Guiding Principle
Encourage all members of the Gator Nation to take responsibility for the interdependent environmental, economic, and social consequences of their actions.

Summary
Throughout the strategic visioning process, reoccurring themes related the need for a culture shift and the creation of common/collective norms that support sustainability. Every group revisited the need for sustainability to become part of everyday life and operations for the UF community - for the campus to be a living laboratory for sustainable practices and behaviors. Participants expressed that evolving a culture of sustainability at UF would require effective leadership at all levels and a shared governance system for all at UF to feel the shared responsibility and benefits of our collective actions.

A session on Campus Culture also revealed that an overall shift in UF's culture would be necessary to implement the visions developed by all of the groups.

Desired Outcomes

Alumni Stewardship - Alumni would carry the institutional principals of sustainability into the work place and throughout their personal lives.

Career Resources - UF offers support and resources regarding careers in sustainability.

Climate Education - As part of the Presidents Climate Commitment, UF committed to make the effects of climate change and sustainability a part of curriculum and other educational experiences for all students.

Cultural Climate - UF will foster a cultural climate that supports a full range of creative expression, artistic experience, and recreational opportunity.

Faculty and Staff Training - UF would offer incentives for faculty and staff to develop sustainability-related or focused courses and incorporate sustainability into their courses or departments. Training and other professional development opportunities in sustainability would be available to all staff.

Institutional Commitment - UF’s commitment to sustainability would be reflected in the Mission, Strategic Plan, and all major UF communications, and would be enforced in all policies. Sustainability measures would be incorporated in performance appraisals.

Student Involvement - Student organizations would demonstrate the values and practices related to sustainability at UF.

Sustainability Literacy - UF conducts an assessment of its incoming students' sustainability literacy and conducts an assessment of the students' sustainability literacy upon graduation. Sustainability is featured prominently in new student orientation activities, materials distributed to prospective and new students, and in Housing and Residence Life programming.

Sustainability Recognition Program - UF has an awards program that recognizes sustainability achievements. Awards and recognition may be granted to individuals, buildings, departments, colleges, or other organizations within the campus community.
**Action Plan**

The table on the following pages lists the initial actions that can be taken over the next three years to move toward the vision for sustainability in Stewardship at UF. The intention of creating this list of actions is to provide a platform for working groups as they begin to implement the vision. This list can be modified over time, and is meant to be a “living document.” Progress toward these actions will be evaluated annually and an updated action plan will be developed in the spring of 2012.

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<tr>
<th>Outcome</th>
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| Alumni Stewardship       | 1. Work with alumni to develop network for sustainability and explore using social networking sites for communication | • Alumni Association  
                          |                                                                                   | • Office of Sustainability  
                          |                                                                                   | • Student Government |
| Alumni Stewardship       | 2. Engage alumni in conversation about green jobs and opportunities   | • Alumni Association  
                          |                                                                                   | • College Alumni Associations  
                          |                                                                                   | • Career Resource Center  |
| Career Resources         | 3. Identify sustainable career options at job fairs and showcases    | • Career Resource Center  
                          |                                                                                   | • Student Government  
                          |                                                                                   | • Colleges and Departments |
| Career Resources         | 4. Develop a clearinghouse for sustainability-related job postings and make it accessible to all students | • Career Resource Center  
                          |                                                                                   | • Center for Leadership and Service  
                          |                                                                                   | • Colleges and Departments  
                          |                                                                                   | • Student Government |
| Career Resources         | 5. Develop training/resources on “green collar” job opportunities    | • Career Resource Center  
                          |                                                                                   | • Gators for a Sustainable Campus |
| Climate Education        | 6. Integrate sustainability into student government programming      | • Student Government (RUB, ACCENT, GGG, SGP, Blue Key)  
                          |                                                                                   | • Office of Sustainability |
| Student Involvement      |                                                                       |                                             |
| Climate Education        | 7. Develop more educational opportunities for climate education through cultural plaza | • Florida Museum of Natural History  
                          |                                                                                   | • Harn Museum of Art  
                          |                                                                                   | • Phillips Center for Performing Arts  
<pre><code>                      |                                                                                   | • Office of Sustainability |
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| Climate Education             | 8. Create a general education option on climate change (e.g. Age of Dinosaurs)                                                                                                                      | • Sustainability Committee  
• Office of the Provost  
• Undergraduate Curriculum Task Force |
| Cultural Climate              | 9. Weave cultural and recreational opportunities into academics, dining, and new student programming                                                                                             | • Student Affairs  
• Florida Museum of Natural History  
• Gator Dining Services  
• Harn Museum of Art  
• Housing  
• Phillips Center for Performing Arts  
• Reitz Union  
• Office of Sustainability |
| Faculty and Staff Training    | 10. Continue Green Your Office and Community Based Social Marketing Training; develop new training materials to meet evolving needs and interests                                                      | • Office of Sustainability  
• Human Resource Services                                                                                                                   |
| Faculty and Staff Training    | 11. Expand campus-wide sustainability campaigns such as Think Before You Ink                                                                                                                        | • Office of Sustainability  
• Administrative & Professional Assembly  
• Faculty Senate  
• UF Communications Network                                                                                                                  |
| Faculty and Staff Training    | 12. Develop training program on sustainable purchasing                                                                                                                                               | • Purchasing  
• Human Resource Services                                                                                                                     |
| Faculty and Staff Training    | 13. Expand training opportunities for custodial, maintenance, business services, IFAS, auxiliary, and administrative assistant staff                                                                 | • Human Resource Services  
• Business Services  
• Housing  
• IFAS  
• Physical Plant Division  
• Office of Sustainability  
• Shands                                                                                                                                          |
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| Faculty and Staff Training Sustainability Literacy | 14. Develop benchmarks for sustainability education based on Undergraduate Task Force Report | • Sustainability Committee  
• Office of Sustainability  
• Office of the Provost  
• Undergraduate Curriculum Task Force |
| Faculty and Staff Training Sustainability Literacy | 15. Promote and grow the Green Team Network | • Office of Sustainability  
• Colleges and Departments  
• Faculty Senate  
• Academic & Professional Assembly |
| Faculty and Staff Training Sustainability Literacy | 16. Expand sustainability education in Human Resources new hire process and into on-going “edutainment” programs | • Human Resource Services  
• Office of Sustainability |
| Faculty and Staff Training Sustainability Literacy | 17. Develop metrics for faculty and staff sustainability literacy | • Sustainability Committee  
• Faculty Senate  
• Office of Sustainability |
| Institutional Commitment | 18. Incorporate sustainability into the university's Mission, Strategic Plan, and all major UF communications | • President’s Cabinet  
• Office of Sustainability  
• University Relations |
| Institutional Commitment | 19. Explore inclusion of sustainability into performance appraisals | • Human Resource Services  
• Office of Sustainability |
| Student Involvement | 20. Offer training and resources to groups at student group registration (event planning guide, etc.) | • Student Government  
• IDEAL  
• Office of Sustainability  
• Student Activities and Involvement (JWRU) |
| Student Involvement | 21. Institutionalize the Green Gator Pledge and Green Graduation Pledge | • Office of Sustainability  
• Student Government  
• Alumni Association  
• Gators for a Sustainable Campus |
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| Student Involvement           | 22. Develop formal agency within student government to oversee and integrate sustainability in student programming and projects                                                                                     | • Student Government  
| Sustainability Literacy       |                                                                                                                                                                                                       | • Office of Sustainability                                                                                                               |
| Sustainability Literacy       | 23. Integrate sustainability into the First Year Florida curriculum                                                                                                                                      | • Dean of Students Office  
|                                |                                                                                                                                                                                                       | • Office of Sustainability                                                                                                               |
| Sustainability Literacy       | 24. Reach out to college advisors and communicators regarding sustainability opportunities on campus                                                                                                     | • Office of Sustainability  
|                                |                                                                                                                                                                                                       | • Colleges and Departments  
|                                |                                                                                                                                                                                                       | • UF Communicators Network                                                                                                                 |
| Sustainability Literacy       | 25. Institutionalize literacy survey for sustainability (utilize first year student survey and exit student survey)                                                                                           | • Office of Sustainability  
|                                |                                                                                                                                                                                                       | • Office of Institutional Research and Planning  
|                                |                                                                                                                                                                                                       | • Vice President for Student Affairs                                                                                                        |
| Sustainability Literacy       | 26. Continue to develop sustainability strategic goals within Student Affairs programming, operations, and facilities                                                                                         | • Student Affairs                                                                                                                          |
| Sustainability Literacy       | 27. Continue to integrate sustainability into campus tours                                                                                                                                               | • Cicerones  
|                                |                                                                                                                                                                                                       | • Office of Sustainability                                                                                                                 |
| Sustainability Literacy       | 28. Work to create a list of sustainability related movies for series across campus and ResTV                                                                                                            | • Gators for a Sustainable Campus  
|                                |                                                                                                                                                                                                       | • Center for Film and Media Studies  
|                                |                                                                                                                                                                                                       | • Gators for a Sustainable Campus  
|                                |                                                                                                                                                                                                       | • Housing and Residence Education  
<p>|                                |                                                                                                                                                                                                       | • Office of Sustainability                                                                                                                 |</p>
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<tr>
<td>Sustainability Recognition Program</td>
<td>29. Develop recognition programs for sustainability initiatives at UF (SSAP)</td>
<td>• Office of Sustainability</td>
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