



## Call to Action on Integrating Sustainability into Job Descriptions and Performance Reviews

The national trend to include sustainability in all areas of higher education is robust. Sustainability is being integrated into planning, operations, procurement, governmental relations and civic engagement, curricular and co-curricular activities, and community partnerships. There is now an opportunity to institutionalize this progress to make sure it continues.

Comprised of many of the leading management and disciplinary associations in higher education, the [Higher Education Associations Sustainability Consortium](#) (HEASC) and the [Disciplinary Associations Network for Sustainability](#) (DANS) call upon higher education administrators and their departments of Human Resources to infuse sustainability principles and practices into job descriptions and most importantly, annual performance evaluations. Each faculty and staff member can make contributions to the institution's sustainability practices, and including sustainability in performance evaluations can encourage their efforts.

Leading institutions have already moved in this direction, including Arizona State University and Cornell University. Presidents and executive administrators have supported these endeavors with the assistance of Human Resources departments and offices of sustainability. To assist institutions in this process, we have assembled a [list of potential phrases to include in a job description that incorporate a lens of sustainability](#). Please inform us about your efforts by filling in [this form](#).