



Wisconsin Union
Experiences for a lifetime

Wisconsin Union 2018-2019
April 16th, 2019: Meeting Agenda
Memorial Union - Beefeaters

4:00 pm Advisory Board Reception

Tripp Commons

5:00 pm Call Meeting to Order

Mills

5:02 pm Land Acknowledgement

5:04 pm Action Items

- Approval of March Meeting Minutes
- Approval of Agenda

5:06 pm Open Forum

5:20 pm New Business

- Hooper Budgets
- Performing Arts Committee Budget
- Recommendation on Sustainability
- Directorate 19-20 Update

6:00 pm Advisory Boards

- Administration
- Dining and Hospitality
- External Relations
- Facilities
Space Designation Update
Marina Update
- Program & Leadership

6:20 pm Officer Reports

- Treasurer
- Financial
- Secretary
- Vice President of Internal Relations
Volunteerism Project
Porter Butts Kiosk
- Vice President of External Relations
- President
- ASM Updates

Susan
Susan
Mark
Farhat

Brennan
Mills

6:35 pm Recognition of Outgoing Council Members

8:00 pm Close Meeting



Union Council Budget Presentation

FY19 Revised / FY2020 Budget

Jacob Asbjornson

VP-Finance



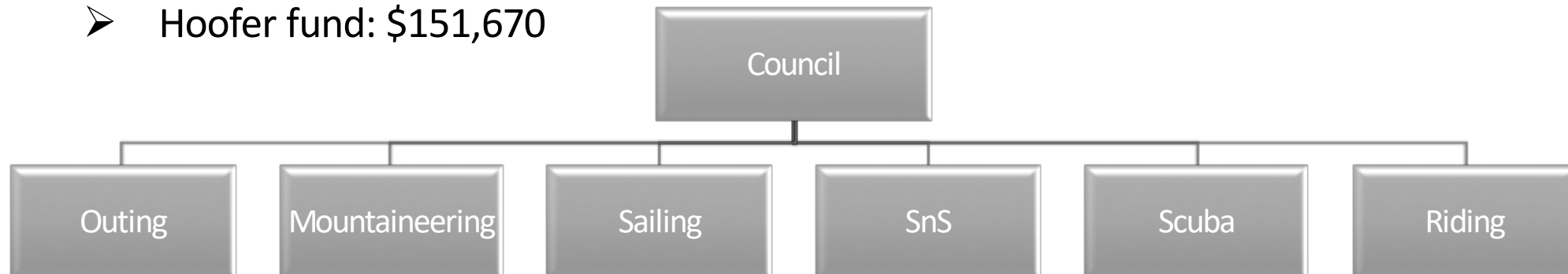
Overview

- Overview
- Club background
- Individual Budgets
- Questions



Club Background

- Mission: To cultivate a community of outdoor adventure, learning, and growth.
- Members: 1653
- Projected Income / (Loss) for FY19: \$6,886
- Projected Income / (Loss) for FY20: \$16,846
- Safety net: \$218,122
 - Retained earnings: \$66,361
 - Hooper fund: \$151,670





Council Budget

- Members: 11
- Revenue Source: \$13 from every member
- Main Expenses: Website, Marketing, All Hooper Activities
- Large changes: OUW, Club Reimbursement for double payments
- Retained Earnings: \$61,932

Council	Income	Expenses	Net Income / (Loss)
FY19 Budget	\$ 37,150	\$ 43,900	\$ (6,750)
FY19 Revised	\$ 23,400	\$ 56,838	\$ (33,438)
FY20 Budget	\$ 33,500	\$ 30,850	\$ 2,650



SnS Budget

- Members: 411
- Revenue Source: Membership fees, resale spread
- Main Expenses: Resale refund, travel, lodging
- Large changes: Resale better than expected
- Retained Earnings: \$35,146

SNS	Income	Expenses	Net Income / (Loss)
FY19 Budget	\$ 595,550	\$ 572,550	\$ 23,000
FY19 Revised	\$ 633,817	\$ 615,008	\$ 18,809
FY20 Budget	\$ 599,410	\$ 602,410	\$ (3,000)



Sailing Budget

- Members: 733
- Revenue Source: Dues and youth program
- Main Expenses: Wages, upkeep on equipment, travel
- Large changes: Lowered membership projection and expenses
- Retained Earnings: (\$27,159) – change of accounting procedures

Sailing	Income	Expenses	Net Income / (Loss)
FY19 Budget	\$ 442,950	\$ 435,852	\$ 7,098
FY19 Revised	\$ 432,730	\$ 394,846	\$ 37,884
FY20 Budget	\$ 458,600	\$ 444,650	\$ 13,950



Scuba Budget

- Members: 51
- Revenue Source: Winter trip, OW instruction
- Main Expenses: Trips, OW instruction, marketing
- Large changes: Trip to Florida
- Retained Earnings: \$15,029

Scuba	Income	Expenses	Net Income / (Loss)
FY19 Budget	\$ 22,100	\$ 21,930	\$ 170
FY19 Revised	\$ 30,080	\$ 32,718	\$ (2,638)
FY20 Budget	\$ 29,110	\$ 30,556	\$ (1,446)



Outing Budget

- Members: 249
- Revenue Source: Fees from year and seasonal memberships
- Main Expenses: Equipment
- Large changes: Invested in equipment, shortage of members
- Retained Earnings: \$20,354

Outing	Income	Expenses	Net Income / (Loss)
FY19 Budget	\$ 17,590	\$ 19,410	\$ (1,820)
FY19 Revised	\$ 12,517	\$ 22,140	\$ (9,623)
FY20 Budget	\$ 12,950	\$ 13,700	\$ (750)



Mountaineering Budget

- Members: 139
- Revenue Source: Dues and trip fees
- Main Expenses: Marketing, trips, equipment
- Large changes: More trips than expected (good thing!)
- Retained Earnings: \$5,778

Mountaineering	Income	Expenses	Net Income / (Loss)
FY19 Budget	\$ 3,880	\$ 3,880	\$ -
FY19 Revised	\$ 4,984	\$ 5,892	\$ (908)
FY20 Budget	\$ 5,450	\$ 4,255	\$ 1,195



Riding Budget

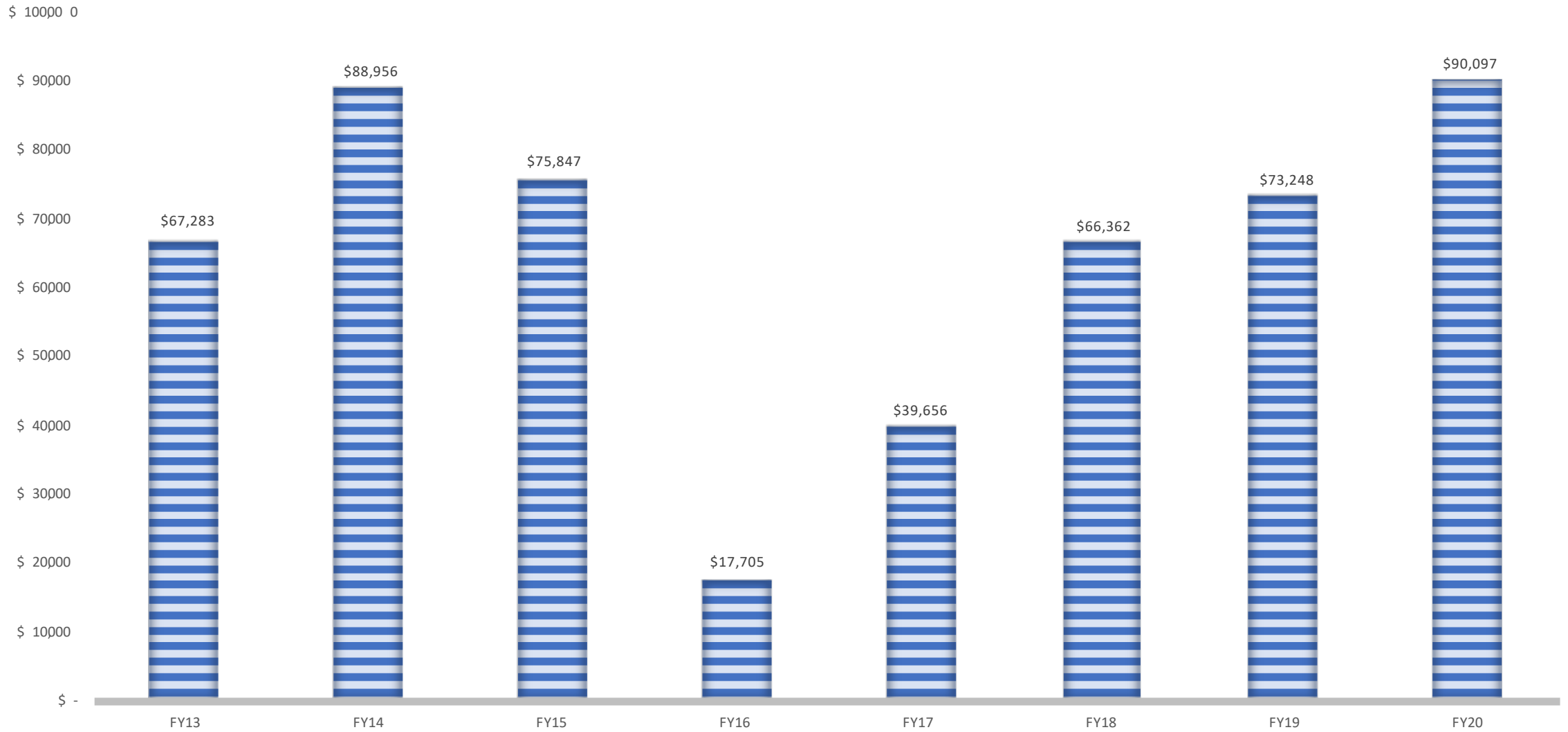
- Members: 59
- Revenue Source: Lesson fees, IHSA hosted show
- Main Expenses: IHSA shows, horse board
- Large changes: Lost instructor
- Retained Earnings: (\$70,786)

Riding	Income	Expenses	Net Income / (Loss)
FY19 Budget	\$ 98,725	\$ 93,053	\$ 5,672
FY19 Revised	\$ 82,802	\$ 83,402	\$ (600)
FY20 Budget	\$ 71,300	\$ 67,800	\$ 3,500

	FY13	FY14	FY15	FY16	FY17	FY18
Council	\$ 19,605	\$ 9,614	\$ 16,420	\$ 18,408	\$ 51,632	\$ 61,932
Mountaineering	\$ 6,369	\$ 2,556	\$ 6,611	\$ 3,787	\$ 3,882	\$ 5,778
Outing	\$ 18,072	\$ 19,564	\$ 17,897	\$ 13,426	\$ 18,483	\$ 20,354
Riding Club and Stable	\$ (9,279)	\$ 8,775	\$ (44,813)	\$ (119,045)	\$ (96,311)	\$ (70,876)
Riding Team	\$ -	\$ 390	\$ 17,393	\$ 25,736	\$ 21,128	\$ 26,157
Scuba	\$ 21,259	\$ 15,117	\$ 14,586	\$ 13,781	\$ 14,765	\$ 15,029
Ski and Snowboard	\$ 37,563	\$ 50,548	\$ 46,420	\$ 26,137	\$ 1,694	\$ 35,146
Sailing	\$ (26,307)	\$ (17,609)	\$ 1,333	\$ 35,475	\$ 24,383	\$ (27,159)
Total Club Retained Earnings	\$ 67,283	\$ 88,956	\$ 75,847	\$ 17,705	\$ 39,656	\$ 66,362
Hoofers Fund	\$ 151,760	\$ 151,760	\$ 151,760	\$ 151,760	\$ 151,760	\$ 151,760
Total Retained Earnings	\$ 219,043	\$ 240,716	\$ 227,607	\$ 169,465	\$ 191,416	\$ 218,122

	FY19	FY20
Council	\$ 28,494	\$ 31,144
Mountaineering	\$ 4,870	\$ 6,065
Outing	\$ 10,731	\$ 9,981
Riding Club and Stable	\$ (71,476)	\$ (67,976)
Riding Team	\$ 23,557	\$ 24,307
Scuba	\$ 12,391	\$ 10,945
Ski and Snowboard	\$ 53,955	\$ 50,955
Sailing	\$ 10,726	\$ 24,676
Total Club Retained Earnings	\$ 73,248	\$ 90,097
Hoofers Fund	\$ 151,760	\$ 151,760
Total Retained Earnings	\$ 225,008	\$ 241,857

TOTAL CLUB RETAINED EARNINGS



Questions?

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Total Retained Earnings

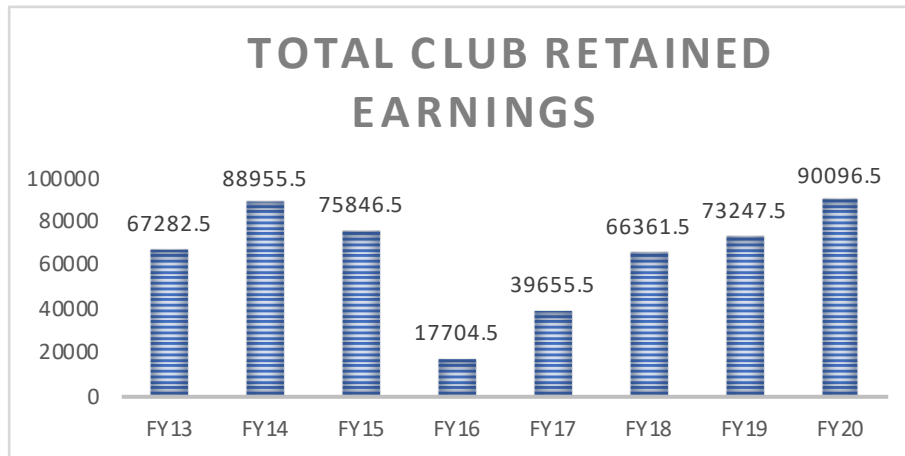
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\$ 219,043	\$ 240,716	\$ 227,607	\$ 169,465	\$ 191,416	\$ 218,122	\$ 225,008	\$ 241,857

Projected NI	\$ 6,886	\$ 16,849
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FY19	FY20
\$ 28,494	\$ 31,144
\$ 4,870	\$ 6,065
\$ 10,731	\$ 9,981
\$ (71,476)	\$ (67,976)
\$ 23,557	\$ 24,307
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Sustainability Position Report for the Wisconsin Union

April 8th, 2019

Prepared for the Dining and Hospitality Advisory Board, Facilities Advisory Board, and the
Wisconsin Union Council

Recommendation

The Wisconsin Union has four operating principles, one of which is to “Be Green.” The Wisconsin Union hereby makes a commitment to further advance sustainability as a core value. This commitment includes, but is not limited to, making additional progress in sustainable operations and sustainable education opportunities in the Union. Therefore, after reviewing the Sustainability Position Report for the Wisconsin Union, I move to

1. “Approve the creation of a full-time staff position at the Wisconsin Union dedicated solely to sustainability at the Wisconsin Union.”
2. “And that this position shall require prior experience. This position shall be opened before the completion of the 2019-2020 academic term.”
3. “And that the Wisconsin Union make a commitment to emphasize sustainability in the next annual Strategic Initiatives process.”
4. Motions 1-3 are informed by the following recommendations:
 - a. That the position description be based on the recommendations in the aforementioned Sustainability Position Report.
 - b. That the Wisconsin Union give both the aforementioned position and other sustainability initiatives additional investment and resources over time in order to fulfill its operating principle, “Be Green.” Such investment includes exploring additional hiring in the future, such as an entry-level assistant position.
 - c. We request that the Wisconsin Union create multiple student intern positions dedicated to sustainability that will report to the full-time position. This intern program will be based on providing educational, first-hand experiences to teach students the skills needed to pursue sustainability in future careers.
 - d. We request that the Director and Deputy Director of the Union, or their designee, present to Union Council a plan for the implementation of 1, 2, and 3 at the second meeting of the 2019-2020 term.

Definition of Sustainability

Sustainability is a concept that describes values and actions that demonstrate a commitment to stewardship of resources, respect for place, and the health and well-being of the broader community, now and for the future. (UW-Madison Sustainability Task Force Report, 2010).¹

Purpose

The purpose of this report is to create a recommendation to the Wisconsin Union Council that they create at least one full-time staff position, as well as student intern positions when feasible, dedicated solely to sustainability at the Wisconsin Union. This report will focus the rationale for this position according to three key concepts:

1. Wisconsin Union Values

The Wisconsin Union is tasked with being the center of social education and the heart and soul of the UW-Madison Community. This report will indicate how the the rising values of sustainability among the UW-Madison student population suggests the Wisconsin Union should increase its emphasis on sustainability.

2. Environmental Considerations of Sustainability in the Union

This area of the report will focus on current University initiatives, how a sustainability position would integrate with the rest of the University, as well as how it would affect the local community in the service of a shared, greener future.

3. Union Sustainability Coordinator Position

This area of the report will discuss recommendations for the sustainability position at the Union. This will include the positions integration with the Office of Sustainability and information on a similar university housing position.

4. Business Rationale

Finally, this report will indicate the business rationale for creating a Union sustainability position. This will include potential cost savings as well as the return on investment for sustainability initiatives.

¹https://d2ubu92f2ps7vw.cloudfront.net/wp-content/uploads/sites/29/2017/03/sustainability_taskforce-report_10oct2010_web1.pdf

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Wisconsin Union Values

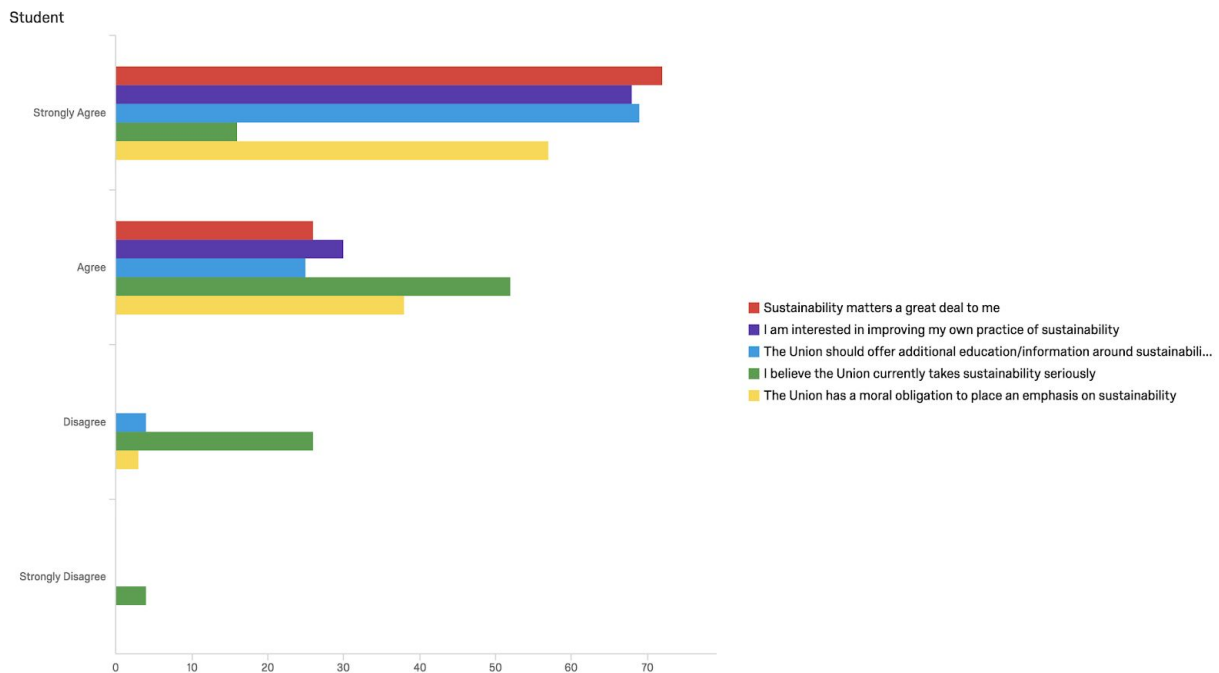
UW-Madison operates through the Wisconsin Idea: what students learn in the classroom should extend to and positively influence the greater community. The core values of sustainability align with the Wisconsin Idea to promote the wellbeing and longevity of our community, for both the people and the natural environment.

As the heart and soul of the UW-Madison Campus, the Wisconsin Union is devoted to the needs and values of the student community. Students increasingly demonstrate commitment to protecting our environment and request additional emphasis on sustainability as well as environmental education. The Wisconsin Union has the opportunity to respond to these calls for programming as well as demonstrate campus leadership by making an institutional commitment to sustainability.

Union Member Values

On April 4th, 2019, a survey was conducted outside of the Rathskeller to gain feedback on sustainability values of passersby at the Union (121 total, 98 students). The full results of the survey appear below, as well as extended survey results in Appendix A. The results show that sustainability is a value to Union Members, particularly among students.

Student Survey Graph



Sustainability Survey Results

#	Field	Strongly Agree	Agree	Disagree	Strongly Disagree	Total
1	Sustainability matters a great deal to me	75.21% 91	24.79% 30	0.00% 0	0.00% 0	121
2	I am interested in improving my own practice of sustainability	66.94% 81	32.23% 39	0.00% 0	0.83% 1	121
3	The Union should offer additional education/information around sustainability	66.12% 80	29.75% 36	3.31% 4	0.83% 1	121
4	I believe the Union currently takes sustainability seriously	19.01% 23	51.24% 62	24.79% 30	4.96% 6	121
5	The Union has a moral obligation to place an emphasis on sustainability	59.50% 72	38.02% 46	2.48% 3	0.00% 0	121

Social Education

The Wisconsin Union, through a full-time sustainability position and student intern positions, would accomplish the Union's founding mission of social education in the following ways:

1. **The social, recreational, and cultural welfare of the student body.**
Making an institutional commitment to sustainability goals represents the student body's values, and would be an opportunity for the Union to set a new standard as a leading institution on campus.
2. **Instructing students in the importance of serving their community.**
By offering environmental resources, education, and student internships, the Wisconsin Union would enable students to minimize their environmental footprints and promote sustainability.
3. **Utilizing its programs and spaces for out-of-classroom learning.**
Creating environmental educational opportunities and internships would afford students opportunities to learn about sustainability and climate change in their own backyards.

Environmental Considerations of Sustainability in the Union

The World

On Earth Day 2016, 175 states signed the Paris Agreement to combat climate change and its impacts. Although the U.S. federal government did not ratify the agreement, over 2,500 cities, counties, universities, and businesses have declared a separate commitment through the "We Are Still In" movement. In October 2018, the International Panel on Climate Change released a special report² indicating the impacts our world could face given the projected temperature rise.

² <https://www.ipcc.ch/sr15/>

Wisconsin Governor Tony Evers recently signed on to the U.S. Climate Alliance³, which is a group of governors committed to the implementation of the Paris Accord at the state level.

In order to address climate change, many institutions are benchmarking and analyzing their environmental impacts so that they can set sustainability goals. Due to the cross-disciplinary nature of sustainability, dedicated positions within an institution are essential to achieving those goals. The Wisconsin Union can contribute to this worldwide as well as local movement by taking further steps to identify and progress toward their own goals and ideals.

The University

The University of Wisconsin - Madison has a rich environmental history, from the environmental pioneers John Muir, Aldo Leopold, and Gaylord Nelson, to a chancellor-appointed task force⁴ to address sustainability goals (Appendix B). Various stakeholders on campus have reinforced the importance of environmental stewardship through Climate Action Plan resolutions, including the Associated Students of Madison, the Faculty Senate, and the Academic Staff Assembly (Appendix C, D, and E). Most recently, the university has shown its dedication to sustainability through the hire of a Director for Sustainability, Missy Nergard. Nergard supports and co-directs the Office of Sustainability with Professor Cathy Middlecamp, who is Interim Director of Sustainability Education and Research. The Office of Sustainability is dedicated to facilitating sustainability education, outreach, and operations on campus.

STARS Campus Benchmarking

Under Ms. Nergard's leadership, the UW-Madison Office of Sustainability is in the process of completing the accepted standard process for sustainability rating and assessment in higher education, called STARS,⁵ which is administered by the Association for the Advancement of Sustainability in Higher Education (AASHE⁶). This campus-wide assessment will provide UW-Madison with the necessary baseline to progress toward larger environmental goals.

As part of this process, the Union will be asked to provide necessary and relevant information ranging from community partnerships and events to detailed utility and resource management data. The Chancellor has released a statement⁷ reflecting on the importance of this assessment to creating "a more sustainable community." It is in the Union's best interest to hire a staff member to be responsible for benchmarking the current status of the Union's operations, as well as maintaining an ongoing database for future reporting cycles.

³<https://www.jsonline.com/story/news/politics/2019/02/12/tony-evers-join-group-committed-implementing-paris-accord/2847288002/>

⁴https://d2ubu92f2ps7vw.cloudfront.net/wp-content/uploads/sites/29/2017/03/sustainability_taskforce-report_10oct2010_web1.pdf

⁵ <https://stars.aashe.org/>

⁶ <https://www.aashe.org>

⁷ <https://sustainability.wisc.edu/sustainability-dashboard/>

Alignment with Campus Initiatives

Aligning with the momentum on campus would allow the Wisconsin Union to continue to be a leader at UW-Madison and expand its reach to the greater Madison community. In the coming years, the rest of the University will be establishing a baseline for sustainability, as well as a plan for moving forward. By adopting a forward-looking mindset and hiring a Sustainability Coordinator to help establish its own baseline, the Wisconsin Union will keep step with the University's broader efforts.

Union Sustainability Coordinator Position

Position Duties of the Union Sustainability Coordinator

The Union Sustainability Coordinator would coordinate sustainability efforts in tandem with both the Facilities and Dining and Hospitality staff, ranging from waste diversion to purchasing procedures. This position would be responsible for researching and maintaining best practices within the Unions by identifying the highest impact actions with the greatest environmental, economic, and social benefits, and overseeing implementation. Within the first year, the Sustainability Coordinator would review current sustainability initiatives at the Wisconsin Unions and then identify and define additional sustainability goals, propose initiatives, and create actionable plans to meet those goals. The coordinator would also serve as the main liaison for partnerships with the Office of Sustainability, Facilities Planning & Management, University Housing, and other campus entities.

The Union Sustainability Coordinator would also develop sustainability education with campus and community partners to increase environmental literacy and participation of Union visitors. This would include post-consumer education, sustainability signage around the Union, and other methods of educating visitors on the importance of sustainability. The coordinator would work closely with WUD leadership in developing programming, spanning a wide range of student interests and encouraging involvement in Union sustainability efforts. The Sustainability Coordinator could also work closely with the recently hired Social Justice interns, as there is a strong social sustainability component of the STARS framework.

These duties currently do not exist in any Union employee's position description, which demonstrates the high demand for such skills and knowledge. Currently, the Assistant Director of Dining and Hospitality and the Assistant Director of Facilities both work on sustainability within their divisions. Neither have sustainability specifically written into their position description (Appendix H and I). A full-time staff dedicated to sustainability would help coordinate and support current efforts. Due to the highly interdisciplinary nature of sustainability, the Sustainability Coordinator would likely work across departments, but primarily report to either Facilities or Dining and Hospitality administrators. As sustainability efforts expand, it is recommended that the Sustainability Coordinator oversee a staff consisting of one or more full-time assistants, as well as student interns.

Office of Sustainability

The Office of Sustainability serves as the hub for sustainability education, outreach, data collection and analysis, and partnership building on campus. The Sustainability Coordinator would serve an essential role as liaison to the Office of Sustainability, echoing the highly successful, ongoing partnership that exists between the Office of Sustainability and University Housing (see next section).

In this role, the Sustainability Coordinator would assist with the STARS data collection process; serve on campus sustainability committees convened by the Office of Sustainability that align cross-campus efforts and initiatives; coordinate the Union's efforts to meet sustainability targets (e.g. greenhouse gas emissions, waste management practices, etc.); and collaborate with the Office of Sustainability to advance sustainability education and outreach through the Union's exceptional relationship with students. The Sustainability Coordinator would also have the opportunity to partner with the Office of Sustainability's student intern team in the near term in order to leverage that team's robust sustainability consulting programming and to kickstart relevant sustainability initiatives at the Wisconsin Union.

University Housing

University Housing has already joined the movement towards sustainability by hiring a full-time Sustainability Coordinator (Appendix F). As a member of their general Operations team, this position leads and coordinates departmental and divisional sustainability initiatives, including work with campus and community partners. The principal duties of this Sustainability Coordinator include diverting landfill waste through recycling and composting initiatives, promoting a culture of sustainability through education and behavior change of residents, and maintaining long-term working relationships with other campus entities. Since its introduction, the University Housing Sustainability Coordinator has created multiple committees and working groups, in addition to hiring a student Sustainability Assistant (Appendix G). Finally, the University Housing Sustainability Coordinator acts as liaison to the Office of Sustainability, often partnering on Green Fund projects, signage redesigns, and other initiatives.

The Housing Sustainability Coordinator provides a key model for a similar Union position. While the Unions differ from Housing by not having residents, they operate as a central hub on campus for a considerable amount of students and the campus community. As the living room of campus, the Union's have a similar opportunity to Housing to promote a culture of sustainability through education. The Union position could focus on behavior changes of its members. As the heart and soul of campus, the Union position could elevate the Union's to become another locus of sustainability on campus.

Business Rationale

Sustainability is a concept that articulates methods of achieving system efficiency. It therefore has a role in protecting the Union's bottom line. As the Wisconsin Unions have already shown with their operational sustainability measures, resource conservation, responsible investing, and energy efficiency are cost-effective. Considering that the Unions are auxiliary units with their own operations and revenue streams, it would be in their best interest to work in concert with the greater campus' sustainability efforts. Sustainability education at the Union would also drive brand value and consumer engagement, as sustainability is a value held widely by many in the UW-Madison community.

By adopting a holistic, long-term sustainability strategy, the Wisconsin Union would continue its positive working relationship with other campus entities, as well as continue to demonstrate leadership and strategic alignment with campus priorities. If the Unions do not adopt a sustainable mindset, they will fall behind on campus-wide progress, risk disappointment from the campus community, and miss opportunities to improve their financial bottom line.

Campus Funding

There are unique funding streams geared towards "green" projects on campus, most prominently being the Green Fund⁸. Run through the Office of Sustainability, the Green Fund is a \$50,000 annually-renewing fund accessible to students who are interesting in pursuing sustainable projects on campus. The Sustainability Coordinator will have the opportunity to partner with students to champion green infrastructure projects at the Unions, including purchasing compost bins, replacing inefficient light bulbs, and renovating bathrooms with low-flow units.

⁸ <https://sustainability.wisc.edu/greenfund/>

Appendix

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D	Faculty Senate Resolution Calling for the Creation and Implementation of a Campus-wide Climate Action Plan	20-21
E	Academic Staff Resolution Calling for the Creation and Implementation of a Campus-wide Climate Action Plan	22-23
F	University Housing Sustainability Coordinator Position Description	24-26
G	University Housing Sustainability Coordinator Assistant Position Description	27-28
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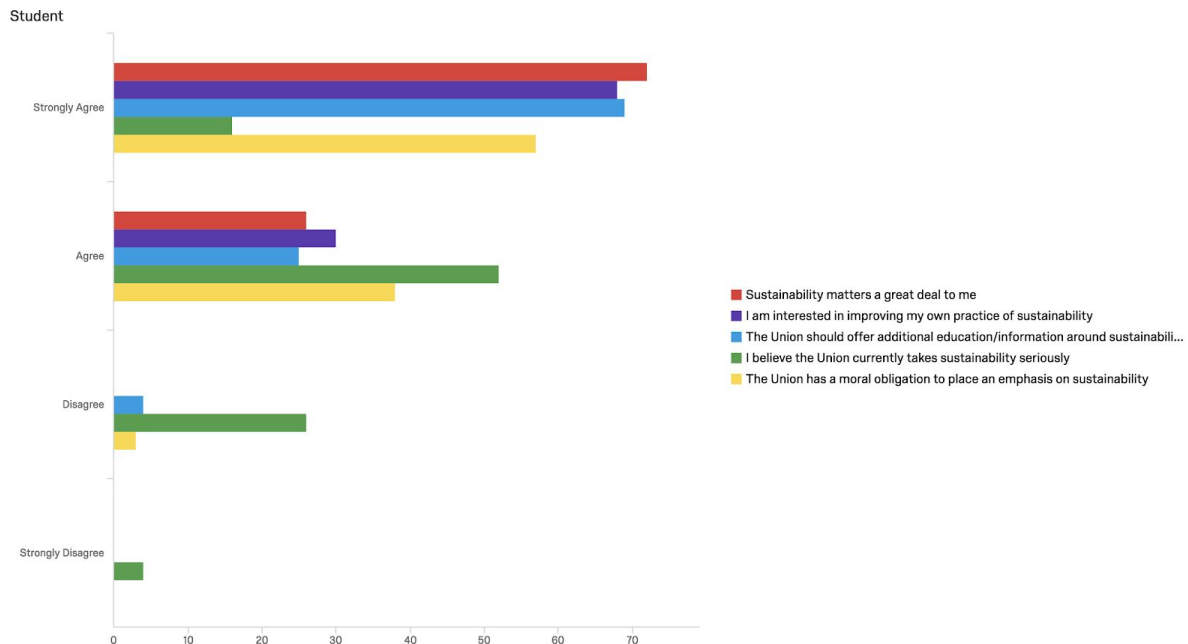
Wisconsin Union Sustainability Survey Results

Tabled survey at the Rathskeller from 12:00 PM - 1:30 PM on Thursday April 4th.

Respondents

#	Field	Choice Count
1	Student	80.99% 98
2	Faculty/Staff	11.57% 14
3	Union Member	1.65% 2
4	Guest/Other	5.79% 7
		121

Student Survey Graph



Survey Results

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2	I am interested in improving my own practice of sustainability	66.94% 81	32.23% 39	0.00% 0	0.83% 1	121
3	The Union should offer additional education/information around sustainability	66.12% 80	29.75% 36	3.31% 4	0.83% 1	121
4	I believe the Union currently takes sustainability seriously	19.01% 23	51.24% 62	24.79% 30	4.96% 6	121
5	The Union has a moral obligation to place an emphasis on sustainability	59.50% 72	38.02% 46	2.48% 3	0.00% 0	121

Questions 1: Sustainability matters a great deal to me					
	Strongly Agree	Agree	Disagree	Strongly Disagree	Mean
Student	72	26	0	0	1.27
Faculty/Staff	10	4	0	0	1.29
Union Member	2	0	0	0	1.00
Guest/Other	7	0	0	0	1.00
Total	91	30	0	0	1.25

Question 2: I am interested in improving my own practice of sustainability					
	Strongly Agree	Agree	Disagree	Strongly Disagree	Mean
Student	68	30	0	0	1.31
Faculty/Staff	6	7	0	1	1.71
Union Member	1	1	0	0	1.50
Guest/Other	6	1	0	0	1.14
Total	81	39	0	1	1.35

Question 3: The Union should offer additional education/information around sustainability

	Strongly Agree	Agree	Disagree	Strongly Disagree	Mean
Student	69	25	4	0	1.34
Faculty/Staff	5	8	0	1	1.79
Union Member	1	1	0	0	1.50
Guest/Other	5	2	0	0	1.29
Total	80	36	4	1	1.39

Question 4: I believe the Union currently takes sustainability seriously

	Strongly Agree	Agree	Disagree	Strongly Disagree	Mean
Student	16	52	26	4	2.18
Faculty/Staff	4	5	4	1	2.14
Union Member	0	2	0	0	2.00
Guest/Other	3	3	0	1	1.86
Total	23	62	30	6	2.16

Question 5: The Union has a moral obligation to place an emphasis on Sustainability

	Strongly Agree	Agree	Disagree	Strongly Disagree	Mean
Student	57	38	3	0	1.45
Faculty/Staff	8	6	0	0	1.43
Union Member	1	1	0	0	1.50
Guest/Other	6	1	0	0	1.14
Total	72	46	3	0	1.43

Sustainability at UW-Madison

From John Muir to Aldo Leopold to Gaylord Nelson, the University of Wisconsin–Madison has a history and culture rooted in conservation and stewardship. Our commitment to sustainability is reflected across the campus – in our educational offerings, research projects, facility operations, and outreach to the state.

Several campus units focus specifically on developing and running programs designed to help the university conserve and preserve its natural resources. These include Facilities Planning and Management, University Housing, and the Office of Sustainability, created in 2012 to align academics and research to advance campus sustainability goals.

Education

Education related to sustainability is woven into many academic disciplines at UW-Madison, and opportunities on campus for hands-on learning through internships and student research projects are growing every year. Perhaps our most important long-term contribution to sustainability is educating students.

- At least 285 undergraduate courses and 112 more for graduate students incorporate learning on sustainability, according to a 2013-2014 preliminary analysis by the Office of Sustainability. A formal analysis is currently underway.
- For undergraduates, UW-Madison offers 31 bachelor's degrees, 44 majors, and 6 undergraduate certificates in topics related to the environment and sustainability. The university also offers 33 environment-and-sustainability-related Master's degree programs.
- At the Ph.D. level, students focused on sustainability are dispersed across disciplines. The Nelson Institute Environment and Resources Ph.D. program graduates 8-9 students per year, and enrolls about 62 students each year.
- In 2013-2014, a preliminary Office of Sustainability analysis determined that about 35 percent of bachelor's and master's graduates earned a degree from a UW-Madison program related to sustainability. Graduates go on to a wide array of careers. They are teachers, policy analysts, corporate sustainability directors, scientists, engineers and more.

Research

As a large research institution with more than \$1 billion in annual research expenditures, UW-Madison manages a vast portfolio of projects related to sustainability and environmental studies.

There are more than 250 of these research projects currently underway, supported with an estimated \$360,000,000 in externally generated funding. A few examples:

- The Johnson Controls Research Partnership, created at the Wisconsin Energy Institute in 2016, focuses on building car batteries that will last longer, improve fuel efficiency and reduce carbon dioxide emissions. The project is co-directed by UW-Madison and UW-Milwaukee.

100,000 – number of square feet of green roofing on campus buildings that is helping to manage stormwater runoff, reduce cooling and heating needs, and create habitat for pollinators.

- The Great Lakes Bioenergy Research Center is working on alternative fuels for transportation and petroleum-based products from bioenergy crops such as switchgrass, poplar trees, and sorghum.
- The UW-Madison Center for Sustainability and the Global Environment in the Nelson Institute brings together collaborators from disciplines across campus and from universities in the U.S. and Canada to examine the relationship between human actions and the earth's complex environment systems, and develop adaptive strategies to sustainably manage natural resources and preserve human health.



Facilities Initiatives

Sustainability and resource stewardship are the organizing principles of UW-Madison's campus master plan, *Extending Our History and Embracing our Future*. Here are a few of the ways UW-Madison is working to create a more sustainable campus:

- Renovating and constructing sustainable buildings, including many designed for LEED certification. The campus has invested \$63 million in energy conservation projects over the last decade, reducing its energy footprint by 27 percent per square foot. Many campus buildings now have solar or geothermal systems, green roofing and/or designs that take advantage of natural light.
- Purchasing renewable energy credits from Madison Gas & Electric. These now account for 15 percent of each year's electricity use. MG&E has committed to providing 30 percent of its electricity from renewable sources by 2030, so if the university continues to buy credits for 15 percent of its electricity consumption, its total renewable use will be above 40 percent by 2030.
- Managing multiple projects across campus to reduce waste and promote donation and recycling, steadily increasing our recycling rates over the last 20 years.

33,000 – number of pounds of unwanted carpet left behind during spring move-out that is now being donated or recycled into new carpet, roofing shingles and composite lumber for benches.



Outreach

The Wisconsin Idea – our commitment to sharing discoveries and innovations beyond the borders of the campus – drives important outreach efforts around sustainability and the environment. For example:

- The Wisconsin Energy Institute, in partnership with the Great Lakes Bioenergy Research Center, provides educational materials and professional development opportunities around clean energy to K-12 teachers.
- The Sustainable Dairy Project, led by UW-Madison with collaborators at Penn State and Cornell, is identifying ways farmers and dairies can adapt to climate change by tailoring management of their herds and production systems.
- Scientists at the Center for Limnology are actively monitoring Wisconsin's waterways for invasive species like zebra mussels and rusty crayfish and working with state agencies to prevent their spread and mitigate their harmful impacts.

\$96,000 – dollars saved by re-upholstering items from two campus dens as part of a campus program to repair and reuse furniture that was once landfilled.

9/25/17



WISCONSIN
UNIVERSITY OF WISCONSIN-MADISON



**Associated Students
of Madison**

UNIVERSITY OF WISCONSIN-MADISON

**Student Council, 24th Session
January 23, 2018 at 6:30 PM
Student Activity Center Hearing Room 4201
333 East Campus Mall, Madison, WI
Presiding Officer: Chair Katrina Morrison**

- I. Roll call**
- II. Special Orders**
 - a. Chief of Police Kirsten Roman (6:30pm-7:15pm)
 - b. ABTS Winter Conference Presentation (7:15pm-7:30pm)
- III. Swearing in of New Representatives**
- IV. Appointment of Representatives to Committees and Boards**
 - a. Student Service Finance Committee (2 seats)
- V. Announcements**
- VI. Open Forum**
- VII. Removal or impeachment of Representatives, filling of vacancies in the Student Council**
- VIII. Adoption of the Agenda**
- IX. Reading and Approval of the Minutes**
- X. Reports of Special Committees and Campaigns, in the order in which the committees were created**
- XI. Reports of Standing Committees and Boards**
 - a. Equity & Inclusion Committee
 - b. Grant Allocation Committee
 - c. Legislative Affairs Committee
 - d. Nominations Board
 - e. Press Office Board
 - f. Rules Committee
 - g. Shared Governance Committee
 - i. Chair
 - ii. Campaign Director
 - h. Student Activity Center Governing Board
 - i. Sustainability Committee



**Associated Students
of Madison**
UNIVERSITY OF WISCONSIN-MADISON

**Student Council, 24th Session
January 23, 2018 at 6:30 PM
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333 East Campus Mall, Madison, WI
Presiding Officer: Chair Katrina Morrison**

XII. Reports

- a. Chair
- b. Vice-Chair
- c. Student Judiciary
- d. Student Services Finance Committee
- e. Outreach Director

XIII. Reports of Liaisons

XIV. Introduction of New Legislation

- a. 24-0123-01 End of Freshman Terms on Student
- b. 24-0123-02 Change of ASM Session Date – Constitutional Change
- c. 24-0123-03 Resolution Calling for Climate Action Plan
- d. 24-0123-04 Resolution Supporting Extension of the Federal Perkins Loans Program
- e. 24-0123-05 Approving ABTS Winter Conference Legislation

XV. Old Business

- a. 24-1121-01 Bylaw change to 1.04(5) – Interpretation
- b. Student Activity Center FY19 Budget
- c. Student Judiciary FY19 Budget

XVI. New Business

XVII. Viewpoint Neutrality Appeals

XVIII. Roll call. A roll call shall precede the adjournment of all Student Council meetings.



1 **Whereas**, hundreds of universities across the country are signatories to the American College
2 and University Presidents' Climate Commitment and are preparing or have prepared climate
3 action plans to become carbon neutral by 2050;

4
5 **Whereas**, the Chancellors of eight UW System schools have signed the American College
6 and University Presidents' Climate Commitment (Eau Claire, Green Bay, Milwaukee,
7 Oshkosh, River Falls, Stevens Point, Stout, and Whitewater);

8
9 **Whereas**, development of a campus climate action plan will further enhance opportunities
10 for UW-Madison students with regards to: research, education, and outreach missions;

11
12 **Whereas**, the Faculty Senate overwhelmingly passed a nearly parallel resolution on
13 November 13, 2017, with the only difference being a recommendation that the goals be
14 accomplished by 2050;

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16
17 **The Associated Students of Madison acting in Student Council do enact as follows:**

18
19 **Therefore be it resolved**, the Associated Students of Madison (ASM) endorses and fully
20 supports the goal that UW-Madison should eliminate its contributions to climate disruption by
21 becoming carbon neutral by 2030 or sooner;

22
23 **Be it further resolved**, that ASM encourages the Administration to endorse or adopt the goal
24 that UW-Madison eliminate its contributions to climate disruption by becoming carbon neutral
25 by 2030 or sooner;

26
27 **Be it further resolved**, that the ASM encourages the Administration to fund, create, and
28 implement a campus-wide climate action plan with specific and measurable targets and
29 implementation actions to move UW-Madison to become carbon neutral by 2030 or sooner;

30
31 **Be it further resolved**, that ASM recommends that this campus climate action plan:

- 32 • begin with the City of Madison's formally adopted or endorsed climate and energy
33 goals as well as the framework and goals of the forthcoming climate action plan of the
34 Dane County Climate Council;
- 35 • contain procedures for UW-Madison to report progress on climate goals to the
36 American College and University Presidents' Climate Commitment and/or the
37 AASHE STARS (American Association for Sustainability in Higher Education -
38 Sustainability Tracking, Assessment & Rating System) or other similar system;
- 39 • contain procedures for regular reports to the campus community on progress and
40 actions taken in furtherance of these goals;



- 1 • address adaptation and resilience of campus facilities and processes within the
- 2 context of a changing climate;
- 3 • and (to the maximum extent practicable) coordinate goals and implementation strategies
- 4 with climate action plans in Dane County and the City of Madison;
- 5

6 ***Be it finally resolved,*** that ASM encourages the Chancellor to sign the American Colleges and
 7 University Presidents’ Climate Commitment as a symbol of UW- Madison’s commitment to
 8 these goals.

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Date introduced:

Date acted upon:

Disposition:

Secretary:

Chair:

**Faculty Senate Resolution Calling for the
Creation and Implementation of a Campus-wide Climate Action Plan**

WHEREAS The University of Wisconsin-Madison has always been a leader in teaching, research, and outreach regarding the conservation of natural resources, environmental protection, and sustainable living patterns;

WHEREAS UW-Madison has already made significant progress in recent years in conservation and reduction of carbon emissions; has created the Office of Sustainability and the We Conserve Program, and has made significant investments in conservation and energy reduction;

WHEREAS we recognize that reducing UW-Madison’s carbon emissions will require shared effort among faculty, students, academic staff, university staff, and the administration;

WHEREAS UW-Madison will soon adopt an updated Campus Master Plan that includes many goals regarding sustainability and energy, such as:

- “Extend our educational mission to Wisconsin and the world with new technology and partnerships.” (p. 27)
- “Promote environmental sustainability through our own campus operations, integrated with research and education.” (p. 28)
- “The master planning process is used to accommodate and direct future growth of the campus in a responsible and efficient manner utilizing funding to assure that facilities development supports the institution’s mission of teaching, research and outreach.” (p. 30)
- “We are committed to being responsible stewards of our human, intellectual, cultural, financial, and environmental resources.” (p. 14)
- “It is the policy of the Board of Regents that the following principles shall guide the physical planning and development of UW System institutions and stewardship of physical assets controlled by the Board of Regents...
 - 9. Sustainable design through: ...
 - d. High-performance and energy-efficient design;
 - f. Appropriate use of renewable energy. (p. 31)
- “Demonstrate leadership in environmental sustainability both on- and off-campus.” (p. 139)
- “As we maximize opportunities for generating and using renewable energy, we will continue to reduce our carbon footprint.” (p. 17);

WHEREAS UW-Madison, along with the City of Madison and 10 other municipalities that are home to over 70% of the population of Dane County, was a partner in the federally-funded Capital Region Sustainable Communities, which by consensus in 2013 endorsed the Framework & Goals of a county-wide, all-sector climate action plan for the municipalities of Dane County;

WHEREAS the UW-Madison faculty senate voted on February 3, 2014, to accept the report Faculty Document 2472 from the Ad Hoc Committee on Fossil Fuel Use and Climate Change which included the recommendation #3 to “Commit our Campus to Significant Emission Reduction Targets”.

WHEREAS hundreds of universities across the country are signatories to the American College and University Presidents’ Climate Commitment and are preparing or have prepared climate action plans to become carbon neutral by 2050;

WHEREAS the Chancellors of eight UW System schools have signed the American College and University Presidents' Climate Commitment (Eau Claire, Green Bay, Milwaukee, Oshkosh, River Falls, Stevens Point, Stout, and Whitewater);

WHEREAS development of a campus climate action plan will draw on faculty and staff expertise and further enhance UW-Madison's research, education, and outreach missions;

Therefore, be it RESOLVED by the UW-Madison Faculty Senate that the faculty endorses and fully supports the goal that UW-Madison should eliminate its contributions to climate disruption by becoming carbon neutral by 2050 or sooner, and that we encourage our shared governance partners (students, academic staff, and university staff) to adopt similar goals;

Be it FURTHER RESOLVED that the UW-Madison Faculty Senate encourages the Administration to endorse or adopt the goal that UW-Madison would eliminate its contributions to climate disruption by becoming carbon neutral by 2050 or sooner;

Be it FURTHER RESOLVED that the UW-Madison Faculty Senate encourages the Administration to fund, create, and implement a campus-wide climate action plan with specific and measurable targets and implementation actions to move UW-Madison to become carbon neutral by 2050 or sooner;

Be it FURTHER RESOLVED that the UW-Madison Faculty Senate recommends that this campus climate action plan:

- **begin with the City of Madison's formally adopted or endorsed climate and energy goals as well as the framework and goals of the forthcoming climate action plan of the Dane County Climate Council;**
- **contain procedures for UW-Madison to report progress on climate goals to the American College and University Presidents' Climate Commitment and/or the AASHE STARS (American Association for Sustainability in Higher Education - Sustainability Tracking, Assessment & Rating System) or other similar system;**
- **contain procedures for regular reports to the campus community on progress and actions taken in furtherance of these goals;**
- **address adaptation and resilience of campus facilities and processes within the context of a changing climate;**
- **and (to the maximum extent practicable) coordinate goals and implementation strategies with climate action plans in Dane County and the City of Madison;**

Be it FURTHER RESOLVED that the UW-Madison Faculty Senate encourages the Chancellor to sign the American Colleges and University Presidents' Climate Commitment as a symbol of UW-Madison's commitment to these goals.

Resolution Calling for the Creation and Implementation of a Campus-wide Climate Action Plan

Whereas, the University of Wisconsin-Madison has always been a leader in teaching, research, and outreach regarding the conservation of natural resources, environmental protection, and sustainable living patterns;

Whereas, UW-Madison has already made significant progress in recent years in conservation and reduction of carbon emissions, has created the Office of Sustainability and the We Conserve Program, and has made significant investments in conservation and energy reduction;

Whereas, we recognize that reducing UW-Madison's carbon emissions will require shared effort among academic staff, faculty, university staff, students, and the administration;

Whereas, UW-Madison will soon adopt an updated Campus Master Plan that includes many goals regarding sustainability and energy, such as:

- “Extend our educational mission to Wisconsin and the world with new technology and partnerships.” (p. 27)
- “Promote environmental sustainability through our own campus operations, integrated with research and education.” (p. 28)
- “The master planning process is used to accommodate and direct future growth of the campus in a responsible and efficient manner utilizing funding to assure that facilities development supports the institution's mission of teaching, research and outreach.” (p. 30)
- “We are committed to being responsible stewards of our human, intellectual, cultural, financial, and environmental resources.” (p. 14)
- “It is the policy of the Board of Regents that the following principles shall guide the physical planning and development of UW System institutions and stewardship of physical assets controlled by the Board of Regents...
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- “Demonstrate leadership in environmental sustainability both on- and off-campus.” (p. 139)
- “As we maximize opportunities for generating and using renewable energy, we will continue to reduce our carbon footprint.” (p. 17);

Whereas, UW-Madison, along with the City of Madison and 10 other municipalities that are home to over 70% of the population of Dane County, was a partner in the federally-funded Capital Region Sustainable Communities, which by consensus in 2013 endorsed the Framework & Goals of a county-wide, all-sector climate action plan for the municipalities of Dane County;

Whereas, hundreds of universities across the country are signatories to the American College and University Presidents' Climate Commitment and are preparing or have prepared climate action plans to become carbon neutral by 2050;

Whereas, the Chancellors of eight UW System schools have signed the American College and University Presidents' Climate Commitment (Eau Claire, Green Bay, Milwaukee, Oshkosh, River Falls, Stevens Point, Stout, and Whitewater); and

Whereas, development of a campus climate action plan will draw on faculty and staff expertise and further enhance UW-Madison's research, education, and outreach missions.

Therefore, be it resolved by the UW-Madison Academic Staff Assembly that the academic staff endorses and fully supports the goal that UW-Madison should eliminate its contributions to climate disruption by becoming carbon neutral by 2050 or sooner, and that we encourage our shared governance partners to adopt similar goals;

Be it further resolved that the Assembly encourages the UW-Madison administration to endorse or adopt the goal that UW-Madison would eliminate its contributions to climate disruption by becoming carbon neutral by 2050 or sooner;

Be it further resolved that the Assembly encourages the administration to fund, create, and implement a campus-wide climate action plan with specific and measurable targets and implementation actions to move UW-Madison to become carbon neutral by 2050 or sooner;

Be it further resolved that the Assembly recommends that this campus climate action plan:

- begin with the City of Madison's formally adopted or endorsed climate and energy goals as well as the framework and goals of the forthcoming climate action plan of the Dane County Climate Council;
- contain procedures for UW-Madison to report progress on climate goals to the American College and University Presidents' Climate Commitment and/or the AASHE STARS (American Association for Sustainability in Higher Education - Sustainability Tracking, Assessment & Rating System) or other similar system;
- contain procedures for regular reports to the campus community on progress and actions taken in furtherance of these goals;
- address adaptation and resilience of campus facilities and processes within the context of a changing climate;
- and (to the maximum extent practicable) coordinate goals and implementation strategies with climate action plans in Dane County and the City of Madison; and

Be it further resolved that the Assembly encourages the Chancellor to sign the American Colleges and University Presidents' Climate Commitment as a symbol of UW-Madison's commitment to these goals.



Degree and area of specialization:

A Bachelor's degree in Environmental Studies, Leadership Studies, or a related field is preferred.

Minimum number of years and type of relevant work experience:

Two years of experience coordinating or facilitating educational programming related to sustainability on a university campus required.

One year of experience consulting and making recommendations regarding sustainability trends on a university campus required.

Position Summary:

The Division of University Housing is committed to providing an exceptional workplace for its workforce of approximately 450 career staff members and over 2,000 students. University Housing provides an inclusive and safe working environment that promotes engagement, empowerment, and professional development. University Housing operates nineteen residence halls across the University of Wisconsin-Madison campus, providing a home to over 7,400 undergraduate students. We also operate three apartment communities, serving about 3,000 graduate students, academic staff, postdoctoral researchers, faculty, and their families. In addition, we manage seven dining venues across campus, and provide conference group and youth camp housing throughout the summer months.

University Housing is divided into five main departments: Administration, Dining & Culinary Services, Residence Hall Facilities, Residence Life, and University Apartments. Whether we're launching new academic support services, testing out a new recipe, renovating resident rooms, organizing welcome events, cleaning our facilities, or inviting a new summer youth camp to campus, everything that we do is to support the mission of the University and fulfill University Housing's goal to be, "The place everyone wants to live."

University Residence Halls is part of the Division of University of Wisconsin-Madison. As a student service organization, University Residence Halls provide quality living/ learning environments and programs to approximately 7,400 undergraduate student residents. Residence Hall Facilities is a subsection of the University Residence Halls that focuses on housekeeping, mechanical maintenance and long-term infrastructure projects and planning.

University Residence Halls consists of 30 buildings containing approximately 2 million square feet and 37 acres of surrounding grounds. In addition to residential living spaces the residence hall infrastructure supports many functions and programs requiring many types of spaces such as classrooms, office space, dining and culinary space including commercial kitchens and market place areas, mechanical support spaces and large meeting rooms.

Under the general supervision of the Operations Supervisor, this position will lead and coordinate departmental and divisional sustainability initiatives, including work with campus and community partners. This position will be responsible for leading the planning and implementation of large programming events that occur during move- in and move-out days and leading sustainability programming in University Housing as a consultant to all University Housing staff. In addition to sustainability responsibilities, this position will also support the Residence Hall Facilities Office, offering back up administrative support as needed, and supervision of student staff.

This position requires the ability to work with staff from diverse backgrounds and experiences in an appropriate and professional manner. The incumbent in this position is expected to provide proficient and accurate information during planning and implementation phases of work and be able to make appropriate decisions as needed.

Residence Hall Facilities is committed to demonstrating our Division of University Housing Core Values: Care in how we approach people and our work; Creativity in solving problems; Integrity in our interactions with staff and customers; Optimism, focusing on opportunities and positive outcomes; Respect for the differences, strengths, and potential in people; Stewardship of human, financial and natural resources; and Excellence in customer satisfaction and communication.



University Housing is an essential services provider and all University Housing employees are part of this commitment to our residents and guests. University Housing is unique from many other state agencies and university departments because we cannot close as our services must be maintained at all times.

Principal duties:

60% Goal A Lead and Implement Sustainability Initiatives within University Housing and with Campus/Community Partners

1. Develop and maintain working relationships with campus and community sustainability partners to divert landfill waste.
2. Lead and direct a University Housing sustainability steering group.
3. Oversee, collaborate and provide consultation regarding programming efforts for residents and staff, to increase the environmental literacy and participation of students, staff, and guests.
4. Collaborate and serve as a resource to University Housing, Office of Sustainability, Waste Management and instructional courses in the ongoing sustainability programming throughout the year.
5. Develop, implement, document, and evaluate existing University Housing sustainability projects, programs, and events that promote a culture of sustainability through awareness and behavior changes in students, staff, and guests.
6. Manage sustainability promotional and outreach content in partnership with Marketing.
7. Model exceptional communication, networking, and people skills to residents, staff and other stakeholders to grow University Housing's sustainability initiatives and create lasting partnerships.
8. Coordinate and collaborate with other college/university sustainability staff, and serve as a point person regarding sustainability efforts.
9. Research and maintain working knowledge of university sustainability best practices and benchmarks.
10. Develop and maintain training and support materials that provide guidance to University Housing students and staff.

30% Goal B Provide support to Residence Hall Facilities departmental initiatives and act as a resource to staff and customers.

1. Plan, facilitate, and enact annual move-in and move-out recycling programs.
2. Serve as a backup to the Residence Hall Facilities Administrative Assistant, in times of operational need.
3. Lead and maintain University Housing's efforts to send unused items to Surplus With A Purpose (SWAP) or to be donated throughout the year.
4. Attend Residence Hall Facilities Leadership and Operations Team meetings.
5. Actively respond, as directed by Housing leadership, in the event of an emergency or when University Housing's Continuity of Operations Plan (COOP) is activated.
6. Other duties as assigned.

10% Goal C Supervision of Student Staff

1. Provide support, leadership, and supervision to Sustainability Assistants and other student staff.
2. Recruit, hire, and train Sustainability Assistants and other student staff.

Knowledge, Skills, and Abilities (KSAs):

1. Ability to establish and maintain effective collaborative relationships.
2. Ability to solve problems with multiple constituencies and build consensus.
3. Ability to multi-task and develop priorities.
4. Ability to make effective decisions.
5. Ability to plan, organize, and innovate.
6. Ability to influence a culture in ways that value inclusion and support diversity.
7. Advanced knowledge of, demonstrated skills in, and ability to include, engage and energize others.
8. Advanced knowledge of, and demonstrated skills in appropriate customer service.
9. Advanced knowledge of and demonstrated ability to make decisions independently and to facilitate group decision processes.
10. Ability to develop and maintain professional working relationships.
11. Ability to successfully manage a multi-department program.
12. Basic knowledge of recycling and donation protocols at the local or regional level.



13. Excellent written and verbal communication skills.

Additional Information:

A driver's license which meets UW Risk Management standards is preferred.

Schedule: 7:45am-4:30pm, Monday through Friday. Mandatory overtime and change of shift hours may be necessary based on operational need.

Additional Application Procedures:

To apply, please submit resume, work history, and references within the online application system. Within the work history, please complete all fields, including dates of employment.

Please identify three professional references that will be able to speak towards your performance in your current and/or most recent positions. University Housing requires that at least two of the three references be either your current or most recent supervisors. When listing your references to contact, please include the following information:

- Name
- Title of their position and relationship to you
- Phone number
- E-mail address

Online applications must be received by 11:55pm on the deadline date indicated. Failure to submit complete application materials will result in ineligibility for this position. A criminal background check will be conducted on all finalists.

Number of individuals supervised: 1



Sustainability Coordinator Assistant

Department: Residence Halls Facilities

Location: Turner Offices

Compensation:

- Level 1: \$10.30 per hour
- Level 2: \$11.05 per hour

Hours:

- Academic Year: 10-20 hours per week
- Summer: 20 scheduled hours per week
 - Between the hours of Monday – Friday, 7:45am-4:30pm, plus must be available to work specific opening and closing weekends in August & May

Qualifications:

- Strong interest in sustainability and environmental issues and concepts and desire to enhance sustainability in Housing
- Satisfactory result of a confidential criminal background check is required
- A valid unrestricted driver's license, which meets UW Risk Management standards is required
- Ability to lift objects weighing approximately 50 pounds
- Working knowledge of Microsoft office suite (Outlook, Excel, Word)
- Must be able to work opening and closing weekends in August & May
 - Exact dates will be communicated by your supervisor

Position Summary:

Under the supervision of the Residence Hall Facilities Sustainability and Communication Coordinator, this position assists in promoting sustainability throughout campus and the Division through project and event management and facilitating relationships with internal staff, campus and community partners.

Supervisor: This position reports to the full time Sustainability and Communication Coordinator.

Duties & Responsibilities:

Division of University Housing is committed to demonstrating our Core Values: **Care** in how we approach people and our work; **Creativity** in solving problems; **Integrity** in our interactions with staff and customers; **Optimism**, focusing on opportunities and positive outcomes; **Respect** for the differences, strengths, and potential in people; **Stewardship** of human, financial and natural resources; and **Excellence** in customer satisfaction and communication.

- Assist Sustainability and Communication Coordinator in planning, facilitating, and managing Housing sustainability events for staff and residents
- Record and communicate sustainability progress with residents, the Division, and campus
- Lead outreach and education events for Residence Life sustainability focus groups
- Coordinate landfill diversion efforts by fostering relationships with donation and recycling partners

- Participate as member of the Housing Sustainability Committee
- Assist in planning and executing annual Move Out/ Move In events
- Promote a culture of sustainability in Housing by acting as a resource for resident and staff sustainability inquiries
- Collaborate with campus sustainability partners to connect Housing to ongoing campus sustainability programming
- Other duties as assigned

Level Two Requirements for Student Staff

- Must achieve 6 of the 9 below on a consistent basis
 - Works well independently
 - Seeks out additional tasks
 - Exhibits time management skills and ability to prioritize
 - Meets performance expectations
 - Follows up and follows through
 - Takes initiative, sees thing that need to be addressed and addresses them
 - Serves as role model to peers
 - Team player
 - Minimum nine months of service in the position, or 200 hours worked

Knowledge/Skills:

- Familiarity with University Housing operation preferred
- Current UW-Madison student majoring and/or receiving certificate in Environmental Studies, Environmental Science, or related preferred
- Related sustainability coursework preferred
- Good organizational and communication skills
- Ability to work both independently and collaboratively
- Ability to maintain professionalism and react to situations in a calm manner while working on a fast paced team
- Ability to develop and maintain positive working relationships with internal and external staff
- Ability to represent UW-Madison and University Housing by making sound decisions and using good judgement

Application Instructions: Go to <http://www.housing.wisc.edu/jobs-student-openings.htm> (2016-17) and submit an online application, including work history, references , a resume and cover letter.

- Deadline to ensure priority consideration is at: **11:59PM on Wednesday, September 28th, 2016.**

University Housing values diversity and is an Equal Opportunity/Affirmative Action Employer



Working Title: **Assistant Director-Facilities**

Official title: ASST DIR, UNSPEC (10)(M96LN)

Degree and area of specialization:

Bachelor's degree required, preferably with a major in business or management, master's degree preferred.

Minimum number of years and type of relevant work experience:

Minimum of six years of college union, higher educational institution, hotel, conference center, or related fields required, including a minimum of four years at an institution of higher education.

Expertise and experience in building operating systems, maintenance and cleaning, and principles of facilities management. Strong administrative and supervisory experience, a proven ability to effectively lead staff teams. Excellent management and communications skills. The ability to coordinate the operations of several complex functions simultaneously. An understanding of the principles of financial management. The ability to represent the Wisconsin Union with sensitivity to customer relations. A willingness to work with management staff, students, faculty and union guests towards the attainment of organizational goals and objectives. An understanding of the University community as a unique setting for social sensitivity to multiculturalism and diversity issues; ability to and desire to work with a wide variety of people, including students, employees, volunteers, staff, faculty and alumni.

Principal duties:

The Assistant Director is responsible for creating and maintaining a positive experience for WI Union staff and guests through the facilities' physical appearance, professional facility operation and meeting support, and helpful interactions with facilities staff.

This position is one of the six executive-level administrators of the WI Union and reports to the Associate Director. As head of the facilities area, the Assistant Director is responsible for the development and provision of a comprehensive program of facilities management, focused on customer service and optimization of facilities use for the WI Union.

The Assistant Director must understand the University community as a unique setting for social education; knowledge of, and sensitivity to current student concerns and campus problems. This position requires the ability to plan, organize and direct the work of others, to work with student and non-student employees, and to relate to student volunteer programmes, Union professional staff and University faculty and staff.

Direct Meeting Services and Operations: Supervise Director of Central Reservations; Oversee the Event Services and Operations Manager.

Direct Facilities Maintenance: Supervise the Building Superintendent.

Administrative Duties:

1. Provide leadership and coordination for the Union's Facilities Master Plan.
2. Responsible for project development and management, with support from the Building Superintendent.
3. Supervises development of and administers operating budgets for all facilities related activities.
4. Supervises Facilities office staff.
5. Participate as a member of the WI Union Leadership Team.
6. Maintain close coordination with Union Council officers and committee directors.
7. Develop facilities area future directions, long-range plans and budget goals.
8. Chair various committees.



9. Secretary of Union Council Facilities Committee.

10. Facilitate access to WI Union programs/services by campus departments, student orgs, Union members and others.

Perform other duties as directed by the Associate Director.

Additional Information:

Memorial Union and its Terrace are icons of the campus and city. Built in 1928, with a wing added in 1939 that includes a 1300-seat Theater, Memorial Union is 265,000 gross square feet with 44 meeting rooms. Union South opened in 1971 with 113, 000 gross square feet. The Facilities area also provides support for six small satellite food operations. In addition, the Union provides reservation services for non-instructional uses of campus buildings.

The Wisconsin Union is planning significant renovations and upgrades to the Memorial Union in the coming years. Union South lies in an area of campus that is designated for significant development in the campus master plan. Plans are being developed to replace Union South with a modern, more functional facility to better serve the changing nature of that section of campus. The new Assistant Director will play a leadership role in the upgrades of Memorial Union and development of a new Union South.

A criminal background check will be conducted prior to hiring.

Employee class:	Limited Appointee		
Department(s):	WU/FAC MGT		
Full time salary rate:	Minimum \$70,000 ANNUAL (12 months) Depending on Qualifications		
Appointment percent:	100%		
Anticipated begin date:	March 1, 2007		
Number of positions:	1		
Department Contact:			
Julie Medenwaldt	Phone:	608-263-3937	
The Wisconsin Union	Phone TTY:	608-263-2473	
800 Langdon Street, Rm 408	Fax:	N/A	
Madison, WI 53706	Email:	medenwaldt@wisc.edu	

HOW TO APPLY:

Applications must be received by the deadline date to ensure consideration; later applications may be considered.

Because of the nature of this position a criminal background check will be conducted prior to final offer of employment.

Unless another application procedure has been specified above, please send resume and cover letter referring to Position Vacancy Listing # 54630 to the contact indicated above.

To ensure consideration, application must be received by: October 25, 2006



NOTE: Unless confidentiality is requested in writing, information regarding the names of applicants must be released upon request. Finalists cannot be guaranteed confidentiality.

UW-Madison is an equal opportunity/ affirmative action employer. We promote excellence through diversity and encourage all qualified individuals to apply.

*For more academic job opportunities at the University of Wisconsin-Madison please see
http://www.ohr.wisc.edu/pvl/pvl_internet_report_home.html*

*For more information on the University of Wisconsin-Madison Office of Human Resources please see
<http://www.ohr.wisc.edu/>*

*For more information on the University of Wisconsin-Madison see our home page at <http://www.wisc.edu/>
For UW Madison Campus Safety Information see <http://www.wisc.edu/students/faculty/safety.htm>*



**University of Wisconsin - Madison
Academic Personnel Office
Position Description**

Employee's Name: Korz, Carl **Employee ID:** 00348020
Current Title/Code: ASST DIR, UNSPEC (10) / M96LN **Effective Date:** December 1, 2016
Major Department: A961650 / UNION/SERVICE CENTERS

<u>Principal Duties</u>	<u>Approximate Percent</u>
<p>Provides leadership in the creation and maintenance of a comprehensive vision for high quality, contemporary food service operations. Guides the dining and hospitality service area as it aggressively pursues that vision:</p> <ul style="list-style-type: none"> a. Directs concept development for new and existing units, either self-branded or licensed. Evaluates existing concepts to ensure they are current and meeting campus needs. b. Oversees menu and product development for all dining service operations. Actively pursues on-going improvements in quality and variety of offerings. 	20
<p>Provides direction to and supervises five Dining division managers:</p> <ul style="list-style-type: none"> a. Leads staff in the establishment of quality service standards for all operations and the continuous assessment of compliance with those standards. b. Actively encourages and supports a comprehensive and continuous program of professional development and training for all staff. 	15
<p>Develops comprehensive business plan for Wisconsin Union Dining and Hospitality Services Area and for individual units. Critically evaluates requests for new satellite units on campus.</p>	15
<p>Shares in the direction, administration and supervision of the overall Wisconsin Union as a member of the Wisconsin Union's Leadership Team:</p> <ul style="list-style-type: none"> a. Participates in the development of the overall direction and policy of the Wisconsin Union. b. Participates in the development, ongoing review and evaluation of the Union's goals and budget. c. Represents the Wisconsin Union on campus and in the community when appropriate and necessary. d. Facilitates and initiates communication and cooperation between the various units of the Wisconsin Union. 	10
<p>Participates in shared governance of the Wisconsin Union:</p> <ul style="list-style-type: none"> a. Serves as the staff facilitator for the Dining and Hospitality Services committee of Union Council. Works with student chair to set agendas, facilitate meetings, evaluate policies, and prepare reports for Union Council b. Provides advice and counsel to students on food service issues. Works cooperatively with student volunteers to plan and implement educational programs such as international dinners, multi-cultural receptions, and special events. 	5
<p>Establishes and maintains positive working relationships with key partners and customers. Meets regularly with these partners to assess their needs and to assure their satisfaction.</p>	5
<p>Oversees the preparation of operating budgets, including the development of annual and long range operating plans and future directions, the assessment of capital resource needs, and the establishment of priorities:</p> <ul style="list-style-type: none"> a. Ensures budget goals are met or exceeded through ongoing monitoring of financial performance. b. Initiates and conducts cost studies and other relevant data analysis utilizing industry accepted techniques and data from the food service data management system. 	5



Sustainability Position Report for the Wisconsin Union

April 8th, 2019

Prepared for the Dining and Hospitality Advisory Board, Facilities Advisory Board, and the
Wisconsin Union Council

Recommendation

The Wisconsin Union has four operating principles, one of which is to “Be Green.” The Wisconsin Union hereby makes a commitment to further advance sustainability as a core value. This commitment includes, but is not limited to, making additional progress in sustainable operations and sustainable education opportunities in the Union. Therefore, after reviewing the Sustainability Position Report for the Wisconsin Union, I move to

1. “Approve the creation of a full-time staff position at the Wisconsin Union dedicated solely to sustainability at the Wisconsin Union.”
2. “And that this position shall require prior experience. This position shall be opened before the completion of the 2019-2020 academic term.”
3. “And that the Wisconsin Union make a commitment to emphasize sustainability in the next annual Strategic Initiatives process.”
4. Motions 1-3 are informed by the following recommendations:
 - a. That the position description be based on the recommendations in the aforementioned Sustainability Position Report.
 - b. That the Wisconsin Union give both the aforementioned position and other sustainability initiatives additional investment and resources over time in order to fulfill its operating principle, “Be Green.” Such investment includes exploring additional hiring in the future, such as an entry-level assistant position.
 - c. We request that the Wisconsin Union create multiple student intern positions dedicated to sustainability that will report to the full-time position. This intern program will be based on providing educational, first-hand experiences to teach students the skills needed to pursue sustainability in future careers.
 - d. We request that the Director and Deputy Director of the Union, or their designee, present to Union Council a plan for the implementation of 1, 2, and 3 at the second meeting of the 2019-2020 term.

Wisconsin Union
Income Statement Snapshot
Year to Date
As of March 31, 2019

PRELIM
04/10/19

	ORIGINAL BUDGET	REVISED BUDGET	CURRENT ACTUAL	ORIGINAL BUDGET VARIANCE	REVISED BUDGET VARIANCE	PRIOR ACTUAL	
REVENUE							
OPERATIONS & PROGRAMS							
RETAIL DINING	\$15,623,793	\$15,231,604	\$15,442,293	(\$181,500)	\$210,689	\$14,306,113	Restaurants and Markets & Cafes
CATERING	4,656,369	4,960,729	4,748,541	92,172	(212,188)	4,037,690	MU/US and Grainger Catering, plus Conference Centers
FACILITY RENTALS & FEES	2,655,513	2,523,460	2,431,175	(224,338)	(92,285)	2,188,980	US Hotel/MU Guestrooms, AV rentals, campus vending, Facility fees,...
PROGRAMS	1,857,493	1,964,168	1,981,884	124,391	17,716	2,020,860	Theater Operations/Season, Minicourses, Alt Breaks, Hoofers...
SUBTOTAL OPS&PROG	24,793,168	24,679,961	24,603,893	(189,275)	(76,068)	22,553,643	
SEG FEES - WU	8,326,663	8,365,245	8,365,245	38,582		8,031,005	
SEG FEES - UBP	5,676,946	5,701,027	5,701,027	24,081		5,607,651	
PARTNERSHIP/WISCARD REV	577,420	609,574	620,458	43,038	10,884	713,198	Wiscard partnership fees, ATM commissions, Housing Wiscard web transaction fee reimbursement,...
CAMPUS/OTHER REIMBURSE	584,921	602,819	655,721	70,800	52,902	472,856	Campus Photo ID Office/CESO support, student theater ticket subsidy supp, offsetting cost reimbursements, ...
MEMBERSHIP & MISC	242,350	319,773	370,212	127,862	50,439	197,255	Membership, interest income, miscellaneous gifts/contributions, ...
TOTAL REVENUE	40,201,468	40,278,399	40,316,556	115,088	38,157	37,575,608	
EXPENSES							
COST OF GOODS SOLD	8,507,138	8,443,981	8,433,798	(73,340)	(10,183)	7,848,509	Food costs, products and costs associated with generating revenue by the units
DIRECT OP EXPENSES	11,437,254	11,273,819	10,763,791	(673,463)	(510,028)	10,492,717	Salaries/wages/fringes, general expenses for the revenue units, Hooper expenses, Minicourses,...
SUPPORT SERVICES	4,100,913	4,098,110	3,875,365	(225,548)	(222,745)	3,891,220	
FACILITIES	5,757,367	6,012,088	5,672,804	(84,563)	(339,284)	5,518,725	
PROGRAMS & LEADERSHIP	1,439,856	1,529,028	1,420,249	(19,607)	(108,779)	1,344,324	Includes cost of WUD no fee or admission cost programming expenses
DEPRECIATION/BUILDINGS	177,024	105,945	96,250	(80,774)	(9,695)	83,621	
MAJOR REPRS/BLDGS & EQU	1,794,195	1,326,048	1,163,396	(630,799)	(162,652)	2,083,602	Includes UBP commitment
UTILITIES/TAXES/INS/TELEPH	627,330	693,996	694,335	67,005	339	575,280	
STATE/UW ASSESSMENTS	1,465,057	1,437,141	1,427,003	(38,054)	(10,138)	1,305,255	
INTEREST EXPENSE/BONDS	5,197,290	5,195,202	5,187,782	(9,508)	(7,420)	5,189,307	
OTHER & OFFSETTING EXPEN	735,801	546,751	557,224	(178,577)	10,473	408,761	Wiscard credit card fees, UBP project swf, cashier testing services...
TOTAL EXPENSE	41,239,225	40,662,109	39,291,997	(1,947,228)	(1,370,112)	38,741,321	
NET INCOME(LOSS)	(1,037,757)	(383,710)	1,024,559	2,062,316	1,408,269	(1,165,713)	