HEASC Best Practices in Sustainability Webinar

Sustainability Internships

SPONSORED BY:
HIGHER EDUCATION ASSOCIATIONS SUSTAINABILITY CONSORTIUM (HEASC)

HOSTED BY:
ASSOCIATION FOR THE ADVANCEMENT OF SUSTAINABILITY IN HIGHER EDUCATION (AASHE)
Social Media

Twitter

- #HEASCStories
- #sustainabilityinternship or #sustainabilityinternships

LinkedIn Group

- Sustainability in Student Affairs

Go to Webinar

Type your questions in the Questions Pane.
A network of higher education associations with a commitment to advancing sustainability both within their constituencies and the system of higher education.

Member organizations include:

- ACPA-College Student Educators International
- American Association of Community Colleges (AACC)
- American Association of State Colleges & Universities (AASCU)
- Association for the Advancement of Sustainability in Higher Education (AASHE)
- Association of College and University Housing Officers – International (ACUHO-I)
- Association of Higher Education Facilities Officers (APPA)
- Campus Safety, Health, and Environmental Management Association (CSHEMA)
- Council for Christian Colleges & Universities (CCCU)
- National Association of College & University Business Officers (NACUBO)
- National Association of Educational Procurement (NAEP)
- National Association of Independent Colleges & Universities (NAICU)
- NIRSA: Leaders in Collegiate Recreation
- Hispanic Association of Colleges and Universities
Inspiring and catalyzing higher education to lead the global sustainability transformation.

Strategic Goals include:

- Growing AASHE's membership to include at least 1,200 actively engaged colleges and universities, NGOs, government partners, and businesses
- Empowering members with indispensable resources to advance higher education sustainability
- Catalyzing sustainability leadership in higher education through increased visibility and recognition
- Connecting campus stakeholders with the training and professional development they need to be leaders for sustainability
**Best Practices in Sustainability Webinar Series**

Student Affairs Stories of Sustainability: April 2014
Resources to Engage Students and Remove Silos

Civil Discourse and Civic Engagement in October 2014
Student and Academic Affairs with Planet Education

Student Affairs Leadership in April 2015
Sustainable Purchasing and Event Coordination

Sustainability Internships November 2015

[http://tinyurl.com/HEASCWebinarSeries](http://tinyurl.com/HEASCWebinarSeries)
Webinar Facilitators

**Debra Rowe, PhD**
HEASC Consultant /Advisor
President, U.S. Partnership for Education for Sustainable Development
Founder, Disciplinary Associations Network for Sustainability

**Kaye Holman, PhD**
HEASC Sustainability Fellow
Global Sustainability Leadership Fellow, Colorado State University
Coordinator, Ecosystem Science & Sustainability, Colorado State University
Webinar Guest Speakers

**Emilie Rex**
Sustainability Consultant

**Josh Stoffel**
Co-Director, Connecticut College, Office of Sustainability
Webinar Guest Speakers

Ben Kalscheur
Sustainability Assistant Manager, Texas A&M University, Office of Sustainability

Jason Niebler
Founding Director, SAgE Collaborative: Sustainable Agricultural Education for the Bioregion
Principle Investigator, NSF Advanced Technological Education at Edmonds Community College, Horticulture Department
Defining Sustainability

**Sustainability** is meeting the needs of the present without compromising the ability of future generations to meet their own needs.

— The Brundtland Commission, 1987

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**Valuing Sustainability in Collegiate Recreation**

**Socio-Economic**
- Accessibility
- Affordability
- Business ethics
- Labor practices
- Risk management

**Socio-Environmental**
- Stewardship
- Environmental justice
- Resource sharing

**Environmental**
- Energy-renewal
- Carbon footprint
- Waste reduction
- Land use/green spaces

**Healthy People & Communities**
- Fiscal stewardship
- Resource development
- Internal controls
- Return on investment
- Asset management

**Economic-Environmental**
- Full-cost accounting
- Facility design
- Resource efficiency
  - Energy, materials, water
  - Operations
Learning Outcomes

1) Identify core considerations in developing a Sustainability Internship Program (SIP)

2) Identify and describe processes and best practices for managing and improving SIPs

3) Relate stories of sustainability internship programs and student experiences

4) Share in peer-to-peer interaction in an open Q&A session

5) Connect to additional resources for sustainability internships
Sustainability Internships

Guide to Creating & Managing Sustainability Internship Programs
What is a Sustainability Internship Program?

**Sustainability Internship Program (SIP):** a program offered by a college or university that provides students with structured opportunities to contribute meaningfully to sustainability-focused research, academics, programming, and projects.

SUSTAINABILITY INTERNSHIP PROGRAM = SIP
What are Core Considerations in Developing a SIP?

- Setting Goals and Priorities
- Determining Program Size and Type
- Assessing Funding Availability
- Drafting a Guiding Document
Developing a SIP: Setting Goals and Priorities

• Create a short-term committee/working group
• Map institutional assets
• Analyze priorities, goals, and needs
  ✓ Institutional
  ✓ Sustainability
  ✓ Student
• Narrow and define the SIP Goals and Priorities
Developing a SIP: Ideal Size and Type

**Size**
- Institutional specifications
- Status of sustainability
- Budget and support

**Type**
- Team or individual orientation
- Capacity for management and mentorship
Developing a SIP: Assessing Funding Availability

One-Time Funding

- Typical Use: Piloting or Expanding Program
- Typical Source: Grants or One-Time Funding
- Cons: Program At-Risk When Funding Ends

Long-Term Funding

- Typical Use: Long-Term Funding for Program
- Typical Source: Line-Item in Unit Budget
- Cons: Program Can Have Budget Cuts
Developing a SIP: Diversifying Funding Sources

- **Grants, Funds, and Endowments:** Campus Green Funds, Government Grants, Philanthropic Grants, Endowments

- **Sponsorships and Donations:** Campus Partners; Other Academic Partners; Businesses, Government, Nonprofits; Private Donors

- **Compensation Options:** Work Study, AmeriCorps, Academic Credit
Developing a SIP:
Drafting a Guiding Document

- Mission & Vision
- Structure
- Budget
- Target Audience
- Roles & Duties
What are Processes and Best Practices for Managing and Improving SIPs?

1. Align with Strategic Planning
2. Develop Internship Projects
3. Establish a Hiring Process
4. Support Students during the Internship
5. Evaluate the Program
6. Create an Alumni Network
1. Align with Strategic Planning

- Setting Goals and Priorities
- Determining Program Size and Type
- Assessing Funding Availability
- Drafting a Guiding Document
2. Develop Internship Projects

Source from Stakeholders

- Students
- Faculty or Staff
- Sustainability Office
2. Develop Internship Projects

Contextualize Projects

- Internship Archive
- New Idea Bank
- Submission Guidelines
3. Establish a Hiring Process

Resources Available
✓ Basic Timelines
✓ Sample Evaluation Systems
✓ Tools for Recruiting and Selecting Students
✓ Sample Hiring Letters
4. Support Students During the Internship

- Develop Good Mentors for Students
- Provide Students Foundational Knowledge
- Empower Students to Manage Their IPs
5. Evaluate the Program

1. (RE) ARTICULATE PROGRAM GOALS
2. DEVELOP METRICS
3. ASSESS ACCESS TO DATA
4. DEVELOP A TRACKING SYSTEM
5. TAKE A BASELINE
6. EVALUATE PROGRESS
5. Evaluate the Program

<table>
<thead>
<tr>
<th>POTENTIAL STUDENT OUTCOMES</th>
<th>POTENTIAL METRICS</th>
<th>POTENTIAL DATA</th>
</tr>
</thead>
</table>
| **OVERALL STUDENT SUCCESS** | • Student perceptions of success  
• Student attainment of goals related to project, program, or research  
• Mentor perceptions of success | • Self-reported data from students (Survey)  
• Project Goal-related data (Collected throughout Project)  
• Self-reported data from mentors (Survey) |
| **CAREER PLACEMENT** | • Employment status of SIP alumni, both inside and outside sustainability fields  
• Student perceptions on SIP contribution(s) to their employability | • Self-reported data from alumni (Survey) |
6. Create an Alumni Network

Outcomes
- Professional Networking
- Mentorship Opportunities
- Guiding SIP Development
- Professional Development
- Fund Development

Structure
- Listservs
- Social Media
- Websites and Blogs
- Foundation/Alumni Association Groups
- Alumni Boards
Office of Sustainability

Quick Facts

• Office - Established in 2008
• Campus Community Served
  ✓ 59,000+ Students
  ✓ 8,000+ Faculty and Staff
• Internship Program – Established in Summer 2011
What is on the other side?
What is on the other side?
Internship Program
Student Leadership
Internship Program
Immediate Growth
Internship Program
Goal

Create a Culture of Sustainability at Texas A&M

• Diverse Thinkers
• Holistic Sustainability
• Mutually Beneficial
• Diversity and Inclusion
Internship Program
Toolbox

Key Elements

• Diversify Recruitment
• Interview Selection Process
• Teambuilding
• High Impact Learning
Internship Program
Recruitment

Modify, Diversify, and Amplify!

Modify Internship Position Description
  • Inclusive Language

Change Internship Title
  • Sustainability Intern v. Outreach Specialist

Target Specific Emails to Advisors
  • Social, Racial, and Economic Justice

Promote via Social Media and Campus Email
# Internship Program
## Selection Criteria

## Office of Sustainability Intern - Criteria Explanations

<table>
<thead>
<tr>
<th>Category</th>
<th>Assigned Rating Explanation</th>
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<tbody>
<tr>
<td><strong>Complete Application</strong></td>
<td></td>
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<tr>
<td>Application must include:</td>
<td></td>
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<tr>
<td>- Cover Letter, resume and references</td>
<td>9 – N/A</td>
</tr>
<tr>
<td>- Failure to complete the application in its entirety will result in disqualification</td>
<td>3 – Complete</td>
</tr>
<tr>
<td></td>
<td>1 – Incomplete</td>
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<tr>
<td><strong>Minimum Requirements</strong></td>
<td></td>
</tr>
<tr>
<td>- Currently enrolled as undergraduate</td>
<td>9 – N/A</td>
</tr>
<tr>
<td>- GPA ≥2.5</td>
<td>3 – Meets</td>
</tr>
<tr>
<td></td>
<td>1 – Meets some but not all criteria</td>
</tr>
<tr>
<td><strong>Skills &amp; Experience</strong></td>
<td></td>
</tr>
<tr>
<td>- Relevant coursework</td>
<td>9 – Exceeds expectations (strong skills in 2+ areas)</td>
</tr>
<tr>
<td>- Computer skills/software proficiencies</td>
<td>3 – Meets expectations</td>
</tr>
<tr>
<td>- Relevant experience/volunteer experience</td>
<td>1 – Meets some but not all expectations</td>
</tr>
<tr>
<td>- Campus and community activities/Current extracurricular activities</td>
<td></td>
</tr>
<tr>
<td>- Skills (communication &amp; analytical, database management, public speaking, Photoshop, social media, etc.)</td>
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<tr>
<td><strong>Preferred Experience</strong></td>
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<tr>
<td>- Public Speaking</td>
<td>9 – Exceeds expectations (two or more skills)</td>
</tr>
<tr>
<td>- Adobe Photoshop</td>
<td>3 – Meets expectations (at least one skill)</td>
</tr>
<tr>
<td>- Video and/or photography experience</td>
<td>1 – Did not meet expectations</td>
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</table>
Internship Program
Applicant Questions

APPLICATION QUESTION #1
Your rating on how well the applicant answered the question.

Why are you interested in interning with Texas A&M’s Office of Sustainability?

APPLICATION QUESTION #2
Your rating on how well the applicant answered the question.

Describe which skills you would bring to the office that would enhance our education and outreach efforts.

APPLICATION QUESTION #3
Your rating on how well the applicant answered the question.

Why do you think social justice and diversity are important to sustainability?

APPLICATION QUESTION #1

9 – Exceeds expectations
3 – Meets expectations
1 – Did not meet expectations

APPLICATION QUESTION #2

9 – Exceeds expectations
3 – Meets expectations
1 – Did not meet expectations

APPLICATION QUESTION #3

9 – Exceeds expectations
3 – Meets expectations
1 – Did not meet expectations
Internship Program
Interview Process
SAgE Collaborative

Sustainable Agriculture Education for the Puget Sound Bioregion
SAGe Collaborative

College Partnership

• Edmonds Community College, Horticulture Department
• Skagit Valley College, Environmental Conservation Department
• Seattle Central College, Earth & Environmental Science Department
SAgE Collaborative

Responding to Socioeconomic and Environmental Challenges

SAgE stems from an understanding of the imperative action that we as a global society must take to steward our local ecosystems and natural resources in concert with securing the basic food needs of our growing and urbanizing populations, and the recognition that community colleges, and education institutions in general, play a pivotal role in the advancement of such action.

Puget Sound Bioregion
Predicted County-Based Population Growth by 2020
Green: 15-25%   Yellow: 26-35%
Orange: 36-45%   Red: 46-50+%  

Source: NOAA Coastal Storms Program
SAgE Collaborative

Engage Local to National Professionals and Institutions to Design Place-Based Programs

2008
Stakeholder and Student Focus Groups
Stakeholder Institute
Developing-A-CUrriculuM (DACUM) Workshop
 Diamonds Food System Enterprises

2009
National Science Foundation (NSF) Advanced Technological Education (ATE) Program Grant
Diamonds $160,000 to Seattle Central College

2011
National Association of State Directors of Career Technical Education Consortium
Diamonds Green and Sustainability Standards in Career Cluster Knowledge and Skill Statements Project

2012
NSF ATE Program Grant
Diamonds $900,000 to Edmonds Community College in partnership with Skagit Valley College and Seattle Central College
DACUM Workshops
Diamonds Urban Agriculture Enterprises
Diamonds Small Farm Agriculture Enterprises
Systematic Curriculum & Instructional Development (SCID) Workshops
SAGe Collaborative

Leading a Bioregional Model of Workforce, Economic, and Community Development

SAGe uses innovative education, cooperative research, and community partnerships to address the coupled environmental and ecological processes and socioeconomic, political, and cultural complexities related to sustainable urban and small farm agriculture and food system enterprises within and beyond the Puget Sound bioregion and Washington State.

Washington State and the Puget Sound Bioregion Crop Productivity Index Values as a Function of Soil Properties, Landscape Features, and Climatic Characteristics.

Source: ESRI
## Sustainability Internships

### Workforce Model

- **Edmonds Community College**
  - Urban Agriculture
- **Skagit Valley College**
  - Small Farm Agriculture
- **Seattle Central College**
  - Food System Studies*

### Curricular Model

#### Theoretical Core
- Agroecology
- Soil Science
- Plant Science

#### Disciplinary Core
- Production - Natural Science*
- Enterprises - Social Science*

#### Applied Core
- **Internship**
- Practicum
- Research
Sustainability Internships

Infusing Curricula with

*Whole Systems Thinking*

~ Creativity ~

**Systems**, assemblages of elements that form a greater whole, are interdependent and multi-functional
Sustainability Internships

Infusing Curricula with

*Ecological Principles*

~ Dynamism ~

Polycultural agroecosystem structures and functions are most analogous to that of natural ecosystems
Sustainability Internships

Infusing Curricula with

Business Best Practices

~ Innovation ~

Agricultural enterprises are most efficient, resilient, and solvent when they employ **biomimicry and triple bottom line practices**
Student Experiences

Sustainable Agriculture Production

Student Gardens and Farms
On-Campus Learning Labs
Off-Campus Experiential Education

Student Farm-to-Campus Program
Farmers Markets
Culinary Academies and Food Services
Community Supported Agriculture
Student Experiences

Sustainable Agriculture Enterprises

Student Internship Diversity
SAgE Student Gardens
SAgE Student Farms
Urban and Small Farms
Food Hubs and Markets
Agricultural Education
Farmland Preservation
Food Safety and Security
Partner Organizations

Local, Bioregional, and National Primary Partners

Local Training Partners
Viva Farms – *Farm Enterprise Incubator*
21 Acres – *Local Food & Sustainable Living Center*

Bioregional University Partners
Washington State University – *Agriculture & Food Systems Degree Program*
The Evergreen State College – *Sustainable Agriculture Degree Program*

National Funding Partners
National Science Foundation – *Advanced Technological Education Program*
Department of Agriculture – *Local Food Promotion Program*
Grant Awards

Local College and Bioregional Philanthropic Grants

Edmonds Community College – Campus Green Fund
Sustainable Path Foundation – Collaboration in Action

Federal Funding

U.S. National Science Foundation - Advanced Technological Education
✓ Places funding emphasis on two-year colleges
✓ Focuses on education of technicians for high-technology fields
✓ Involves partnerships between academic institutions and industry
✓ Supports variety of activities including career pathways to two-year colleges from secondary schools and from two-year colleges to four-year institutions.

U.S. Department of Agriculture - Local Food Promotion Program
✓ Supports the development and expansion of local and regional food business enterprises to
  • increase domestic consumption of, and access to, locally and regionally produced agricultural products
  • develop new market opportunities for farm and ranch operations serving local markets.
✓ Provides project support under two grant options: Planning or Implementation
SAgE Collaborative

Invitation to Collaborate!
Program Development
Course or Curriculum Adoption
Grant Development
Peer to Peer Interaction

Questions? Comments?

- Go To Webinar Questions Pane.
- Twitter
  - #HEASCStories
  - #sustainabilityinternship or #sustainabilityinternships
Resources
Guide to Creating & Managing Sustainability Internship Programs

http://tinyurl.com/AASHESIPGuide
SIP Toolkit

https://sites.google.com/site/sustaininterntoolkit/home
HEASC Fellow Resources

Community Partnerships: A Key Component of Sustainability
❖  http://tinyurl.com/HEASCCCommunityPartnershipsPDF

Advancing Sustainability in Higher Education: Integration of the University and College Development Office
❖  http://tinyurl.com/HEASCAdvanceSustainabilityPDF

Best Practices in Sustainability Webinar Series
❖  http://tinyurl.com/HEASCWebinarSeries
SISL Resources

Key Components of Quality Sustainability Assignments
- Real-World Projects
- [http://serc.carleton.edu/sisl/pedagogies.html](http://serc.carleton.edu/sisl/pedagogies.html)

Empowering Students: Engaging in Solution Building for Society
- [http://serc.carleton.edu/sisl/empowering_stud.html](http://serc.carleton.edu/sisl/empowering_stud.html)
Community Colleges as Sustainable Living Laboratories: Using the Built Environment to Revitalize College Education

- [http://tinyurl.com/SEEDCampusLivingLab](http://tinyurl.com/SEEDCampusLivingLab)

A Guide to Climate Resiliency and the Community College

- Calls community colleges to support the building of resilient communities as workforce developers, community educators, and conveners
Listservs and Groups

AASHE Bulletin
- Google: Subscribe AASHE Bulletin
- http://www.aashe.org/connect/enewsletters/bulletin

Green School List
- Google: Green School Listserv
- http://listserv.brown.edu/?A0=GRNSCH-L
Listservs and Groups

LinkedIn Group
- Sustainability in Student Affairs

Google Group
- Sustainability Learning at Colleges and Universities
- Under the “My Settings” gear, select: Subscribe to this group
- https://groups.google.com/forum/#!forum/slcu
What topics should we explore?

We welcome your thoughts and ideas!
Contact Information

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Thank You!