

CLIMATE ACTION AND RESILIENCE PLAN

APPENDIX D

A Thriving Campus Community

DRAFT



**DISCOVER
YOUR PURPOSE**

Table of Contents

Focus on mental health and emphasize the connectivity between physical and mental health4

Improve elevator access5

Expand access to affordable childcare.....6

Increase multigenerational and multicultural collaboration.....7

Expand meaningful collaboration with tribal nations8

Strengthen relationships among all UW-Stevens Point locations.....9

Strengthen city, regional and community partnerships 10

Increase biodiversity 11

Protect and improve water quality and aquatic life..... 12

Protect and improve air quality 13

Reduce maintenance areas and intensity..... 14

Create a Zero-Waste Plan 15

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**University of Wisconsin
Stevens Point**

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APPENDIX D

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Appendix D

Focus on mental health and emphasize the connectivity between physical and mental health

Background

During the 2024 Stakeholder Kick-off meeting, the most discussed element of a thriving community was the importance of mental health. UW-Stevens Point provides an impressive portfolio of mental health services to students on the Stevens Point campus. While UW-Stevens Point at Marshfield and Wausau students do not currently receive in-person counseling services, these students have access to the Mantra mental health app. Additionally, the new Health and Wellness Center on the Stevens Point campus provides a great opportunity to emphasize the connectivity between physical and mental health.

UW-Stevens Point could expand in-person services to students at all locations as well as staff and faculty across all campuses so that all campus community members receive similar services. On the Stevens Point campus, the Counseling Center and Student Health Service are housed together in a newly remodeled space. There is a great opportunity to create more synergy between physical and mental health topics and increase student awareness of services.

Finally, no matter how many resources are available to our campus communities, it takes everyone to create a mentally healthy environment. Education around mental health care can build personal and community resilience.

Plan

- Diversity and representation matter, and the Counseling Center and Student Health Service should continue to prioritize recruiting, hiring and retaining providers who can provide relevant and meaningful care to a diverse body of students.
- Explore embedded providers in units such as athletics and residence halls.
- Identify new ways to advertise services to the campus community.
- Identify methods for providing in-person mental health support to students on all campuses.
- Identify methods to increase mental health support services for faculty and staff.
- Unit leaders should encourage staff and faculty to take advantage of training provided by the Counseling Center and the Center for Inclusive Teaching and Learning.

Project Owners

Vice Chancellor for Student Affairs

- Counseling Center Director
- Director of Health Service
- Dean of Students

Vice Chancellor for Finance and Administration

- Chief Human Resources Officer

Provost and Vice Chancellor for Academic Affairs

- Dean of the College of Professional Studies
- School of Health Science and Wellness

Timeline

- 12-18 months: Create and embed mental health awareness campaigns throughout the academic year. Instructors can share information in course materials such as syllabi and Canvas. Committee's estimated costs should include the cost of hiring more providers for the Counseling Center and/or Student Health Service, placing providers in residential halls, increasing mental health education and awareness and providing additional services to students at UW-Stevens Point at Marshfield and Wausau.
- 2 years: Audit the UW-Stevens Point at Marshfield and UW-Stevens Point at Wausau campuses and field station mental health resources to see where gaps exist and where the greatest opportunities for improvement exist.
- 2-3 years: Continue to fill mental health resource gaps across all campuses and field stations to meet the standards set by the Stevens Point campus.
- Ongoing: Continue to talk about mental health at work and the classroom. Provide professional development around mental health and physical health topics to staff and faculty.

Improve elevator access

Background

While UW-Stevens Point is committed to providing a quality experience for all campus community members and visitors, older buildings on the campus create accessibility concerns. Some resources are not available via elevators, and some classrooms and lecture halls are not equally accessible. Elevator maintenance and upkeep can be challenging, although some projects are planned for Spring 2026.

Ideally, all buildings with additional floors would have elevators; however, there are currently seven buildings that lack elevator access (listed below).

- Hyer Hall
- Smith Hall
- May Roach Hall
- Nelson Hall
- Schmeckle Visitor Center (maintenance/storage levels not accessible)
- Waste Education Center
- 601 Division (maintenance/storage levels not accessible)

Plan

Resources available for the daily needs of students, faculty and staff can be moved to accessible locations such as ground floors and in buildings with reliable elevators. All future renovations and new construction should be designed with accessibility in mind.

Project Owners

Vice Chancellor for Finance and Administration
 - Facilities Planning Director
 - Campus Planner
 - Facility Services Director
 Vice Chancellor for Student Affairs
 - Housing and Residence Life Director

Timeline

- 12-18 months: Conduct an audit to determine which campus resources are inaccessible due to lack of elevator access. Estimated costs should include the cost of relocating services to more accessible locations and the cost of renovating older buildings to include elevators.
- 1-2 years: Move daily resources that are not accessible.
- 3-4 years: Explore similar audits for field stations and UW-Stevens Point at Marshfield and UW-Stevens Point at Wausau. These could be done earlier in the process as well.

Appendix D

Expand access to affordable childcare

Background

The University Child Learning and Care Center on the Stevens Point campus serves 63 children daily, and almost 100 children are served on a part-time basis. Currently, there are more than 125 families on the waiting list, with ~75% of those families having a child age 2 or younger. There is a higher demand for services from faculty and staff parents than from student parents, although there are discounts available to student parents. For 2025, there will be up to \$15,000 awarded to student parents to help cover the cost of childcare. Staff shortages are not a current concern. Accessible, quality childcare services improve community wellness and gender equity.

Plan

We recommend supporting the following efforts:

- Increase capacity to serve more families affiliated with UW-Stevens Point.
- Expand the central scholarship fund.
- Provide funds for underserved families.
- Purchase a screening assessment to identify children's school readiness.
- Investigate opportunities to provide childcare services at UW-Stevens Point at Marshfield and UW-Stevens Point at Wausau.
- Explore partnerships with existing community resources.

Project Owners

Vice Chancellor for Student Affairs
 - University Child Learning and Care Center Director
 Vice Chancellor for Finance and Administration
 - Chief Human Resources Officer
 Vice Chancellor for University Advancement

Timeline

- 1-2 years: Identify ways to increase the University Child Learning and Care Center capacity to meet more people's needs. Strategies will likely involve hiring additional staff and procuring necessary space and resources. Estimated costs should include the cost of hiring additional providers and procuring more space, expanding the central scholarship fund, providing funds for underserved families and purchasing screening assessment equipment to test children's school readiness.
- 1-3 years: Task the University Advancement team and the Budget Office to find additional funding and donors to bolster the central scholarship fund that many parents rely on.
- Ongoing: Continue to advertise the childcare options available to faculty, staff, and students. Evaluate campus and community needs every other year and make planning and staffing adjustments accordingly.

Increase multigenerational and multicultural collaboration

Background

A community thrives in kinship. Connecting across ages and cultures helps support a healthy and robust community.

Plan

Campuses are already doing great things to engage across cultures and generations, and more opportunities can be identified. Some strategies to consider may include:

- Engage with cultural leaders in the community when discussing policies and projects.
- Bolster collaboration in research and develop other academic partnerships with people from a range of ages and cultures.
- Offer more campus resources and activities for a wider range of ages and cultures.
- Create inclusive spaces in consideration of factors such as language and mobility.
- Leverage student organizations to make connections and plan events.

Project Owners

Chancellor

- Economic Engagement and Strategic Partnerships Executive Director

Common Council President

- EDIPC from Common Council

Vice Chancellor for Student Affairs

- Student Government Association Inclusivity Committee

- Office of Culture and Student Development Director

Timeline

- 1-2 years: Continue to seek opinions, feedback, and knowledge from local leaders who have historically been underrepresented. Estimated costs should include the cost to create more inclusive spaces across campus and to host additional events or services. Costs associated with research and academic partnerships should be evaluated.
- 3-4 years: Increase focus on non-traditional students throughout our recruiting process to bolster our multigenerational demographic on campus. Expand activities for youths on campus.

Appendix D

Expand meaningful collaboration with tribal nations

Background

UW-Stevens Point is built on the lands seized from Indigenous people including but not limited to the Ho-Chunk, Menominee, Ojibwe and Potawatomi. The founding of the university is directly linked to colonialism, and the legacy of exclusion is still felt today. UW-Stevens Point campuses will continue to build meaningful and reciprocal relationships with Indigenous communities, as no environmental, social and governmental entities exist in isolation. Especially in terms of Climate Action and Resilience, UW-Stevens Point must learn from the traditional knowledge keepers of our lands. Meaningful collaboration is needed for all communities—human and more-than-human— to thrive.

Plan

There are many opportunities for collaboration. Some strategies to consider may include:

- Increase inclusive representation on projects and in conversations.
- Research collaborations and other academic partnerships.
- Creating events and projects to bolster stronger connections.
 - An Indigenous People's Day with speaker similar to current MLK Jr. event
- Leverage the Native American Center to help build connections.

Project Owners

Chancellor

- Chief of Staff

- Economic Engagement and Strategic Partnerships Executive Director

Provost and Vice Chancellor for Academic Affairs

- Dean of the University College

- Center for Inclusive Teaching and Learning (CITL) Director

Vice Chancellor for Student Affairs

- Native American Center Coordinator

Timeline

- 1-2 years: Collaborate more intentionally with local and regional tribes to explore hosting cultural traditions and events on the UW-Stevens Point campuses. Estimated costs should include the cost of creating more events to establish stronger connections and research collaboration and other academic partnerships.
- 3-4 years: Provide greater funding to support the Native American Center activities and programs. Increase scholarships and mentorship opportunities for Native students. Increase intentional collaboration with tribes in academic endeavors.

Strengthen relationships among all UW-Stevens Point locations

Background

On November 9, 2017, the UW Board of Regents voted to merge UW System campuses resulting in the formation of UWSP at Marshfield and UWSP at Wausau. These campuses are constantly evolving, and it is critical that UW-Stevens Point works to strengthen the relationships among all campuses to empower the mission of the university and the Wisconsin Idea.

In addition to campuses, UW-Stevens Point also maintains three off-site field stations, Central Wisconsin Environmental Station (CWES), Treehaven and the Northern Aquaculture Demonstration Facility (NADF). These three field stations have provided thousands of students with hands on learning and real-world experiences that have helped guarantee strong job placement post-graduation. Because of the importance of these facilities to the student experience, it is important to strengthen ties with these locations and look for more areas of collaboration across the board.

Plan

Units on each campus and field station can identify opportunities for collaboration. Some strategies to consider may include:

- Research collaborations and other academic partnerships.
- Hold standing meetings between units on all properties.
- Increase inclusive representation on projects and conversations.
- Create events and projects to bolster connections.

Project Owners

Chancellor

- UWSP at Marshfield Campus Executive
- UWSP at Wausau Campus Executive

Vice Chancellor for Finance and Administration

Provost and Vice Chancellor for Academic Affairs

- Dean of the College of Natural Resources
- Dean of the College of Letters and Science
- Treehaven Director
- Central Wisconsin Environmental Station Director
- Northern Aquaculture Demonstration Facility Director

Timeline

- 1-2 years: Audit missing resources that are needed at all campuses and field stations and work to provide those resources in alignment with the Stevens Point campus. Estimated costs should include expanding resources and the cost of creating more events to establish stronger connections.
- 3-4 years: Increase communication channels and structures to ensure issues faced by satellite locations are brought to the attention of the leaders of UW-Stevens Point.
- Ongoing: During all major campus planning events field stations and all campuses should be involved in creating robust and informed plans.

Appendix D

Strengthen city, regional and community partnerships

Background

UW-Stevens Point campuses, along with its field stations, are intertwined with the cities and counties in which they reside. It is critical to develop and maintain strong relations with these partners. By sitting on committees, providing public feedback endorsed by UW-Stevens Point and ensuring that community members are invited and welcomed to university planning sessions, the university can work to bolster these relations now and in the future.

Plan

Campuses and communities can identify opportunities for collaboration. Some strategies to consider may include: :

- Increase campus participation in community events and services.
- Create more consistent communication with city planners and emergency responders.
- Identify ways to break down campus/community divisions.
- Increase community participation in campus events and services.

Project Owners

Chancellor

- Economic Engagement and Strategic Partnerships Executive Director

Provost and Vice Chancellor for Academic Affairs

- Dean of the College of Fine Arts and Communication

- Dean of the College of Letters and Science

- Dean of the College of Natural Resources

- Dean of the College of Professional Studies

Timeline

- 1-2 years: Determine relevant committees and meetings hosted by the municipalities that UW-Stevens Point is a part of. A university representative should attend or designate certain individuals to attend those meetings. Identify areas for current staff roles to be extended to work more with cities, counties and tribal governments. Estimated costs should include the cost of increased campus employees participating in community outreach, service, and events.
- Ongoing: Continue active dialogue with cities, counties and tribal governments to identify opportunities for collaboration in an effort to reduce overall cost but also to improve outcomes of all entities.

Increase biodiversity

Background

A key component of sustainable land use is increasing biodiversity for the benefit of more-than-human and human communities' ability to thrive.

Climate change amplifies existing non-climate stressors such as habitat loss and fragmentation, invasive species, excessive deer browse and nutrient runoff. Once-diverse habitats can diminish or disappear. Mowed lawns are equivalent to ecological wastelands, providing little to no habitat or being outright hostile environments for birds, small mammals, insects and pollinators. Pesticide use harms soil, one of the most vital aspects of our ecosystem.

Healthy ecosystems are resilient and adaptive even under intense conditions. The UW-Stevens Point community has an obligation to the more-than-human community to contribute to its thriving, rather than to threaten it.

UW-Stevens Point understands the importance of biodiversity and is already increasing biodiversity through practices such as native planting, No Mow May, Xerces Society Pollinator Conservation Program, and managed forests such as Schmeckle Reserve.

While UW-Stevens Point locations are already doing a lot to support biodiversity, there are opportunities for improvement.

Plan

- Expand green roof areas, which have proved as an attractive bee habitat.
- Collect data on current use of pesticides and herbicides and make plans to transition to organic land management. Though organic land management would ideally be widespread, this tactic can be tested in starting phases.
- Increase native grasses and wildflowers, along with organic land management, to promote soil health.
- Follow guidelines available for mowing around buildings and walkways to keep mice and ticks at bay. (Vermont Campus Rewilding | Middlebury).
- Promote edible landscapes to sustain human and more-than-human campus members.
- Treat all campus properties as ecosystems—not just managed forests and recreational sites such as arboretums.
- Develop concrete goals for habitat restoration and organic land management.

Project Owners

Vice Chancellor for Finance and Administration

- Facility Services Director
- Grounds and Custodial Superintendent
- Campus Gardener
- Bee Campus Coordinator
- Interested student organizations

Timeline

- 6-18 months: Seek Green Grounds Certification to systematically determine future steps for increasing biodiversity and encouraging sustainable land use at UW-Stevens Point. Estimated costs should include the cost of implementing more green roofs, the collection of data of our pesticides and herbicides usage, promoting more edible landscapes and creating plans to develop goals for habitat restoration and organic land management.
- 1-2 years: Develop a plan to phase out synthetic pesticides and fertilizers and instead manage pests with organic alternatives within five years. Determine responsible parties for maintaining unique spaces across UW-Stevens Point.
- 3 years: Continue implementing Green Ground Certification strategies. Expand efforts on all campuses and field stations.

Appendix D

Protect and improve water quality and aquatic life

Background

Wisconsin has been privileged with advantageous water resources, and it is critical that the university commits to protecting those resources to ensure they thrive for future generations of people, animals and plant life.

Managing waste responsibly, using organic land management and ensuring that rainwater runoff is filtered in beneficial ways, are just a few ways that the university can commit to protecting water quality. To be most effective, water quality initiatives should be coordinated with the communities around us. UW-Stevens Point should also seek out opportunities to support Indigenous and other community members who are already practicing water stewardship.

Plan

Protecting water quality requires a systems approach, integrating other projects in this plan such as:

- Mitigate climate change by decarbonizing operations
- Promote biodiversity and healthy ecosystems, through strategies such as organic land management and native landscaping
- Design infrastructure to prevent flooding
- Increase storm water capacity in man-made and natural systems
- Remove ice with environment in mind
- Reduce waste
- Strengthen campus and community partnerships
- Integrate water quality considerations into Facility Services and Facility Planning operations.
- Partner with cities to identify ways of reducing water pollution and provide filters for corridors.
- Increase education and signage on campus
- Explore ways to mitigate the escape of particulates into storm water at turf athletic fields

Project Owners

Vice Chancellor for Finance and Administration

- Facility Services Director
- Grounds and Custodial Superintendent
- Campus Planner

Provost and Vice Chancellor for Academic Affairs

- Dean of the College of Natural Resources
- Fisheries and Water Resources Discipline Coordinator
- Center for Watershed Science and Education Director

Timeline

- 1-2 years: Collect baseline data for chemical usage in landscaping, ice removal, etc. Establish concrete metrics and tactics for reducing usage. Ensure that future projects include infrastructure to protect water quality. Strengthen connections with city engineers. Estimated costs should include costs for updating and transitioning tactics around land management.
- 3-4 years: In future development, steps will be taken to reduce stormwater runoff that can easily become contaminated via materials and chemicals often found on roads. Between bioretention ponds and rain gardens, there will be several actions put in place to protect our water quality.
- Ongoing: Several decarbonization strategies will help reduce the pollution of water systems. UW-Stevens Point will work continuously with the city to develop and test better storm water management tactics.

Protect and improve air quality

Background

Clean air is critical to good health. Human derived emissions contribute to air pollution. Wildfires due to extreme heat and droughts create unsafe air conditions across entire continents. Increasing precipitation and increased temperatures cause additional pollen and mold growth. Managing air quality as a single entity can be challenging, but there are steps that UW-Stevens Point can take to protect air quality.

Plan

- Reduce Scope 1 and Scope 2 emissions pollution through tactics such as decarbonizing heating, reducing utility consumption, transitioning fleet vehicles to EV and encouraging low carbon travel options.
- Increase green spaces by growing trees and native plants which will help absorb air pollutants naturally.
- Use the best land management practices to reduce the risk of wildfires on all campus properties.
- Maintain clean air through filtration and purification in indoor spaces.

Project Owners

Chancellor

- Economic Engagement and Strategic Partnerships Executive Director
- Vice Chancellor for Finance and Administration
- Sustainability Director
- Campus Planner
- Emergency Management Specialist

Provost and Vice Chancellor for Academic Affairs

- Dean of the College of Letters and Science
- Department of Chemistry Chair

Timeline

- 1-2 years: Develop a collaborative approach to reduce emissions across UW-Stevens Point campuses and field stations.
- 1-5 years: Continue to reduce Scope 2 emissions by reducing utility usage. Estimated costs should include the cost of decarbonizing heating, fleet vehicle electrification, landscaping equipment electrification, creating more green spaces around campus and better air filtration and purification systems in buildings. EV fleet transition and landscape equipment transition should start as soon as possible and be ongoing as fleet vehicles expire.
- 10 years: Remove all Scope 1 emissions from the Stevens Point campus by transitioning our heating plant and university fleet off fossil fuels.
- Ongoing: Continue to reduce emissions across all UW-Stevens Point operations.

Appendix D

Reduce maintenance areas and intensity

Background

Reducing the amount of maintenance on the grounds can help UW-Stevens Point's financial bottom line as well as promote more ecologically friendly approaches to land management.

Plan

Some tactics to consider include:

- Close some patios or walkways seasonally (see ice removal)
- Reduce the amount of turf/lawn to be mowed (see increase biodiversity)
- Plant native annual plants in place of some perennial plants (see increase biodiversity)

Project Owners

- Bee Campus USA Coordinator
- Grounds and Custodial Supervisors
- Facility Services Director

Timeline

- 6-18 months: Seek Green Grounds Certification to systematically determine future steps for increasing sustainable land use on our campus, which will also highlight opportunities to reduce required maintenance. Estimated costs should include recommendations provided in the plan for increasing biodiversity as well as any costs associated with education around new practices.
- 1-2 years: Determine areas that can be returned to the natural habitat via planting native plants. By returning certain areas of land back to natural landscapes, the grounds team will no longer need to commit time and resources towards maintaining those areas.
- 3 years: Expand efforts to all campuses and field stations. This work may start sooner.
- Ongoing: Develop planning to introduce geothermal heating systems under snow shoveling/plowing areas to permanently reduce the need for labor and salt in these areas.

Create a Zero-Waste Plan

Background

UW-Stevens Point has made progress over the last decade in reducing waste and improving product life cycles.

University Dining has recognized the need for a reusable to-go option at the Upper DeBot Dining Location. This project will increase sustainability at UWSP because it will offer students the opportunity to eat healthy and affordable meals on the go while not creating additional waste from disposable containers. Participation in the program will be free for students with a meal plan. The reusable containers purchased by University Dining are reusable, recyclable, break resistant, dishwasher safe, microwave safe for reheating, BPA free and made of polypropylene. University Dining will pilot this program at the beginning of the spring semester in 2026.

University Dining has also recognized the need for a reusable cup program at the Common Ground and Homegrown coffee shop locations on campus. Good to Go cups are 16 oz renewable and reusable cups. At the end of their lives, Good to Go takes the cups back and uses them to create new cups, part of their commitment to a circular economic system. They are made in the U.S. and made from a high heat-tolerant, bio-based polymer. University Dining will pilot this program in 2026.

Out of the five retail/dining facilities, Upper DeBot Residence Dining Center is the only food court on UW-Stevens Point campus that composts food waste. Although composting food waste is a great alternative to throwing away leftover food, there needs to be increased marketing and educational resources to remind students to take only what they can eat. In the past, there have been some efforts to market food waste reduction in a visual display once a year, but there has been little change.

The Stevens Point campus has a dedicated Recycling Work Unit, which enhances recycling across campus. The Stevens Point campus also has a compost program. UW-Stevens Point has also eliminated single use plastic water bottles from vending machines and catering. However, there has never been a comprehensive plan guided by the university to reduce waste.

Effective waste management is critical to achieving many of our goals. UW-Stevens Point is already making major strides in reducing waste on campus. UW-Stevens Point could follow many other universities and create a “Zero Waste Plan.”

Plan

A committee can be formed to create a comprehensive waste plan that addresses factors such as these:

- | | |
|---|--|
| 1. Single use plastic reduction | 6. Hazardous waste management |
| 2. Increased composting | 7. Reduction in waste sent to landfill |
| 3. Free store/surplus office utilization | 8. Minimize planned obsolescence |
| 4. Recyclable materials (focused on aluminum) | 9. Food recovery |
| 5. Reducing litter | 10. Educate campus community on best practices |

The university will develop robust marketing strategies to educate students about their food waste and what they can do to reduce it. Employ strategies to all retail/dining facilities on campus to encourage students to always be conscious of their food consumption and waste creation.

Expand food composting on campus and/or through partnerships at city and county-levels.

Project Owners

Vice Chancellor for Finance and Administration
 - Procurement Director
 - Grounds and Custodial Supervisors
 - Sustainability Director
 - Sustainability Research Coordinator

Vice Chancellor for Student Affairs
 - Dining Services Director
 - Centers Director
 Provost and Vice Chancellor for Academic Affairs
 - Dean of the College of Natural Resources
 - Soil and Waste Management Discipline Director

Timeline

- 1-2 years: A team should be formed to draft and publish UW-Stevens Point’s first Zero-Waste Plan. Estimated costs should include the cost of marketing and educational resources about food waste impacts as well as any changes in processes and materials used.
- 2-5 years: This plan should be implemented across all university operations.
- Ongoing: The plan should be reviewed on a 5-year basis to ensure alignment with best practices across the waste management industry.

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