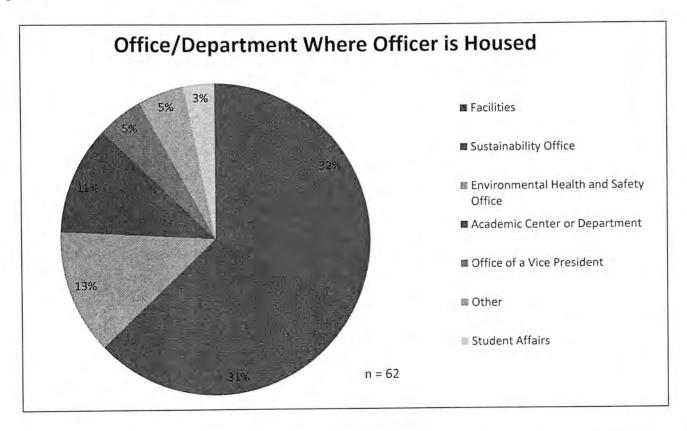
Figure 5



Reporting Lines and Organizational Locations

The survey asked respondents to identify the department or office in which they are housed. All 62 respondents answered this question. The most popular response was "Facilities Services," with 32.3 percent. "Sustainability Office" was almost as popular with 30.6 percent of the responses.

Figure 4



Job Functions

Sustainability officers perform a wide variety of tasks. Perhaps unsurprisingly given the newness of the position, their responsibilities vary significantly between institutions. The survey asked respondents to estimate the percentage of time they spend performing various tasks. Figure 3 presents the average percentage of time devoted to each task by the 58 respondents to this question. Responses that did not equal 100 percent were adjusted to do so.

Figure 3: Percentage of Time Spent on Primary Job Duties (n=58)

Task, Issue or Role Average Percer of Time Spe		Standard Deviation ¹		
Overall Sustainability Coordination	28.7	20.7		
Work with Students	14.9	13.7		
Energy Efficiency and Management	9.6	10.4		
Recycling and Waste Reduction	8.4	13.8		
Community Outreach	6.8	7.5		
Data Collection and Reporting	6.0	5.1		
Building Construction and Management	5.4	5.6		
Research Issues	3.7	4.8		
Other	3.1	9.8		
Environmentally Preferable Purchasing	2.6	3.8		
Transportation	2.6	3.6		
Curricular Issues	2.3	3.4		
Teaching Courses	2.2	4.4		
Green Dining	1.9	2.7		
Environmental Health and Safety	1.8	6.1		

Tasks listed as "Other" include: administrative work, working with media, toxins reduction, contract management, staff supervision, and fundraising.

As the table shows, there were substantial differences between the responses. At least one, and in most cases several, officers reported spending zero percent of their time on each category.

¹ Standard deviation is a common statistical measure of the spread or dispersion of a set of data. It is calculated by taking the average of the squared difference between data points and the mean. Standard deviation is measured in the same units as the data. The standard deviation will be small if the data points are close to the average. Similarly, if many data points are far from the average, the standard deviation will be large. The standard deviation will be zero if all values in the data set are equal.

The survey asked officers, "What was the primary impetus that led to the creation of your position?" The most popular motivator for creating positions was an administrator champion. "Combination" and "Personal Advocacy" were not options on the survey, but were specified by several respondents who selected "Other."

Figure 2

