

UNIVERSITY of WASHINGTON

UW



UW RECYCLING ANNUAL REPORT 2017

BUILDING SERVICES DEPARTMENT





UW RECYCLING

FISCAL YEAR 2017 ANNUAL REPORT
BUILDING SERVICES DEPARTMENT

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UW RECYCLING MISSION STATEMENT

UW Recycling provides innovative recycling, composting and waste reduction solutions with unmatched passion for the health of our campus and our planet.

PROGRAM OVERVIEW

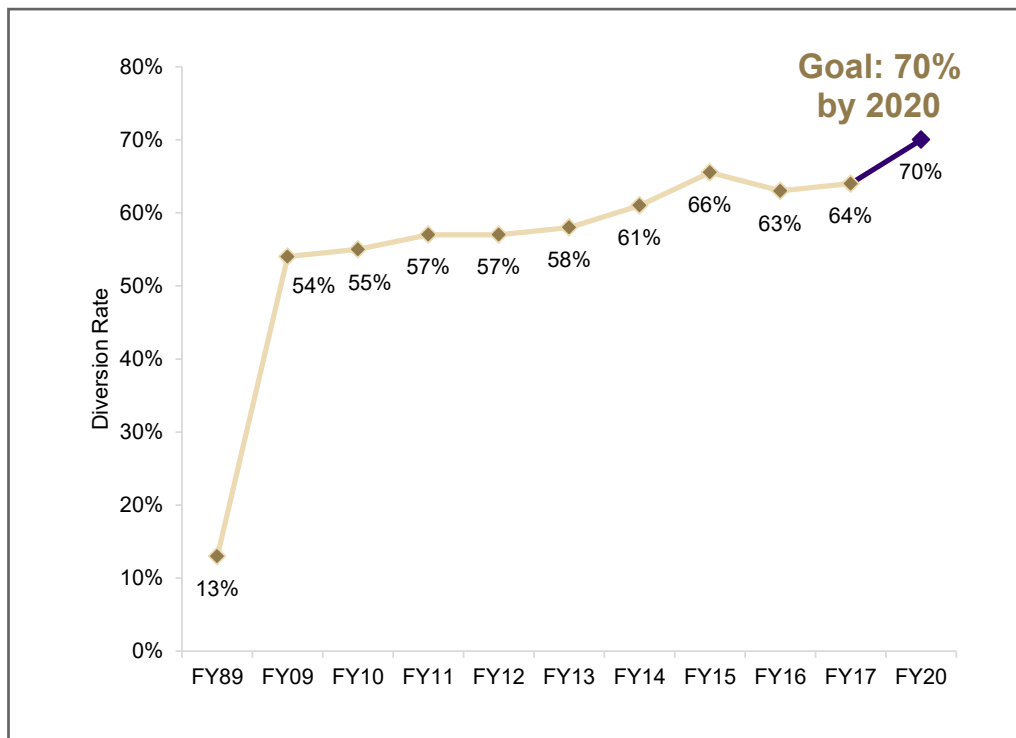
KEY POINTS

- 64% diversion rate
- Saved more than \$1.8 million by recycling, composting and reuse
- Net reduction of 11,479 tons of greenhouse gas emissions

INTRODUCTION

The Fiscal Year 2017 UW Recycling Annual Report provides an overview of the University of Washington's campus recycling and solid waste program in Seattle from July 1, 2016, through June 30, 2017.

DIVERSION RATE GOAL



FISCAL YEAR (FY) 2017 ACCOMPLISHMENTS

Each year, UW Recycling monitors its program's success and develops new initiatives to help drive waste diversion efforts. This year UW Recycling continued to raise overall awareness about its waste diversion goal of 70% by 2020. Specific educational and infrastructural accomplishments for Fiscal Year 2017 include:

- Named Pac-12 Grand Champion award in the national collegiate RecycleMania competition for third year in a row.
- Completed office and warehouse relocation to Publication Services Building.
- Diverted 28 tons of donated material and recycling through SCRAM, our student moveout program.
- Promoted the University of Washington's recycling programs at the Washington Higher Education Sustainability Coalition and Washington State Recycling Association conferences.
- Hired a part-time student as a Waste Diversion Assistant to align and assist with infrastructure improvement projects on campus and act as liaison between our office and the student body.
- Generated waste diversion data that contributed to The Princeton Review recognizing the University of Washington on the [Green Honor Roll](#) for the sixth consecutive year.
- Expanded MiniMax (UW's comprehensive waste diversion program) to 63% of academic and facilities building—an increase of 2 percentage points from last year's 61%.
- Developed MiniMax Strategy Plan and garnered support from UW Finance & Administration to implement the program in the remaining 58 academic and facilities buildings on campus in FY 2018.
- Conducted recycling outreach and education to staff, faculty, students and visitors through departmental presentations, tabling events and partnership with eco-conscious student groups.

DIVERSION RATE: 64%

The diversion rate is the best indicator of how successful UW is in keeping materials out of the landfill—it is used to measure how the institution is doing compared to previous years, as well as against other higher education institutions and the City of Seattle.

RATE CALCULATION

The rate is calculated by dividing the total tons of material diverted from the landfill by the total tons of waste generated for the UW campus in Seattle. The diversion rate for FY 2017 was 64%, up from 63% in fiscal year 2016. The total amount of material recycled increased by 584 tons and the total amount of material landfilled only increased by 135 tons, leading to the increase in the diversion rate.

UW Recycling monitors the waste diversion numbers each quarter and works to identify trends or causes for any fluctuations. We also develop annual program plans centered on increasing waste diversion. For FY 2017, the focus was on continued outreach and waste collection infrastructure improvements throughout campus, and the implementation of our waste diversion programs:

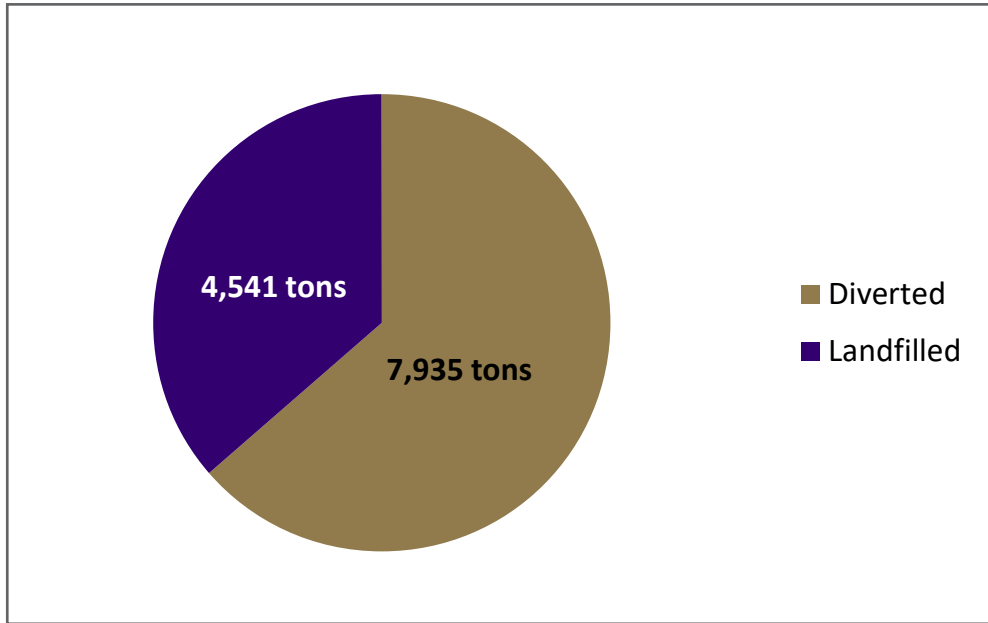
- MiniMax
- Increased public area composting
- Restroom paper towel composting

The tonnage for both recycled and landfilled special wastes is included when calculating the diversion rate, but not when calculating the net avoided disposal cost. Spent lighting (fluorescent lamps), white goods (refrigerators and other major appliances), and electronics (CPUs/monitors) are considered recycled special waste because these items contain potentially toxic substances, such as mercury, refrigerants and lead, and are therefore banned by law from disposal in the landfill. Sharps and untreated biomedical waste are considered landfilled special waste and are disposed of off-site, separate from the municipal solid waste stream.

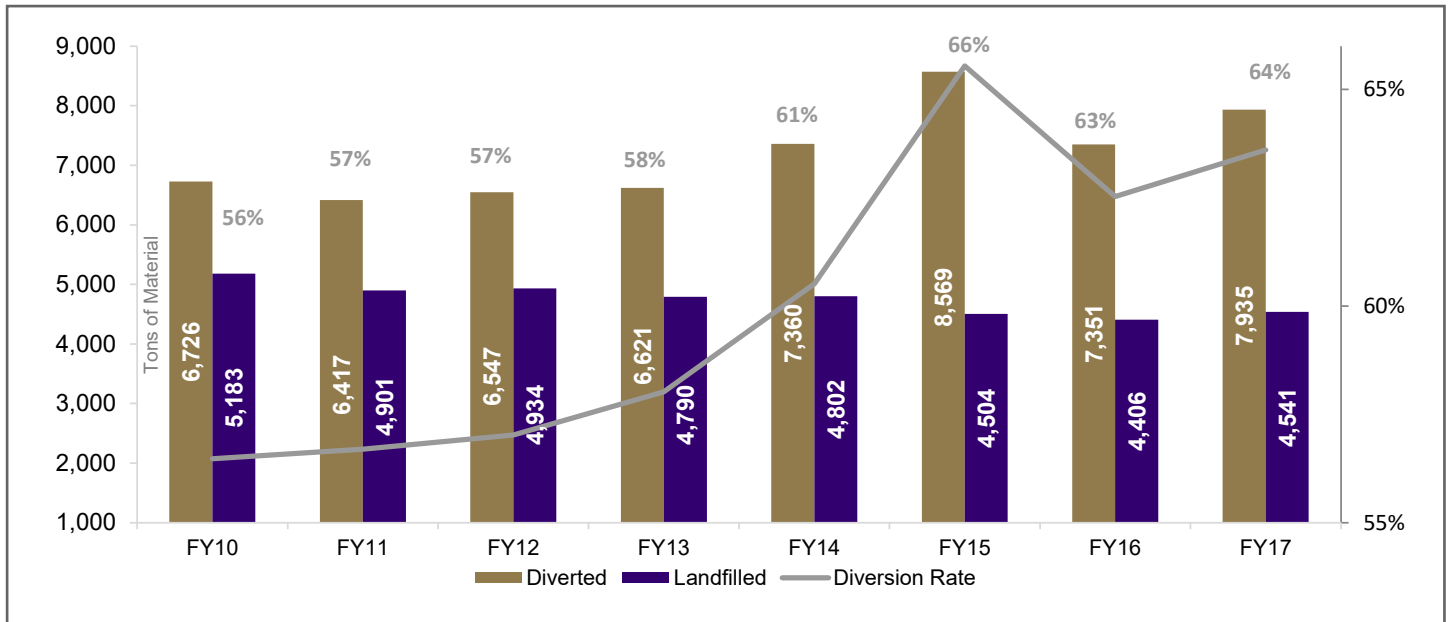
ENSURING ACCURACY

Committed to data integrity, UW Recycling conducted a route audit with our food waste collection vendor, Cedar Grove, in order to determine updated weight estimates for compostable materials being collected from campus. As a result of the adjustment, the waste diversion for FY 2016 and FY 2017 is lower than the reported FY 2015 numbers.

2017 DIVERTED TONNAGE VERSUS LANDFILL TONNAGE



FISCAL YEAR PROGRESSION OF DIVERTED TONNAGE VERSUS LANDFILL TONNAGE



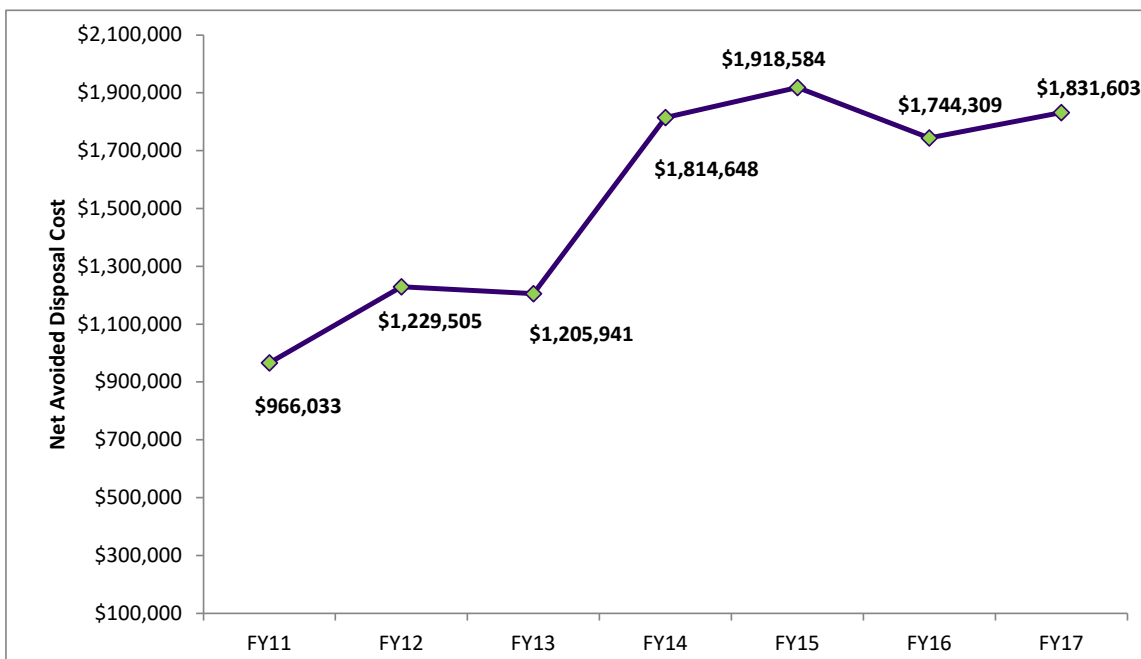
NET AVOIDED DISPOSAL COST

The net avoided disposal cost is a calculation that shows the benefits of our program and whether it makes good economic sense to recycle. The net avoided disposal cost is calculated by looking at two things: the cost to landfill materials versus recycling materials and the overall program and operation costs to run the recycling and solid waste program. Once the figures are calculated we subtract the average cost per ton to recycle from the average cost per ton to landfill, and multiply the difference by the total tons recycled.

A positive net avoided disposal cost demonstrates that it costs less to recycle than to landfill waste. The FY 2017 net avoided disposal cost was \$1,831,603.42, an increase of over \$87,000 from the total net avoided disposal costs from last year.

Note that recycled and landfilled special wastes are not included when calculating the net avoided disposal cost. Recycled special waste cannot be landfilled and does not contribute to the savings achieved through recycling. Its inclusion in the net avoided disposal cost would significantly increase the average cost per ton to recycle, thereby misrepresenting the overall average cost per ton to recycle. Landfilled special waste is not included when calculating the net avoided disposal cost because the high costs associated with its disposal would skew the average cost per ton to landfill.

NET AVOIDED DISPOSAL COST



CARBON FOOTPRINT

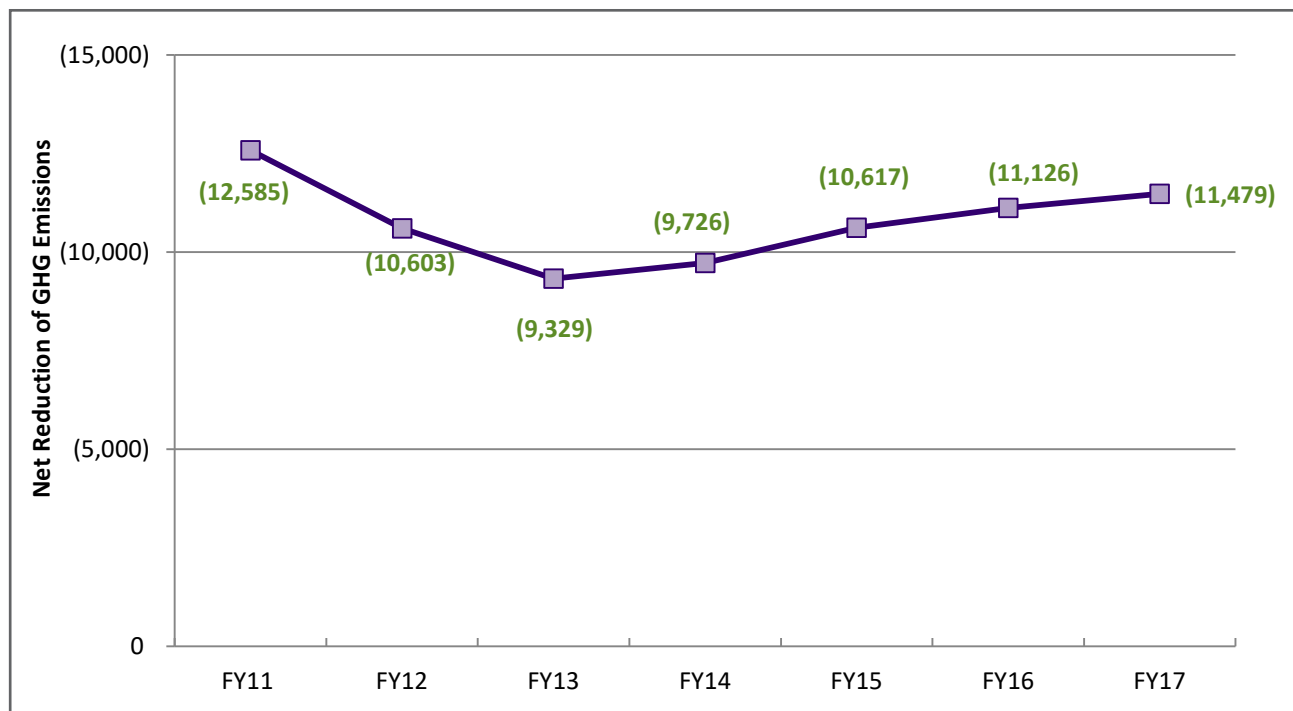
The collection of solid waste produces greenhouse gas emissions through three primary ways:

- **Disposal:** The anaerobic decomposition of waste in landfills produces methane, a greenhouse gas that is 21 times more potent than carbon dioxide.
- **Transportation:** Delivery of waste to disposal sites produces greenhouse gas emissions from the combustion of the fuel used in transport.
- **Manufacturing:** Making new products to replace items disposed of in landfills produces greenhouse gas emissions since fossil fuels are used to obtain raw materials and/or manufacture the new items.

Estimating Greenhouse Gas Emissions

The US Environmental Protection Agency’s (EPA) Waste Reduction Model (WARM) is designed to estimate greenhouse gas (GHG) emissions and reductions associated with various waste management strategies. By calculating emissions in metric tons of carbon dioxide equivalent (MTCO₂E), the model divides waste into multiple categories depending on waste type. WARM allows the user to designate landfill, incineration, recycling or composting as the method of disposal. The chart below shows greenhouse gas (GHG) emission reductions over the past seven years. The numbers in parentheses represent the net reduction of GHG emissions as a result of the University’s recycling and composting programs.

TREND IN UNIVERSITY GREENHOUSE GAS REDUCTIONS



UW Recycling's Carbon Footprint

A carbon footprint is defined as the total set of GHG emissions caused directly and indirectly by an individual, organization, event or product. By diverting 64% of the waste generated in FY 2017, the University's recycling and solid waste programs had a net reduction of greenhouse gas emissions of 11,479 MTCO₂E, which is an increase from FY 2016. WARM reports net emissions only from the mixed landfilled waste category (MSW), while recycling and composting are considered less GHG intensive. The results of the WARM calculations are in the chart below.

WARM Calculations

MATERIALS	TONS	MTCO ₂ E
Mixed Municipal Solid Waste	4,541	0
Food Scraps	1,612	(965)
Yard Trimmings	612	34
Cardboard	325	(784)
Concrete	350	(54)
Dimensional Lumber	156	(220)
Leaves	55	24
Mixed Metals	585	(3,203)
Mixed Paper	721	(2,082)
Mixed Recyclables	1,682	(3,867)
Carpet	17	(120)
Personal Computers	102	(239)
Tires	11	(5)
FY 17 TOTAL	10,768*	(11,479)

What Do These Numbers Mean?

The recycling efforts at the University of Washington have a positive effect on our environment and our community. In FY 2017, the University's recycling and solid waste programs:

- Conserved energy equivalent to 922 American households' annual energy consumption.
- Reduced pollution equivalent to taking 2,103 cars off the road for a full year.
- Reduced energy consumption equivalent to 795,863 gallons of gasoline—or 60 railway cars full of coal.

**The total tons listed in the WARM tool calculation are lower than total tons of material generated during fiscal year 2017 due to the limited materials recognized by the WARM model.*

WASTE STREAMS

RECYCLING STREAMS

Recycled materials accounted for 64% (7,935 tons) of the total materials disposed of in FY 2017. Recyclable materials collected on campus are consolidated into combined material streams that mirror industry standards and are categorized below.

Combined Fiber:

Cardboard, mixed paper and combined paper/cardboard.

Organics:

Food waste and compostable serveware, clean wood/pallets and landscape debris.

Construction & Demolition (C&D):

Mixed C&D, carpet, treated or painted wood, concrete/asphalt, and metal. Mixed C&D includes metal, carpet and concrete/asphalt when those items cannot be separated out from the rest of the material. When possible, concrete/asphalt and metal are each collected separately for recycling.

Mixed Recyclables:

Mixed containers, single-stream and plastics. (Mixed containers includes all container-type materials that are accepted by our recycling vendor, such as bottles, cans, cups, jars, cartons, jugs, plastic film and aseptic packaging.) There are designated containers for mixed recyclables in all campus buildings. Single-stream combines both mixed containers and paper and is collected at residence halls and on campus locations. Styrofoam, collected and processed separately, is also included in the mixed recyclables category.

Recycled Special Waste

Materials that are banned by law from landfill disposal due to their potentially toxic properties, including:

- batteries and electronic media (DVDs and computer disks)
- fluorescent lighting
- lead, mercury and refrigerants
- mattresses, textiles and tires
- printer/copier cartridges and components
- electronics (cell phones, computers and televisions)
- used cooking oil collected from campus dining facilities
- white goods (freezers, refrigerators, watercoolers, etc.)

UW Surplus and Donations

Resold items and donations are included in our waste diversion because the University of Washington measures its sustainability performance by using the [Sustainability Tracking, Assessment & Rating System™ \(STARS®\)](#), which includes reselling as a criterion for waste diversion.

All items purchased with University monies or given to the University that are no longer needed by a department—whether they are in working or non-working condition—must be transferred to UW Surplus for recycling, resale or disposal. Tonnage for resold items, donations collected from SCRAM (our student move-out program) and food donations collected from UW Housing & Food Services cafés and dining locations are captured in the Surplus stream. However, tonnage for all Surplus items that are recycled is captured in the construction and demolition stream.

LANDFILL WASTE STREAMS

Landfilled materials collected on campus accounted for 36% (4,541 tons) of the total materials disposed of in fiscal year 2017. The materials are defined in the following categories:

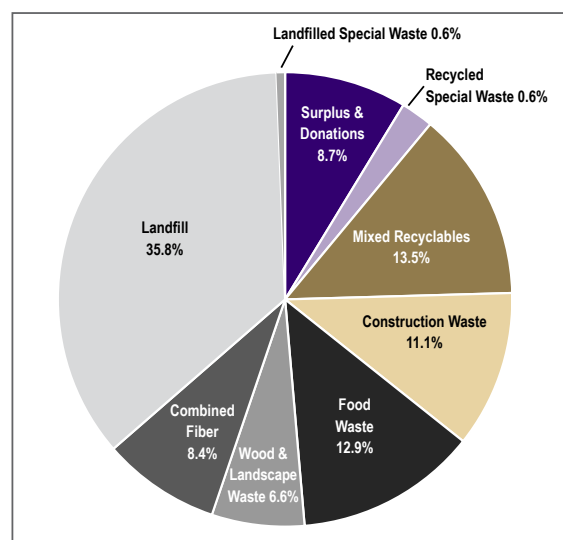
Solid Waste:

Includes materials placed in containers labeled as “trash” or “landfill” and sent for disposal in the landfill.

Landfilled Special Waste (LSW):

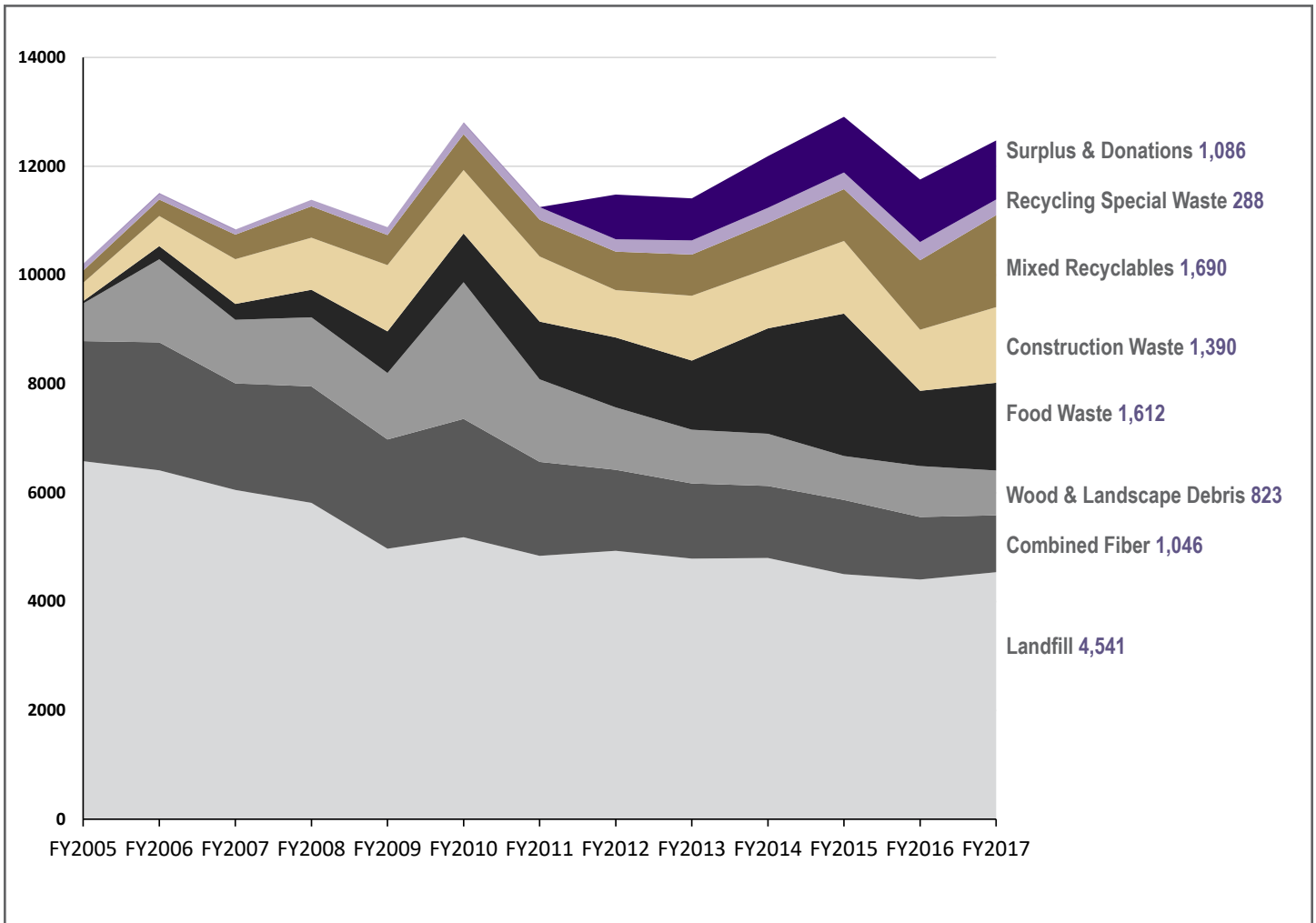
Includes biowaste and sharps waste. (The term sharps refers to items used to puncture or create incisions during medical procedures, which in turn can cause punctures or cuts to waste handlers if items are left in regular trash bins.) Per Washington state law, LSW cannot be disposed of in the regular waste stream. This category also includes bio-waste—material that may be contaminated with biohazardous material such recombinant or synthetic DNA/RNA— and is hauled by a UW contracted vendor that treats the material prior to disposal.

2017 OVERALL WASTE STREAMS



The graph below shows the historical trend of various material streams and how they impact our overall waste diversion. As expected, food waste and organics have been driving our success.

HISTORICAL TREND OF WASTE STREAMS



HIGHLIGHT: CONFERENCE PRESENTATIONS

UW Recycling staff had the privilege of attending and presenting at two in-state events during 2017:

- The Washington Higher Education Sustainability Coalition (WAHESC) conference in Spokane
- The Washington State Recycling Association (WSRA) conference in Pasco

UW Recycling Manager, Liz Gignilliat, and UW Recycling Program Support Supervisor, Erica Bartlett, represented the department during both presentations.

At the WAHESC conference in February, UW Recycling shared the stage with representatives from Eastern Washington University and Walla Walla Community College. During the scheduled session entitled *"Maximizing Waste Reduction Results in Higher Education,"* all three higher education institutions shared strategies on how to maximize waste reduction.

UW Recycling provided information on its MiniMax program, which is designed to minimize waste and maximize recycling by providing access to recycling and composting and setting up the containers in a consistent manner. The program also encourages a sense of personal responsibility in individuals for managing their own desk-side waste bins, which is vital for the program's continued success.

During the WSRA conference in May 2017, UW Recycling leadership co-presented with Recyclist on a talk entitled *"Using Outreach on the Ground and In the Cloud to Create a Culture of Sustainability."* The team worked together to share effective in-person and digital opportunities other recycling programs could utilize to better engage the community and have a lasting impact. UW Recycling shared examples of on the ground efforts it conducts to help increase waste diversion on campus, including:

- A snapshot of the UW football tailgating recycling program
- MiniMax program education and implementation
- Installation of BigBelly units
- Student move-out donation programs (SCRAM and Husky Neighborhood Cleanup)
- Additional outreach activities throughout the year (i.e., Earth Day, Sustainability Summit, America Recycles Day, etc.)



Erica and Liz presenting during the WSRA Conference.

HIGHLIGHT: WORKING WITH STUDENTS

In FY 2017, UW Recycling collaborated with students across campus to bring fresh ideas to life and build on UW's culture of sustainability.

One student in particular is Audrey Taber, a part-time student employee within UW Recycling. Her responsibilities as the department's Waste Diversion Assistant include implementing MiniMax across campus. She has worked with various departments while coordinating paper towel composting and MiniMax installs. Audrey also assists in updating recycling, waste infrastructure and signage. Tabling during outreach events like Dawg Daze and Earth Day gives her an opportunity to educate the campus community on how valuable the simple acts of recycling and composting are for the University.

Working in collaboration with SAGE (Student Association for Green Environments), UW Recycling made Husky Football games green by diverting tailgate recyclables from the waste stream. SAGE took on the role of organizing teams consisting of up to 25 volunteers to distribute blue recycling bags and answer recycling questions for two hours before kickoff. Students handed out over 5,000 bags during the seven home games. Thanks to these dedicated SAGE volunteers, the Husky tailgating area stayed clean and green during each game day.

During the spring quarter of 2017, UW Recycling worked with students from UW Program on the Environment's [Sustainability Studio course](#) to study how signage affects waste sorting. The student researchers confirmed that signage improves sorting and makes students feel more confident about their waste diversion decisions. They also noted that featuring examples of assorted product images on signage makes a significant impact in sorting accuracy.

In addition, UW recycling partnered with the student organization EcoReps during RecycleMania, a national and annual collegiate waste diversion tournament that takes place over eight weeks during February through March. EcoReps and Audrey Taber collaborated to create engaging campus-wide events that focused on different aspects of waste minimization and sustainability. Projects were spearheaded by service-learning students who hosted tabling events, volunteered at a Green Husky gymnastics meet, and celebrated the finale of RecycleMania with a farmers market featuring local vendors on Red Square.

Due to the students' committed involvement in conducting recycling outreach activities, UW was named the 2017 Pac-12 Grand Champion. UW remains a leader in recycling and sustainability thanks to the efforts of many dedicated Huskies.



Audrey representing UW Recycling during Earth Day tabling on Red Square.

HIGHLIGHT: OFFICE AND WAREHOUSE RELOCATION

After calling the Bryants Building home for over 15 years, UW Recycling moved from NE Boat Street to the Publications Services Building (PSB) on Seventh Avenue NE in October 2016. The new location is conveniently situated next door to UW Recycling's parent unit, Building Services Department, in the Northlake Building.

The relocation was prompted by the City of Seattle's 2014 announcement to convert the Bryants Building property into a waterfront park. UW Recycling worked closely with UW Facilities Services to secure a new home for the administrative and operations team. Ultimately, UW Creative Communications (which is housed within PSB along with F2 Lean) graciously offered their available real estate to UW Recycling.

UW Transportation Services assisted in creating four oversized-parking spots in the neighboring Northlake Building parking lot to accommodate the fleet of waste collection vehicles. Thanks to the leadership of Program Operations Manager Dean Seaman, UW Recycling successfully moved operations and administrative staff in just four days with minimal disruption to daily services.

One of the biggest challenges during the months leading up to the relocation involved clearing all indoor and outdoor storage spaces by disposing of items no longer needed, taking inventory of items to keep and preparing items for transport.

A major benefit of the relocation is having access to a customized indoor warehouse. At the Bryants Building, the majority of all inventory (containers, lids, liners, equipment) were kept in a large, open-sided wooden shed that was exposed to both weather and wildlife. The new warehouse space is located on the second floor and completely enclosed within a secure building. The department is now able to keep better track of inventory and prevent materials from getting damaged or lost.

UW Recycling welcomed guests to visit and tour the new office and warehouse spaces during an open house. The event was featured in the Sustainable UW Festival agenda—an annual celebration designed to showcase the full scope of sustainability efforts across campus.



UNIVERSITY OF WASHINGTON

**WE
MOVED!**

UW Recycling's admin
office is now located at:

**3900 7th Ave. NE
Seattle, WA 98195**

Third floor of UW Publication Services Building

HOURS

**MONDAY - FRIDAY
7:30 AM - 4:00 PM**

Building Hours

Byond Building
8:00am - 5:00pm
Closed for Sun
and holidays

**Building Use Permits
Required Outside
Building Hours**

No Smoking Permitted

- In Building
- At Building Entrances
- By Outside Air Intakes

WAC 296-82-1200-1205

No Bicycles

WAC 419-110-080

2006
PEOPLE'S
PICKS
finalist

UW Recycling's former location on NW Boat Street.

COLLECTION SERVICES

Two types of collection services are provided at the University of Washington: self-haul and vendor provided. The type of service provided depends on the amount and material generated.

Self-Haul Service

UW Recycling crew collect recyclables (cans, bottles and paper) and waste in University-owned collection vehicles from the loading docks of most central campus buildings that accommodate totes or 2-yard dumpsters. The materials are transferred to designated recycling collection and waste disposal sites in Seattle.

UW Recycling crew also collect auxiliary recyclables or recyclable materials (i.e., Styrofoam, toner cartridges, electronic media, pallets, scrap metal) that can be diverted from the waste stream, but cannot be comingled with the standard recycling containers found in campus buildings or at the loading docks.

All materials are collected by a box truck or pickup truck from building loading docks and consolidated in larger roll off containers for collection by multiple vendors. This important service ensures recyclable material doesn't end up in a landfill and is integral to our overall waste diversion planning.

Vendor-Provided Service

All other service on campus is provided by vendors. Contracted vendors provide service for waste and recycling, organics, combined fiber, electronics, appliances and fluorescent lighting. Non-contracted vendors provide service for electronic media and small personal electronics, printer/copier cartridges and components, and Styrofoam.

Cedar Grove

Provides collection and composting of organics including food waste, compostable serviceware, clean wood/pallets and landscape debris. The contract with Cedar Grove began in January 2009 for a term of six and a half years, with renewable extensions of two years (for up to a total of six years.)

EcoLights

Provides collection and recycling of fluorescent lighting, and designated vendor used by Washington state. UW Recycling has been included on the state's fluorescent lighting contract since fiscal year 2010.

Electronics Recyclers International

Provides collection and recycling of electronics, computers, monitors and peripherals.

Greendisk

Provides collection and recycling of non-confidential electronic media, including CDs, DVDs, videotapes, small personal electronics, and electronic accessories (such as power cords, hard drives and chargers).

Printer Cartridge Recycling

Provides collection and recycling of printer/copier cartridges and components, fuser drums, imaging units and transfer rollers.

Styro Recycle

Provides collection, processing, and recycling of Styrofoam packing peanuts, polystyrene blocks and boxes, and PDPE #4 foam.

Total Reclaim

Provides collection and recycling of appliances, including refrigerant gases and white goods; designated vendor used by Washington state.

Waste Management

Provides collection and disposal of municipal solid waste and treated biomedical waste, hauling and disposal of treated sharps, and collection and processing of recyclables. WM collects from buildings and facilities that generate large volumes of waste and/or recyclables, including residence halls and dining facilities, Magnuson Health Sciences Center, Physical Plant, Facilities Maintenance & Construction trade shops, and campus industrial yards.

WM also provides service during special cleanout or renovation projects, for large-scale special events including Husky Football, and when a location requires regular weekend service, such as the University of Washington Medical Center. The contract with Waste Management began in January 2009 for a term of six and a half years, with renewable extensions of two years (for up to a total of six years.)



Phong prepares MiniMax bins during an install.

PROGRAM COSTS & OPERATIONS

The success of the UW Recycling program is due primarily to the financial commitment of the University by providing funding for: hiring and maintaining appropriate staffing levels; leasing and operating collection vehicles; purchasing equipment and supplies; and investing in improved infrastructure so waste, recycling and compost collection containers are purchased and placed in the most effective locations.

FY 17 EXPENDITURES

Salaries	\$578,092
Benefits	\$191,819
Vehicles/Fuel	\$137,243
Disposal via Seattle Public Utilities	\$107,238
Other	\$23,225
Supplies	\$88,522
Equipment	\$69,057
Appliance Recycling Centers of America (ARCA)	\$7,180
Waste Management	\$1,298,434
Styro Recycle	\$2,640
Total Reclaim	\$9,363
EcoLights	\$19,354
Green Disk	\$4,400
Cedar Grove	\$491,889
Recharged disposal to self-sustaining units*	(\$1,297,009)

Total Expenditures: \$1,731,447

FY 17 REVENUE

Paper Recycling	(\$22,751)
Metal Recycling	(\$31,287)
Toner Cartridge Recycling	(\$6,919)
Rechargeable Work Orders**	(\$130,423)
Total Revenue	(\$191,379)

FY 2017 Total Budget* **\$1,540,068**

*UW Recycling pays for disposal for the entire University, including departments that have self-sustaining budgets that bear their portion of costs. UW Recycling recovers the costs for self-sustaining departments by recharging these costs back to the departments. In FY 2017, total recharges to self-sustaining university departments for waste, recycling, and compost collection. **UW Recycling charges hourly rates for the operations team to provide services such as special event waste container rental, delivery, set up and collection.

UW RECYCLING OPERATIONS

FY 17 STAFF

14 Staff Members (13.5 FTE)

ADMINISTRATION

Interim Assistant Director (1 FTE)

Program Coordinators (2 FTE)*

Communications Specialist (1 FTE)

Program Assistant (1 FTE)

Student Assistant (.5 FTE)

OPERATIONS

Program Operations Manager (1 FTE)

Truck Lead (1 FTE)

Waste Collectors (3 FTE)

Litter Collectors (2 FTE)

WAREHOUSE

Driver/Warehouse Worker (1 FTE)

VEHICLES

Rear-load waste & recycling compaction vehicles (4)

Box truck (1)

Utility pickup trucks (3)

*One program coordinator is shared with our sister operational unit, Custodial Services, within Building Services Department.

LOOKING AHEAD: FISCAL YEAR 2018 PRIORITIES

In 2018, our efforts will continue to focus on minimizing the amount of food waste and recycling that is still discarded in the landfill, and reduce overall contamination among all waste streams. We hope to do so through consistent educational outreach, infrastructural improvements and innovative programming.

Educational Outreach

- Increase promotion of two ongoing events: Recycling Roadshow—a presentation that provides recycling and compost education directly to the campus community—and Trash Talk, our tabling event dedicated solely to recycling and composting awareness. A specific audience we hope to engage includes the shops of Facilities Services, as the nature of their work requires them to handle a high rate of recyclable materials.
- Continue to foster the development of the student-driven RecycleMania planning committee to increase campuswide promotion of and participation in the national recycling competition. We want to maintain our lead with Pac-12 schools in overall recycling and increase our ranking among universities nationwide. Campaign ideas for the upcoming year including methods to prevent liquids and food from contaminating the recycling stream.
- Improve and update educational materials/signage by collaborating with campus partners. Our specific focus will be on food packaging and the development of a recycling guide for first-year students and residents of on-campus housing.

Infrastructural Improvements

- Expand collaboration with UW Capital Projects Office to ensure all waste and recycling bins for new and renovated buildings on campus are investing in standard containers outlined in the [Facilities Services Design Guidelines](#). We strive to have equipment that matches our current waste stream, is ergonomically friendly for custodial staff to service, and helps keep us in compliance with city ordinances.
- Implement MiniMax in all academic and facilities buildings on campus. Our goal is to convert the remaining 58 buildings to MiniMax by the end of calendar year 2018.

Innovative Programming

- Pilot six recycling bag distribution stations in parking lots available for football tailgaters to use during each home game.
- Conduct a waste characterization study in 2018 (consistent with the 1989 and 2003 UW Waste Stream Analysis Studies) in order to evaluate current diversion programs. We will determine new and realistic goals and design effective programs to meet our targets.



UW Recycling vehicles parked in new spaces near the Northlake Building.

THANK YOU

UW Recycling thanks the University's students, faculty, staff and community partners for their commitment to the environment, willingness to recycle, and overall support of the program. It is through everyone's collective efforts that the University of Washington has achieved such great success in sustainability.

BUILDING SERVICES DEPARTMENT

Gene Woodard, Director



UW RECYCLING ADMINISTRATIVE STAFF

Liz Gignilliat, Interim Assistant Director
Allison Nitch, Communications Specialist
Jessica Lisiewski, Program Coordinator
Erica Bartlett, Program Coordinator
Adam Fehn, Program Assistant
Audrey Taber, Student Assistant

UW RECYCLING OPERATIONAL STAFF

Dean Seaman, Program Operations Manager
David Speed, Truck Lead
Ed Lyle, Waste Collector
Chris Forbes, Waste Collector
Vinnie Yok, Waste Collector
David Gipe, Litter Collector
Don Sutherland, Litter Collector
Phong Pham, Driver/Warehouse Worker

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