Sustainable Administration Hub

Climate
Human Resources
Investments
Purchasing
Climate
Hub: Administration
Aspiration: Achieve carbon neutrality by 2050

Proposed strategies
• Reduce emissions by 100% from purchased electricity
• Incrementally reduce emissions from on-campus stationary sources, commuting, and paper purchasing
• Improved monitoring and reporting of all carbon offsets
• Replace steam heating with more efficient, lower carbon form of heating
• Reimagine space utilization and the University’s footprint

Goal 1: Reduce institutional greenhouse gas emissions.\(^1\) (Metric: Metric Tons Equivalent CO\(_2\)); percent reduction from baseline. FY12 baseline\(^2\) = 184,281 MT eCO\(_2\))

<table>
<thead>
<tr>
<th>Year</th>
<th>Other On-Campus Stationary</th>
<th>Direct Transportation</th>
<th>Other Emissions</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY17</td>
<td>612.24</td>
<td>362.24</td>
<td>84.48</td>
<td>1,060.9</td>
</tr>
<tr>
<td>FY26</td>
<td>362.24</td>
<td>362.24</td>
<td>84.48</td>
<td>1,060.9</td>
</tr>
</tbody>
</table>

OHIO Carbon Emissions Breakout, FY26 Projection

Proposed strategies
- Reduce emissions by 100% from purchased electricity
- Incrementally reduce emissions from on-campus stationary sources\(^3\), commuting, and paper purchasing
- Improved monitoring and reporting of all carbon offsets
- Replace steam heating with more efficient, lower carbon form of heating
- Reimagine space utilization and the University’s footprint\(^5\)

Benefits of Goal #1 Costs of Goal #1
- Emissions reduction O&M costs
- Human health benefits Capital costs
- Reputational benefits
- Resiliency benefits
- Economic activity

Goal 2: Reduce or eliminate criteria air pollution from stationary\(^3\) and mobile sources (Metric: Tons of EPA criteria air pollutants\(^4\). 2013 baseline = 367.1 tons)

<table>
<thead>
<tr>
<th>Year</th>
<th>Direct Transportation</th>
<th>Other Emissions</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY17</td>
<td>61.7tons</td>
<td></td>
<td></td>
</tr>
<tr>
<td>FY26</td>
<td>58tons</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Proposed strategies
- Create and implement written policy on air pollutant emissions from mobile sources such as from fleet vehicle or lawn care equipment idling
- Continue corrective and preventative repairs on steam system
- Increase energy efficiency (see Energy theme goals)
- Improve energy recovery from all stationary sources
- Utilize cleaner fuel sources where possible: heating plant, chiller plant, vehicles, lawn care equipment

Benefits of Goal #2 Costs of Goal #2
- Human health benefits Capital costs
- O&M savings O&M costs
- Air quality improvements

Notes and Definitions
\(^1\)OHIO greenhouse gas emissions are calculated using SIMAP and are reported to Second Nature annually. OHIO is a signatory to the Second Nature Carbon Commitment and the We Are Still In declaration.

\(^2\)Emissions from food are not included in baseline or goal.

\(^3\)Stationary sources include central heating & cooling equipment, such as boilers and chillers.

\(^4\)EPA criteria air pollutants are: nitrogen dioxide, sulfur dioxide, ground-level ozone, particulate matter, carbon monoxide and lead.

\(^5\)See the Ohio University space utilization strategic initiative
Human Resources
Hub: Administration

Aspiration: Foster a healthy, productive, sustainable, diverse and inclusive workforce to enhance the academic mission of the University

Where we are now

Benchmark 8: Improve sustainability literacy of students, faculty and staff. Target met and strategies in progress.

Benchmark 19: Increase use of green cleaning products. Target met, procedure active.

Benchmark 22: Implement recruitment strategies targeting sustainability-minded students, faculty, and staff. Target met and strategies in progress.

Moving Forward

Goal 1: Ensure sustainability, wellbeing, diversity and inclusion are factors in employee hiring, professional development, retention, and assessments.

(Metric: number of trainings, professional development certificates, employee programs, policies, assessments and recruitment programs related to sustainability, wellbeing, diversity and inclusion)

FY17

• 31

FY26

• 35

Proposed Strategies

• Create training for supervisors focused on holistic onboarding and collaborative performance management which assist in connecting employees to institutional priorities including diversity and inclusion, wellbeing, and sustainability
• Offer sustainability and cultural competency workshops and training opportunities to faculty and staff
• Offer training on implicit bias for job search committees
• Use a market-based pay schedule for faculty and staff
• Include wellbeing benefits as recruitment tool
• Incorporate sustainability into Wellness Champion program
• Create professional development programs that impact this goal
• Regularly engage in structured assessment processes to improve diversity, equity and inclusion on campus

Benefits of Goal #1 Strategies

<table>
<thead>
<tr>
<th>Costs of Goal #1 Strategies</th>
</tr>
</thead>
<tbody>
<tr>
<td>Recruiting</td>
</tr>
<tr>
<td>Staff time – new trainers may be needed</td>
</tr>
<tr>
<td>Reputation</td>
</tr>
<tr>
<td>Productivity</td>
</tr>
</tbody>
</table>

Notes:

1This number does not include participation in other WellWorks supported employee wellbeing programs such as Biometric Health Screenings, 100 Day Challenge and Risk Reduction.

Moving Forward

Goal 2: Support and promote employee wellbeing and resilience (Metric: percent engagement of eligible participants (employees and spouses/partners) in WellWorks-supported wellbeing programs; annual number of recordable incidents of work-related injury or ill health per 100 FTE employees)

FY17

• 21.2% (Virgin Pulse® program only); 2.1

FY26

• 50%; 2.0

Proposed Strategies

• Continue to offer diverse employee wellness programs
• Conduct faculty and staff surveys on employee satisfaction and engagement.
• Continue employee benefits that contribute to wellbeing, resilience and sustainability, such as the Athens Transit Bobcat Pass, winter break closure, green cleaning procedures and flexible work schedules
• Track aggregate utilization of employee assistance program and personal medical guidance
• Offer regular workplace health and safety trainings

Benefits of Goal #2 Strategies

<table>
<thead>
<tr>
<th>Costs of Goal #2 Strategies</th>
</tr>
</thead>
<tbody>
<tr>
<td>Human health</td>
</tr>
<tr>
<td>Staff time</td>
</tr>
<tr>
<td>Recruiting</td>
</tr>
<tr>
<td>Healthy OHIO cost</td>
</tr>
<tr>
<td>Productivity</td>
</tr>
<tr>
<td>Emissions reduction</td>
</tr>
<tr>
<td>Insurance cost reductions</td>
</tr>
</tbody>
</table>

Carbon Emissions for Ohio University

(all emissions are indirectly tied to HR)
Investments
Hub: Administration
Aspiration: 100% of OHIO investments support sustainable economic activity

Where we are now
✓ Benchmark 21: Assess endowment investment in sustainable corporations and entities and recommend strategies for increasing investment in these corporations and entities. Target met and in progress. OUSEMG and OUFIMG invest using sustainable investment guidelines.

Moving forward
Goal 1: Increase investments that support sustainable economic activity (Metric: % USD invested in high-scoring Environmental, Social, and Governance (ESG))

<table>
<thead>
<tr>
<th>FY17</th>
<th>FY26</th>
</tr>
</thead>
<tbody>
<tr>
<td>• 0.6% ESG investments ($3.3 M)</td>
<td>• 1.2% ESG investments</td>
</tr>
</tbody>
</table>

Proposed Strategies
• Continue student investing program with ESG investing guidelines for entire portfolios
• Continue investment disclosure program
• Capture sustainability related investments and services in Tech Growth activities
• Analyze percentage of endowment already invested in high-scoring ESG investments
• Analyze carbon emissions from endowment investments as a possible proxy for sustainable investments

Benefits of Goal #1 | Costs of Goal #1
---|---
Reputation | Staff time
Improved investment performance |  
Community environmental benefits |  

Notes and Definitions
1 To be determined using MSCI ESG Manager, Bloomberg or Sustainalytics data
2 Carbon emissions from Foundation Investments have not been calculated for Ohio University.
Where we are now

- Benchmark 20: Increase the percentage of paper products on campus that include post-consumer recycled content
  - Target not met
- Benchmark 24: Encourage use of sustainable and/or recyclable materials and containers in place of polystyrene by developing environmentally preferable purchasing guidelines
  - Preferable Purchasing Guidelines Created
- Benchmark 28: Increase purchase of non-food local goods and services and environmentally preferable goods
  - Alternative baseline determined
- Benchmark 29: Increase purchase of environmentally preferable computer products
  - Target exceeded
- Benchmark 31: Develop sustainability guidelines for concessionaires and franchisees
  - Target in progress

Moving forward

**Goal 1:** Increase purchasing of sustainable and/or recycled products across a range of categories (Metric: Percent of total product purchases; see targets for categories below)

<table>
<thead>
<tr>
<th>Item</th>
<th>FY17</th>
<th>FY26</th>
</tr>
</thead>
<tbody>
<tr>
<td>Recycled Paper</td>
<td>7%</td>
<td>50%</td>
</tr>
<tr>
<td>EPEAT Gold Electronics</td>
<td>94%</td>
<td>95%</td>
</tr>
<tr>
<td>&quot;Green Cleaning Products&quot;^2</td>
<td>51%</td>
<td>65%</td>
</tr>
<tr>
<td>Alternative Fuel Vehicles^3</td>
<td>1.4%</td>
<td>3%</td>
</tr>
<tr>
<td>Battery-powered Lawn Care Products</td>
<td>0%</td>
<td>50%</td>
</tr>
<tr>
<td>Concessionaires / Franchisees with Sustainable Purchasing^4 in contract</td>
<td>0%</td>
<td>100%</td>
</tr>
<tr>
<td>Total sustainable purchases^4</td>
<td>TBD</td>
<td>30%</td>
</tr>
</tbody>
</table>

Notes and Definitions

1EPEAT Gold Electronics are as defined by the [EPEAT Registry](https://www.epat.org/).
2"Green Cleaning Products" are as defined in the [AASHE STARS Technical Manual for OP 13](https://www.aashe.org/stars).
3Alternative Fuel Vehicles are as defined for alternative fuel and power vehicles in [AASHE STARS Technical Manual for OP15](https://www.aashe.org/stars).
4To be defined in 2020 OHIO Sustainable Purchasing guidelines.

Moving forward

- Review and revise existing sustainability purchasing guidelines to direct progress toward sub-goals.
- Educate University purchasers on benefits of, and encourage use of, sustainability purchasing guidelines, both for bid and non-bid purchases.
- Create model RFP criteria and protocol for bid purchases and evaluation tools for non-bid purchases, and include carbon emissions as criteria.
- Incorporate sustainability practices into contracts for concessionaires and franchisees.
- Develop strategies to monitor non-centralized purchasing, especially post-consumer content in paper purchasing.
- Mark vendors or products meeting certain sustainable criteria in BobcatBuy to incentivize increased sustainable procurement.
- Create bi-monthly sustainable purchasing group meeting to monitor progress.
- Develop an assessment tool for social return on investment, especially for local purchases.

Abbreviated TBL CBA for Purchasing Category

<table>
<thead>
<tr>
<th>Benefits Goal #1 Strategies</th>
<th>Costs Goal #1 Strategies</th>
</tr>
</thead>
<tbody>
<tr>
<td>Community engagement</td>
<td>Capital (first) cost increase</td>
</tr>
<tr>
<td>Economic Activity</td>
<td>Staff time (O&amp;M)</td>
</tr>
<tr>
<td>Emissions reductions</td>
<td></td>
</tr>
<tr>
<td>Reputation</td>
<td></td>
</tr>
<tr>
<td>Human health</td>
<td></td>
</tr>
<tr>
<td>Operational costs</td>
<td></td>
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</tbody>
</table>