



aashe

The Association for the Advancement
of Sustainability in Higher Education

**20
23**

ANNUAL REPORT

THE ASSOCIATION FOR THE ADVANCEMENT
OF SUSTAINABILITY IN HIGHER EDUCATION

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On the cover: Students, faculty, and staff at King Abdullah University of Science and Technology (KAUST) celebrate the release of KAUST's first SDG Highlight Report.

MESSAGE FROM AASHE'S EXECUTIVE DIRECTOR

Dear Sustainability Champion,

As I reflect on 2023, I'm really amazed at how much we have accomplished.

The year started off with sharing the incredible news of Microsoft supporting our Centers for Sustainability Across the Curriculum. Through this partnership, AASHE is poised to expand the Centers program and make it accessible to more institutions and sustainability leaders.



AASHE released three publications this year that showcase the incredible work of our field:

- In collaboration with the Sustainability Curriculum Consortium, Key Competencies - Practical Approaches to Teaching Sustainability offers a roadmap for educators and institutions seeking to embed sustainability into their curricula.
- The 2023 Higher Education Sustainability Professionals Survey Report offers post-pandemic insights into higher education sustainability positions, with findings showing that campus sustainability positions, salaries and budgets are on the rise.
- AASHE's 2023 Sustainable Campus Index includes a new Trends & Innovations section that highlights campus initiatives related to innovative leadership and recent trends.

In fall, we formalized an agreement with the State University of New York (SUNY) system, making SUNY the largest higher education system member, and providing member access to thousands of students and staff at every SUNY institution. This agreement is informing how we can expand system membership opportunities to further improve scope and access.

AASHE's first in-person conference since 2019 was another important milestone! Over 1,000 sustainability professionals and supporters convened in Boston to meet new leaders, reconnect with colleagues, network and become inspired. Through the introduction of AASHE On-Demand, attendees received access to over 400 educational sessions. Throughout the year, AASHE offered dozens of virtual learning opportunities that engaged thousands of sustainability champions – faculty, staff, and students – from around the world.

We made significant progress toward approval of STARS version 3.0, made possible through a collective effort and the dedication of countless individuals and institutions. This latest version is a testament to our shared commitments for continuous improvement and innovation in the field of sustainability. We'll be very excited to launch the new version later this year.

We concluded our year with an AASHE Awards reception in December that honored Dr. Peggy F. Barlett and recognized sustainability champions in 5 award categories.

AASHE's leadership continued the work of our new strategic plan, creating tools to evaluate our work through the lens of racial equity and social justice. We are actively working on a new strategic plan and will be excited to share it later this year.

As you read through these pages and reflect on the last year, consider how AASHE can best support you and your institution in advancing sustainability. We're here to champion your work and provide you with the tools to advance sustainability throughout your organization.

Wishing you a happy, healthy, and peaceful new year,

A handwritten signature in black ink that reads "Meghan". The signature is fluid and cursive, with a large, stylized 'M' and a trailing flourish.

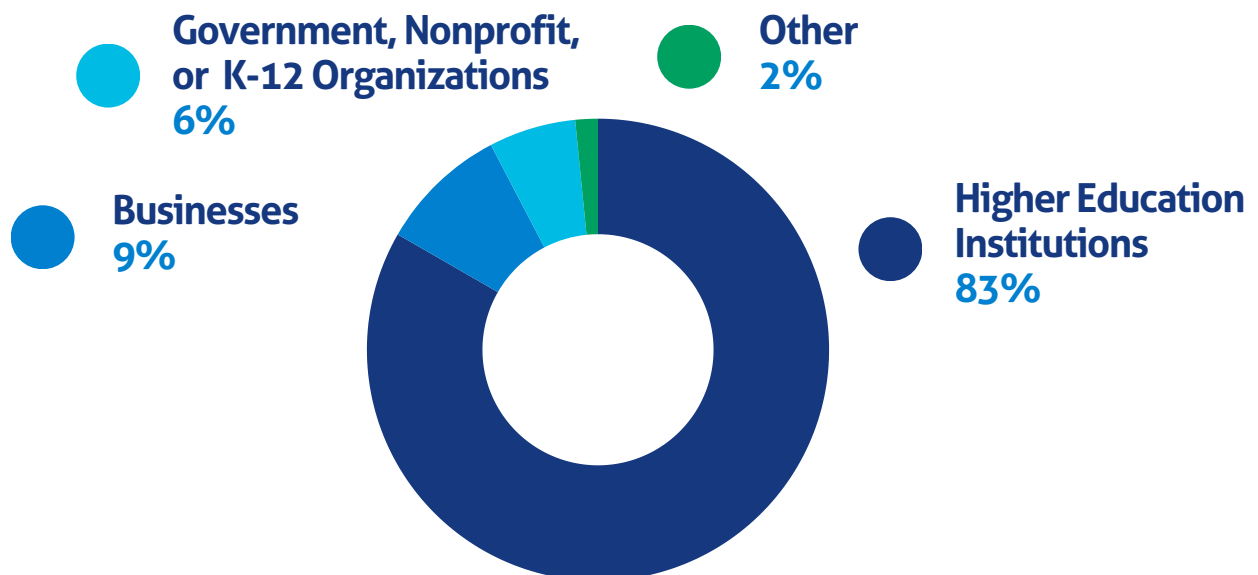
Meghan Fay Zahniser
Executive Director, AASHE

VALUE OF MEMBERSHIP

AASHE membership provides premium access to resources and networking opportunities to help sustainability professionals and leaders advance higher education sustainability.

The year ended with 887 member organizations across 25 countries, a nearly 3% increase over 2022. The State University of New York (SUNY) system became AASHE's fourth and largest higher education system member, providing member access to thousands of students and staff at all 64 SUNY system institutions.

Member Types



Membership by the Numbers

When you [join AASHE](#), you'll gain access to thousands of resources and like-minded professionals who are setting the standard in revolutionizing higher education sustainability. Plus, exclusive networking opportunities and savings on world-class professional development are at your fingertips.

887

AASHE Member Organizations

159 were first-time AASHE members

25

Countries represented by AASHE Members

Our newest members include campuses in Africa, Asia, Australasia, Europe, North America, and South America

4

University System Members

State University of New York (SUNY) joined Maricopa County Community College District, Los Angeles Community College District, and University of California as system members

“

As a Sustainability Office of One, I could not do my job without AASHE! It is invaluable!

”

**- Dr. Justin Mog, Assistant to the Provost
for Sustainability Initiatives, University of Louisville**

Thank you, Business Leader Members

We are grateful to all of our members and sponsors for their ongoing support and participation! A special thank you is extended to AASHE Business Leaders:



THE AASHE CONFERENCE & EXPO IS BACK!

The 2023 conference signified AASHE's return to an in-person annual meeting - its first since 2019!

Over 1,000 higher education sustainability professionals and enthusiasts joined colleagues and friends in Boston, Massachusetts, October 29-31 to reconnect, meet new leaders, and further develop knowledge and passion about higher education sustainability.

Masterclass Sessions



**Dr. Beverly
Daniel Tatum**



Benjamin Jealous



Leah Bamberger



Dennis Carlberg
(AIA, LEED AP BD+C)



Dano Weisbord

Dr. Beverly Daniel Tatum, president emerita of Spelman College, is a clinical psychologist widely known for both her expertise on race relations and as a thought leader in higher education. Dr. Tatum's Masterclass explored opportunities for higher education to advance racial justice, sustainability and wellness in an integrated way.

Benjamin Jealous is a civil rights leader, tech investor and educator; who currently serves as the executive director of the Sierra Club. This Masterclass session made the case that we as a society cannot solve the climate crisis without also tackling racial equity.

Panelists from three Boston-area institutions swapped stories and shared lessons learned from their institution's efforts to decarbonize. Moderated by Rosi Kerr, director of sustainability at Dartmouth University, this panel included: Leah Bamberger (executive director of the Northeastern University Climate Justice and Sustainability Hub), Dennis Carlberg (associate vice president for Sustainability at Boston University), and Dano Weisbord (chief sustainability officer at Tufts University).

Conference by the Numbers

1,042

Attendees

A diverse community of participants, 83% of attendees were higher education staff, faculty or students

65%

Identify as Female

Among those that shared their gender identity

22%

Identify as BIPOC or Multiple Races/Ethnicities

Among those that shared their racial and ethnic identity

13

Countries Represented

Individuals from around the world united to advance sustainability in higher education on a global scale

130+

Sessions

If you missed the in-person conference, you can join the hundreds of people accessing session recordings from this and previous years via [AASHE On Demand!](#)

48

Exhibitors

The expo hall showcased ideas, initiatives, and solutions from our many exhibitors and sponsors

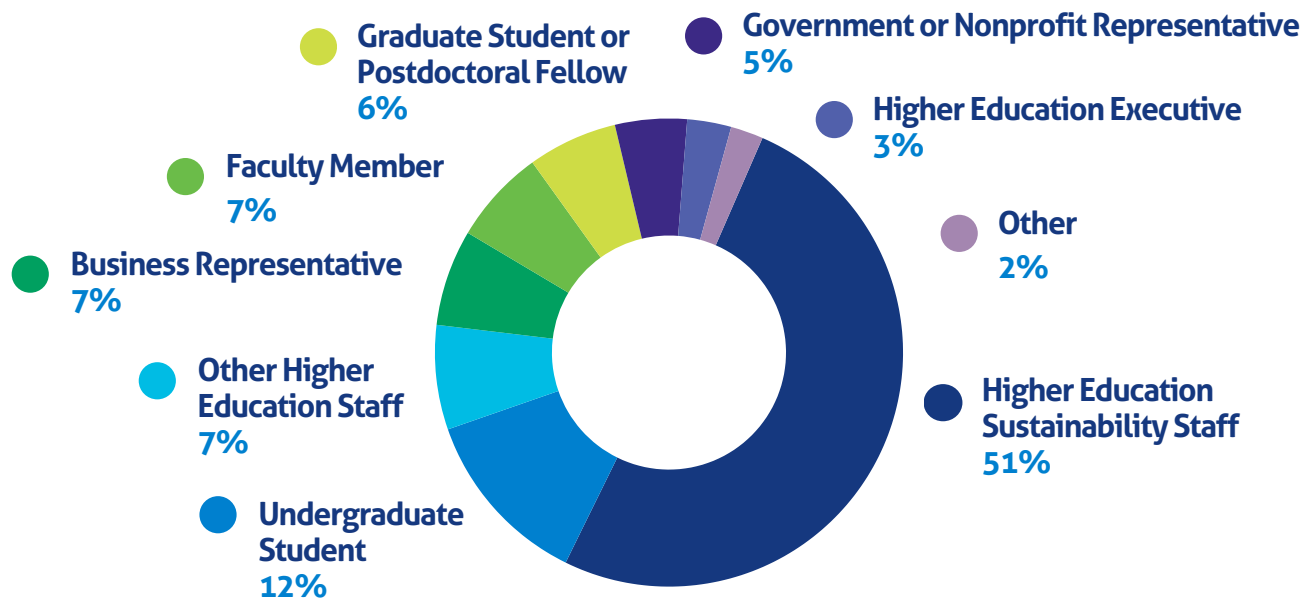
“

The AASHE Conference felt like a safe space where all sustainability professionals could come to find rest, support, and share their campus's stories. I've never been in a space where others are so willing to share their work, ideas, successes, and failures. I feel so fortunate to have been a part of this conference.

”

**- Kaylee August, Sustainability Program Coordinator,
University of Florida**

Attendees by Role



Top-10 Favorite Sessions

1. [Dr. Beverly Daniel Tatum Masterclass](#)
2. [Facilitation for Organizational Change](#) - Azanta Thakur, Dallase Scott
3. [Zero Waste Strategic Visioning & Planning](#) - Alex Freid, Grace Bowden, Ramiro Murguia
4. [Where's the Easy Button? Rolling Up Your Sleeves & Advancing Climate Action Through Electrification](#) - Indrajeet Viswanathan, Jason Denu, Ryan McPherson, Tonga Pham
5. [Ben Jealous Masterclass](#)
6. [Let's Play Carbon Crunch - A Game for Climate Action Planning](#) - Aidan Lawton, Carol Dollard, Stacey Baumgarn
7. [Hubs for Action: Visualizing Sustainability Data to Engage and Empower](#) - Jon Garner, Lisa Noriega
8. [From Ideas to Action: Using the STARS Reporting Process to Develop a Strategic Plan](#) - Jillian Buckholz, Katie Lutton, Madisen Clark
9. [Deciphering the Challenges of Change Using Liberating Structures](#) - Daita Serghi
10. [From Pride to Planet: Queer Communities and Climate Justice](#) - Derek Nichols, Neha Sood

- Based on responses from AASHE's 2023 post-conference attendee survey.
- [AASHE On Demand](#) subscribers can access recordings for some of these sessions and many more.
- AASHE members can access the links above via the [Campus Sustainability Hub](#).

Acknowledgements & Appreciations

As we reflect on the success of #AASHE2023, we want to thank our Host Institutions, Sponsors, and Exhibitors for their continued support and commitment to sustainability in higher education. Thank you for helping to make this conference an exceptional gathering of minds and ideas.

Presenting Host Institutions



Platinum Sponsors



Gold Sponsors



Exhibitors



MAKING AN IMPACT WITH STARS

Entering its 14th year, the Sustainability Tracking, Assessment & Rating System™ (STARS) is a transparent, self-reporting framework for colleges and universities to measure their sustainability performance.



An important milestone was reached in late 2023 when the STARS Steering Committee approved STARS 3.0, the second major revision of the program. An advance copy of the new STARS Technical Manual is now available for planning purposes with the new version slated to be launched in the online Reporting Tool in the first half of 2024.

AASHE continued to invest in educating and connecting others around STARS with the continuation of two STARS cohort programs, introduction of new STARS workshops and presentations, facilitation of the STARS online community, dissemination of the results of participation in a STARS data quality pilot project, and completion of a two-year public comment process for STARS 3.0.



Students make connections at Université Laval, which in 2023 became the 13th institution to earn a STARS Platinum rating.

STARS by the Numbers

1,189

Registered Institutions

A diverse mix including community colleges, research institutions, and everything in between

348

STARS-Rated Institutions

With 122 reports published in 2023, total ratings increased by 6% over last year

53

Countries Represented among Registrants

12 countries had at least one STARS-rated institution

50

STARS Support Cohort Participants

Regular calls and communications guided participants through data collection and report submission

13

ACTS-STARS Cohort Institutions

Participants from Australia and New Zealand connected to network and share strategies

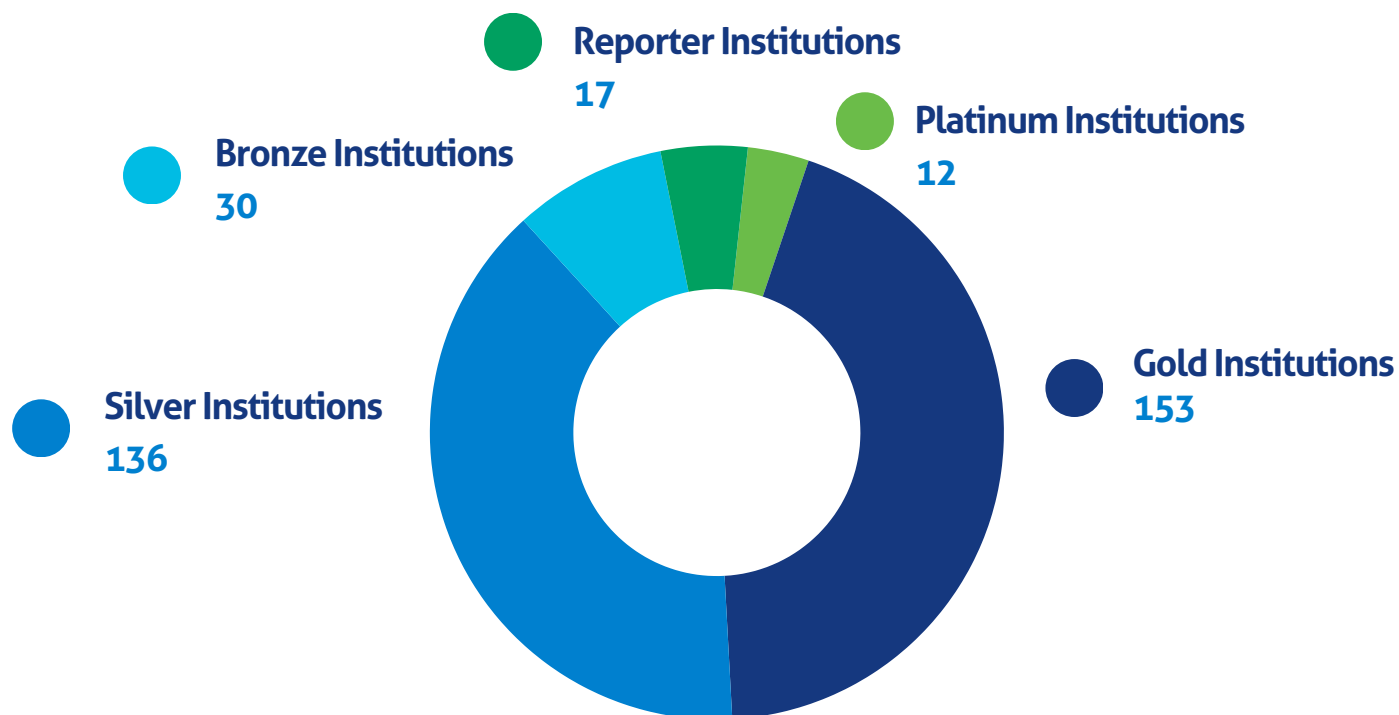
“

STARS has been taken as a guide in order to understand what a sustainable university is. It allowed us to show others the importance of sustainability in higher education institutions all over the world. Also it has been very important knowing what efforts other institutions are doing.

”

**- Yolanda Mendoza Cavazos, Sustainability Office Director,
Universidad Autónoma de Tamaulipas**

STARS-Rated Institutions



88% of 2023 Membership Survey respondents identified STARS as valuable or extremely valuable!

STARS Acknowledgements

Thank you to our STARS Partner Organizations, and to everyone that shared feedback via public comment or submitted suggestions, and continuously support and advocate for STARS! We are grateful to past and present members of the STARS Steering Committee, for development and approval of STARS 3.0, and the AASHE Advisory Council, for their engagement and leadership during the STARS 3.0 public comment period.

VIRTUAL EDUCATION ON THE RISE

2023 was a year of attendance increases across all AASHE Education programs, and saw the introduction of a new virtual event for academic professionals, the Sustainability Education Forum (SEF).

In March, AASHE was awarded a grant from Microsoft to support our Centers for Sustainability Across the Curriculum. With Microsoft's support, AASHE is expanding the Centers program globally by recruiting new institutions to become Centers and organizing a support group to train faculty leaders from other institutions to establish sustainability across the curriculum programs.

Other 2023 education highlights include a semester-long course with the Global RCE Network on Localizing the UN SDGs through Education, Training and Regional Collaboration. The Ultimate Cli-Fi Book Club for Sustainability in Higher Education continued for the third year with returning and new participants.

Highlighted Webinars

Highest 2023 registration counts

Environmental Justice in Higher Education: From Intent to Sustainable Action

Imagining the Future of Campus Food Service and Measuring Success

Funding Opportunities from DOE to Advance Climate Solutions

Highest 2023 satisfaction ratings

Building the Equity Loop: From Campus Move Out to Community Action

CSA as a Benefit: Cultivating Sustainability and Improving Health

Bending Towards Justice: Evolving Sustainability Education at Prescott College

Archived webinar recordings and resources are accessible to AASHE members in the Campus Sustainability Hub.

Education by the Numbers

140

SEF Attendees

The inaugural Sustainable Education Forum included participants from 13 countries and five continents

11

Workshops and Courses

820 registrants from 24 countries
(38% increase over 2022)

28

Webinars

2,880 registrants from 40 countries
(18% increase over 2022)

53

Mentorship Program Matches

Matched from a pool of 154 applicants
(23% increase over 2022)

“

I have pages of notes from attending this course where I engage with and question my approach on climate action whilst considering how I can reframe my systems of thinking to combat my own climate anxiety. I feel reinvigorated after this course to continue pushing forward as a climate leader.

”

- Madison Reichhold, Sustainability Reporting and Outreach Coordinator, University of California, Office of the President

*Attended the course, **From Climate Anxiety to Action***

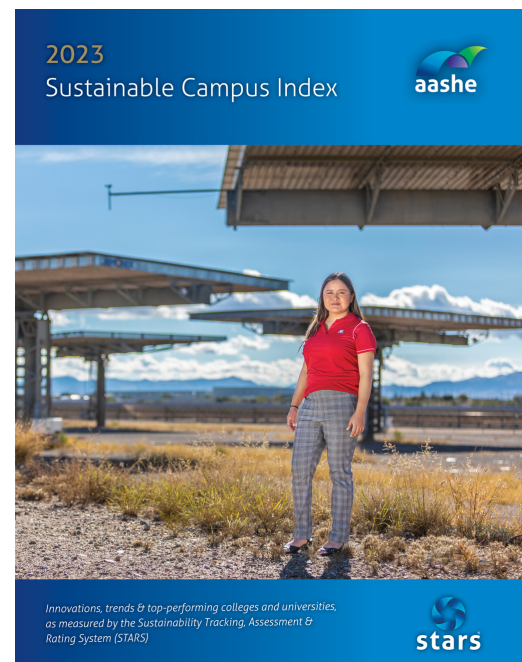
EXPANDING RESOURCES & PUBLICATIONS

AASHE released three publications and one resource toolkit in 2023. Over 1,000 new resources were added - including case studies, publications, videos, and more - to our online resource library, the Campus Sustainability Hub.

Sustainable Campus Index (SCI)

The 2023 SCI recognizes top-performing colleges and universities by country, institution type, and in 17 sustainability impact areas, as measured by the Sustainability Tracking, Assessment & Rating System (STARS). This year's SCI features a new Trends & Innovations section that identified the following trends in higher education sustainability:

- Progress toward carbon neutrality
- Large-scale renewable energy transitions
- Advancing racial equity & social justice
- Closing the sustainability skills gap
- Major investments in sustainability research
- Dissociation from fossil fuel companies



“**I think this is the richest SCI yet. I read it this morning and felt very engrossed in the variety of information and the unique perspective this report offers on trends and progress across higher education.**”

- Krista Hiser, Senior Lead and Advisor for Sustainability Education, Global Council for Science and the Environment

Salaries & Status of Sustainability Professionals in Higher Education

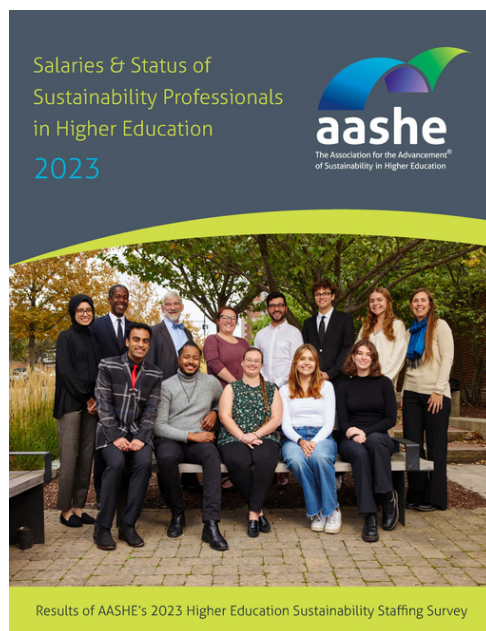
The AASHE staffing survey – conducted every two to three years since 2008 – examines the nature of sustainability positions at colleges and universities, and provides insights into salaries, funding, supervision, job satisfaction, challenges and more. Findings from the 2023 survey show that campus sustainability positions continue to grow and evolve, with salaries and budgets for sustainability positions and programming on the rise.

Key Competencies: Practical Approaches to Teaching Sustainability

A joint project of the Sustainability Curriculum Consortium (SCC) and AASHE, this publication highlights innovative approaches that academic staff are using to develop student sustainability competencies. The contributions to this book demonstrate clearly that sustainability competencies can be fostered in a wide variety of disciplinary and institutional contexts and via different pedagogies.

The State of Renewable Energy In Higher Education

This editable slide deck – published in partnership with Coho Climate Advisors LLC – highlights key trends related to the adoption of renewable energy in higher education. It is based on a Coho analysis of data from AASHE STARS reports and the U.S. EPA's Green Power Partnership.



Editing team
Rebecca Potter
Kisha Wiser
Tina Evans
Ira Feldman



The State of Renewable Energy In Higher Education

Many approaches to making impact

Chris O'Brien & Victoria Jenkins

March 22, 2023



AWARDING EXCELLENCE

The AASHE Sustainability Awards recognize high-impact sustainability projects, collaborations, and pioneering research in higher education, as well as individual, lifelong impact. By raising the visibility of sustainability achievements, the Awards program helps to disseminate innovations and inspire continued progress toward sustainability.

We were excited to honor Dr. Peggy F. Barlett as the 2023 Lifetime Achievement Award recipient. The award recognizes outstanding leaders who have made significant contributions to the advancement of sustainability in higher education over their lifetime, and is the highest honor bestowed upon an individual by AASHE. Dr. Barlett is the Goodrich C. White Professor Emerita of Anthropology at Emory University, specializing in agricultural anthropology and sustainability in higher education. As the driving force behind Emory's Piedmont Project, she has played a leading role in the development and dissemination of a model for infusing sustainability across the curriculum that has been implemented at hundreds of institutions.

2023 Lifetime Achievement Award Winner



Dr. Peggy F. Barlett

Goodrich C. White
Professor Emerita of
Anthropology at Emory
University

Awards by the Numbers

301

Award Submissions

Including 55 case studies
and 246 publications

163

Attendees

at the December Awards Reception
(23% increase over 2022)

48

Volunteer Judges

This program would not be possible
without volunteer support!

10

Awards Announced

Over 27 individuals were recognized

6

Countries Represented

Winners in Australia, Canada, Greece,
Italy, Portugal, and U.S.



The award-winning University of Southern California Trees Team at a community engagement event.

2023 Award Winners

Racial Equity and Sustainability Collaborations Award

USC Urban Trees Initiative - University of Southern California

Campus Sustainability Achievement Award

The Working Farms Fund: Partnership to Build a Sustainable Local Food System and Support a Diverse New Generation of Farmers - Emory University

Campus Sustainability Student Leadership Award

Eco Film and Media Arts Festival - University of Southern California

Undergraduate Student Research

Differential Vulnerability to Extreme Heat Events Among the UC Campuses: A quantitative analysis of social vulnerability to extreme heat in communities surrounding UC Campuses - Allie Larman

Graduate Student Research

Campus foodscapes as sites of transformation: mapping policy and projects in US universities envisioning just, sustainable and healthy food systems - Sophie Lamond

Published Journal Research

Teaching sustainability within the context of everyday life: Steps toward achieving the Sustainable Development Goals through the EUSTEPs Module - Sara Moreno Pires et al.

Climate justice in higher education: a proposed paradigm shift towards a transformative role for colleges and universities - Alaina Kinol et al.

Bottled vs tap water perceptions, choices and recommendations in a US Midwest university community - Kehinde Olagunju et al.

Defining Sustainability in Higher Education Institutions - Tracy Harvey et al.

ENHANCING ONLINE ENGAGEMENT

AASHE newsletters and online communities provide opportunities to follow sustainability news and make connections.

In 2023, specialized online communities were created to discuss Sustainability in Collegiate Athletics and the Inner Development Goals. Participation, enthusiasm, and ideas generated by members of the AASHE community continues to drive our work and give us inspiration!

Top-10 Most-Clicked AASHE Bulletin News Stories

1. [Princeton Review Releases 2024 Guide to Green Colleges](#)
2. [Texas A&M U Unveils Athletics Sustainability Master Plan](#)
3. [U California Implements Equity Weighted Social Cost of Carbon](#)
4. [Catawba College Becomes Carbon Neutral](#)
5. [Oakland U Receives \\$1M for Sustainability Center](#)
6. [AASHE 2023 Higher Education Staffing Report](#)
7. [AASHE Releases 2023 Sustainable Campus Index](#)
8. [U California to Award \\$80M in Climate Change Research Grants](#)
9. [George Washington U Announces Unification of Campus Sustainability](#)
10. [U California Berkeley Business School Names Sustainability Director](#)

Highlighted AASHE Connect Threads

[Sharing Sustainability Office's Instagram Accounts](#) – posted by Taylor Vahey, Bryant University

[Scope 3 Emissions – Universities](#) – posted by Nicole Rosow, Instituto de Empresa SL

[Cost/benefit analysis for installing a bank of electric car chargers at a university](#) – posted by Craig Zirbel, Bowling Green State University

Based on number of thread responses. Archived posts are accessible to AASHE members in our [Online Community](#).

Engagement by the Numbers

42,000+

AASHE Connect Online Community Members

Nearly 1,000 new threads in 2023

21,100+

AASHE Bulletin Subscribers

Promoted 220 jobs and 130 opportunities related to higher education sustainability in 2023

1,100+

STARS Community Members

Over 60 new STARS Community threads in 2023



Students from University of Hawaii Honolulu Community College create sustainable plates and baskets in a Micronesia weaving class.

79% of Membership Survey respondents find AASHE newsletters (Bulletin and Announcements) to be valuable or extremely valuable.

ADVOCACY & ACTION

AASHE advocates for policies and practices that contribute to higher education sustainability.

In March 2023, AASHE Executive Director Meghan Fay Zahniser traveled to Washington, D.C. for the *White House Forum on Campus and Community-Scale Climate Change Solutions* to connect with policymakers and share the work of higher education sustainability change makers.

Other 2023 advocacy highlights include:

- January – AASHE was an original signatory of a [petition calling on U.S. Attorney General Garland to end the Department of Justice's opposition to the children's constitutional climate lawsuit, Juliana vs U.S., proceeding to trial.](#)
- February – AASHE signed a [statement of solidarity with Defend the Atlanta Forest](#), which is opposing the construction of a \$90+ million police training facility that activists are calling “Cop City.”
- March – AASHE signed an [open letter to the leaders of COP28 calling for Climate Education to be a priority.](#)
- May – AASHE endorsed a U.S. congressional resolution on [Children's Fundamental Rights and Climate Recovery](#) and [endorsed the Green Ribbon Act](#), which promotes environmental education, health and wellness, and sustainability literacy in schools.
- July – AASHE signed the [Academic Health Institutions' Declaration on Planetary Health](#), which calls for the implementation of planetary health education and research, and the transition to climate-resilient and low-carbon health systems.
- November – AASHE signed a [letter to U.S. President Biden](#) calling on the U.S. to contribute its “fair share” of the global effort to counter climate change in recognition of the United States’ outsized contribution to global carbon emissions.



AASHE STAFF

Executive Director

Meghan Fay Zahniser



Meetings & Membership cont.

Erin Hathaway

Conference & Events Manager



Finance and Operations

Domna Gallion

Accounting & Operations Manager



Programs

Julian Dautremont

Director of Programs



Rogelio Zuniga Rubio

Platform & Software
Development Manager



Chris Pelton

Senior STARS Program Manager



Marketing & Communications

Emily Cardinas

Marketing Manager



Crystal Simmons

Bulletin Editor & Program Manager



Madison "Maddie" Bruns

Marketing Coordinator



Daita Serghi

Senior Education Manager



Monika Urbanski

Senior Manager of Resources,
Data Quality & Publications



Meetings & Membership

Kimberly Smith

Director of Meetings & Membership



Aubrey Organ

Education Intern



Nikia Johnson

Membership Development Manager



Robin Frederick

STARS & Resources Intern



Previous staff members who contributed to 2023 efforts include Allison Jones, Director of Finance & Operations; Heather Lynch, Membership Development Manager; and Candi Reddick, Director of Marketing & Communications.

AASHE GOVERNANCE

Board of Directors

The Board advises on policy and direction, and assists with governance to support AASHE's mission.

2023 Board

Rania Assariotaki
The American College of Greece



Stephania Fregosi
Portland Community College



Jennifer Hirsch (President)
Georgia Institute of Technology



Francois Miller (Vice President)
McGill University



Chris O'Brien
Coho Climate Advisors LLC



David Phillips (Treasurer)
University of California, Office of the President



Daryl M. Pierson, Ph.D.
Portland State University



V.S. (Raghu) Raghavan
(Past President)
New Mexico State University



Meghna Tare (Secretary)
University of Texas at Arlington



Ashwani Vasishth
Ramapo College of New Jersey



In December, over 100 AASHE member organizations participated in Board elections for the upcoming year. Thank you for everyone's vote! After six years of service, David, Jennifer, and Meghna rotated off of the board. We are grateful for their service and dedication to AASHE! [View current board members.](#)

Advisory Council

With 90 volunteers representing institutions from 11 countries, the [Advisory Council](#) (AC) provides guidance on strategy, programs, and services. We are grateful for our AC members who work tirelessly to advance AASHE's mission!

MISSION, VISION, VALUES & COMMITMENTS



Our Mission

To inspire and catalyze higher education to
lead the global sustainability transformation.



Our Vision

AASHE will lead higher education to be a foundation for a
thriving, equitable, and ecologically healthy world.



Our Values

Transparency, Collaboration, Hope, Stewardship, Innovation,
Courage, Accountability, Diversity, Equity & Inclusion



Our Commitments

[AASHE's Sustainability Policy](#)
[AASHE's Statement on Diversity, Equity & Inclusion](#)

ACKNOWLEDGING OUR MEMBERS & PARTNERS

Thank you for being part of the AASHE community, and for providing feedback, engaging with us, and sharing your passion and ideas for advancing sustainability. Your innovative work and contributions continue to inspire us and drive the higher education sustainability movement!

Photo credits:

Images throughout this publication were shared by AASHE member institutions through the Campus Sustainability Hub: Colorado State University; Cornell University; Honolulu Community College; Johns Hopkins University; King Abdullah University of Science and Technology; SUNY College of Environmental Science & Forestry; Université Laval; Université de Sherbrooke; University of Connecticut; University of Southern California; and University of Vermont.



The Association for the Advancement
of Sustainability in Higher Education

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Association for the Advancement of Sustainability in Higher Education (AASHE)

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