



ASU's Sustainability Expectations

Individual Sustainability Contribution

Awareness and actions that support the university's sustainability initiatives to achieve its four goals for sustainability in operations

High performance behaviors	Expected performance behaviors	Low performance behaviors
Participates in recycling and waste-reduction initiatives		
<ul style="list-style-type: none"> Has demonstrated knowledge of the components and benefits of the campus recycling program Shows support for recycling by educating others Participates regularly in recycling efforts through efforts to reduce waste, reuse items and recycle all recyclable items that results in a measurable outcome 	<ul style="list-style-type: none"> Can articulate the goals or components of the campus recycling program Participates in some component of the campus recycling program (puts forth an effort to reduce waste, reuse items and recycle recyclable items) 	<ul style="list-style-type: none"> Is not aware of the goals or components of the campus recycling program (although may be aware of the existence of the program) Rarely participates or doesn't participate in some component of the campus recycling program
Uses transportation, energy and water-conserving measures		
<ul style="list-style-type: none"> Encourages others and uses mass transportation or bicycling to and from work on a regular basis Avoids golf carts/vehicles to go to on-campus meetings Actively ensures all electrical devices are off when leaving for more than 15 minutes Identifies ways and actively minimizes water use in daily habits Identifies and practices other/additional conservation measures Reports maintenance issues to building manager or facilities management 	<ul style="list-style-type: none"> Uses mass transportation or bicycling to and from work on a regular or semi-regular basis Reduces use of golf carts or vehicles to travel to meetings on campus Ensures electrical devices are off when leaving for planned periods of time (e.g. long meetings, overnight) Minimizes water use regularly Practices other/additional conservation measures 	<ul style="list-style-type: none"> Rarely or never use mass transportation or bicycling to and from work Rarely or never reduces use of golf carts or vehicles to travel to meetings on campus Occasionally turns off electrical devices when leaving for planned periods of time (e.g. long meetings, overnight) Avoids excessive water use Occasionally practices other/additional conservation measures
Ensures awareness of and abides by university policies and guidelines		
<ul style="list-style-type: none"> Proactively and consistently consults and abides by the university's sustainable purchasing guidelines Purchases only environmentally preferable products Always considers environmental, economic and social impact of decisions. 	<ul style="list-style-type: none"> Regularly consults and abides by ASU's sustainable purchasing guidelines Often purchases environmentally preferable products Gives consideration to environmental, economic and social impact of decisions 	<ul style="list-style-type: none"> Generally abides by the university's sustainable purchasing guidelines Considers environmentally preferable products when making purchasing decisions Is aware of environmental, economic and social impact of decisions
Obtains knowledge of and uses university sustainability resources		
<ul style="list-style-type: none"> Can articulate the availability of and actively leverages university sustainability resources including, but not limited to, presentations, lectures, staff, guidelines and the Green Team 	<ul style="list-style-type: none"> Is aware of and, when possible, uses university sustainability resources including, but not limited to, presentations, lectures, staff, guidelines and the Green Team 	<ul style="list-style-type: none"> Has little or no awareness of university's sustainability resources Rarely or never accesses such resources



ASU's Sustainability Expectations

Actions in Support of the University and Community

Engages in behavior that influences the university and community in support of building a sustainable environment

High Performance Behaviors	Expected Performance Behaviors	Low Performance Behaviors
Seeks to improve sustainability efforts in the department		
<ul style="list-style-type: none"> Makes a notable effort to lead sustainability initiatives within the department and be a point of contact for his or her co-workers on sustainability issues Efforts are evident through measureable results Is sought out as a point of contact by co-workers on sustainability issues Seeks new methods of advancing sustainability in the department 	<ul style="list-style-type: none"> Has demonstrated a willingness to lead sustainability initiatives within the department When/if requested, is willing to be a point of contact for his or her co-workers on sustainability issues 	<ul style="list-style-type: none"> Has taken no leadership role in sustainability initiatives within the department Doesn't seek new methods of advancing sustainability
Has an awareness of greater role in contributing to the university's sustainability efforts		
<ul style="list-style-type: none"> Demonstrates a deep understanding and takes actions to develop the social, economic and environmental sustainability of the university Such action(s) has resulted in a measureable outcome Actions include, but are not limited to, volunteer activities, supportive behaviors, decision-making, a willingness to help others and a general respect for the physical environment of the workplace 	<ul style="list-style-type: none"> Articulates, embraces and occasionally takes actions to develop the social, economic and environmental sustainability of the university Can include, but is not limited to, volunteer activities, supportive behaviors, decision-making, a willingness to help others and a general respect for the physical environment of the workplace 	<ul style="list-style-type: none"> Takes little or no action to develop the social, economic and environmental sustainability of the university