



Student Employee Snapshot

2 0 2 4 - 2 0 2 5

Created By

Sustainability Program Manager Mae Rohrbach



Table of Contents

A Year In Pictures 3

Team Snapshots 4

 Administrative Assistants 5

 STARS 6

 Waste 7

 Emissions 8

 CC Exchange 9

Additional Highlights 10

Learn More 11



Senior Dinner



D11 Summit



Earth Week Arbor Day



Creek Clean Up Service Day



Alcohol Awareness Week



Sustainable Wednesday



East Campus Open House

Team Snapshots



The 2024–2025 academic year was an exciting and impactful time for the Office of Sustainability, with a dedicated student employment team of 12 and 11 volunteers collaborating across five dynamic teams. Their dedication and enthusiasm for sustainability fueled a wide range of projects and initiatives that made a tangible difference across campus. The following pages spotlight each team's efforts, highlighting the meaningful contributions they've made to advance sustainability at Colorado College. From fostering community connections to leading hands-on initiatives, these students have been essential in helping shape CC as a leader in campus sustainability.

Administrative Assistants

Adelaide Olberding '26 / Alyce Watt '27

Overview

The Administrative Assistant team plays a vital behind-the-scenes role in ensuring the Office of Sustainability runs smoothly year-round. They manage key communications, support office event planning, and facilitate coordination between in-office teams and other departments. Their responsibilities also include overseeing the volunteer program and handling various administrative tasks with flexibility and dedication.

Team Highlights

- Coordinated and **led internal events that foster community**, including the **Winter Dinner Celebration**—which featured catering and a collaborative arts activity—and the **Spring Revival** event with a guided painting class from the Bemis School of Arts and local treats.
- Managed **communications and marketing** across multiple platforms, including social media, the Worner dashboard, Today@CC, the office website, and other channels throughout the academic year.
- Assembled the **Experiential Education (EE@CC) newsletter** beginning in Block 3—a collaborative effort across four offices (Sustainability, Career Center, CCE, and Global Ed & Field Study) to deliver consistent, high-quality content each block to the entire campus community.
- Oversaw the volunteer program, onboarding 11 student volunteers** and facilitating matches with team needs and interests. The program engages students in sustainability-focused service, helps build connections with student staff, and supports various Office of Sustainability projects.
- Supported **purchasing and procurement** across the office, assisting all student teams in acquiring the materials and resources necessary for their projects and operations.



Top Left: Picture of the Admin. Asst. Team. **Top Right:** Student team at the Winter Dinner Celebration. **Bottom:** Student team during Spring Revival posing with their artwork.

STARS Team

Anna Paul '27 / Saiyette Donti '27

Overview

This year, the STARS® team paused its annual data collection cycle to prepare for the transition from version 2.2 to 3.0 of the Sustainability Tracking, Assessment & Rating System (STARS®). During this time, the team focused on reviewing and refining data collection processes, identifying changes required by the updated framework, and engaging with data stakeholders. This strategic reset allowed for re-evaluation of timelines and the development of improved systems to support a more efficient and streamlined approach to data collection in future reporting cycles.

Team Highlights

- Conducted **outreach to 20+ data stakeholders**, holding individual meetings across the spring semester to review current practices, gather feedback, and co-develop a more collaborative process—resulting in **new stakeholder engagement guidelines and outreach templates**.
- Created a **STARS® Master Spreadsheet**—a centralized, comprehensive tool tracking data across **45 STARS® subcategories**. This sheet includes stakeholder assignments, notes, priorities, timelines, and other relevant information.
- Drafted a **STARS® Reporting Template** to standardize and streamline all future STARS® reports.
- Developed a **Sustainability Research Survey** to refine how academic sustainability related research data is collected, with plans to **distribute the finalized survey to all faculty** in the upcoming academic year.
- Compiled a **water category comparison document** to analyze anticipated point changes between STARS® versions 2.2 and 3.0, helping the team strategically plan for the updated data collection.
- Hosted **Block 3 of the Sustainable Wednesdays**, a peer-education series hosted by student employees of the Office of Sustainability, focusing on demystifying the STARS® data collection process for fellow students.

“I learned communication and organizing skills that I can apply far beyond CC. When reaching out to stakeholders, I learned that different people preferred to communicate in different manners—email, phone call, in-person. I was able to learn how to accommodate those different styles of communication.”
—Donti '27

Campus Engagement	Applicability & points available	Estimated points earned
EN 1: Outreach and Communications	Applicable to all	
1.1 Sustainability outreach and communications	3	
1.2 Percentage of campus stakeholders reached through sustainability outreach	2	
Credit total	5	0
EN 2: Co-Curricular Activities	Applicable to all	
2.1 Student sustainability organization	2	
2.2 Sustainability-focused co-curricular activities	2	
2.3 Percentage of students that participate in sustainability activities	5	
Credit total	9	0
EN 3: Staff Engagement and Training	Applicable to all	
3.1 Staff sustainability network or engagement program	2	
3.2 Sustainability-focused training for employees	2	
3.3 Percentage of employees that participate in sustainability activities	4	
Credit total	8	0
EN 4: Sustainability Culture Assessment	Applicable to all	
4.1 Sustainability culture assessment design and administration	1	
4.2 Percentage of students assessed for sustainability culture	1	
4.3 Percentage of employees assessed for sustainability culture	1	
Credit total	3	0
Total	25	0

Public Engagement	Applicability & points available	Estimated points earned
EN 5: Civic Engagement	Applicable to all	
5.1 Percentage of students that participate in civic engagement programs	4	
5.2 Employee community service program	1	
5.3 Support for public policies to advance sustainability	3	
Credit total	8	0
EN 6: Community Partnerships	Applicable to all	
6.1 Sustainability-focused community partnerships	3	
6.2 Partnerships to support underrepresented groups and vulnerable populations	3	
6.3 Community partnership assessment	3	
Credit total	9	0
EN 7: Continuing Education	Applicable to all	
7.1 Continuing education offerings in sustainability	3	
Credit total	3	0
EN 8: Shared Facilities	Applicable to all	
8.1 Publicly shared facilities	2	
Credit total	2	0
EN 9: Inter-Campus Collaboration	Applicable to all	
9.1 Inter-campus collaboration for sustainability	3	

STARS Master Spreadsheet: Snapshot of the organizational document.

Waste Team

Chase Hetler '25 / Martina Hasler-Arantes '25

Overview

The Waste team in the Office of Sustainability leads peer-to-peer education around waste and manages essential campus waste programs. Through various initiatives, the team supports different waste systems at Colorado College, identifies areas for improvement, and promotes sustainable practices. Their core goals are to reduce waste generation and increase diversion to recycling and composting streams. By collaborating with students, faculty, and staff, they help foster a campus culture of environmental responsibility and effective waste management.

Team Highlights

- Oversaw the **Campus Compost Program**, supporting waste diversion for **120+ participants across 30 households** through bucket distribution, returns, and educational outreach.
- **Collaborated with Bon Appétit** to improve takeaway materials by introducing better compostable packaging (e.g., wooden cutlery, straw-less lids) and addressing student feedback on waste education.
- Hosted **4 e-waste drop-off events**, engaging **80+ participants** and ensuring proper recycling of campus electronics.
- Managed the continuation of the **Plant Library Program**, hosting two pop-up events, propagating plants, and implementing community-building efforts.
- Coordinated **Trash Peak**, an event during Earth Week in collaboration with Facilities Services, **sorting 334 pounds of campus waste** and revealing that ~55% of collected trash could have been recycled or composted.
- Implemented waste education initiatives, including a **student-designed waste reduction zine for NSO** during Block 6 Sustainable Wednesdays and created Instagram content to improve awareness of proper recycling and composting practices.



Trash Peak: Waste Team welcoming attendees and helping sort waste.



Zine: Created magazine during Sustainable Wednesdays hosted by the Waste Team.

“During my time as a Waste Intern I have gained a lot of valuable experiences that will certainly help me in the future. Event management is a big one, as I have began to understand the amount of work it takes, and the planning required for an event to run smoothly. I have also learned the importance of team work, and how essential it is to have a good relationship with your team members. No one can handle the workload of this office by themselves, it is important to have people you can lean on.”
— Hasler-Arantes '25

Emissions Team

Tam Phan '25 / Ethan Stewart '25

Overview

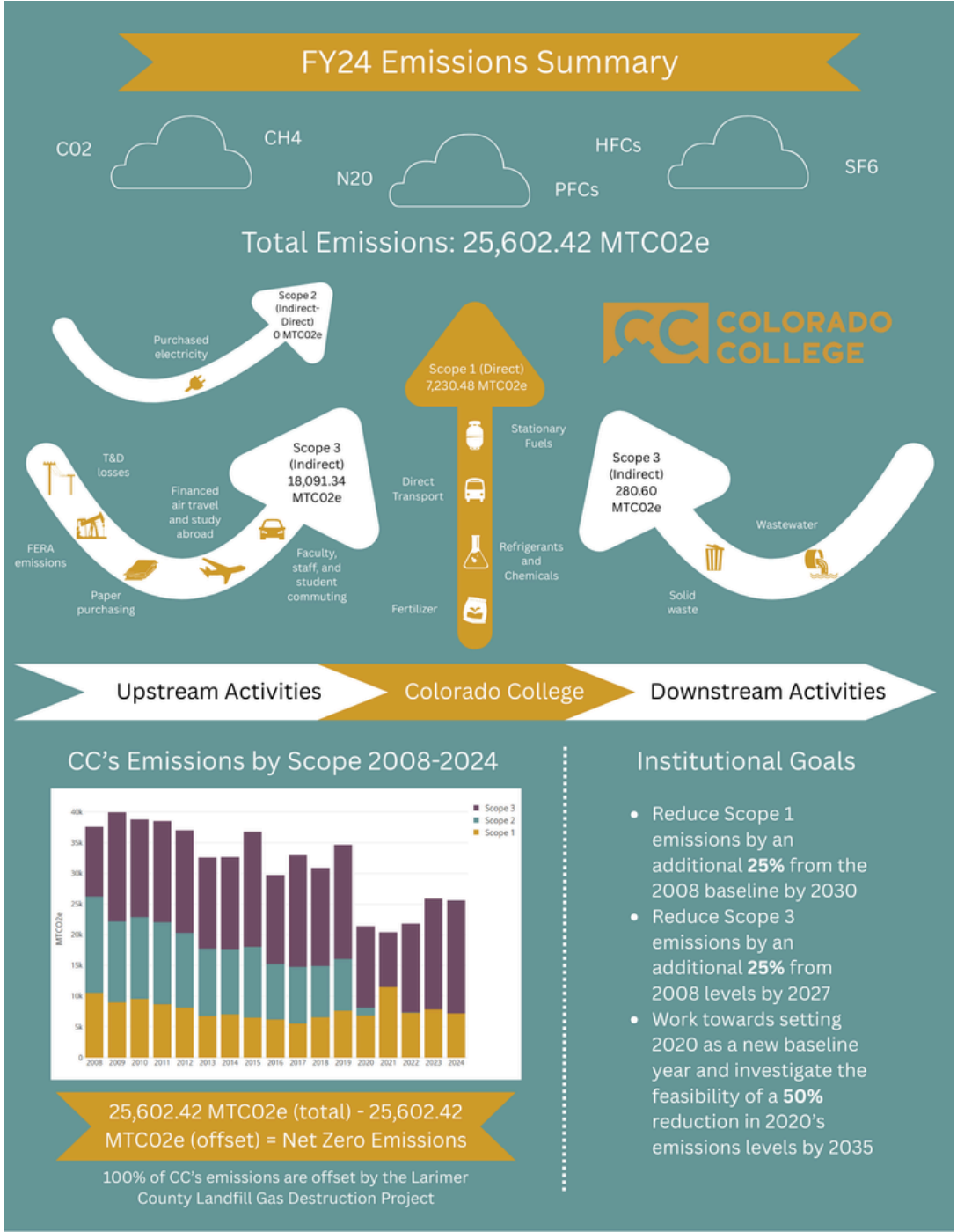
The Emissions team is responsible for annually tracking Colorado College’s greenhouse gas emissions. With guidance from the professional office staff, the team collects, organizes, and calculates data from a range of emission sources, including direct combustion, business travel, purchased electricity, food sourcing, and student commuting. In addition to data tracking, the team plays an active role in supporting sustainable transportation initiatives on campus. This includes raising awareness about Mountain Metro transit, supporting PikeRide and bicycle programming, and other alternative methods of transportation.

“Emissions accounting is becoming an increasingly marketable skill that will be incredibly useful in the job market beyond CC. As emissions reduction goals become more prevalent in the public and private sectors, companies and institutions are seeking to keep track of and set goals to reduce emissions. By engaging in the in-depth emissions accounting process for the past two years at Colorado College, I will be well-equipped to support any institution in meeting carbon neutrality goals and keeping track of a variety of emissions sources. Furthermore, this role has allowed me to build critical skills that will support me in further educational pursuits and research positions.”

— Stewart '25

Team Highlights

- Completed the annual **Greenhouse Gas (GHG) Inventory Report**, delivering a **comprehensive analysis of CC’s emissions** across three scopes—direct, indirect, and associated sources. The report also tracks emissions trends since 2008, providing valuable insights to guide sustainability strategies campus-wide.
- Led a **campus-wide data collection effort**, coordinating with **multiple departments and stakeholders** to gather critical emissions data from a variety of sources such as electricity use, different types of travel, and food sourcing.
- Designed and distributed **student travel and employee commuting surveys** to collect essential Scope 3 emissions data. These surveys required **careful survey design, targeted outreach, and community engagement**, contributing to a better sample of the population and increased awareness.
- Hosted **Block 2 Sustainable Wednesdays** to promote the student travel survey, reaching **45 participants** through an on-campus event that combined educational materials, QR codes, and incentives to boost participation and data quality.
- Prepared and submitted CC’s **Bicycle Friendly University recertification**, working closely Outdoor Education and Campus Safety to compile detailed data on **CC’s biking infrastructure, programming, and accessibility**. This effort supports CC’s commitment to sustainable transportation and an active campus life.



CC Exchange Team

Louise Dellarco '26 / Haley Outwater '26 / Avery Lane '27 / Ella Simons '25

Overview

The CC Exchange team advances sustainability and equity by providing a space for students to recirculate goods such as clothing, books, household items, and essentials free of charge. The program aims to reduce waste generation and increase diversion across campus. This is achieved through partnerships with on- and off-campus community members and by fostering an environment that supports student well-being by addressing basic needs. Located in the Worner Campus Center, the CC Exchange accepts donations and operates weekly on Thursdays. As a flexible and evolving initiative within the Office of Sustainability, the CC Exchange remains committed to fostering positive environmental and social impacts on campus and beyond.

Team Highlights

- During Open Hours, the CC Exchange welcomed **700+ students** throughout the year, maintained organized and visually appealing racks, and fostered a welcoming atmosphere to encourage return visits.
- During Closed Hours, the team sorted donations, restocked new items, and engaged volunteers in behind-the-scenes support. Over the academic year, the CC Exchange processed approximately **560 lbs. of donations** from the campus community.
- Seasonal Pop-Up Events in high-traffic areas like Worner featured curated racks, flyers, and partnerships to boost visibility, attracting a **total of 500 students across 3 events:** the Flair, Halloween, and Spring Pop Ups.
- Hosted **HVE Student Club Service Events twice this year**, coordinating volunteers for donation sorting and preparation in partnership with the CC Pantry managed by the Office of Campus Activities.
- Managed donation bins in residence hall laundry rooms as part of the Laundry Room Partnership, coordinating blockly pickups with RLC and RA support, and **collecting 120 lbs. of abandoned clothing for reuse.**
- Collaborated with the 150th Homecoming efforts to host a **Vintage Swag Swap**, attracting **106 alumni and 57 students**, fostering community connections through CC gear and strong school spirit.
- Welcomed **39 ISO students** at the beginning of the year, supporting waste reduction by providing dorm essentials from Ditch the Dumpster.
- The **Transition Closet Partnership** with the **Butler Center** offered private shopping hours, increasing accessibility and awareness for students.
- Continued partnership with **Who Gives a Scrap**, a 2nd hand art supply thrift store, to maintain a dedicated craft shelf with ongoing donations.



Top Left: Instagram post promoting sustainable fashion education. **Top Right:** The CC Exchange set up before the ISO visit. **Bottom:** Students browsing at the Spring Pop-Up.

Additional Highlights

In addition to our student employee teams, our office is actively involved in a range of other student-focused initiatives across campus.

Sustainable Transportation Access & Programs



Through a partnership led by the Office of Sustainability, Colorado College provides all students with **free PikeRide and Mountain Metro memberships**, promoting sustainable and accessible transportation. In the past year alone, students took over **20,088 PikeRide trips—estimating 5,839 MTCO2 were saved.** Through the office, **7 student employees are hired to support PikeRide in re-balancing the bike-share system** on campus and in surrounding neighborhoods during the academic year. Additionally, the offices works with the Collaborative for Community Engagement and Bike COS during NSO where **20 incoming students annually take part in a guided bike tour of Colorado Springs**—offering them an early opportunity to explore the city.

Professional Development Workshops

This year, the Office of Sustainability partnered with the **Career Center and the Collaborative for Community Engagement** to **launch a professional development workshop series** for student employees, **bringing together 23 participants** across three offices. The series was designed to provide training, build connections between students and staff, and reduce employment silos across campus. It included a fall workshop led by the Career Center on core competencies and their relevance in student roles, and a spring session featuring the Wellness Resource Center on mental health and well-being. This initiative will continue with hopes to expand this collaborative programming next year to the other offices under our division.



Club Advisement

The Office of Sustainability actively advises student clubs on campus, including the **CC Student Farm Club** and **Project Mush (Mushroom) Club**. Staff meet regularly with student leaders to provide guidance, resources, and ongoing support for their clubs.

EcoFund

The EcoFund was created to support sustainability initiatives that aligned with Colorado College’s core values and the United Nations Sustainable Development Goals (SDGs). Funded in partnership with Bon Appétit and managed by the Office of Sustainability, it offered up to **\$3,000 per project to students, faculty, staff, and administrators** for events, research, and programs. Over the years, the EcoFund supported creative, community-driven efforts—including 2025 projects like **Bike to Work Day** and the **Reusable 150th Anniversary Cups at Llamapalooza**. The fund is now being phased out following a thoughtful evaluation of its impact. We extend our gratitude to everyone who contributed to its success and legacy.



E-Waste Recycling Program

The Office of Sustainability, in partnership with ITS, manages the college’s e-waste recycling program. The program collects and removes approximately **10 U.S. tons of electronic waste** from campus each year, ensuring proper disposal and keeping harmful materials out of landfills.

Sense of Place Tours

Understanding Colorado’s unique geography is key to building a connected and resilient community. The Office of Sustainability’s Sense of Place trips help deepen this connection by offering hands-on learning experiences. This past year, two trips focused on water in Colorado Springs: **a behind-the-scenes tour of the J.D. Phillips Water Resource Recovery Facility**, and the CO Water Tour—three-day exploration of the water delivery system, from the Continental Divide to Colorado Springs. These trips provided participants with valuable insights into CO’s water landscape. In total, **a mix of 25 students, staff, and faculty** joined these popular programs.



Ditch the Dumpster

The end of the academic year is a busy time with classes ending, graduation, and move-out. The Office of Sustainability leads the college’s move-out donation program, which this year collected approximately **7.53 U.S. tons of donated and recycled items.** Nearly **8,000 pounds of clothing, bedding, and towels** were sorted, bagged, donated, or recycled. For the first time, **71 foam mattress pads were recycled** through a local business. A total of **57 students, staff, faculty, and community members volunteered across 15 shifts**, contributing over 210 hours to support the program. This effort highlights the college’s commitment to waste reduction and community engagement.



Learn More



Our Website

<https://www.coloradocollege.edu/offices/sustainability/>



Visit Us

1004 N Weber St
Colorado Springs, CO 80903



Contact Us

sustainability@coloradocollege.edu