2021 Sustainability & Climate Action Plan

Sustainable Administration Hub

OHIO UNIVERSITY

Climate
Human Resources
Investments
Purchasing

Climate

Hub: Administration
Aspiration: Achieve carbon neutrality by 2050

OHIO UNIVERSITY — Office of Sustainability

aashe — The Association for the Advancement of Sustainability in Higher Education

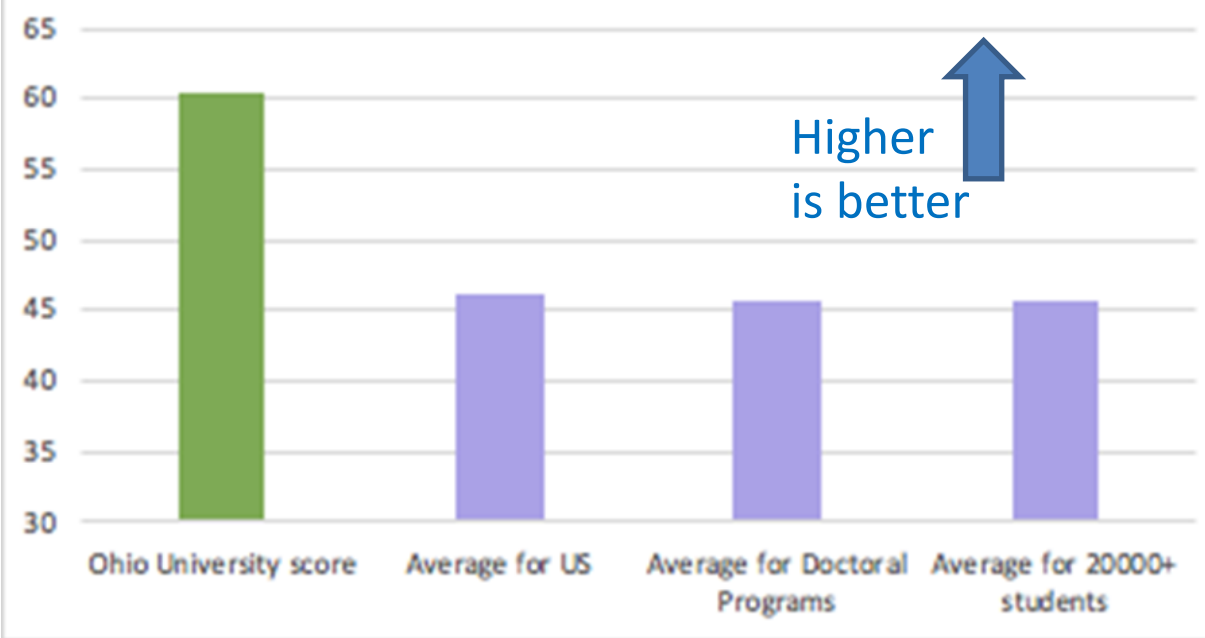STARS OP 1& 2

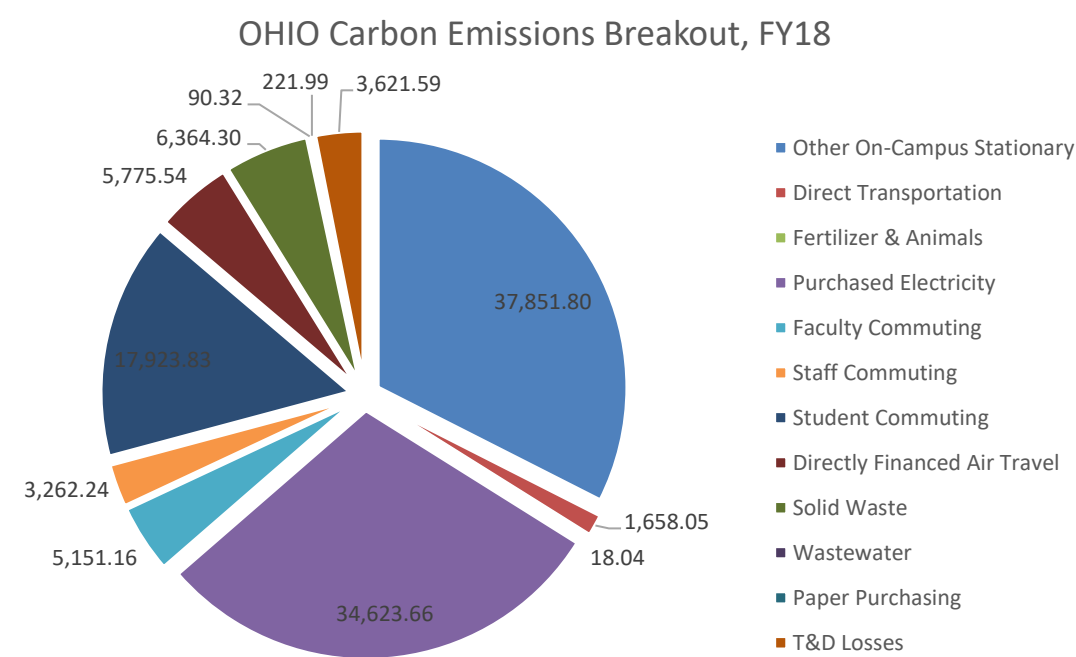CARBON COMMITMENT — CLIMATE LEADERSHIP

Scope 1, 2 & 3 emissions

Where we are now

✓ Benchmark 1 : Reduce institutional greenhouse gas emissions **Target of 25% reduction by 2030 exceeded (34% reduction occurred by FY17)**
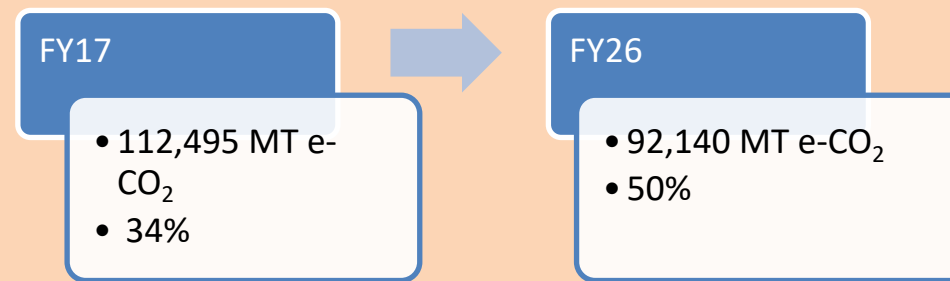
STARS Climate Comparisons

Higher is better

(Categories: Ohio University score, Average for US, Average for Doctoral Programs, Average for 20000+ students)

Carbon Emissions *for Ohio University*

OHIO Carbon Emissions Breakout, FY18

90.32 221.99 3,621.59
6,364.30
5,775.54
37,851.80
3,262.24
5,151.16
18.04
1,658.05
34,623.66

- Other On-Campus Stationary
- Direct Transportation
- Fertilizer & Animals
- Purchased Electricity
- Faculty Commuting
- Staff Commuting
- Student Commuting
- Directly Financed Air Travel
- Solid Waste
- Wastewater
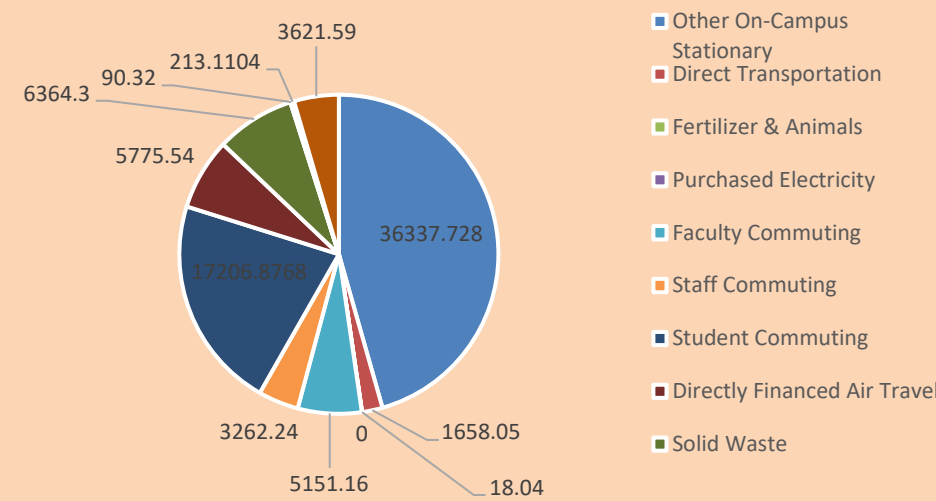- Paper Purchasing
- T&D Losses

Moving forward

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)

FY17
- 112,495 MT e-CO_2
- 34%

→

FY26
- 92,140 MT e-CO_2
- 50%

OHIO Carbon Emissions Breakout, FY26 Projection

3621.59
90.32 213.1104
6364.3
5775.54
36337.728
3262.24 0 1658.05
5151.16 18.04

- Other On-Campus Stationary
- Direct Transportation
- Fertilizer & Animals
- Purchased Electricity
- Faculty Commuting
- Staff Commuting
- Student Commuting
- Directly Financed Air Travel
- Solid Waste

Proposed strategies
- Reduce emissions by 100% from purchased electricity
- Incrementally reduce emissions from on-campus stationary sources[2], 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	

Moving forward

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)

FY17
- 61.7 tons

→

FY26
- 58 tons
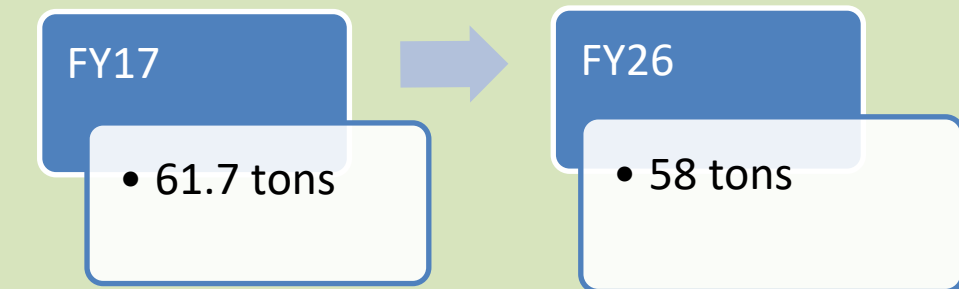
Proposed strategies
- Create and implement written policy on air pollutant emissions from mobile sources such as from fleet vehicle or lawn care equipment idling
- Continue corrective and preventative repairs on steam system
- Increase energy efficiency (see Energy theme goals)
- Improve energy recovery 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 Committment 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.
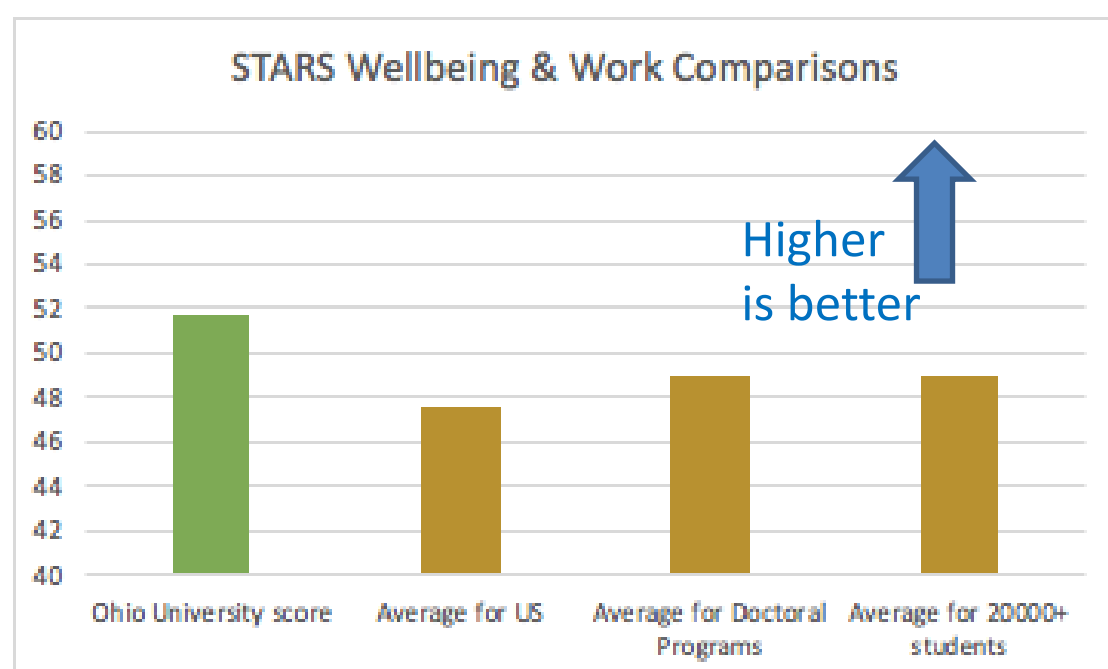
[5]See the Ohio University space utilization strategic initiative

Human Resources
Hub: Administration

STARS PA 4-6, 11-14
OP 9,13, 21

SUSTAINABLE DEVELOPMENT GOALS

CARBON COMMITMENT — CLIMATE LEADERSHIP

Scope 1,2,3 emissions

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

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Where we are now

Benchmark 8: Improve sustainability literacy of students, faculty and staff. **Target met and strategies in progress.**
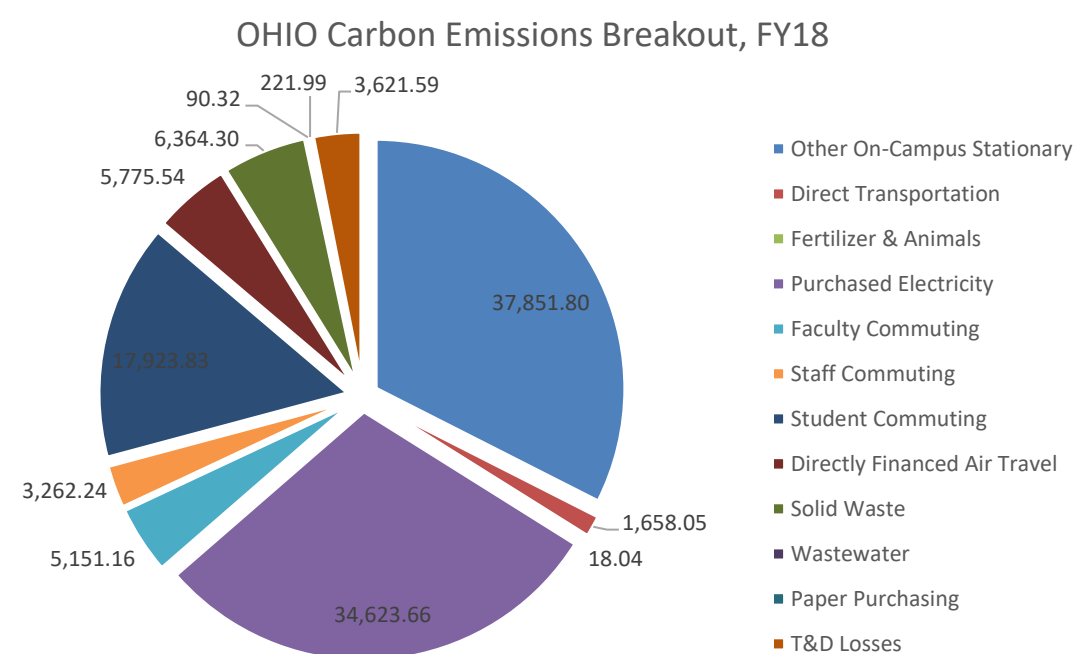
Benchmark 19: Increase use of green cleaning products. **Target met, procedure active.**

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

STARS Wellbeing & Work Comparisons

Higher is better

Categories: Ohio University score, Average for US, Average for Doctoral Programs, Average for 20000+ students

Carbon Emissions *for Ohio University*
(all emissions are indirectly tied to HR)

OHIO Carbon Emissions Breakout, FY18

- Other On-Campus Stationary — 37,851.80
- Direct Transportation
- Fertilizer & Animals
- Purchased Electricity
- Faculty Commuting
- Staff Commuting
- Student Commuting — 34,623.66
- Directly Financed Air Travel
- Solid Waste
- Wastewater
- Paper Purchasing
- T&D Losses

90.32, 221.99, 3,621.59, 6,364.30, 5,775.54, 3,262.24, 5,151.16, 18.04, 1,658.05

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 → **FY26**
- 31 → - 35
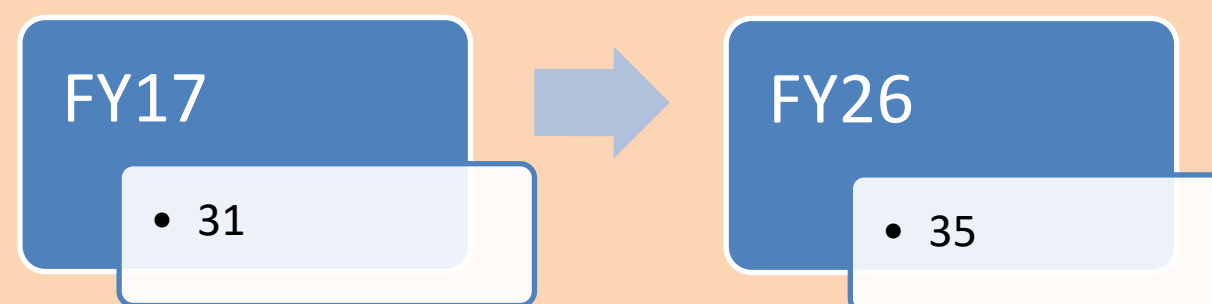
Proposed Strategies

- 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	Costs of Goal #1 Strategies
Recruiting	Staff time – new trainers may be needed
Reputation	
Productivity	

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 → **FY26**
- 21.2% (Virgin Pulse[1] program only); 2.1 → - 50%; 2.0
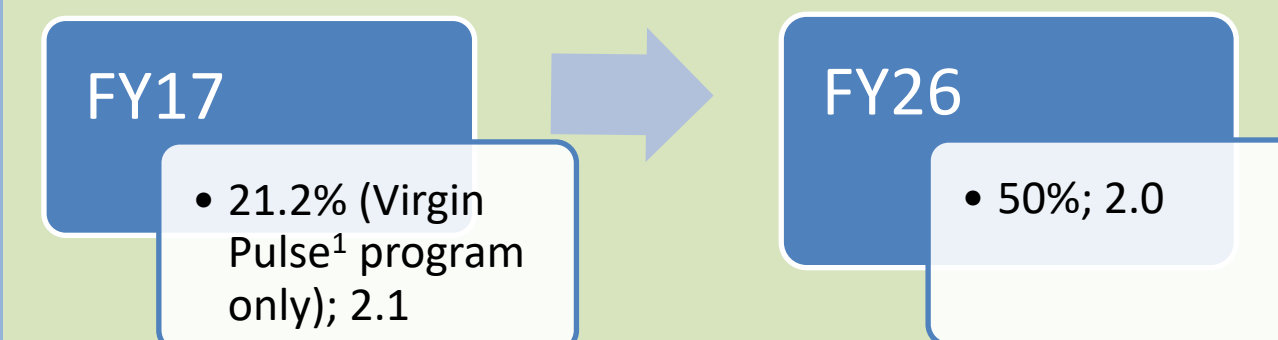
Proposed Strategies

- 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
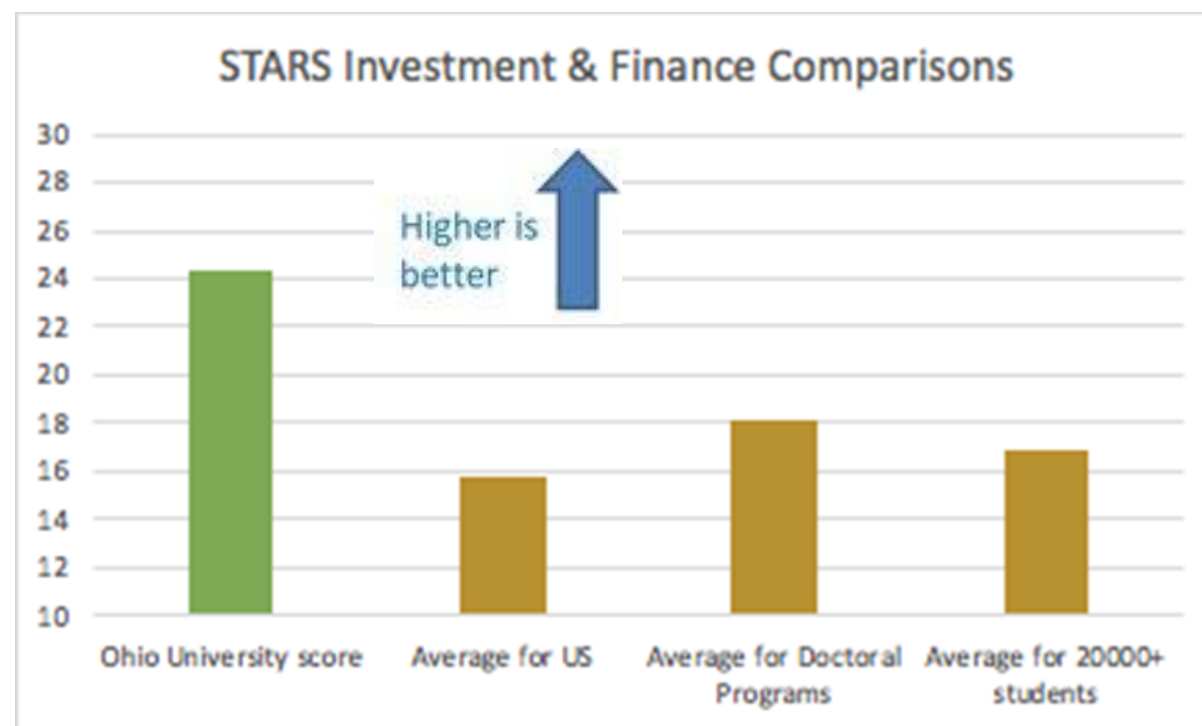- Offer regular workplace health and safety trainings

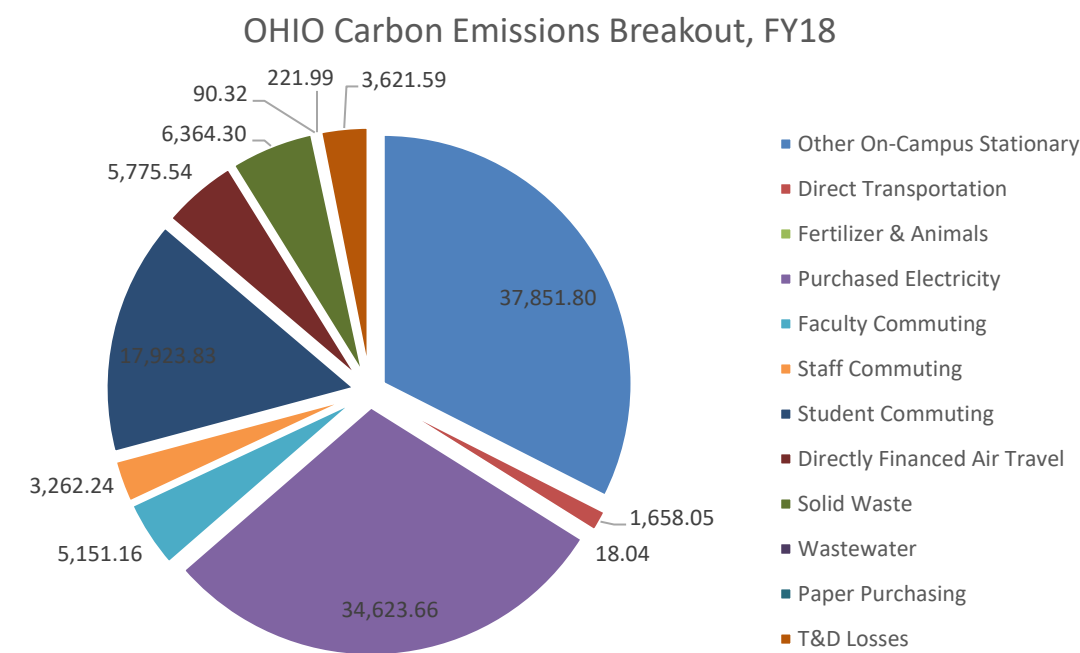| Benefits of Goal #2 Strategies	Costs of Goal #2 Strategies
Human health	Staff time
Recruiting	Healthy OHIO cost
Productivity	
Emissions reduction	
Insurance cost reductions	

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

Investments

Hub: Administration

Aspiration: 100% of OHIO investments support sustainable economic activity

Scope 3 emissions

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.**

STARS Investment & Finance Comparisons

Higher is better

Categories: Ohio University score, Average for US, Average for Doctoral Programs, Average for 20000+ students

Carbon Emissions *for Ohio University*

OHIO Carbon Emissions Breakout, FY18

- Other On-Campus Stationary — 37,851.80
- Direct Transportation — 1,658.05
- Fertilizer & Animals — 18.04
- Purchased Electricity — 34,623.66
- Faculty Commuting — 5,151.16
- Staff Commuting — 3,262.24
- Student Commuting — 12,972.93
- Directly Financed Air Travel — 5,775.54
- Solid Waste — 6,364.30
- Wastewater — 90.32
- Paper Purchasing — 221.99
- T&D Losses — 3,621.59

Carbon emissions are not currently determined for investments. The chart above shows the total reported emissions for the University. In 2016, a student analysis of the University's investments in fossil fuel could be used as a baseline for a carbon emissions analysis. The University directly invested $42.6 billion in fossil fuel investments, which is 14 times the amount spent on purchased natural gas during FY18. If emissions correlate directly with cost, emissions from investments could be 14 times our emissions from purchased natural gas.

Moving forward

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

FY17	→	FY26
• 0.6% ESG investments ($3.3 M)		• 1.2% ESG investments
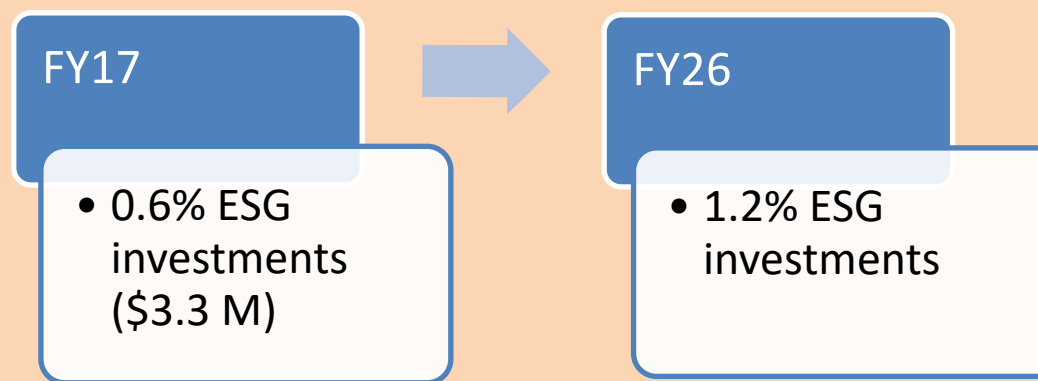
Proposed Strategies

- 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[2]

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
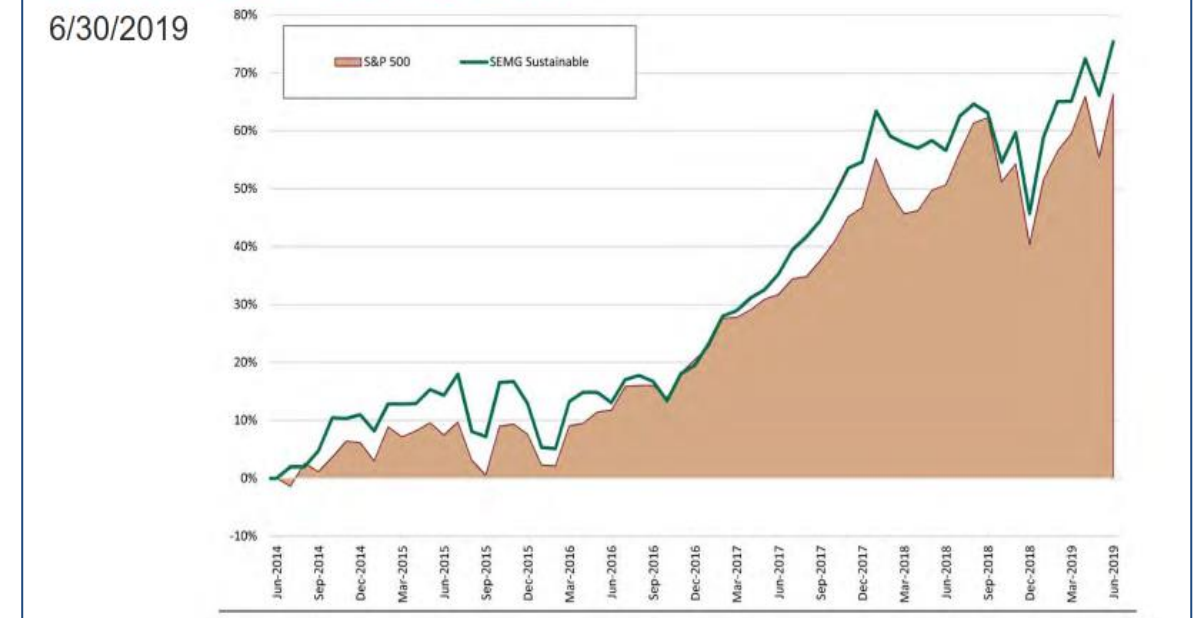
[2]Carbon emissions from Foundation Investments have not been calculated for Ohio University.

Current Student Investments
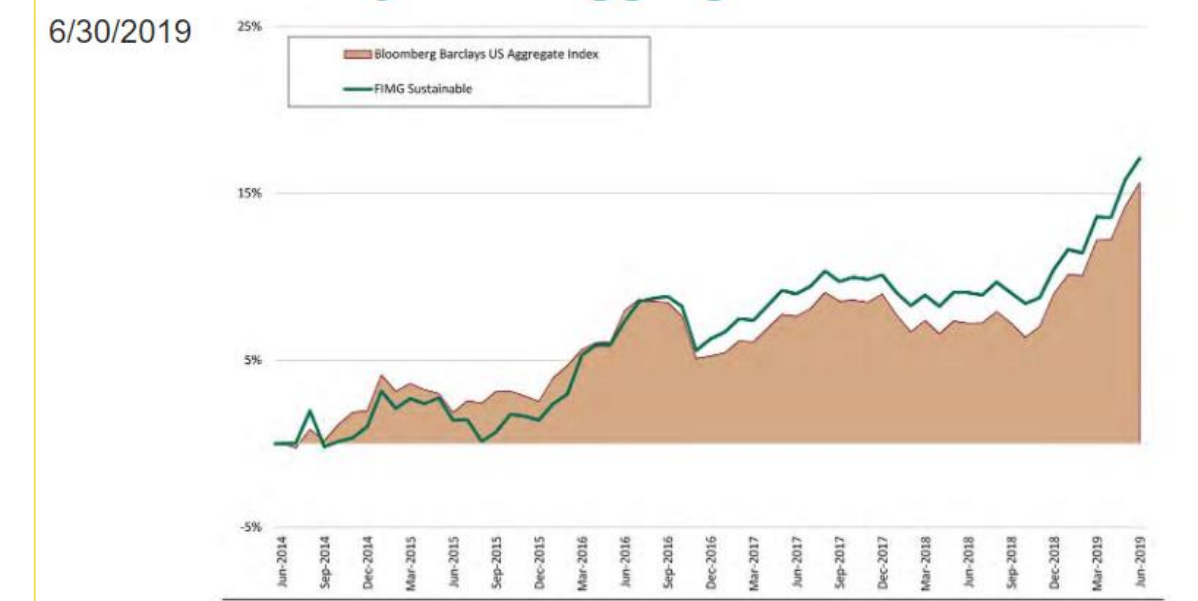

Student Equity Management Group Performance

SEMG Sustainable 5-year Cumulative Growth vs the S&P 500 Index

6/30/2019

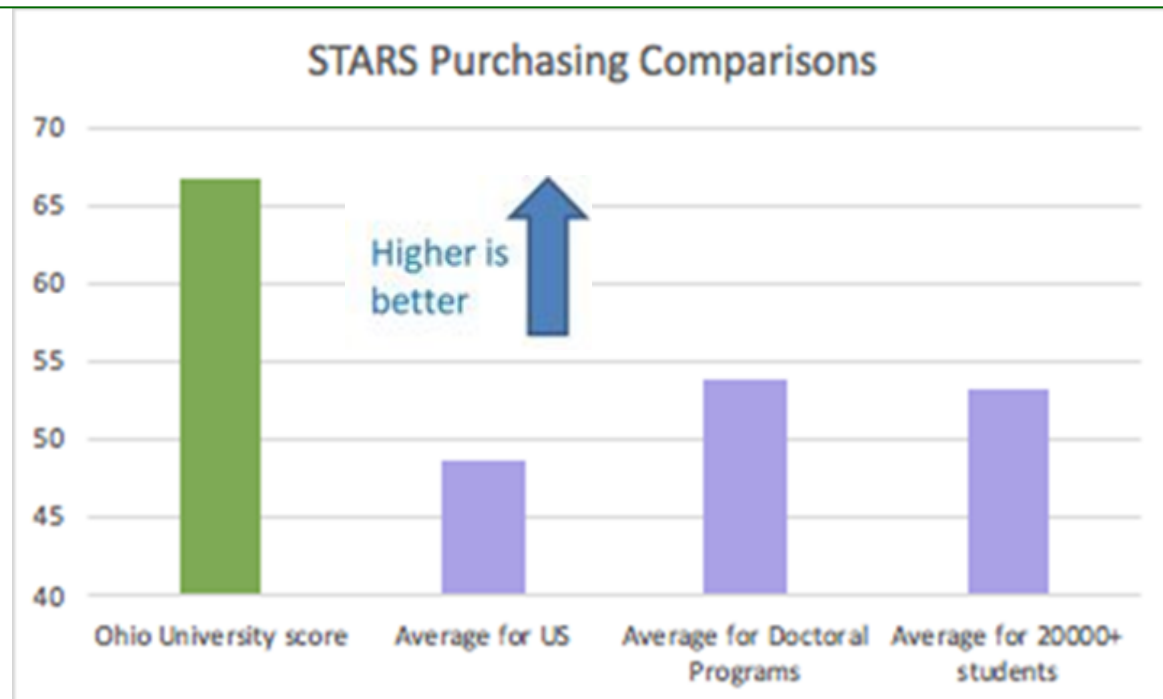S&P 500, SEMG Sustainable

Ohio University Student Fixed Income Management Group

Student Fixed Income Management Group Performance

FIMG Sustainable 5-year Cumulative Growth vs the Barclay's US Aggregate Index

6/30/2019

Bloomberg Barclays US Aggregate Index, FIMG Sustainable

Purchasing

Hub: Administration

Aspiration: Sustainable purchasing will be the standard operating procedure at Ohio University

OHIO UNIVERSITY — Office of Sustainability

aashe — The Association for the Advancement of Sustainability in Higher Education

STARS OP 11-15

SUSTAINABLE DEVELOPMENT GOALS

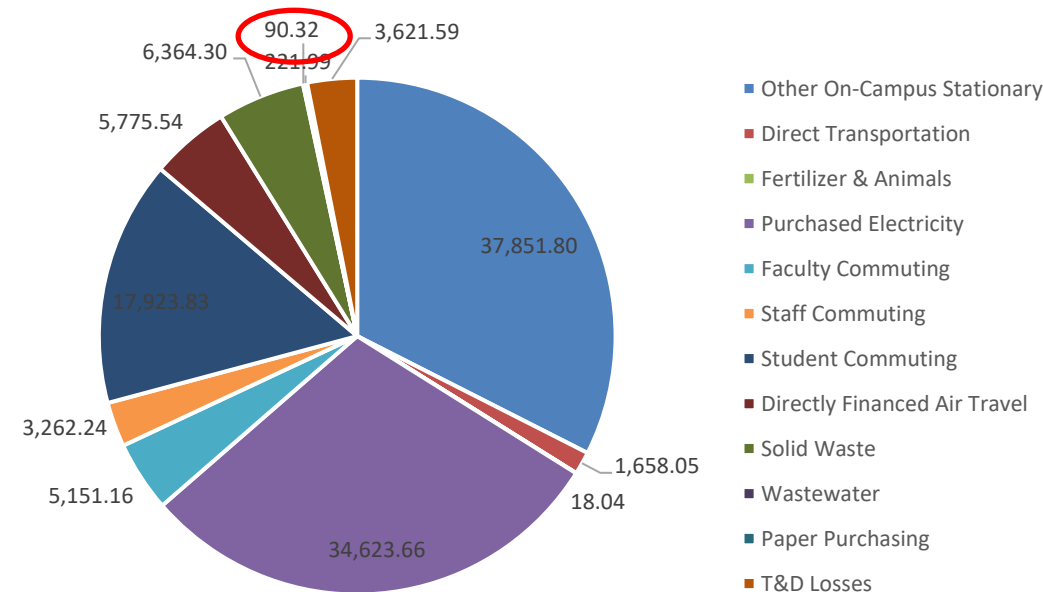CARBON COMMITMENT — CLIMATE LEADERSHIP

Scope 3 emissions

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**

STARS Purchasing Comparisons

Higher is better

(Categories: Ohio University score, Average for US, Average for Doctoral Programs, Average for 20000+ students)

OHIO Carbon Emissions Breakout, FY18, in MTeCO2

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- Solid Waste
- Wastewater
- Paper Purchasing
- T&D Losses

Greenhouse gas emissions (GHGe) data collection is limited for purchasing. Purchased paper accounts for 0.2% of emissions.

Moving forward

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

FY26 Targets by Category

Item	FY17	FY26
Recycled Paper	7%	50%
EPEAT[1] Gold Electronics	94%	95%
"Green Cleaning Products"[2]	51%	65%
Alternative Fuel Vehicles[3]	1.4%	3%
Battery-powered Lawn Care Products	0%	50%
Concessionaires / Franchisees with Sustainable Purchasing[4] in contract	0%	100%
Total sustainable purchases[4]	TBD	30%

Notes and Definitions

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

Moving forward

Proposed Strategies

- 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*

Benefits Goal #1 Strategies	Costs Goal #1 Strategies
Community engagement Economic Activity	Capital (first) cost increase
Emissions reductions	Staff time (O&M)
Reputation	
Human health	
Operational costs	