



TRACS
2023

UT Dallas Eco Reps

*Utilizing Student Employees as Vehicles for
Sustainability Success*

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UT Austin

- **B.S. Environmental Science '21**
- **Campus Environmental Center**
 - 2017-2019: Half-Pint Urban Prairie (Little Blue Prairie) Project Team Lead
 - 2019-2020: Director
- **Student leadership and empowerment**



UT Dallas



- **Began August 2021**
- **Operations**
 - Water efficiency
 - EV infrastructure
 - Composting
- **Engagement**
 - Eco Reps (8)
 - Sustainable service
 - Campus farm
 - Certifications

Eco Reps History



- Began at Tufts in 2001
- Active at UT Dallas since 2017
 - Paid part-time student employees in the Office of Sustainability
 - Replaced informal internship program
 - Originally operations-focused



Eco Reps Today

- 8 Eco Reps working 10-19 hours per week (up from 3 in August 2021)
- Each have a project area focus
 - Microfarm (2)
 - Bike programs (1)
 - Bee programs (1)
 - Environmental justice (1)
 - Sustainable service (1)
 - Zero waste (1)
 - Marketing (1)
- **Goals: Student leadership and professional development**

Training Process

Onboarding Packet

- About the office
- Expectations (general, weekly, monthly)
- Communication
- Scheduling
- Resources and index
- Title IX

Office Tour and Campus Sustainability Tour

- Location of supplies
- Location of various campus projects and points of interest



Management

- Assign your own hours
- Bi-weekly team meetings
- Weekly one on ones with Avery
- Flexibility – Remote work
- Open door policy



[illegible]

Management

- Assign your own hours
- Bi-weekly team meetings
- Weekly one on ones with Avery
- Flexibility – Remote work
- Open door policy
- Greenhouse Blog
- Ye Olde Quest Board
- Culture building
 - Respect of one another
 - Human-first
 - No stupid questions or ideas
 - Thinking outside the box
 - Fun



Fridge Magnet Collection



Bring-Your-Own Plants



Team Outing Spring 2022

Eco Rep Feedback

Collected during off-boarding exit interviews.

"What skills did you develop as an Eco Rep?"

Leading a group, note-taking, event planning, marketing, public speaking, confidence, technical skills (machinery operation, etc.)

"How has being an Eco Rep prepared you for future jobs?"

Project management, learning to work in an online format, learning to work with peers, accountability, responsibility

"What traits make a good Eco Rep?"



A word cloud of traits for a good Eco Rep. The words are arranged in a roughly rectangular shape, with 'communication' and 'friendliness' being the largest. Other words include 'professionalism', 'confidence', 'passion', 'creativity', 'consistency', 'navigating-ambiguity', 'quick-learner', 'cooperation', 'organization', 'flexibility', 'knowledge', 'systemic-thinking', and 'organization'.

consistency
creativity
navigating-ambiguity
passion
friendliness
communication
quick-learner
professionalism
cooperation
organization
systemic-thinking
flexibility
knowledge
confidence



Next Steps

- Add additional Eco Reps (biodiversity and restoration projects, other roles)
- More professional development opportunities
- Involving current Eco Reps in hiring process
- Improvements to work space

Thank you!

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