

MSU Sustainability Employee Survey Report

Academic Year 2024

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Survey Overview

This survey was administered by the MSU Office of Survey Research (OSR). OSR gathered input from the MSU Office of Sustainability to develop survey questions, obtained a representative sample of employees, deployed the survey in the field from October 18, 2023, to November 2, 2023, and analyzed the survey data.

About the survey

The survey was used to understand employee perceptions about sustainability at MSU, their familiarity with campus sustainability programs, and the extent to which they engage in sustainable behaviors, including commuting habits. This is the first time an employee-focused survey has been conducted since the Office of Sustainability was moved into the Office of the Executive Vice President for Administration in 2018. It is recommended that this type of survey be conducted at least every other year to track progress for how employees engage with sustainability at MSU.

Survey results will be used to enhance programming and resources offered by campus sustainability partners, as well as for other sustainability-reporting at the university. For example, the commuting data was gathered to inform the university's fiscal year 2023 greenhouse gas inventory; the data was deidentified and analyzed by a third party for this work. Data tables have been provided in this report, but please refer to the university's greenhouse gas inventory for additional analysis: <https://sustainability.msu.edu/campus-information/STARS/GHGReporting.html>.

A copy of the survey instrument is available in the appendix to this report.

Sample

The sample was a stratified random sample of all full-time, part-time, on-call and temporary MSU employees (faculty, academic specialists, and university support staff) currently employed on MSU's main campus as of October 16, 2023.

The sample was stratified by employee position into three strata. This was done to ensure adequate representation from employee groups who are more likely to work on campus and who historically respond at lower rates (i.e., Union Groups 1585, 274, 324, and 999),

1. Strata 1 included Faculty (Tenure/Fixed-term/On-call) and Academic Specialists (Continuing/Fixed term/On-call, and Executive Management)
2. Strata 2 included employees falling into the following union/personnel subareas: 1585, 274, 324, 999 (Skilled Trades)
3. Strata 3 included employees falling into the follow union/personnel subareas: APA, APSA, ASRA, CT, EXPA, FOP, FOPK, NURSE (Support Staff).

Table A shows the sample distribution across the three strata, the percentage representation of each group overall, representation of each group in the data, and completion rates by strata and overall. As shown in Table A, the data is highly representative of the MSU population.

Table A. Sample Distribution, Representation, and Completion Rates by Strata and Overall

	% MSU Population	% Population Representation in Data	Over/Under Representation	Sample Size	N	Completion Rate
Strata 1: Faculty, Academic, Staff, Executive Management	39.4%	42.1%	2.6%	2,000	339	17.0%
Strata 2: Employee Groups 1585, 274, 324, 999 (Skilled Trades)	14.8%	14.9%	0.1%	1,513	120	7.9%
Strata 3: APA, APSA, ASRA, CT, EXPA, FOP, FOPK, NURSE (Support Staff).	45.8%	43.1%	-2.7%	2,000	347	17.4%
Total	100.0%	100.0%		5,513	806	14.6%

Data Collection

The data for the MSU Sustainability Survey was collected between October 18, 2023 and November 2, 2023. Reminder emails were sent on October 24, 2023 and October 31, 2023. During this period, 868 MSU employees accessed the survey, 11 declined consent, 1,374 opened an email but did not take any action, and 806 submitted a completed survey. The overall completion rate for this study is 14.8%

Results

Sustainability at MSU

Respondents were asked to rate how important it was to them that sustainability be a part of MSU's culture. Table 1 shows the results for this item. The data show that overall, the majority of MSU employees feel that it is important to them that sustainability be a part of MSU's culture, with 81.7% of the respondents rating it on the positive end of the scale¹ and more than half, 51.7% indicating it is very important to them. The mean score for this item was 4.25 which falls well into the positive range of the scale².

There were differences between employee groups with Faculty and Academic Staff having the highest mean score, 4.53. Skilled Trades/Labor had the lowest mean score, 3.50. The difference between this group and the other two employee groups was significant at $p > .05$.

Table 1. Importance Sustainability MSU's Culture Overall and by Employee Group

	Overall						Employee Group				
	Not Important at all	2	3	4	Very Important	N	Mean	SD	Faculty & Academic Staff	Support Staff ³	Skilled Trades/Labor ⁴
%	3.0%	2.0%	13.3%	30.0%	51.7%	797	4.25	0.97	4.53	4.24	3.50
N	24	16	106	239	412				336	343	118

Means are calculated on a scale of 1 - 5, with 1 being the most negative, 5 the most positive response in the scale.

Respondents were also asked to rate the importance of Michigan State University reducing its carbon footprint (impact) on the environment (Table 2). Across all respondents, more than half, 53.5%, felt this was very important. The overall mean score for this item was 4.23.

¹ Values of 4 and 5 are considered positive, a value of 3, neutral, and values of 1 and 2 negative.

² The ranges for interpreting the Likert scale mean score are 1.00-2.49 (Negative attitude), 2.5-3.49 (Neutral attitude), and 3.50-5.0 (Positive attitude). Mean scores above 4.50 can also be seen as very positive and scores below 1.50 as very negative

³ The Support Staff category includes MSU employees in the following classifications: CTU, APA, APSA, Nurses, FOPK, and OTEE.

⁴ The Skilled Trades/Labor category includes MSU employees in the following union classifications: 999, 1585, 274

Only .3% of Faculty and Academic Staff and 1.7% of Support Staff gave a “not important at all” response to this question compared to 14.4% for Skill Trades/Labor. Nearly two-thirds of Faculty and Academic Staff, (62.8%) indicated this was “very important” as did 48.7% of Support Staff. Only 28.8% of Skilled Trades/Labor gave this response.

Faculty and Academic Staff also had the highest mean score, 4.50. This mean score fell into the very positive range of the scale. The difference in mean scores between Faculty and Academic and Skilled Trades/Labor was significant at $p > .05$ as is the difference in mean scores between Support Staff and Skilled Trades/Labor.

Table 2. Importance MSU Reduce Carbon Footprint Overall and by Employee Group

	Overall								Employee Group		
	Not Important at all	2	3	4	Very Important	N	Mean	SD	Faculty & Academic Staff	Support Staff	Skilled Trades/Labor
%	3.0%	3.9%	13.9%	25.6%	53.5%	792	4.23	1.03	4.50	4.24	3.42
N	24	31	110	203	424				334	340	118

Employees were less positive in their assessment of whether or not they felt MSU was committed to sustainability and whether or not they felt that sustainability was embedded in in the culture at MSU (Table 3).

The item measuring MSU’s commitment to sustainability received an overall mean score of 3.51, with slightly more than half, 53.5%, of respondents providing a response that fell into the positive range of the scale. The lowest mean score was given by Faculty and Academic Staff, 3.37 and the highest, Support Staff, 3.65. The difference between Support Staff and FAS is significant at $p > .05$.

Table 3. MSU Commitment to Sustainability Overall and by Employee Group

	Overall								Employee Group		
	Not at all	2	3	4	Completely	N	Mean	SD	Faculty & Academic Staff	Support Staff (CT, APA, APSA)	Skilled Trades/Labor (999, 1585, 274)
%	3.9%	7.8%	34.7%	40.4%	13.1%	792	3.51	0.95	3.37	3.65	3.50
N	31	62	275	320	104				335	340	117

Means are calculated on a scale of 1 - 5, with 1 being the most negative, 5 the most positive response in the scale

When asked to what extent respondents thought sustainability was embedded in the culture of MSU, only 6.1% said completely and only 38.7% gave a response that fell into the positive range of the scale (Table 4). The highest percentage of responses fell into the neutral range of the scale, 43.4%. The overall mean score for this item was 3.23 which fell into the neutral range of the scale.

Across employee groups, Faculty and Academic Staff had the lowest mean score, 3.10 and Support Staff the highest, 3.37. All mean scores for this item fell into the neutral range of the scale. The difference in mean scores between Support Staff and FAS is significant at $p \leq .05$.

Table 4. Sustainability Embedded MSU Culture Overall and by Employee Group

	Overall								Employee Group		
	Not at all	2	3	4	Completely	N	Mean	SD	Faculty & Academic Staff	Support Staff	Skilled Trades/Labor
%	3.9%	14.0%	43.4%	32.6%	6.1%	792	3.23	0.90	3.10	3.37	3.18
N	31	111	344	258	48				335	340	117

Means are calculated on a scale of 1 - 5, with 1 being the most negative, 5 the most positive response in the scale

Respondents were also asked to what extent they were familiar with MSU’s goal to reduce greenhouse gas emissions by 2030 (Table 5). More than twice as many employees indicated they were not at all familiar with the goal, 25.4%, than were very familiar with the goal, 9.7%. A higher percentage of employees, 43.9% indicated they were unfamiliar with the goal than familiar, 30.5%.

All mean scores fell into the neutral range of the scale with Faculty and Academic Staff having the lowest mean score, 2.68, across employee groups.

It is important to note that this question focused on whether or not employees were familiar with the goal itself, not with the efforts MSU is taking to reach this goal. It is important that these concepts not be confused with one another.

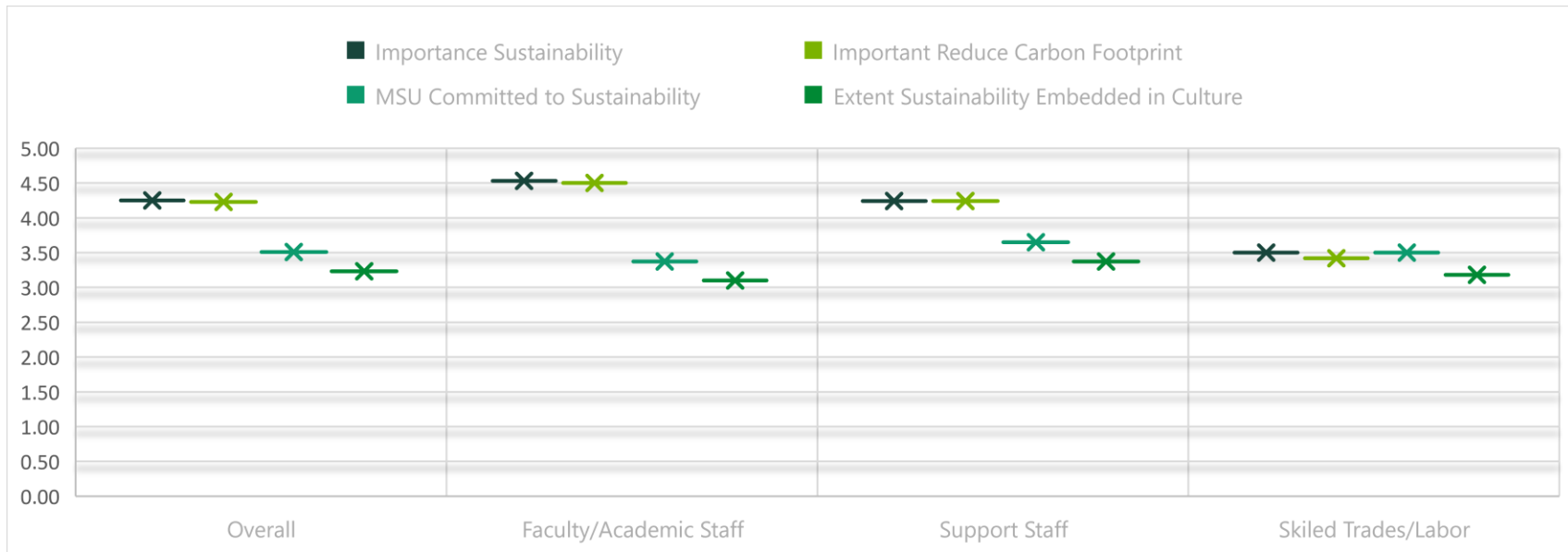
Table 5. Familiarity MSU Goal Reduce Emissions by 2030 Overall and by Employee Group

	Overall								Employee Group		
	Not Familiar at All	2	3	4	Very Familiar	N	Mean	SD	Faculty & Academic Staff	Support Staff	Support Staff
%	25.4%	18.5%	25.6%	20.8%	9.7%	790	2.71	1.31	2.68	2.73	2.74
N	201	146	202	164	77				333	338	119

Means are calculated on a scale of 1 - 5, with 1 being the most negative, 5 the most positive response in the scale

Chart 1 is a summary of this data showing the mean distributions across the four measurements by employee group. Mean scores for the two (2) items measuring importance were much higher overall and for both Faculty and Academic Staff and Support Staff than for items measuring commitment to sustainability and sustainability being embedded in MSU’s culture. Means scores for Skilled Trades/Labor were consistent across all four (4) items.

Chart 1. Mean Distribution Comparison on Sustainability Items by Employee Group



The data clearly shows that the majority of MSU employees feel that it is important that sustainability be a part of MSU’s culture (mean scores 4.25) and that MSU reduce its carbon footprint (impact) on the environment (mean score 4.23).

They are far less confident that MSU is fully committed to sustainability (mean score 3.51) and that sustainability is embedded in the culture of MSU. They are also for the most part, unfamiliar with MSU’s goal to reduce greenhouse gas emissions by 50% by 2030.

The data measuring attitudes towards sustainability at MSU indicates that overall and across most employee groups, employees feel MSU is not doing enough to reach the levels of sustainability the MSU community expects. It also suggests that the MSU community would support additional efforts beyond what the university is doing in the area of sustainability. The data also suggests that MSU can do better communicating its sustainability goals as well as publicizing the efforts it is currently taking and will take in the future to meet these goals.

Because of the differences between employee group for this item as well as other items covered in this survey, outreach and education should be tailored to best reach and impact specific employee groups.

Impact of Behaviors on MSU's Carbon Footprint

Respondents were also asked to assess the impact they believed their commuting habits, recycling habits, and energy use had on MSU's carbon footprint.

Approximately only 1 in 5 MSU employees felt that their behaviors had a significant impact on MSU's carbon footprint with half or nearly half of employees indicating their behaviors had some level of impact. About one-quarter of employees felt their behaviors had little to no impact on MSU's carbon footprint. There was little to no difference among behaviors as to their perceived level of impact.

Skilled Trades/Labor had much lower mean scores across all three behaviors which indicates a stronger belief that their behaviors have little to no impact on MSU's carbon footprint than Faculty and Academic Staff and Support Staff. These differences were significant at $p > .05$.

There is definitely a need for education amongst the MSU community on how commuting, waste and recycling habits, and energy use impact MSU carbon footprint.

Table 6. Impact of Behaviors on MSU's Carbon Footprint Overall and by Employee Group

Behavior		Overall							Employee Group			
		No Impact	2	3	4	Significant Impact	N	Mean	SD	Faculty & Academic Staff	Support Staff)	Skilled Trades/Labor
Your commuting habits.	%	10.2%	15.2%	26.9%	26.8%	20.8%	787	3.33	1.25	3.48	3.45	2.56
	N	80	120	212	211	164				336	334	117
Your waste and recycling habits.	%	8.4%	17.3%	25.6%	27.9%	20.8%	785	3.35	1.22	3.34	3.48	3.04
	N	66	136	201	219	163				334	334	117
Your energy and water use.	%	8.1%	15.5%	26.2%	29.0%	21.1%	786	3.39	1.21	3.49	3.48	2.88
	N	64	122	206	228	166				334	335	117

Means are calculated on a scale of 1 - 5, with 1 being the most negative, 5 the most positive response in the scale

Green Behaviors

Respondents were also asked a series of questions about how often they engaged in a variety of “green” behaviors. Table 7 shows the frequency distribution across each scale point and the percentage of respondents overall and by employee group who indicated they engaged in the behavior at least sometimes.

The behaviors that had nearly universal engagement (99.0% or higher) at least some of the time were turning off lights in an empty room and recycling. The practice respondents were least likely to engage in was unplugging cell phone chargers when not in use with 75.0% of MSU employees reporting doing this at least sometimes and 25.1% reporting never doing this. The two behaviors that had the highest percentage of employees always engaging in the behavior were using a reusable water bottle, coffee cup, travel mug (63.8%) and turning off lights in an empty room (60.0%).

As shown in the table, across employee groups, Faculty and Academic Staff were the most likely to engage in the various behaviors, Skilled Trades/Labor the least.

It is important to note that some of the behaviors are directly related to working in an office environment such as using power saving mode on a computer and printing double sided. Employees in the Skill Trades/Labor group are less likely to do these due to the nature of their work for MSU (outside an office environment). The lower percentages of engagement with these behaviors among this group may be due to this, rather than a reluctance to engage in the behavior.

Overall, the MSU community is doing a good job of practicing green behaviors.

Table 7. Green Behaviors Overall and by Employee Group

Behavior	Overall						Employee Group			
		Never	Sometimes	About half the time	Most of the time	Always	% Engaging in behavior	% Engaging in Behavior		
								Faculty & Academic Staff	Support Staff	Skilled Trades/Labor
Turn off the lights in an empty room.	%	1.7%	4.3%	3.3%	30.7%	60.0%	98.3%	99.7%	97.9%	95.6%
	N	13	34	26	240	469				
Use power saving mode on your computer.	%	11.7%	15.8%	10.4%	25.1%	36.9%	88.2%	94.0%	86.7%	76.8%
	N	91	123	81	195	287				
Turn off electronic devices in your office when you leave for the day.	%	10.4%	9.5%	8.3%	22.5%	49.3%	89.6%	92.4%	90.6%	78.4%
	N	81	74	65	175	384				
Unplug your cellphone charger when not actively charging your phone.	%	25.1%	15.0%	10.1%	15.5%	34.4%	75.0%	78.4%	72.6%	71.9%
	N	194	116	78	120	266				
Recycle.	%	1.3%	3.7%	5.0%	32.9%	57.1%	98.7%	99.4%	98.8%	96.5%
	N	10	29	39	257	445				
Print double-sided.	%	9.4%	15.9%	10.7%	34.9%	29.1%	90.6%	95.1%	91.8%	74.3%
	N	73	124	83	272	227				
Use a reusable water bottle, coffee cup, travel mug, etc.	%	2.7%	3.8%	4.5%	25.2%	63.8%	97.3%	97.9%	97.9%	94.1%
	N	21	30	35	197	498				
Use reusable dishware when eating at work.	%	8.9%	12.3%	9.8%	31.9%	37.1%	91.1%	93.3%	91.6%	83.7%
	N	69	95	76	247	287				

Awareness of Campus Sustainability Programs

Respondents were asked to indicate whether or not they were familiar with a series of campus sustainability programs. Table 8 shows the results by percentage of responses and percentage of cases (the number of respondents providing an answer, 780). The program with the highest percentage of awareness, 93.1%, was MSU Surplus Store, followed by W.J. Beal Botanical Garden, 74.2%, and MSU Public Recycling Drop Off Station, 74.1%.

Respondents on average were aware of 4.64 different campus programs (mode of 5) , and a very small percentage, 4.2% reported not being aware of any of the programs listed.

Awareness of programs varies by employee group with Support Staff more likely to be aware of all programs (with the exception of the MSU Public Recycling Drop Off Station and Building Recycling Stations) than the other employee groups.

Table 8. Awareness of Campus Sustainability Programs Overall and by Employee Group

	Responses		Percent of Cases	Employee Group		
	N	Percent		Faculty & Academic Staff	Support Staff	Skilled Trades
MSU Surplus Store	726	19.2%	93.1%	90.7%	95.2%	94.0%
W.J. Beal Botanical Garden	579	15.3%	74.2%	77.4%	78.0%	54.3%
MSU Public Recycling Drop Off Station	578	15.3%	74.1%	70.2%	75.3%	81.9%
Building recycling stations	488	12.9%	62.6%	59.9%	62.3%	70.7%
MSU Student Organic Farm	417	11.0%	53.5%	56.0%	56.6%	37.1%
Office of Sustainability	405	10.7%	51.9%	47.9%	59.6%	41.4%
South Campus Anaerobic Digester	193	5.1%	24.7%	21.4%	27.1%	27.6%
MSU Vermicomposting Program	181	4.8%	23.2%	19.9%	27.1%	21.6%
MSU Shadows Wood Recovery Initiative	176	4.7%	22.6%	20.8%	25.9%	18.1%
I am not familiar with any of the programs	33	0.9%	4.2%	5.1%	3.3%	4.3%
	3776	100.0%	484.1%			

Knowledge of Recycling/Sustainability Practices on Campus

Respondents were asked to rate their knowledge of eight (8) recycling/sustainability practices available to the MSU community.

As shown in Table 9, respondents were very knowledgeable about common recycling practices such as recycling paper (mean score 4.43), cardboard (mean score 4.38) and plastics (4.18). For these practices, Faculty and Academic Staff were the most knowledgeable, followed by Support Staff. The difference in knowledge on recycling plastics was significant for Skilled Trades.

Mean scores were lower overall (2.93) and across employee group on how and where to recycle printer cartridges with Faculty and Academic Staff having the lowest level of knowledge across employee groups. Faculty and Academic Staff were also less likely to know how to report energy issues or water leaks whereas Skilled Trades were the most knowledgeable which is expected due to their campus roles.

Two of the three practices, evaluating sustainable catering options and collecting food waste from an office event for composting had much lower mean scores which can be attributed more to their need rather than a reluctance to learn or implement the practice.

The remaining practice, find, evaluate, and purchase the most sustainable option when making a university purchase, had an overall mean score of 2.13. It was also low among employee groups, Support Staff and Skilled Trades, who are most likely to make purchasing decisions for their departments/units. This is one area in which efforts could be made to educate the MSU community on this practice.

Table 9. Knowledge of Campus Programs Overall and by Employee Group

MSU Program		Overall							Employee Group			
		Not Knowledgeable at All	2	3	4	Extremely Knowledgeable	N	Mean	SD	Faculty & Academic Staff	Support Staff (CT, APA, APSA)	Support Staff (999, 1586, 324)
Recycle plastics	N	2.2%	2.2%	15.1%	36.8%	43.7%	775	4.18	0.92	4.24	4.17	4.03
	%	17	17	117	285	339				328	331	116
Recycle paper	N	1.0%	1.3%	7.9%	33.2%	56.5%	771	4.43	0.78	4.55	4.40	4.17
	%	8	10	61	256	436				324	331	116
Recycle cardboard	N	1.4%	1.8%	9.3%	32.7%	54.8%	767	4.38	0.84	4.43	4.34	4.31
	%	11	14	71	251	420				325	327	115
Recycle printer ink and toner cartridges	N	24.4%	15.8%	20.6%	20.9%	18.4%	772	2.93	1.44	2.85	3.00	2.97
	%	188	122	159	161	142				327	329	116
Report energy issues or water leaks	N	18.3%	13.8%	20.9%	24.8%	22.2%	770	3.19	1.40	2.87	3.32	3.70
	%	141	106	161	191	171				325	330	115
Evaluate sustainable catering options	N	51.3%	20.1%	17.1%	7.3%	4.2%	770	1.93	1.16	1.91	1.90	2.06
	%	395	155	132	56	32				326	328	116
Collect food waste from an office event for composting	N	63.1%	15.1%	11.8%	4.9%	5.1%	769	1.74	1.16	1.63	1.76	2.00
	%	485	116	91	38	39				326	327	116
Find, evaluate and purchase the most sustainable option when making a university purchase.	N	41.1%	22.2%	23.1%	9.5%	4.0%	769	2.13	1.17	2.07	2.13	2.29
	%	316	171	178	73	31				327	326	116

MSU Community Interest in Sustainability Programs

Respondents were asked to rate their level of interest in participating in 10 campus programs related to sustainability. Table 10 shows the results overall and by employee group. The programs with the highest level of overall interest were a community supported agriculture (CSA) discount or voucher program for fresh, local produce (3.57), a tour of the Student Organic Farm (3.09) and Green Office Certification (2.86).

Across all employee groups, the programs with the highest level of interest were in a community supported agriculture (CSA) discount or voucher program for fresh, local produce and a tour of the Student Organic Farm. For Faculty and Academic Staff, they also had interest in an individual or office composting program, Support Staff a professional development class about sustainability, and for Skilled Trades, a tour of the MSU Recycling Center.

Overall, Skilled Trades had the lowest level of interest across all programs, with Support Staff the highest. The difference between these two groups for many programs was significant at $p > .05$.

When looking at the lower level of interest for some of the programs, factors such as employee schedule, job duties and responsibility, and work location should be taken into consideration in determining the viability of such programs going forward. For example, there were lower levels of interest for department bike rentals (mean score 2.61), campus bike tour (mean score 2.48), and an MSU professional development class about green purchasing and sustainable certifications (mean score 2.62) where interest in the program would be affected by the aforementioned factors.

Table 10. Interest in Participating in Campus Programs Overall and by Employee Group

MSU Program	Overall									Employee Group		
		Not Interested at All	2	3	4	Very Interested	N	Mean	SD	Faculty & Academic Staff	Support Staff (CT, APA, APSA)	Support Staff (999, 1586, 324)
MSU professional development class about sustainability	N	22.5%	17.5%	26.3%	23.2%	10.5%	764	2.82	1.3	2.81	3.04	2.22
	%	172	134	201	177	80				325	324	115
MSU professional development class about green purchasing and sustainable certifications	N	27.9%	19.8%	24.9%	17.0%	10.4%	763	2.62	1.33	2.62	2.81	2.10
	%	213	151	190	130	79				324	324	115
Green Office Certification -- Implementing sustainable practices in your office.	N	24.4%	15.5%	24.1%	21.1%	14.8%	762	2.86	1.39	2.98	2.99	2.17
	%	186	118	184	161	113				323	324	115
Individual or office composting program -- collect vegan food scraps or coffee grounds and drop off on campus.	N	29.9%	17.4%	19.6%	17.8%	15.4%	760	2.71	1.44	2.99	2.68	2.03
	%	227	132	149	135	117				324	321	115
Department bike rentals.	N	32.8%	15.8%	22.7%	15.3%	13.4%	759	2.61	1.42	2.71	2.70	2.05
	%	249	120	172	116	102				323	321	115
Community supported agriculture (CSA) discount or voucher program for fresh, local produce.	N	13.7%	9.9%	17.3%	23.7%	35.5%	761	3.57	1.4	3.79	3.59	2.92
	%	104	75	132	180	270				322	324	115
Pollinator Garden Volunteer Days - pull weeds, mulch, etc. at campus pollinator gardens.	N	31.1%	16.3%	20.2%	18.8%	13.5%	761	2.67	1.43	2.81	2.79	1.96
	%	237	124	154	143	103				323	323	115
Campus Bike Tour	N	36.7%	15.7%	21.0%	16.5%	10.2%	758	2.48	1.39	2.43	2.65	2.13
	%	278	119	159	125	77				323	320	115
Tour of the MSU Recycling Center.	N	27.5%	14.1%	23.2%	18.2%	16.9%	757	2.83	1.44	2.79	3.03	2.38
	%	208	107	176	138	128				322	320	115
Tour of the Student Organic Farm.	N	23.8%	10.8%	19.1%	25.5%	20.8%	760	3.09	1.46	3.11	3.26	2.51
	%	181	82	145	194	158				323	323	114

Commuting Behaviors

The commuting data was gathered to inform the university's fiscal year 2023 greenhouse gas inventory; the data was deidentified and analyzed by a third party for this work. Data tables have been provided in this report, but please refer to the university's greenhouse gas inventory for additional analysis: <https://sustainability.msu.edu/campus-information/STARS/GHGReporting.html>.

Table 11. Primary Transportation Mode to Campus Overall and by Employee Group

Transportation Modes to Campus By Day of Week and Overall										% Activity at Least Once Per Week	Average Days Per Week	Among those that use the mode at least one time per week – Average days per week using the mode		
Mode		Days Per Week							Faculty & Academic Staff			Support Staff (CT, APA, APSA)	Support Staff (999, 1585, 324)	
		None	1	2	3	4	5	6						7
Drive Alone	%	21.0%	6.5%	6.7%	12.4%	6.0%	40.0%	2.1%	5.5%	79.0%	4.19	3.86	4.15	5.06
	N	169	52	54	100	48	322	17	44	637				
Carpool	%	91.7%	0.6%	1.4%	1.2%	1.5%	3.5%	0.1%	0.0%	8.3%	3.75	3.48	3.54	4.50
	N	739	5	11	10	12	28	1	0	67				
Bus	%	97.6%	0.4%	0.2%	0.5%	0.6%	0.5%	0.1%	0.0%	2.4%	3.42	3.60	3.29	3.00
	N	787	3	2	4	5	4	1	0	19				
Bike	%	92.9%	0.6%	1.1%	1.0%	0.6%	2.9%	0.0%	0.9%	7.1%	4.05	4.16	3.00	NR*
	N	749	5	9	8	5	23	0	7	57				
Walk	%	95.7%	0.4%	1.1%	0.7%	0.0%	1.4%	0.0%	0.7%	4.3%	3.89	3.79	4.33	NR
	N	771	3	9	6	0	11	0	6	35				
Motorcycle, Motorized Scooter, etc.	%	99.4%	0.1%	0.2%	0.0%	0.1%	0.1%	0.0%	0.0%	0.6%	2.80	NR		
	N	801	1	2	0	1	1	0	0	5				
Rideshare	%	99.9%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.1%	3.00			
	N	805	0	0	1	0	0	0	0	1				
Telecommute	%	72.3%	4.6%	11.3%	4.0%	3.1%	3.1%	0.5%	1.1%	27.7%	2.81	2.93	2.69	1.00
	N	583	37	91	32	25	25	4	9	223				

*NR due to low number of respondents falling into the specific category/item.

For respondents that indicated they drive alone to work, the difference between FAS and Support Staff (CT, APA, APSA) and Support Staff (999, 1585, 324) is significant at the $p = > .05$ level and the difference between FAS and Support Staff (CT, APA, APSA) is also significant at the $p = > .05$ level.

For respondents that indicated they carpool to work, the difference between FAS and Support Staff (CT, APA, APSA) and Support Staff (999, 1585, 324) is significant at the $p = > .05$ level.

For respondents that indicated they bike to work, the difference between FAS and Support Staff (CT, APA, APSA) is significant at the $p = > .05$ level.

For respondents that indicated they walk to work, the difference between Support Staff (CT, APA, APSA) and FAS is significant at the $p = > .05$ level.

For respondents that indicated they telecommute, the difference between FAS and Support Staff (CT, APA, APSA) and Support Staff (999, 1585, 324) is significant at the $p = > .05$ level and the difference between FAS and Support Staff (CT, APA, APSA) is also significant at the $p = > .05$ level.

Table 12. Type of Vehicle Driven

Type of Vehicle Driven	N	%
Gas powered car, truck, van	615	90.2%
Hybrid car, truck, van	36	5.3%
Plug-in hybrid car, truck, van	9	1.3%
Fully electric car, truck, van	22	3.2%
Total	682	100.0%

Table 13. Likelihood of purchasing a hybrid, plug-in hybrid or fully electric car or truck in the next 5 years

	Overall						Employee Group				
	Very unlikely	Somewhat unlikely	Neither likely nor unlikely	Somewhat likely	Very likely	N	Mean	SD	Faculty & Academic Staff	Support Staff (CT, APA, APSA)	Support Staff (999, 1585, 324)
%	36.1%	15.6%	13.5%	20.7%	14.1%	646	2.61	1.49	3.27	2.49	1.65
N	233	101	87	134	91				225	306	115

Means are calculated on a scale of 1 - 5, with 1 being the most negative, 5 the most positive response in the scale

The difference between Support Staff (999, 1585, 324) and the other two groups is significant at $p > .05$ as is the difference between FAS and Support Staff (CT, APA, APSA).

Table 14. Issues encountered by employees commuting to work using a plug-in hybrid electric vehicle

Issue/Problem	Responses		Percent of Cases
	N	Percent	
The charging stations are usually full when I need to use one	13	31.7%	41.9%
I haven't experienced any issues	13	31.7%	41.9%
The closest charging stations to my building are over 10 minutes away	6	14.6%	19.4%
Other issue(s)	5	12.2%	16.1%
My work schedule makes it difficult to move my car in a timely manner once it's fully charged	4	9.8%	12.9%
Total	41	100.0%	132.3%

Respondents could choose more than one issue/problem; therefore, results are shown based on both the number of responses (31) and the number of respondents (41) providing a response. Because of this, percentages will add to more than 100.0%.

Table 15. Parking Location on Campus

Building/Lot	Count	Plug-in hybrid car, truck, van	Fully electric car, truck, van
Abrams Planetarium: Lot 41	N	1	1
Auditorium Road Ramp (Computer Center/Administration/Kedzie Halls)	N	0	1
Between North/South Shaw: Lots 39/40	N	1	0
Communication Arts/Sciences: Lot 52	N	1	0
Commuter Lot: Lot 89	N	0	1
Cyclotron	N	0	1
Dairy Store/Trout Food Science: Lots 42/43	N	0	1
Engineering Research: Lot 97	N	1	0
Erikson Hal: Lot 38	N	1	1
Football Practice Field: Lot 56	N	0	1
Giltner Hall/Psychology: Lot 9	N	1	2
Grand River Ramp (Human Ecology/Olin)	N	0	1
Physical Plant/Grounds Maintenance: Lots 59/60	N	0	2
Plant Biology/Plant Soil Sciences/Greenhouses: Lots 46/47	N	2	2
Spartan Stadium: Lot 79	N	0	2
Trowbridge Road Ramp (Communication Arts & Sciences)	N	1	2
Water Plant: Lot 92	N	0	1
Other Campus Buildings	N	0	3

Table 16. Reasons employees do not use alternative transportation (bike, walk, bus, etc.) to commute to work

Reason	Responses		Percent of Cases
	N	Percent	
Time/Convenience - using alternative transportation would take too long	89	23.9%	75.4%
I need a vehicle in case I have to go somewhere unexpectedly.	52	13.9%	44.1%
Buses come to infrequently/times don't match my work schedule.	45	12.1%	38.1%
Lack of infrastructure - bicycle lanes/paths, sidewalks, bus routes, bike parking, etc.)	37	9.9%	31.4%
Personal Safety	35	9.4%	29.7%
Personal reasons - taking children to school/day care/home, etc.	30	8.0%	25.4%
Lack of shower/changing facilities	26	7.0%	22.0%
Lack of bus routes	22	5.9%	18.6%
Live too far from campus to use alternative transportation	14	3.8%	11.9%
Physically unable due to a health limitation or disability	11	2.9%	9.3%
Other	9	2.4%	7.6%
Weather	3	0.80%	2.50%
Total	373	100.0%	316.1%

Respondents could choose more than one reason; therefore, results are shown based on both the number of responses (373 and the number of respondents (118) providing a response. Because of this, percentages will add to more than 100.0%.

The question was asked only to respondents who lived within three (3) miles of campus or zip codes surrounding campus.

Table 17. Awareness of Campus Commuting Resources Overall and by Demographic Group

Resource		Employee Group											
		Overall			Faculty & Academic Staff			Support Staff (CT, APA, APSA)			Support Staff (999, 1586, 324)		
		Yes, Used	Aware, Have Not Used	Unaware of Program/Resource	Yes, Used	Aware, Have Not Used	Unaware of Program/Resource	Yes, Used	Aware, Have Not Used	Unaware of Program/Resource	Yes, Used	Aware, Have Not Used	Unaware of Program/Resource
MSU Bikes Service Center	%	19.1%	58.0%	22.9%	25.8%	52.8%	21.4%	16.5%	59.4%	24.1%	7.6%	68.6%	23.7%
	N	153	464	183	87	178	72	57	205	83	9	81	28
Zipcar	%	1.9%	53.8%	44.3%	2.7%	54.9%	42.4%	1.7%	54.4%	43.9%	0.0%	49.2%	50.8%
	N	15	430	354	9	185	143	6	187	151	0	58	60
CATA Clean Commute(Carpool/Vanpool/Bikepool)	%	6.9%	55.9%	37.3%	7.7%	47.5%	44.8%	7.5%	58.6%	33.9%	2.5%	72.0%	25.4%
	N	55	447	298	26	160	151	26	202	117	3	85	30
MichiVan-Commute with Enterprise	%	0.1%	29.3%	70.6%	0.0%	19.9%	80.1%	0.3%	32.7%	67.0%	0.0%	45.8%	54.2%
	N	1	233	562	0	67	269	1	112	229	0	54	64
Regional trail system for walking/biking	%	33.8%	40.6%	25.5%	44.8%	30.1%	25.1%	31.0%	43.3%	25.7%	11.0%	62.7%	26.3%
	N	269	323	203	150	101	84	106	148	88	13	74	31
Reduced monthly parking permit (\$24.50 per month) for registered carpool users.	%	1.6%	22.5%	75.8%	1.8%	19.3%	78.9%	1.5%	23.6%	74.9%	1.7%	28.6%	69.7%
	N	13	180	606	6	65	266	5	81	257	2	34	83

Table 18. Effectiveness Programs Encourage Alternate Transportation to Campus

Program	Overall						Employee Group					
		Very Ineffective	Ineffective	No Effect	Effective	Very Effective	N	Mean	SD	Faculty & Academic Staff	Support Staff (CT, APA, APSA)	Support Staff (999, 1586, 324)
Reserved parking for carpoolers	%	7.6%	7.8%	26.0%	45.9%	12.6%	791	3.48	1.056	3.57	3.53	3.08
	N	60	62	206	363	100				331	341	119
Guaranteed ride home program for carpoolers that offers reimbursement for taxi fare or car rental should an emergency occur that requires leaving campus before carpool scheduled departure.	%	7.6%	11.3%	27.4%	45.0%	8.7%	789	3.36	1.043	3.43	3.40	3.05
	N	60	89	216	355	69				329	340	120

Means are calculated on a scale of 1 - 5, with 1 being the most negative, 5 the most positive response in the scale

The difference between Support Staff (999, 1585, 324) and the other two groups is significant at $p < .05$ as is the difference between FAS and Support Staff (CT, APA, APSA) for the perceived effectiveness of the guaranteed ride home program.

Appendix: Survey Instrument

MSU Sustainability

CONSENT Sustainability has become a focal point within institutions of higher education. We are currently conducting a campus-wide assessment of Michigan State University's operational sustainability.

This survey will assist in measuring greenhouse gas emissions on campus, that is our "carbon footprint". A key component in measuring this is the daily commuting habits of the campus community. In addition, this survey will help us gather employee input on campus sustainability initiatives at MSU and understand employee perspectives and behaviors related to sustainable practices.

We are asking you to help us do this by completing this short sustainability and transportation survey. Your answers will help us: (a) estimate the baseline impact of commuting emissions and identify potential strategies to make traveling to and across our campus more sustainable, and (b) establish baseline measures of employee awareness of and participation in the institution's sustainability initiatives. We will use this information to inform future sustainability initiatives at MSU.

Participating in this confidential survey is completely voluntary. You may decline to participate, decline to answer certain questions, or discontinue participation at any time. The survey should take no more than 10 minutes to complete.

The Office for Survey Research will make every effort to keep your data private to the full extent allowed under the law, however, there are certain times that OSR is required by law or Michigan State University policies if someone reported child abuse, sexual misconduct, or child pornography where they may have to share some data with the proper authorities.

By selecting YES below and then proceeding with the survey, you are voluntarily consenting to participate in the survey and allowing your responses to be used for institutional research purposes.

- YES (1)
- NO - I decline consent (2)

Q2 We would like to start by asking you about what modes of transportation you use on the days you work on campus.

Please indicate what is the **primary mode of transportation** you use to commute to campus during a typical week. If you use more than one mode in a day (i.e. walk to the bus stop to take the bus to campus) choose the mode with the most miles traveled.

	Don't Work This Day (1)	Drive Alone (2)	Carpool (3)	Public Bus (4)	Bike (5)	Walk (6)	Motorcycle/Moped/Motorized Scooter (7)	Ride hailing service/taxi (Uber, Lyft) (8)	Telecommute (9)
Monday (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Tuesday (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Wednesday (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Thursday (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Friday (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Saturday (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sunday (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q3 Approximately how many miles, on average, is your daily one-way trip to campus? (Round to the nearest whole number, for example if less than one mile, enter 1).



Q4 What is the 5-digit zip code from where you regularly commute (your primary residence) to campus?

Q5 On the days you drive to campus, what type of vehicle is **usually** driven?

- Gas powered car or truck (1)
 - Hybrid car or truck (2)
 - Plug-in hybrid car or truck (3)
 - Fully electric car or truck (4)
 - Other, please specify: (5)
-

[ASKED ONLY TO THOSE WHO DO NOT CURRENTLY DRIVE HYBRID, PLUG-IN HYBRID, ELECTRIC CAR]

Q6 How likely are you to purchase a hybrid, a plug-in hybrid, or fully electric car or truck in the next five years?

- Very unlikely
- Somewhat unlikely
- Neither likely nor unlikely
- Somewhat likely
- Very likely

[ASKED TO THOSE WHO CURRENTLY DRIVE HYBRID, PLUG-IN HYBRID, ELECTRIC CAR]

Q7 Have you encountered any of the following issues commuting to campus using a plug in hybrid or electric vehicle?

- The closest charging stations to my building are over 10 minutes away (1)
- The charging stations are usually full when I need to use one (2)
- My work schedule makes it difficult to move my car in a timely manner once it's fully charged (3)
- Other issue(s), please specify: (4)
- I haven't experienced any issues (5)

[THIS WILL ONLY BE ASKED TO PEOPLE WHO LIVE \geq 3 MILES FROM CAMPUS OR LIVE IN THE 48823 ZIP CODE – ARE THERE OTHER NEARBY ZIPS THAT SHOULD BE INCLUDED?

Q8 What are some of the reasons why you do not use alternative transportation (bike, walk, public bus, etc.) to commute to campus? Please check all that apply.

- Time/Convenience - using alternative transportation would take too long (1)
 - Lack of infrastructure - bicycle lanes/paths, sidewalks, bus routes, bike parking, etc. (2)
 - Lack of shower/changing facilities (3)
 - Lack of bus routes (4)
 - Buses come too infrequently/times don't match my work schedule. (5)
 - Personal reasons - taking children to school/day care/home, etc. (6)
 - Emergencies - I need a vehicle in case I have to go somewhere unexpectedly. (7)
 - Personal Safety (8)
 - Physically unable due to a health limitation or disability (9)
 - Other, please specify (10)
-

Q9 We are interested in learning more about employee's knowledge and use of commuting resources currently available to the MSU community.

For each of the following, please indicate whether you have used the resource, are aware of the

resource, but have not used, or are unaware of the resource.

	Yes, Used (1)	Aware, Have Not Used (2)	Unaware of Program/Resource (3)
MSU Bikes Service Center (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Zipcar (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
CATA Clean Commute (Carpool/Vanpool/Bikepool) (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
MichiVan-Commute with Enterprise (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Regional trail system for walking/biking (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reduced monthly parking permit (\$24.50 per month) for registered carpool users. (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q10 How effective do you think each of the following community programs would be in increasing employees use of alternative forms of transportation to campus?

	Very Ineffective (1)	Ineffective (2)	No Effect (3)	Effective (4)	Very Effective (5)
Reserved parking for carpoolers (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Guaranteed ride home program for carpoolers that offers reimbursement for taxi fare or car rental should an emergency occur that requires leaving campus before carpool scheduled departure. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q11 The next series of questions focus on sustainability more broadly at MSU.

Sustainability refers to its integration across the following areas at MSU:

- Academics (e.g., teaching, learning, research)
- Operations (e.g., infrastructure and practices related to energy, water, waste, grounds, transportation)
- Campus engagement (e.g., programs for the campus community to embrace sustainable actions in their daily routines)
- Community outreach (e.g., collaborative partnerships that connect university resources with community knowledge in mutually beneficial ways)
- Planning (e.g., sustainability coordination and planning at an institutional level)

Q12 How important is it to you that sustainability be a part of MSU's culture?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	
Not Important at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Very Important

Q13 To what extent do you believe that sustainability is already embedded in the culture at MSU?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	
Not at All	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Completely

Q14 To what extent do you believe that MSU is committed to sustainability?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	
Not at All	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Completely

Q15 How important is it that Michigan State University reduces its carbon footprint or impact on the environment?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	
Not Important at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Very Important

Q16 How familiar are you with Michigan State University's goal to reduce greenhouse gas emissions by 50% by 2030?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	
Not at All Familiar	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Very Familiar

Q17 How much impact do you think each of the following have on Michigan State University's "carbon footprint" on the environment?

	No Impact at All 1 (1)	2 (2)	3 (3)	4 (4)	Significant Impact 5 (5)
Your commuting habits (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your waste and recycling habits (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your energy and water use (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q18 We are also interested in learning more about you own "green" behaviors.

How often while working on campus do you do the following?

	Never (1)	Sometimes (2)	About half the time (3)	Most of the time (4)	Always (5)
Turn off the lights in an empty room. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Use power saving mode on your computer. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Turn off electronic devices in your office when you leave for the day. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Unplug your cellphone charger when not actively charging your phone. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recycle (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Print double-sided (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Use a reusable water bottle, coffee cup, travel mug, etc. (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Use reusable dishware when eating at work. (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q19 Next, we would like to measure employee's awareness of current campus sustainability programs.

Which of the following campus sustainability programs are you familiar with? Please check all that apply

- Office of Sustainability (1)
- Building recycling stations (2)
- MSU Public Recycling Drop Off Station (3)
- MSU Surplus Store (4)
- MSU Vermicomposting Program (5)
- South Campus Anaerobic Digester (6)
- MSU Shadows Wood Recovery Initiative (7)
- W.J. Beal Botanical Garden (8)
- MSU Student Organic Farm (9)
- I am not familiar with any of the programs (10)

Q20 How would you rate your level of knowledge on how and where to do each of the following?

	Not Knowledgeable at All 1 (1)	2 (2)	3 (3)	4 (4)	Extremely Knowledgeable 5 (5)
Recycle plastics (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recycle paper (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recycle cardboard (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recycle printer ink and toner cartridges (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Report energy issues or water leaks (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Evaluate sustainable catering options (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Collect food waste from an office event for composting (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Find, evaluate and purchase the most sustainable option when making a university purchase. (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q21 How interested would you be in participating in any of the following programs offered at MSU?

	Not Interested at All 1 (1)	2 (2)	3 (3)	4 (4)	Very Interested 5 (5)
MSU professional development class about sustainability (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
MSU professional development class about green purchasing and sustainable certifications (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Green Office Certification -- Implementing sustainable practices in your office (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Individual or office composting program -- collect vegan food scraps or coffee grounds and drop off on campus (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Department bike rentals. (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Community supported agriculture (CSA) discount or voucher program for fresh, local produce (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pollinator Garden Volunteer Days - pull weeds, mulch, etc. at campus pollinator gardens (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Campus Bike Tour (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Tour of the MSU Recycling Center (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Tour of the Student Organic Farm (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q22 That was our last question. If you have any additional comments about sustainability at MSU, please provide them below.
