



STUDENT EMPLOYEE

REPORT

2022/2023

CREATED BY
MAE ROHRBACH
SUSTAINABILITY COORDINATOR



INTRODUCTION

Sustainability, alongside **Antiracism** and **Mental Health and Wellness**, form the central lenses at Colorado College, influencing our community and shaping every action we take. As part of these lenses, the Office of Sustainability is dedicated to creating a more sustainable, ethical, and equitable future for our institution. At the core of our commitment to sustainability is our student employees and volunteers, which serve as vital cornerstones in driving this mission forward.

Within this report, we provide an overview of the hard work accomplished by our student employees and volunteers throughout the past year. Through our student employee program, passionate individuals find an immersive and experiential learning opportunity to create tangible impacts on sustainability during their time at Colorado College. This program empowers students to explore their interests in the field while fostering a deeper sense of belonging within our campus community. With a strong emphasis on learning and growth, the program nurtures leadership skills and supports professional development, preparing students to become leaders not only within the college but also

beyond its borders.

In academic year 2022-2023, we hired 14 student employees, forming 7 teams: Administrative Assistants, STARS, Waste, CC Exchange, Communications, Campus Programming, and Emissions. Each team is comprised of 1-3 student employees that lead a diverse range of projects, programs, and events. This ranges from emission data collection to waste reduction campaigns and engaging in peer-to-peer educational events. Except for the Administrative Assistants, each team is further strengthened by the presence of volunteers who undergo an application process to support the team's efforts throughout the year.

Through this report, we highlight the contributions of each team, offering a glimpse into the work that takes place during the year, memorable student experiences, and the valuable lessons learned. These initiatives play a pivotal role in driving positive change on campus and extend their influence beyond our college grounds. Together, let us celebrate the dedication and impact of each team as we continue to be a model for sustainability.

BY THE NUMBERS

14

Student Employees Across Seven Teams

Administrative Assistants - Waste - Emissions - STARS
Communications - CC Exchange - Campus Programming

15

Student Volunteers

Logging 390+ Service Hours

56

Participants Across 4 Sense of Place Programs

CO Water Tour - Material Recovery Facility Tour - Central Plant Tour (2x)
Includes Students, Staff, and Faculty

50+

Ongoing and Completed Projects Pursued by the Student Teams

Projects include various ongoing programs, one-time and recurring events, block and year-long projects, data collection and reporting, and ongoing collaborations across campus and in the Colorado Springs community

2

Sustainability Staff

Director Ian Johnson
Coordinator Mae Rohrbach

Our Partners

Across Campus and Beyond

- Arts and Crafts
- Admissions
- Campus Activities
- Career Center
- Collaborative for Community Engagement
- Colorado Springs Utilities
- Dean of the College
- Environmental Studies Program
- Facilities Services
- Office of Alumni and Family Relations
- PikeRide
- President's Office
- Sodexo
- Wellness Resource Center

... and many more!

A YEAR IN PICTURES



AUG



SEP



OCT



NOV



DEC



FEB



MAR



APR



MAY

ADMINISTRATIVE ASSISTANT TEAM

Amy Cotter '23

Lead Administrative Assistant

Portia DeSimone '24

Administrative Assistant

The Administrative Assistant team is essential to the Office of Sustainability (OOS), providing vital support year-round. They play a crucial role in various administrative functions, such as overseeing the sustainability email, planning office events, managing the e-waste program, purchasing supplies, and additional tasks. Their contributions are integral to the smooth operation of the Sustainability Coordinator and other student teams.

Team Highlights

- **Event Planning Success:** The team is responsible for organizing 4 OOS events, including the Meet and Greet, Winter Dinner, Spring Revival, and End-of-Year Celebration.
- **Streamlined E-Waste Collection:** The team created an efficient e-waste pickup request form, resulting in over 30 individuals from across campus utilizing the form during the year. Additionally, the team successfully organized and led 4 scheduled e-waste drop-off events, attracting a remarkable turnout of over 50+ participants.



STARS TEAM

Hannah Shew '24

STARS Intern

Programmatic Volunteers

Haoru Yang '24

Jessie Squires '26

Audra Burrall '23

The STARS team is responsible for collecting and reporting data for the STARS report. STARS, the Sustainability Tracking, Assessment, and Rating System, administered by the Association for the Advancement of Sustainability in Higher Education, serves as a comprehensive and self-reporting metric that assesses institutions' sustainability efforts. This report collects data from 4 main categories: Academics, Engagement, Operations, and Planning and Administration, with the optional fifth category, Innovation. Throughout the year, the team is tasked to gather a staggering 300+ individual data points spanning 69 subcategories. This process culminates in the creation of our annual report, State of Sustainability.

Ongoing and Completed Project List

- **STARS Data Collection** with many campus partners providing specific data points
- **STARS Data Review and Submission**
- **STARS 3.0 Pt. 1 Project and Report**
- **State of Sustainability Report**



One of the things I love about this position is that we get the most holistic view of sustainability at CC (or on an institutional level in general). This means that our job is to understand and be able to communicate that to a broad audience. I definitely will be able to use these communication and presentation skills as I look for jobs in the sustainability and environmental field. If you take the time to learn about this process, it will help you immensely in the future!

- Hannah Shew '24

Explore the State of Sustainability!

An interactive report detailing the advancement, accomplishments, and future endeavors concerning sustainability at Colorado College.



Collection

State of Sustainability 2022-23

Welcome to this year's State of Sustainability Report!
The SOS is the Office's final publication of the year



1 State of Sustainability 2023 Report Overview



2 Operations



3 Sustainable Academics



WASTE TEAM

Meredith Kuster '23

Waste Intern

Jasmine Sone '24

Waste Intern

Alexa Rennie '24

Waste Intern

Programmatic Volunteers

Chase Hetler '25

Valerie Xiong '25

Vivian Zander '25

The Waste team leads our waste-focused office programming and offers support to a wide array of waste-focused initiatives across campus. With a strong emphasis on fortifying waste programs, this role is dedicated to building and maintaining connections that foster collaborative partnerships with other offices including Facilities Services, Sodexo, Residential Experience, and others to reduce campus waste and increase our existing rates of waste diversion through a myriad of engaging educational campaigns.

Ongoing and Completed Project List

- **Off-Campus Composting Program**
- **Plant Exchange Program**
- **E-Waste Educational Campaigns**
- **Waste Audits for the Big 3 Dorms** with Sodexo
- **CC Exchange Pop-Up Events (2)** with the CC Exchange Team
- **Trash Peak** with Facilities Services during CC's annual Earth Week celebrations
- **Creek Clean-Up** during CCE's Week of Action
- **Tracking Dumpster Pick Ups** with Sodexo
- **Waste Infrastructure Audit and Implementation** with Facilities Services in academic and administrative buildings



My favorite project this year was the CC Exchange Pop-Up Events. I felt a lot of joy seeing the waste reductions firsthand. All of those clothes could have ended up in the landfill! It was also exciting to see how the events helped to promote the CC Exchange to the community.

- Meredith Kuster '23



“

Trash Peak was my favorite project this year. It is incredible to see how much trash we could redirect as a result of our efforts. It was also great to see a few students at CC truly caring about waste disposal, and actively questioning how waste should be diverted correctly.

- Jasmin Sone '24



Team Highlights

- **Trash Peak:** Kicking off Earth Week, 400 lbs. of trash was collected across campus and piled outside of Worner in a Trash Peak! Students were asked to sort the trash to demonstrate how much of it could have been recycled or composted. This year, 44% of the waste collected could have been diverted from the landfill.
- **Big 3 Dorms Waste Audits:** Conducting waste diversion assessments in Loomis, South, and Mathias was a significant undertaking for the Waste team, which they did twice this year. These assessments aimed to identify recycling practices in each building, common challenges, and generate innovative solutions to raise awareness and improve waste diversion in the dorms.



“

Something I've learned is to delegate tasks to the volunteers. It may not be easy because it is your first time meeting and working with new individuals, but it will help the projects operate more smoothly. It also saves time, assists you as a leader and your team in developing as professionals, prepares you to manage larger groups, and motivates employees and team members to perform better.

- Alexa Rennie '24

THE CC EXCHANGE

Annabelle Sparks '23

CC Exchange Student Manager

Kate Lamkin '24

CC Exchange Student Manager

Led by the Office of Sustainability, the CC Exchange is an integral part of the CC Pantry Exchange. Its goal? Reduce waste and increase diversion on campus. By collaborating with both on- and off-campus community partners, the program expands its reach while supporting CC students. The CC Exchange team manages weekly operations, maintains partnerships, and provides a space that meets students' basic needs. It's a powerful initiative that's making a difference in sustainability and student support!

Ongoing and Completed Project List

- **Craft Nook** with Who Gives a Scrap
- **Laundry Room Pilot** with Residential Experience
- **Out-Going Donations** with Springs Rescue Mission
- **Student-Lead Clothing Workshops** with CC Arts and Crafts
- **Pop-Up Clothing Exchanges** with the OOS Waste Team
- **CC Pantry Exchange Service Day** with the Best Buddies Club

“

My favorite project we worked on this year would be the partnership with the CC Arts and Crafts. It has been a super fun and engaging way to connect to a broader audience than what the CC Exchange typically reaches...and making projects more accessible to the student community.

- Kate Lamkin '24

Team Highlights

- **Who Gives a Scrap (WGAS):** The team piloted the Craft Nook, providing free art supplies to students in partnership with WGAS, a 2nd hand art supplies store in Colorado Springs.
- **Student Engagement:** Over 860+ students utilized the space! The CC Exchange also received over 700+ lbs. of donations.
- **East Campus Laundry Room Pilot:** Instead of leaving unwanted clothing in piles in the laundry room, the team initiated this project as an option to donate clean and gently used clothes conveniently to the CC Exchange.



“

The most valuable lesson I learned from working at the CC Exchange is that work can be extremely meaningful and rewarding. I want to pursue work that makes me feel as though I am contributing to the greater work of sustainability.

- Annabelle Sparks '23

COMMUNICATIONS

Mahnoor Rehman '24

Communications Intern

Jacob McDougall '24

Communications Intern

Programmatic Volunteers

Phoebe McGovern '24

Payton Crosby '25

Sam Schwartz '25

The Communications team collaborates closely with the Office of Sustainability employees, ensuring effective and engaging communication of the latest sustainability-related efforts, programs, and projects to the CC community. Their dedication to this task is truly commendable and no easy feat! From creating captivating graphics to updating website content and crafting compelling written material, they keep our social media platforms fresh and provide invaluable support to other teams' marketing campaigns. The team play a vital role in amplifying the impact that our office does throughout the year!

Ongoing and Completed Project List

- **8 Blockly Newsletters**
- **Social Media Posts**
- **Blockly Worner Dashboard Updates**
- **Graphic Design Work**
- **Office Marketing Campaigns** such as Earth Week, Student Hiring, and Ditch the Dumpster

“

One of the key areas I developed during the internship was effective communication. Through various tasks and projects, I honed my ability to craft clear and persuasive messages, both in written and verbal form. Additionally, I improved my interpersonal skills, including active listening and collaboration.

- Mahnoor Rehman '24



“

I really liked working on the Waste team's Halloween Costume Exchange campaign. I could feel the impact we had on reducing the number of costumes that would have ended up in the dumpster.

- Jacob McDougall '24

Colorado College

EARTH WEEK 2023

April 17 - 22

CAMPUS PROGRAMMING

Brigitte Arcoite '24

Campus Programming Intern

Tam Phan '25

Campus Programming Intern

Programmatic Volunteers

Noah Furusest '26

Nini Kaur '26

Marina Malin '25

The Campus Programming team are our go-to experts for coordinating ongoing sustainability outreach activities, ensuring sustainability is at the forefront of our campus community. This dedicated team works diligently to plan engaging peer-to-peer educational activities and provide helpful resources, making it effortless for everyone to incorporate sustainability practices in their day-to-day routines.

Ongoing and Completed Project List

- **Sustainable Wednesdays**
- **Green Events Outreach and Resources**
- **Alumni Sustainability Tour** with the Office of Alumni and Family Relations
- **Earth Week**
- **CC Reinvestment Coalition Representation**

All projects listed above partner with a number of offices, departments, and student organizations such as Campus Activities, CC Investment Student Club, the Environmental Studies Program, Residential Experience, and more!



I've had many amazing memories working with Tam that it is almost difficult to decide. I would say the Alumni Sustainability tour that Tam and I led was great because we got to show off our goofiness in front of complete strangers and grew in uncomfortable situations. Looking back... my favorite memory has to do with building connections.

- Brigitte Arcoite '24

“

Sustainable Wednesdays would be my favorite project this year. It was a new project this year and I appreciated that I received full support from the Sustainability Coordinator and my teammate. Sustainable Wednesdays has given me the opportunity to connect with the CC community and engage people in knowing more about sustainability practices tips, green living habits, CC sustainability facts through a series of pop-up events. I will be looking forward to the next school year with each team getting to organize their own Sustainable Wednesday.

- Tam Phan '25



Team Highlights

- **Sustainable Wednesdays:** Introducing this team's brainchild, Sustainable Wednesdays! A pop-up series that offers students convenient access to learn about sustainability in a super engaging and low-time commitment setting. The pop-up garnered participation from over 160 students during its run through Blocks 4-8, making it a highly successful initiative in raising awareness about sustainability.
- **CC Reinvestment Coalition:** Several student clubs on campus have reinvigorated this movement, and the administration is exploring divestment options. The Campus Programming team actively supports this effort, playing a crucial role in representing the office within the coalition. Together, they aim to make a significant and sustainable statement in investment decisions.



EMISSIONS TEAM

Holden Maxfield '24

Emissions Intern

Erin Mullins '24

Emissions Intern

Programmatic Volunteers

Ziyi Guo '22

Emma Nawara '24

Louise Dellarco '26

The Emissions team is at the helm of our campus's greenhouse gas emission data collection and reduction efforts. Their core responsibilities involve collecting data from campus stakeholders, meticulously organizing and analyzing the data, and calculating emissions under the guidance of the Sustainability Director. Beyond the data, they actively promote a culture of sustainable transportation throughout the college. Spreading awareness about Mountain Metro, engaging with PikeRide and other bicycle programs, and supporting the Travel Offset program for the Dean of the College.

Ongoing and Completed Project List

- **Emissions Data Collection**
- **Emissions Data Review and Submission**
- **Travel Offset Program** with the Dean of the College division
- **Mountain Metro: Popular Destinations Map** with Campus Safety
- **Greenhouse Gas Inventory Technical Report**



I think one of the most important lessons I learned during the internship was the importance of setting short-term deadlines and making incremental progress towards achieving larger goals.

- Holden Maxfield '24



I developed soft skills that are very transferrable. I felt that I improved my relationship-building and built valuable relationships. I understood what it is like to work in a professional environment and to work in a hybrid work environment.

- Erin Mullins '24

Read the Greenhouse Gas Inventory Technical Report

Authored by the Emissions team, this comprehensive report offers an in-depth analysis of carbon emissions, contextual information, and recommendations for future action at Colorado College.

FY22 Emissions Snapshot

Scopes	Emissions By Scope FY22	Percent Changes	
		FY08 - FY22	FY21 - FY22
Scope 1	7,276.93 MTCO _{2e}	-31.0%	-34.1%
Scope 2	28.11 MTCO _{2e}	-99.8%	+28.11*
Scope 3	10,160.58 MTCO _{2e}	-11.3%	+91.0%

+ 17465.62 MTCO_{2e} (gross emissions) - 17465.62 MTCO_{2e} (offsets)
= Net Zero Emissions!

- Our natural gas usage decreased this year which resulted in a significant decrease in Scope 1 emissions.
- *This year we accounted for the Baca campus and the CC Cabin which makes up all Scope 2 emissions. Although these campuses uses renewable energy, they do not have RECs
- Return to normal practices such as study-abroad and directly-

A FEW MORE HIGHLIGHTS



Beyond our student programming, our office is actively engaged in a variety of other initiatives:

- **Advising Student Clubs:** Throughout the year, we support student clubs like the CC Student Farm Club, EnAct, and Project Mush (Mushroom). These student-led organizations play a crucial role in raising awareness and fostering a sense of community.
- **Sense of Place Program:** This program fosters community by connecting sustainability topics with experts. Engaging events like the CO Water Tour, the MRF Tour, Central Plant Tour draw the interest of the CC community, providing behind-the-scenes information.
- **Campus Steering Committee:** The committee, comprised of representatives across campus and established by the President, collaboratively addressed CC's sustainability future, resulting in a proposal submitted to the cabinet for review, with next steps currently pending.

- **Ditch the Dumpster:** CC's Residential Experience move-out donation program prevents donated items from ending up in the landfill by recirculating them back into the community, with many of the items going to the CC Exchange. The CC Exchange program offers students a platform to donate and access a variety of items, ranging from hangers and school supplies to dorm essentials and more.
- **Classroom Visits:** The Director frequently speaks in classrooms, sparking engaging discussions with students on a wide range of sustainability topics. These interactions inspire a deeper understanding of sustainability's importance and encourage students to integrate it into their lives beyond academia.

These initiatives (and more!) in the Office of Sustainability work together to create a holistic approach, working to shape a more sustainable and resilient future for our college and community.

LEARN MORE BY
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THE
LOGO



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Sustainability**

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