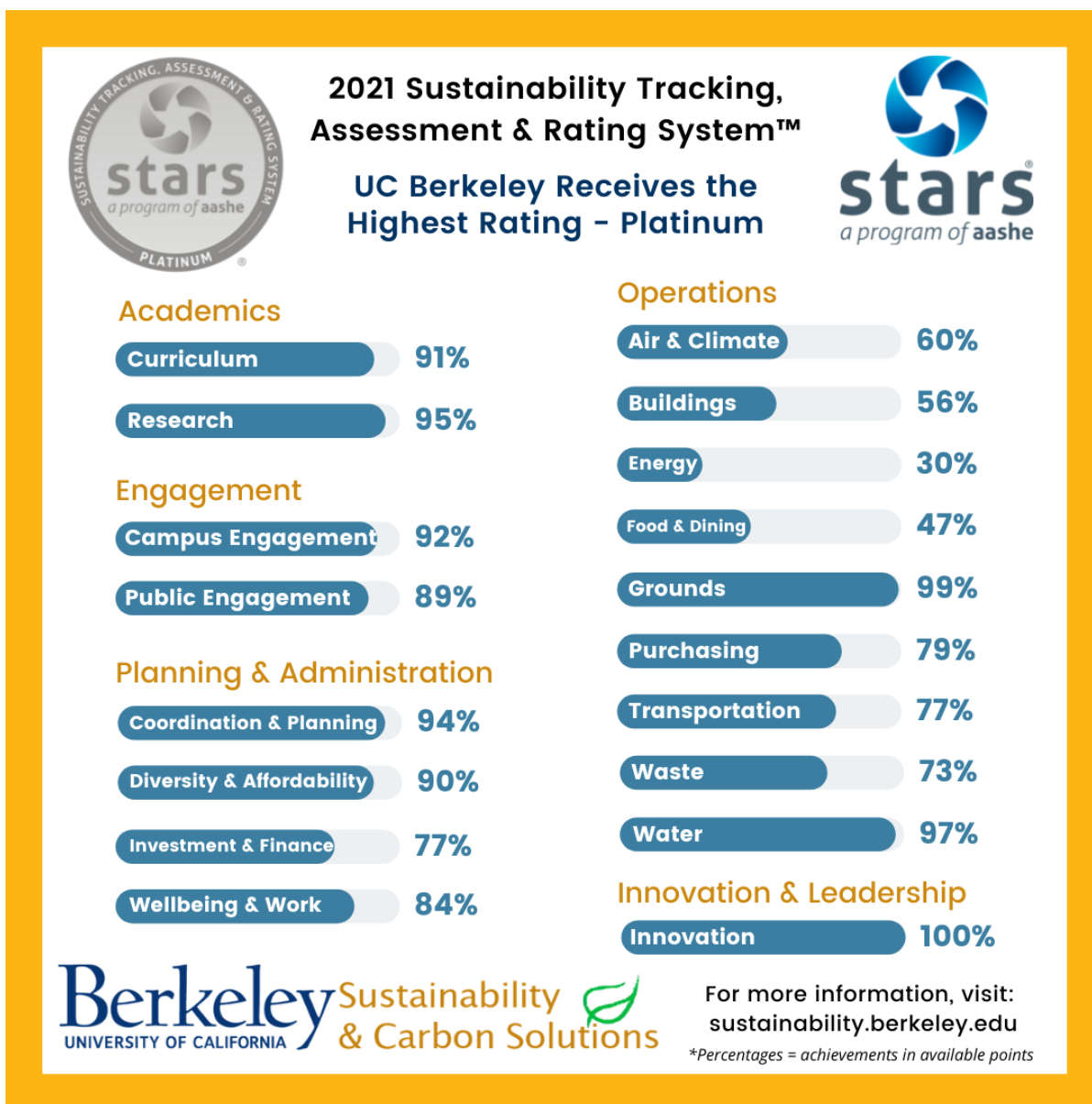


UC Berkeley STARS Analysis Report

[STARS v.2.2 Platinum Rating](#)



UC Berkeley Office of Sustainability & Carbon Emissions
June 2021

Report by Mikayla Tran, OS Sustainability Analyst

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About AASHE STARS



The Sustainability Tracking, Assessment & Rating System™ (STARS®) is a transparent, self-reporting framework for colleges and universities to measure their sustainability performance. STARS is intended to engage and recognize the full spectrum of higher education institutions, from community colleges to research universities. The framework encompasses long-term sustainability goals for already high-achieving institutions, as well as entry points of recognition for institutions that are taking first steps toward sustainability.

The Association for the Advancement of Sustainability in Higher Education (AASHE) is an association of colleges and universities that are working to create a sustainable future. AASHE's mission is to empower higher education to lead the sustainability transformation. It provides resources, professional development, and a network of support to enable institutions of higher education to model and advance sustainability in everything they do, from governance and operations to education and research.

For more information about AASHE, visit www.aashe.org.

Overview

In its 2021 submission, [UC Berkeley earned a Platinum rating](#) in the Sustainability, Tracking, Assessment & Rating System, a comprehensive sustainability rating system for colleges and universities that addresses the environmental, social, and economic dimensions of sustainability. This marks an exciting achievement from our first-ever STARS submission in 2018, advancing our campus from Gold to Platinum despite stricter criteria under this newest edition of STARS. In particular, our report this time around sought to encompass a holistic view of sustainability through guidance by the United Nations Sustainable Development Goals. This expanded view of sustainability allowed us to better capture the range and depth of sustainability initiatives on campus and in the classroom.



UC Berkeley's 85.39-point score came in 7th highest of the 674 colleges and universities with an active STARS rating, and 3rd highest among the institutions reporting under the most recent version of STARS, v.2.2. This achievement also lifted UC Berkeley to the highest score among UC campuses under this most recent edition of STARS, with UC Irvine following with a Platinum rating under STARS v.2.1. For a campus that has long been a pioneer in environmental sciences and best practices, UC Berkeley received important recognition from the most comprehensive and widely used academic sustainability assessment tool.

STARS is a program of AASHE, The Association for the Advancement of Sustainability in Higher Education. With more than 900 participants in 40 countries, AASHE's STARS program is the most widely recognized framework in the world for publicly reporting comprehensive information related to a college or university's sustainability performance. Participants report achievements in five overall areas: 1) academics 2) engagement, 3) operations, 4) planning and administration, and 5) innovation and leadership.

The results highlighted UC Berkeley's longtime strengths in environmental research and scholarship as well as its innovative approaches to campus operations that reduce energy use, water consumption, and provide comprehensive organic landscaping techniques. The campus' top-ranked environmental sciences programs helped UC Berkeley notch perfect STARS scores for its sustainability-themed undergraduate and graduate programs as well as earn 17.12 out of 18 points in sustainability-focused research. Our inventory of academic courses found that [UC Berkeley's sustainability course offerings make up almost 50% of all campus courses](#), leading us to a near-perfect score in this category. The STARS scores also reflected the strength of campus initiatives weaving social and economic sustainability into academic and campus life.

The university earned perfect scores in the Campus as a Living Laboratory field, which assesses how sustainability education is incorporated into building, air quality, and other on-campus operations. We also maximized points in the Student Educators Program credit, in which our response emphasizes the range and depth of peer-to-peer sustainability outreach

and education programs available to students on campus. Finally, UC Berkeley earned perfect scores in three of the four credits measuring diversity and affordability, highlighting the multitude of programs supported by the Division of Equity & Inclusion.

Looking ahead, UC Berkeley aims to continue fostering a sustainable and equitable campus and improving upon STARS areas with potential point gains. For example, one area of opportunity in the Engagement portion of the STARS report was capturing the amount of community service hours completed by students and employees in a given year. Developing a tracking system to record campus volunteering activities will help demonstrate our community's dedication to public service. In the Operations category, as we achieve our current sustainability goals, we will also improve our STARS rating. In this round of STARS, the campus saw point reductions in the Air & Climate area due to the stricter criteria posed by STARS version 2.2. UC Berkeley's score in these categories, though, is comparable to other large urban research universities challenged with finding the space and funding for on-site renewable energy generation to meet a large share of campus energy needs. Despite the difficulties, the campus is focusing and planning for the wellbeing of the air and climate, and the decarbonization of the [UC Berkeley energy system](#).

Certified on April 30, 2021, the STARS results were the culmination of a year's worth of data collection, interviews, and other research conducted by UC Berkeley Sustainability Director Kira Stoll and Mikayla Tran, Sustainability Analyst with the Office of Sustainability. The [campus' public STARS report can be found on the STARS website](#).

The STARS team received invaluable help from the Office of Planning and Analysis, Sponsored Projects Office, Cal Dining, Student Environmental Resource Center, Parking and Transportation, Facilities Services, Human Resources, UC Berkeley Extension, and Ph.D. Candidate Jack Chang as an internal reviewer. Finally, the Office of Sustainability benefited from collaboration with the UC STARS Working Group and the University of California Office of the Chief Investment Officer. Our team is thrilled to have reached STARS Platinum; this was not an easy process, and it would not have been possible without the valuable contributions of several departments across campus.

STARS version 2.2 is the latest version of STARS and was released in June 2019. UC Berkeley aims to maintain our Platinum rating during the next STARS reporting period, though the next edition of the STARS report will likely bring stricter criteria and guidelines. In the meantime, we will continue to focus on improving campus sustainability efforts and modeling best practices for higher education institutions. Our STARS sustainability data and Platinum rating will be considered for ranking later in the year in Sierra's [Cool Schools ranking](#) and The Princeton Review's [Guide to Green Colleges](#).

Performance by Category

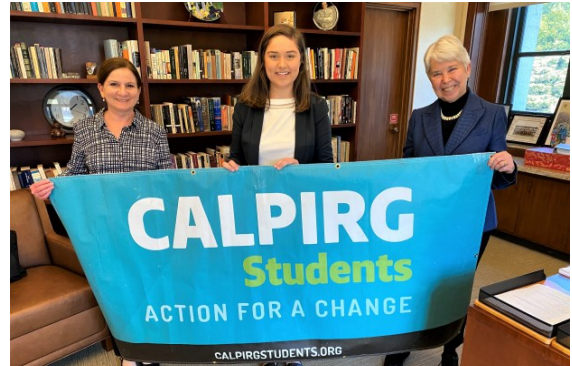
Category	Subcategory	Points Scored
Academics	Curriculum	36.31 / 40.00
	Research	17.12 / 18.00
Engagement	Campus Engagement	19.42 / 21.00
	Public Engagement	17.78 / 20.00
Operations	Air & Climate	6.59 / 11.00
	Buildings	4.49 / 8.00
	Energy	2.97 / 10.00
	Food & Dining	3.79 / 8.00
	Grounds	3.95 / 4.00
	Purchasing	4.73 / 6.00
	Transportation	5.41 / 7.00
	Waste	7.27 / 10.00
	Water	5.82 / 6.00
Planning & Administration	Coordination & Planning	8.50 / 9.00
	Diversity & Affordability	9.00 / 10.00
	Investment & Finance	6.19 / 8.00
	Wellbeing & Work	5.88 / 7.00
Innovation & Leadership	Innovation & Leadership	8.75

Points of Distinction (PRE-2)

Category Highlights

1) Students advancing sustainability on campus

Outside the classroom, students, staff and faculty are engaged in a multitude of activities to ensure that sustainability is institutionalized on campus. The vibrant environmental community at UC Berkeley is a key feature of our progress towards a more sustainable campus, where students partake in community-building projects, research, and advocacy efforts to create a more sustainable and equitable world...



2) Climate Action and Planning for a Sustainable Future

Berkeley has more than 15 years of demonstrated climate action results. Berkeley has produced three climate action plans, and met its first carbon reduction target, bringing carbon emissions to levels lower than they were 30 years ago...



3) Environmental Change, Sustainability, and Justice in Academics & Research

UC Berkeley's renowned scholarship and teaching include breakthrough understandings of natural resources, technical solutions to climate change, and policy and law strategies that lessen environmental impacts and improve lives. Our campus leads the way in sustainability research, with more than 25% of employees and more than 60% of departments engaged in sustainability research. We offer over 900 sustainability-focused courses with a wide



array of academic departments expanding climate literacy among students. UC Berkeley has been consistently rated the top school in the world in environmental sciences, where our renowned Rausser College of Natural Resources strives to provide students the tools to protect the Earth's natural resources and ensure economic and ecological sustainability for future generations...

Photo by PhD Candidate EmmaSteigerwald

Academics

Category	Subcategory	Points Scored
Academics	Curriculum	36.31 / 40.00
	Research	17.12 / 18.00

Category Highlights

- UC Berkeley is consistently rated as the top university in the world in environmental sciences, and that record is reflected in its solid performance in the STARS Curriculum category.
- Doctoral and research universities on average won 63.79% of points in the Curriculum category, compared to 91% of points captured by UC Berkeley in the field.
- Doctoral and research institutions on average captured 80% of available points in the Research category, compared to 95% of points won by UC Berkeley in the field.
- Almost 50% percent of campus courses qualified as sustainability-focused or -related, based on the STARS definition.
- Those courses were distributed across 115 academic departments, making up 89% of all UC Berkeley departments. These included the anthropology, social welfare, and ethnic studies departments that offered courses addressing social and economic sustainability.
- Using that same criteria, practically all UC Berkeley undergraduates receive sustainability training due to requirements that they receive a passing grade in at least one American Cultures class designed to explore social and environmental justice issues.
- Including graduate students, about 55% of UC Berkeley students received degrees in the 2017-2020 school years from departments with a sustainability-related learning outcome.
- **Deliverables**
 - [UCB Sustainability Course Offerings AY 2017-18 to 2019-20](#)
 - [UC Berkeley Extension Sustainability Courses FY16-17 to 19-20](#)

Best practices

- AC-1: filter the full inventory by a keyword list sorted by the UN SDGs to identify sustainability-related courses
- AC-1 & AC-9: keep records of communication history with campus departments contributing to the academic course & research inventories to streamline the data request process in the next STARS submission

Opportunities for improvement

- AC-1 & AC-9: Internal mapping of sustainability-related or -focused research & courses
 - Research: ask project titles to check-mark whether the research is related to sustainability and/or climate change
 - Academic Courses: continue to internally flag sustainability courses that are offered every semester
- AC-2: Learning Outcomes
 - Partner with the Undergraduate Student Learning Initiative to share the degrees identified with sustainability learning outcomes & map out sustainable concepts in learning outcome initiatives
- AC-6: Sustainability Literacy Assessment
 - Partner with the SERC DeCal program & other academic units to survey students' sustainability literacy

Engagement

Category	Subcategory	Points Scored
Engagement	Campus Engagement	19.42 / 21.00
	Public Engagement	17.78 / 20.00

Category Highlights

- The campus achieved 92% of available points in the STARS Campus Engagement category, compared to 73% of points captured on average by all research and doctoral institutions.
- We earned a perfect score in multiple subcategories, including the Student Educators Program credit, where our response emphasized the range and depth of peer-to-peer sustainability outreach and education programs available to students on campus.
- Another highlight found that all campus employees are served by a peer-to-peer sustainability outreach and education program, such as the Zero Waste Building Program spearheaded by Cal Zero Waste.

Best practices

- EN-1 & EN-7: Reach out to student and employee organizations to gather information on the amount of hours worked in peer-to-peer education programs
- EN-6: Assessing Sustainability Culture: Utilized the results from the UC-wide Cool Campus Challenge Participant Survey
- EN-14 & EN-15: Shared responses among UC campuses
- EN-13: Community Service
 - Estimate the total number of student community service hours contributed annually: We extrapolated data from the University of California Undergraduate Experience Survey to the larger undergraduate population, which gives us an estimated number of students who had performed community service in a year. The Public Service Center can provide data on the yearly average of community service hours per student. We then multiplied this average by the estimated number of students who had performed community service.
 - A brief description of the institution's program to support employee volunteering: Staff are offered release time for campus-sponsored activities, including activities in Berkeley Staff Organizations. Release Time for Campus-Sponsored Activities: In the normal course of business, exempt employees should receive at least 10 workdays of approved paid release time annually, and non-exempt employees should receive at least 80 hours of approved paid release time

annually to participate in campus-sponsored activities. Release time cannot be accrued for carry-forward to the next year.

- <https://campuspol.berkeley.edu/policies/stafforgs.pdf>

Opportunities for improvement

- EN-1: Student Educators Program
 - Better utilize the resource: [UHS Peer Education Programs](#)
- EN-3: Graduation Pledge
 - Create a sustainability graduation pledge through the Rausser College of Natural Resources or Student Environmental Resource Center
- EN-9: Staff Professional Development and Training
 - "Estimated percentage of regular, non-academic staff that participates annually in sustainability professional development and training" = 1-24% currently
 - There might be a way in the future to better understand how sustainability is covered in EH&S trainings, giving us better numbers to tap into
- EN-13: Community Service
 - It would be beneficial to have a program that tracks the community service hours of employees. With the wide array of community service programs that take place on campus, it can be hard to capture the number of hours volunteered throughout campus in a given year

Operations

Category	Subcategory	Points Scored
Operations	Air & Climate	6.59 / 11.00
	Buildings	4.49 / 8.00
	Energy	2.97 / 10.00
	Food & Dining	3.79 / 8.00
	Grounds	3.95 / 4.00
	Purchasing	4.73 / 6.00
	Transportation	5.41 / 7.00
	Waste	7.27 / 10.00
	Water	5.82 / 6.00

Category Highlights

Air & Climate

- In 2021, UC Berkeley outperformed research and doctoral institutions of its size in STARS by winning 60% of available points in the Air and Climate category, compared to 51% among all research and doctoral institutions.
- The campus also has strict guidelines on pollutant emissions from vehicles and conducts a complete inventory of emissions from stationary sources.

Buildings

- The campus achieved 56% of available points in the STARS Buildings category, compared to 34% of points captured by all research and doctoral institutions.
- One hundred percent of UC Berkeley's buildings are operated according to protocols governing air quality, energy use, and water management.

Energy

- The campus won almost 30% of available points in the energy category, compared to 36.34% of points won by all research and doctoral institutions.
- The Energy Office is examining ways to reduce building energy consumption and campus planners are examining how to install more renewable energy generation on a dense urban campus with many historic buildings. The campus is looking in the short-term to add solar PV on campus but available space for such systems will only offset less than 1% of the power needs of the research intensive campus.

- The campus is in the process of retrofitting most campus buildings with LED lighting fixtures. The campus-wide LED conversion project is working through each building on campus, replacing end-of-life T8 fluorescent lighting with LED technology. In 2019, two large Chemistry lab buildings with complex, sensitive work spaces were completed. The new LED lighting has an expected lifetime of 70,000 hours and saves \$50,000 annually.

Food & Dining

- UC Berkeley's commitment to serving fresh, sustainably sourced food shone through in its stellar STARS performance in the Sustainable Dining category.
- The campus won 47% of available points in the category, compared to the less than 30% won on average by all research and doctoral universities.
- The campus also works to reduce dining-related waste; in practice, that means collecting and donating uneaten food to people in need. CalDining uses Replate, a service that picks up our overproduced food and donates it to local nonprofits.

Grounds

- The natural splendor of UC Berkeley's 1,232 acres climbing the East Bay hills not only offers a calm oasis from the surrounding city, that landscape has also helped the campus notch a top STARS score for its biodiversity, and for how campus staff protect UC Berkeley's natural assets.
- Research and doctoral institutions won an average of 52% of STARS points in the Grounds category, compared to Berkeley's 99%.
- A highlight of UC Berkeley's performance in this category is 95% of grounds managed organically. All campus area is managed organically (without inorganic fertilizers, fungicides or pesticides) with the exception of less than 5% of the land where inorganic materials are used selectively to treat wood stumps and newly weeded areas. Selective chemicals are used when there are no effective organic alternatives.

Purchasing

- Research and doctoral institutions as a whole won 57% of Purchasing points, compared to 79% of available points captured by UC Berkeley.
- Compared to 2018, our 2021 STARS report improved greatly in the Cleaning & Janitorial Purchasing subcategory. University of California has a system-wide agreement with the company Waxie for supplying cleaning and janitorial products, and the vendor is proactive in promoting the purchase of green products & in providing a clear and thorough reporting of spend.

Transportation

- Built in one of the densest urban areas in the country, UC Berkeley prospers from a wealth of sustainable transportation options. As reflected in the STARS tool, 95% of students use bicycles, buses, and other sustainable options as their primary mode of transportation to campus.
- Berkeley has a number of flex-fuel gasoline/E85 vehicles, which are not considered green vehicles by STARS standards. Additionally, the campus owns several vehicles

that are partial zero-emission vehicles and electric carts that are used on campus that are not included in STARS standards.

- Research and doctoral institutions as a whole won 55% of points in the Transportation category, compared to 77% of available points won by UC Berkeley.

Waste

- UC Berkeley is working to transform its recycling and waste systems so that the campus sends zero waste to landfills by 2020 and Beyond.
- The results of that ambitious project are already reflected in the campus' STARS Waste score, with UC Berkeley capturing 7.27 out of 10 available points in the field.
- By comparison, research and doctoral institutions as a whole captured less than half of available points in the Waste category.

Water

- As California has struggled with multiple years of drought, UC Berkeley has deployed water-saving strategies that have lowered per-person water use to some of the most efficient levels in the country.
- Research and doctoral institutions on average captured about half of available Water category points, compared to 97% of points captured by UC Berkeley.
- The campus also scored full points in the STARS Rainwater Management field due to its Low-Impact Development rainwater practices for all new developments.
- UC Berkeley follows a Campus Stormwater Management Plan that monitors water pollutant-releases by non construction-related operations on campus.

Best practices

- OP-9: Landscape management
 - All campus area is managed organically (without inorganic fertilizers, fungicides or pesticides) with the exception of less than 5% of the land where inorganic materials are used selectively to treat wood stumps and newly weeded areas. Selective chemicals are used when there are no effective organic alternatives.
- OP 12-14: Purchasing data was gathered by the UCOP Sustainable Procurement team and shared among UC campuses.

Opportunities for improvement

- Air & Climate Subcategory
 - Compared to our 2018 STARS report, we experienced point reductions in Emissions Inventory and Disclosure & Greenhouse Gas Emissions credits due to the stricter criteria posed by STARS version 2.2
 - Though there is room for improvement, UC Berkeley's score in these categories are comparable to the scores of other large research universities, which face many of the same obstacles in overcoming certain sustainability challenges

Planning & Administration

Category	Subcategory	Points Scored
Planning & Administration	Coordination & Planning	8.50 / 9.00
	Diversity & Affordability	9.00 / 10.00
	Investment & Finance	6.19 / 8.00
	Wellbeing & Work	5.88 / 7.00

Category Highlights

- UC Berkeley earned perfect scores in three of the four credits measuring diversity and affordability, highlighting the multitude of programs supported by the Division of Equity & Inclusion.

Best practices

- PA-3, PA-9 to PA-12: Information can be shared or referenced among the UC campuses
- PA-15: Workplace Health & Safety
 - The annual number of recordable incidents of work-related injury or ill health can be taken from the OSHA Annual Summary of Work-Related Injuries and Illnesses, provided by The Office of Environment, Health and Safety

Opportunities for improvement

- PA-8: Affordability and Access
 - Percentage of entering students that are low-income (ie: students who are receiving Pell Grant funds AND/OR meet Pell Grant eligibility criteria) is likely higher than the number we reported, as we do not have access to the data on the percentage of students who meet Pell Grant eligibility criteria but did not receive funds

Innovation & Leadership

Category	Subcategory	Points Scored
Innovation & Leadership	Innovation & Leadership	8.75

Bicycle Friendly University	0.25 / 0.50
Community Garden	0.50 / 0.50
Dining Services Certification	0.50 / 0.50
Diversity and Equity Recognition	0.50 / 0.50
Fair Trade Campus	0.50 / 0.50
Food Bank	0.50 / 0.50
Green Athletics	0.25 / 0.50
Green Event Certification	0.25 / 0.50
Green Laboratory Program	0.50 / 0.50
Grounds Certification	0.50 / 0.50
Single-Use Plastic Ban	0.50 / 0.50
Sustainability Course Designation	0.50 / 0.50
Sustainability Projects Fund	0.50 / 0.50
Textbook Affordability	0.50 / 0.50
Zero Waste Certification	0.50 / 0.50
Innovation A: SDG Undergraduate Research Group (SURG)	0.50 / 0.50
Innovation B: Chancellor's Advisory Committee on Sustainability (CACS)	0.50 / 0.50
Innovation C: UC Berkeley Cool Campus Challenge Engagement	0.50 / 0.50
Innovation D: DeCal, Zero Waste & a Sustainable Future	0.50 / 0.50

Category Highlights

- Single-Use Plastic Ban
 - In April 2020, UC Berkeley committed to the strongest plastic ban in the country. This comprehensive target will eliminate all non-essential single-use plastic with viable alternatives by 2030. Unlike other plastic bans, UC Berkeley's initiative goes beyond previously existing plastic reduction targets focused on foodware and plastic bags, and addresses the spectrum of products and packaging used in campus academics, research, administration, and events. Items that are commonly

not a part of plastic policies, such as chip bags and foam packaging, are included in this commitment, so this will push for upstream solutions and continue UC Berkeley's leadership in sustainability.

- As next steps, the campus is working on the following: form a Single-Use Plastic Working Group made up of diverse stakeholders, develop enabling strategies in purchasing contracts, and develop a plan - a roadmap - to the 2030 target.
- Innovation A: SDG Undergraduate Research Group (SURG)
 - Launched Fall 2020, SURG (SDG Undergraduate Research Group) is an undergraduate research group affiliated with the UC Berkeley Office of Sustainability and guided by the UN Sustainable Development Goals. We strive to research local cross-cutting issues, empower undergraduate voices, and increase the accessibility of research on campus. Undergraduate researchers will join working groups that tackle an area of sustainability tied to the UN SDGs, contribute to a collaborative research report, and present their findings to key stakeholders...

Opportunities for improvement

- IN-16: Green Athletics
 - Establish at least one of the following programs to achieve full points:
 - A program to minimize the sustainability impacts of turf management (e.g., by installing low input turfgrass or environmentally preferable artificial turf)
 - An athletic team certification program
- IN-18: Green Event Certification
 - Advance the certification program to address the following & achieve full points:
 - Energy efficiency (e.g., equipment and lighting)
- IN-4: Campus Pride Index
 - To pursue this credit: must be rated at above mid-level by the Campus Pride Index or an equivalent third party recognition program for LGBTQ+ friendly practices approved by AASHE.

Significant Point Differences

(Equal to or greater than a 0.25 point difference)

UC Berkeley submitted to [STARS version 2.1 in 2018](#) and to [STARS version 2.2 in 2021](#).

Category	Credit Number & Title		Points available	V. 2.1 Points	V. 2.2 Points	Point difference	Reason for difference
Academics	AC 1	Academic Courses	14	11.15	13.94	+ 2.79	Keyword search expanded to include SDG-related sustainability courses
	AC 2	Learning Outcomes	8	5.93	6.37	+ 0.44	Expanded upon degree list with sustainability learning outcomes through more detailed documentation (sustainability-focused program / learning outcome / required course)
	AC 6	Sustainability Literacy Assessment	4	0	2	+ 2.00	Administered assessment in Fall 2020
Engagement	EN 1	Student Educators Program	4	0.86	4	+ 3.14	Expanded definition of student educators program (including SDG-related programs) & reached out to groups directly to collect data
	EN 7	Employee Educators Program	3	1.5	2.17	+ 0.67	Expanded definition of employee educators program (including SDG-related programs) & reached out to groups directly to collect data
	EN 12	Continuing Education	5	3.24	5	+ 1.76	Keyword search expanded to include SDG-related sustainability courses
Operations	OP 1	Emissions Inventory and Disclosure	11	7.52	6.59	- 0.93	Stricter criteria imposed under STARS v.2.2
	OP 2	Greenhouse Gas Emissions					
	OP 5	Building Energy Efficiency	6	2.32	2.89	+ 0.57	Updated baseline electricity purchases during the review process increased our score. <i>*Baseline electricity purchases were based on 2018 data (2016 not available due to the ownership of the cogeneration). Noting operation of the plant and</i>

							<i>external purchases of electricity don't fluctuate much under normal operations, and the figure used should be accurate for these purposes and reflective of the baseline year. If anything this is a conservative figure.</i>
	OP 7	Food and Beverage Purchasing	6	2.15	1.79	- 0.36	Stricter qualifying criteria imposed under STARS v.2.2
	OP 9	Landscape Management	2	1	1.95	+ 0.95	Found that all campus area is managed organically (without inorganic fertilizers, fungicides or pesticides) with the exception of less than 5% of the land
	OP 12	Electronics Purchasing	1	0.81	0.52	- 0.29	Stricter scoring criteria imposed under STARS v.2.2
	OP 13	Cleaning and Janitorial Purchasing	1	0.1	0.61	+ 0.51	Data was gathered by the UCOP Sustainable Procurement team; found a greater percentage of expenditures that are third party certified
	OP 18	Waste Minimization and Diversion	8	5.02	5.29	+ 0.27	Large increases in the amount of material composted & donated / re-sold
Planning & Administration	PA 4	Reporting Assurance (NEW)*	1	-	1	+ 1.00*	This is a new scoring credit available in STARS v.2.2
	PA 8	Affordability & Access	4	3.61	3	- 0.61	Stricter criteria imposed under STARS v.2.2: Credit changed to be strictly performance-based. Qualitative information about support for low-income and non-traditional students is moved to Optional Reporting Fields.
	PA 11	Investment Disclosure	1	0.75	1	+ 0.25	All information for this credit was provided by the UC Office of the Chief Investment Officer.
	PA 12	Employee Compensation	3	0.87	2.3	+ 1.43	Increases in: - Percentage of employees that receive a living wage - Percentage of employees of on-site contractors known to receive a living wage or be covered by collective bargaining agreements

							- Total compensation provided to the institution's lowest paid regular, part-time or full-time employee or pay grade meets or exceeds what percentage of the living wage
	PA 15	Workplace Health and Safety	2	0.71	1.58	+ 0.87	Changes under v.2.2: Remove scoring based on improvement from baseline.