

# Weber State University Sustainability Plan 2020-2025



**WEBER STATE UNIVERSITY**  
Sustainability



Weber State University is committed to furthering sustainability, in all forms, through both our own institutional operations, the education of future sustainability leaders, and collaboration with our community partners.

In 2007, Weber State University formalized its dedication to sustainability by signing the American College & University Presidents' Climate Commitment whereby we agreed to eliminate our emissions and become carbon neutral by the year 2050. We have made significant progress and are now a decade ahead of schedule. Since 2007, WSU has reduced our greenhouse gas emissions footprint by 34% while saving nearly \$18.5 million in avoided utility costs.

We have demonstrated a commitment to sustainability education across our curriculum to foster the knowledge and skills our students need to contribute to just, healthy, and sustainable communities. We provide our students with opportunities both within the classroom through sustainability-focused or inclusive 'SUS' classes, and outside of the classroom via sustainability-based clubs, events, and programs.

WSU works in partnership with individuals, communities, and organizations to increase the reach of sustainable practices. Since 2015, WSU has provided successful community programs that help residents reduce their emissions and carbon footprints, often by utilizing the same strategies we have successfully implemented on our campuses. Additionally, we provide our community and sustainability professionals with opportunities to learn, connect, and advance sustainability by hosting the Intermountain Sustainability Summit, co-hosting Utah Climate Action Week, and Solve Climate by 2030 events each year.

I am excited to introduce Weber's new sustainability plan. It includes ambitious goals to scale up our efforts and impact both on our campuses and across our community.

WSU has been recognized as a sustainability leader, at the forefront of the sustainability movement. We are ready to channel the expertise we have gained over the last 15 years to increase sustainability performance at Weber, and to provide our community with the necessary resources to attain their sustainability goals. Together we can contribute to a just, healthy, and sustainable world.

## **Brad L. Mortensen**

**President, Weber State University**



## **Mark Halverson**

**Associate Vice President for Facilities & Campus Planning**

This new plan is a testament to the commitment that Weber State University has made toward creating a more sustainable campus. The overwhelming progress that we have made in past years toward reducing our carbon footprint makes us very confident in our ability to make and meet the very aggressive goals outlined in this plan.

Facilities Management, along with university administration, is committed to continuing this critical organizational and community transformation. It is exciting to be part of this movement that is not only transforming the buildings and infrastructure, but is transforming the Weber State culture to accept nothing less than our "sustainable" best!



## **Alice Mulder**

**Director, Sustainability Practices and Research Center**

For the last fifteen years Weber State University has made great strides in the areas of sustainability education and action in support of our commitment to climate neutrality by 2040 and working toward better lives for all. The areas, goals, and metrics shared in this plan reflect both how far we've come and our passion and recognition of the need to do more.

The Sustainability Practices and Research Center is focused on facilitating both sustainability education and understanding across the curriculum and practice on and off campus as we work to build a culture of sustainability that critically informs both our individual and collective actions and decision making. We have set ourselves big, but necessary, goals to achieve in the coming years.



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# Sustainable Development Goals

In 2015, the United Nations adopted 17 Sustainable Development Goals (SDGs) as a shared plan to work toward ending poverty, promoting peace, and protecting our planet. The SDGs have been endorsed by 193 countries, but reaching these goals will take the involvement of both the private and public sectors. Increasingly, higher education institutions have aligned their sustainability efforts to support and promote the SDGs. Weber State has joined in these efforts, and is making progress toward a more just, civil and healthy world. The SDG goals include:



Each section of this plan indicates which SDGs are supported and addressed by the goals and objectives. WSU's faculty, staff and student endeavors are helping to bring the SDGs to fruition so more people will have prosperous, healthy lives supported by a healthy and thriving world-wide ecosystem. Learn more at: <https://sdgs.un.org/2030agenda>



## Our Story

Signed the American College & University Presidents' Climate Commitment (ACUPCC), setting our goal to become a carbon-neutral campus by 2050.

Adopted a Climate Action Plan  
Hired our first energy manager.

Completed our first Sustainability Tracking  
And Rating System (STARS) report.

Installed our first ground source  
heat exchange wells.

Weber State University earned a Silver rating in the national  
Sustainability Tracking and Rating System (STARS) assessment.



# Academics

Teaching

Research

Engaged Learning



Students conduct field research on a trip to the Great Salt Lake to study the unique microbialites that develop in the lake.



Students participate in a demonstration on healthy eating in a nutrition class.

# Teaching, Research & Engaged Learning



A complex web of interconnections supports the physical, social and economic dimensions of healthy human societies. Thus, Weber State fosters sustainability education across the curriculum to build the knowledge, skills, and understanding necessary for our students to incorporate sustainability in their daily lives as well as to contribute to just, healthy, and sustainable communities. Sustainability-inclusive courses equip students to recognize their own position of impact and power.

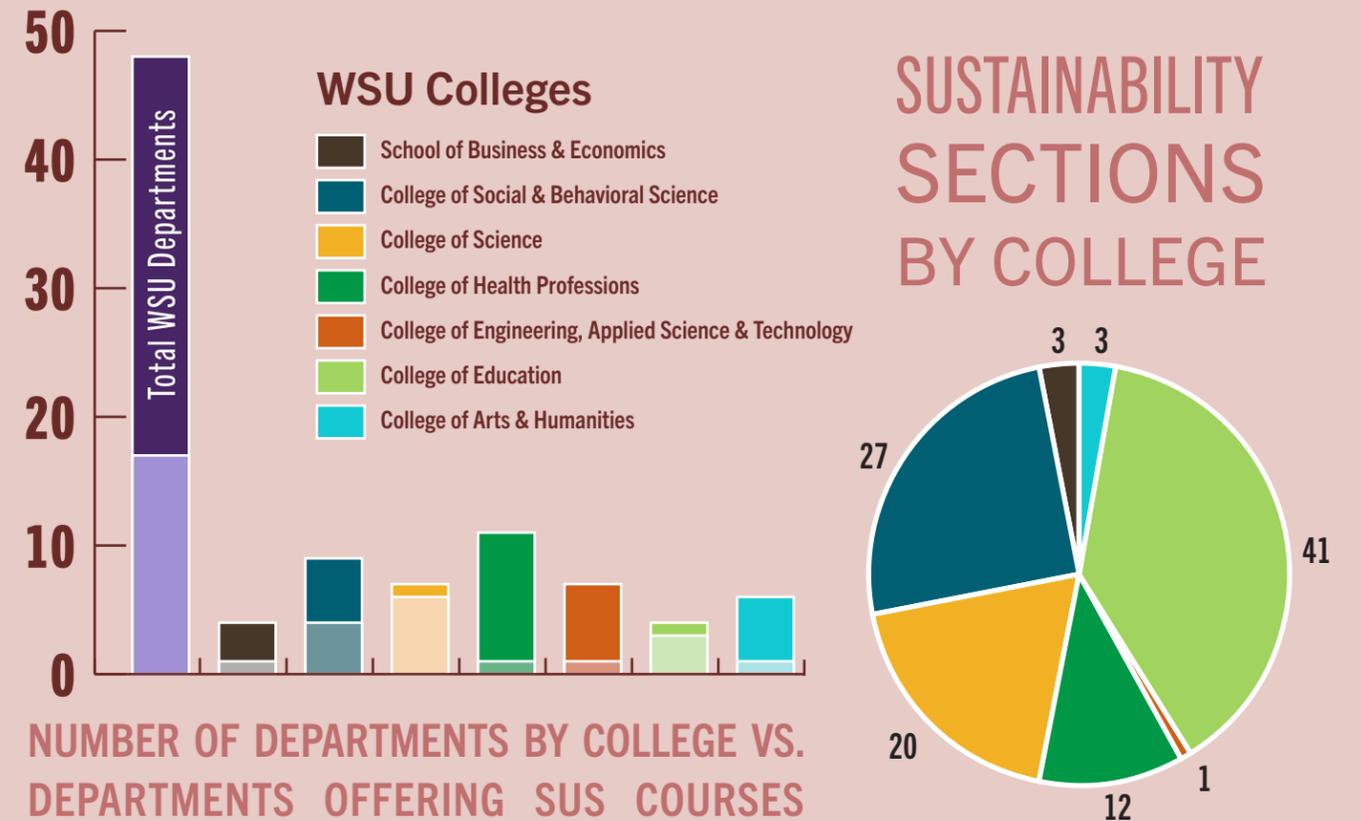
The University supports both faculty and student engagement in research related to sustainability as this research furthers our understanding and ability to address the challenges and opportunities before us.

GOALS	OBJECTIVES
Increase the number of students who understand the importance of sustainability, and how to incorporate sustainable practices in their careers, at home and across their communities.	<ul style="list-style-type: none"> <li>Each year have 350 or more sections utilizing the SUS attribute, and/or directly addressing SDGs challenges.</li> <li>Sustainability is included in General Education through an optional SUS Gen Ed "path"</li> <li>A SUS course or learning outcome is included in General Education requirements.</li> <li>Sustainability-related learning outcomes are present at the degree program level, covering 12.5% of graduating students.</li> </ul>
Promote and support sustainability teaching and research.	<ul style="list-style-type: none"> <li>100% of campus departments are offering one or more SUS attribute sections.</li> <li>Fund the Sustainability, Teaching, Application and Research (STAR) grants for faculty/students.</li> <li>Offer one or more graduate-level sustainability-focused, major, degree program, minor, concentration or certificate.</li> <li>Facilitate open access publishing.</li> </ul>
Provide high-impact educational experiences for students.	<ul style="list-style-type: none"> <li>Provide two or more immersive sustainability-focused experiences every year (e.g., net zero house, service-oriented spring break/study abroad, R.E.A.L. projects, internships, etc.).</li> <li>Continue to engage students/faculty/staff with campus as a living laboratory in ten or more various impact areas (as defined by STARS).</li> </ul>



# Sustainability by the Numbers in the Classroom

**10233 Semester Credit Hours • 6669 Student Enrollments • 110 SUS Course Sections**  
**84 Faculty Members • 58 Subjects • 17 Departments • 7 Colleges**



## Top 10 Departments Offering SUS Courses Fall 2021

- |   |                                 |
|---|---------------------------------|
| 1 Geography, Environment & Sustainability | 6 Earth & Environmental Science |
| 2 Exercise & Nutrition Sciences           | 7 English                       |
| 3 Nursing                                 | 8 Economics                     |
| 4 Botany & Plant Ecology                  | 9 Mathematics                   |
| 5 Sociology & Anthropology                | 10 Chemistry & Biochemistry     |

# Engagement

*Campus Awareness & Engagement*

*Community Awareness & Engagement*



**Paul Hawken, founder of Project Drawdown, speaks at the 10th annual Intermountain Sustainability Summit.**

# Campus Awareness & Engagement



Weber State is committed to a sustainable, equitable, and vibrant community for all, one that functions within the limits of our natural world. We are fostering a culture of sustainability on our campus so that it becomes a lens of habit in the way we live our lives. A “culture of sustainability” implies a recognition of the fundamental interconnections and interdependencies of human and natural systems. This includes acting in accordance with the understanding that our wellbeing is reliant on the health of our environment.

GOALS	OBJECTIVES
Increase the number of students annually engaging in sustainability programs, events, clubs and/or initiatives.	<ul style="list-style-type: none"> <li>• Include sustainability prominently in new student orientation activities and programming.</li> <li>• Create a student sustainability educators program, hiring one (or more) student(s) per college to facilitate peer-to-peer engagement and support the department’s sustainability efforts.</li> <li>• Continue to host at least one outreach campaign per academic year that yields measurable, positive results (e.g. Clear the Air Challenge).</li> <li>• Facilitate sustainability-focused high impact educational experiences (curricular and co-curricular); including, the Intermountain Sustainability Summit, Sustainability Perspectives Series, Solve Climate, internships, alternative spring breaks, student clubs, etc.</li> </ul>
Increase the number of faculty and staff annually engaging in sustainability programs, events, or initiatives.	<ul style="list-style-type: none"> <li>• Include sustainability prominently in new faculty and new employee orientation activities and programming.</li> <li>• Have 75% of all faculty and staff participating in the Green Department Certification Program.</li> <li>• Engage 50% of all non-academic staff in one or more sustainability-related professional development/training opportunities per year.</li> </ul>
Increase engagement and collaboration with diverse populations on campus.	<ul style="list-style-type: none"> <li>• Elevate voices of diverse populations in sustainability through building inclusive relationships across campus.</li> <li>• Participate in and support events, programs and initiatives hosted by diverse populations.</li> <li>• Engage under-represented groups in sustainability through campus sustainability initiatives, programs, events and opportunities.</li> </ul>
Measure campus sustainability literacy and culture every three years.	<ul style="list-style-type: none"> <li>• Increase student/faculty/staff awareness and knowledge of, and engagement with sustainability, as measured by the WSU sustainability survey.</li> </ul>



# Community Awareness & Engagement



Collaborating with our greater community is the only way to create a sustainable, just and prosperous future for all. Creating win-win partnerships where we connect with, learn from, and serve our community helps us meet our overarching sustainability goals, while ensuring that we incorporate the wisdom and talents rooted in our diverse community. To this end, the University Strategic Plan includes the goal to “help the Northern Utah region strive for carbon neutrality by 2050.”

GOALS	OBJECTIVES
Create a new community sustainability solutions center to provide a one-stop-shop to our region, including governments, businesses and individuals, to obtain information on how they can reduce their carbon footprints and implement sustainability practices.	<ul style="list-style-type: none"> <li>• Secure funding, staff, and interns to support the sustainability center.</li> <li>• Secure a physical location for the center.</li> <li>• Create and assemble resources to provide information on and facilitate sustainable living and planning, green business practices, climate action planning, climate resiliency, energy conservation and efficiency, electrification, renewable energy, green construction, rebates, and financing.</li> </ul>
Partner with municipalities in implementing sustainability and climate action-oriented practices.	<ul style="list-style-type: none"> <li>• Help implement the Ogden City Energy Wise Plan.</li> <li>• Serve on or assist the Ogden Natural Resources and Sustainability Stewardship Committee.</li> <li>• Help municipalities identify the means and methods for procuring renewable energy.</li> <li>• Assist with initial greenhouse gas emissions reports and climate action plans for municipalities.</li> </ul>
Partner with organizations in implementing sustainability and climate action-oriented practices.	<ul style="list-style-type: none"> <li>• Host the Intermountain Sustainability Summit.</li> <li>• Collaborate with Utah Climate Action Network in hosting events and assisting with initiatives</li> <li>• Share scalable WSU model/strategy for emissions reduction and engagement strategies.</li> </ul>
Inform and support individuals and households in understanding sustainability, its importance, and becoming more sustainable.	<ul style="list-style-type: none"> <li>• Host Empower Northern Utah program each year.</li> <li>• Include community in sustainability events.</li> </ul>



# Sustainability by the Numbers In the Community



The Intermountain Sustainability Summit is Utah's largest sustainability conference and has been held in Ogden, Utah, since 2010.

In recent years, the Summit has attracted between 400 to 600 sustainability professionals and emerging leaders from business, government, nonprofit and academic sectors.

The Summit is hosted by Weber State's Sustainability Practices and Research Center with influence from community partners, business, students and engaged citizens.

Ogden City  
Energy Efficiency  
Projects/Incentives  
Per Year

72

2,724 Thermwise Projects



238 Wattsmart Projects

2015	2016	2018-2019	2019-2021
<p>140 households 1 nonprofit 2,000 solar panels</p>	<p>28 community members switched to electric vehicles in just seven weeks.</p>	<p>1,250 households 2,096 electric mowers 972 electric trimmers</p>	<p>More than 1,000 households 8,600 LED lightbulbs 464 Smart Thermostats</p>

## 2021 COMMUNITY PROGRAMS HELPED REDUCE MORE THAN



158,000 kwh of electricity



1,120 dekatherms of natural gas



171 metric tons of greenhouse gas emissions



\$23,000 in utility bills

This has the same environmental impact as avoiding over 430,000 vehicle miles driven!

# Sustainability by the Numbers On Campus

3.7 Percent of Weber State students engage with sustainability-based clubs, events, and activities

52 Percent of employees participate in the Green Department Certification Program



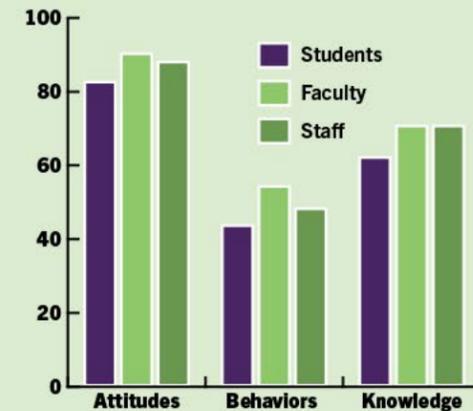
## Top 10 Green Teams

- Honors Program
- Geography
- Botany
- Counseling & Psychological Services Center
- History
- College of Social & Behavioral Sciences Dean's Office
- Political Science/Philosophy
- Costume Studio
- Emergency Healthcare
- Student Success Center

This Program for faculty and staff is a voluntary, competitive, and incentive-based. Its goal is to foster a sustainability-minded culture on campus and help WSU achieve its energy efficiency and sustainability goals.

Participating departments are considered "Green Teams" and acquire points through a variety of sustainable practices and actions from 6 key areas: Energy & Climate, Waste Diversion/Zero Waste, Purchasing, Transportation, Outreach/Education, and Social Sustainability.

## Sustainability Survey January 2020



## Sustainable Clubs



### Environmental Ambassadors

The Environmental Ambassadors seek to create a culture of sustainability on campus. It organizes and provides several sustainability-related events & programs each year.



### Food Recovery Network

The Food Recovery Network at WSU works to address food insecurity and reduce food waste on campus and in the community.



### Garden Club

The WSU Community Garden is a student-managed and operated garden focused on providing fresh fruit and vegetables to students and the local community. It offers education on home gardening, composting, advice for plant care and free produce for volunteers.



### Citizens' Climate Lobby

The Citizens' Climate Lobby is a nonpartisan organization focused on advocating for a carbon fee and dividend solution to address climate change.

### During the 2021-2022 academic year sustainability student clubs have:

- Donated 1,810.64 lbs of food (equivalent to 1,500+ meals) to the Lantern House
- Collected 152.5 lbs of plastic bottles through Wildcats Go Zero Waste
- Collected 541 lbs of secondhand donations from the Free Swap
- Donated 474.9 lbs of supplies to the Weber Cares Pantry from the Kitchenware Drive

All together, 3,000 lbs of waste was diverted from the landfill!

# Operations

*Climate Commitment & Renewable Energy*

*Sustainable Transportation*

*Food Sustainability & Security*

*Green Buildings*

*Green Purchasing*

*Water & Grounds*

*Zero Waste*



Installing PV panels on the W10 solar covered parking lot.



Heat pump exchange units in the Stewart Library.



# Climate Commitment & Renewable Energy



In 2007, Weber State University signed the American College and University Presidents' Climate Commitment. In 2009, WSU completed its first Climate Action Plan and set a goal to be carbon neutral by the year 2050. This plan and goal were updated in 2020 with WSU now pledging to reach carbon neutrality by the year 2040, a decade ahead of schedule.

To date, WSU has made significant progress cutting fossil fuel use and reducing greenhouse gas (GHG) emissions. From the baseline year of 2007, WSU has reduced electricity consumption by 36%, natural gas consumption by 35% and total GHG emissions by 34% (as of fiscal year 2020). WSU's 5-point plan to achieve carbon neutral includes: 1. Implement energy efficiency and conservation projects; 2. Electrifying all end use sources of energy (e.g. buildings and vehicles); 3. Sourcing 100% of the remaining needed energy from renewable sources; 4. Reinvesting the utility savings from these projects into new projects until WSU's entire infrastructure has been transitioned; and 5. Utilize the purchase of carbon offsets as a method of last resort to neutralize WSU's remaining GHG emissions.

GOALS	OBJECTIVES
Source nearly 100% of WSU's energy from renewable sources.	<ul style="list-style-type: none"> <li>Construct 4 to 5 additional ground source fields on the Ogden campus so that the natural gas boilers at the steam plant can be decommissioned.</li> <li>Construct enough on-site solar to meet approximately 30% of the Ogden campus' electricity demand.</li> <li>Continue to add solar to the existing solar field at the Davis campus, as needed, to meet 100% of the campus' electricity demand.</li> <li>Develop off-site solar projects that will meet approximately 40% of the Ogden campus' electricity demand.</li> <li>Purchase renewable energy certificates (RECs) from Rocky Mountain Power for the remaining 30% of electricity demand for the Ogden campus and for the entire electricity demand of other WSU-owned facilities where renewable energy cannot be placed on-site.</li> </ul>
Purchase carbon offsets for the remaining GHG emissions that cannot be eliminated.	<ul style="list-style-type: none"> <li>Transition campus emergency generators over to battery back-up systems to the greatest extent practicable and then annually purchase carbon offsets to neutralize the impact of the few remaining diesel generators.</li> <li>Create a refrigerant management plan and purchase carbon offsets annually to neutralize the impacts of refrigerant leaks.</li> <li>Purchase carbon offsets to neutralize the GHG emissions associated with WSU's waste, fertilizer use, and remaining vehicles that are not feasible to transition over to electric.</li> <li>Over time, phase in the purchase of carbon offsets to neutralize 100% of the impact of fossil-fuel based university travel and commuting.</li> </ul>

*Carbon neutral by 2040*

# Sustainable Transportation



Air quality is a significant concern in Utah. According to the Utah Department of Air Quality 48% of local air pollutants come from mobile sources. Mobile sources also represent the largest source of greenhouse gas emissions for Weber State University. University-related travel, commuting, and landscape equipment comprises 64% of WSU's total carbon footprint.

WSU is transitioning to all-electric landscape equipment, has passed an anti-idling policy for campus, improved micro-transit infrastructure (e.g. bikes, scooters, etc.) and provided full-time staff, faculty, and students with free UTA Ed Passes, which provides access to all UTA buses and the Frontrunner. WSU is working with UTA, Ogden City, and other partners to install a new electric Bus Rapid Transit (BRT) system, which will increase alternative transportation ridership. Additionally, WSU incentivizes carpooling, provides electric vehicle charging stations and gives discounts on parking for hybrid and electric vehicles.



GOALS	OBJECTIVES
Reduce university-owned mobile source emissions by the greatest extent practicable by transitioning vehicles and equipment over to alternatively fueled versions.	<ul style="list-style-type: none"> <li>• Create a plan to replace all university owned vehicles with alternatively fueled vehicles. This plan shall include a prohibition on the purchase of new light duty vehicles that are solely run by fossil fuels after the year 2025.</li> <li>• Install electric vehicle charging infrastructure to support the university fleet vehicle transition.</li> <li>• Create a plan to replace all university owned landscape equipment with alternatively fueled versions.</li> </ul>
Reduce faculty, staff, and student commuting-related GHG emissions by 50% by 2030.	<ul style="list-style-type: none"> <li>• Update the university transportation plan to align with the goals outlined in WSU's Climate Action Plan and to include support for active and alternative transportation.</li> <li>• Negotiate for all WSU part-time employees to be eligible for the UTA Ed Pass.</li> <li>• Implement a voluntary program allowing students, faculty, and staff to pay to offset commuting-related GHG emissions when purchasing parking passes. Explore phasing in a mandatory carbon offsets on parking passes.</li> <li>• Develop an education/outreach plan to improve alternative transportation use.</li> <li>• Work with faculty and staff committees and university administration to create a university telecommuting policy</li> <li>• Monitor electric vehicle station use and install additional stations as needed.</li> </ul>



GOALS	OBJECTIVES
Support sustainable university-related travel.	<ul style="list-style-type: none"> <li>• Create a plan to track ground travel transportation emissions from vehicles not owned by the university.</li> <li>• Encourage alternative transportation and/or the use of reduced or no emissions vehicles for ground transportation.</li> <li>• Examine options for encouraging or requiring vehicle rental companies to supply WSU with reduced or no emissions vehicles.</li> <li>• Develop a university policy making virtual conference attendance equal in weight as attending in-person conferences for promotion and tenure.</li> <li>• Work with WSU's Study Abroad Office to create a plan to reduce and/or offset emissions generated through the study abroad program.</li> <li>• Encourage the creation of more local service trip options for students.</li> <li>• Provide incentives for virtual conference attendance</li> <li>• Purchase carbon offsets for all university-related airline travel by 2025.</li> </ul>



# Food Sustainability & Security



WSU is committed to providing nutritious and healthful food for everyone, while simultaneously ensuring environmental protection, humane treatment of animals, and ethical treatment of the workers who produce our food.

Approximately 25% of WSU's students reported that they have experienced food insecurity while attending WSU. Over 43% stated that they "sometimes" to "regularly" cannot afford to eat balanced nutritious meals. The Weber Cares Pantry, Food Recovery Network, and the Community Garden Club are working to ensure everyone has access to nutritious meals

What we eat, and how we produce and use our food matters. WSU is working to increase the amount of plant-based and sustainably/ethically produced food on campus while cutting food waste (also see Zero Waste section).

GOALS	OBJECTIVES
Increase the proportion of plant-based and sustainably/ethically produced foods from 9% to 25% by 2025.	<ul style="list-style-type: none"> <li>• Create a food and beverage transition plan utilizing resources such as DefaultVeg or Menus of Change.</li> <li>• Explore options for the WSU community garden to supply dining services with fresh ingredients.</li> <li>• Host or support a farmers' market, community supported agriculture (CSA), or urban agriculture project.</li> <li>• The WSU Community Garden Club will coordinate with the Weber Cares Pantry to help ensure a supply of fresh food.</li> </ul>
The Community Garden Coordinator, Food Recovery Network (FRN) President, and Environmental Ambassadors President will lead programs, educational events, and campaigns that facilitate and encourage nutritious, balanced eating.	<ul style="list-style-type: none"> <li>• The Food Recovery Network will coordinate with the Weber Cares Pantry to continue the Fresh Food Fridays program.</li> <li>• Weber Cares Pantry, sustainability interns, and Sodexo will create a method to notify students that surplus food from campus events is available.</li> <li>• Each semester host a food event(s) encouraging plant-based eating, nutritious cooking, or celebrating cultural diversity.</li> <li>• Sustainability interns collaborate with Sodexo to create a sustainability-themed food outlet.</li> <li>• Create marketing materials to educate the campus community on the importance of low-impact dining and eating plant-based and sustainably/ethically produced foods.</li> </ul>
Assist the Ogden Civic Action Network (OCAN) with their efforts to reduce food insecurity in the community.	<ul style="list-style-type: none"> <li>• Student volunteers to collaborate with OCAN to glean excess fruits and vegetables from residents and supply to those in need.</li> <li>• WSU's Food Recovery Network Chapter will ensure excess food is taken to local shelters.</li> </ul>



Student volunteering on campus by stocking shelves at the Weber Cares Pantry.

# Green Buildings



As a leading innovator in sustainable building design, Weber State University is dedicated to creating and maintaining green buildings that simultaneously promote learning and innovation. As of 2020, 26% of WSU's buildings have all-electric mechanical systems, which makes them carbon neutral capable. Rather than using natural gas for space and water heating, these buildings utilize heat pumps, which are highly efficient and all-electric. When buildings are run solely with electric power, that power can be generated through renewable sources such as solar, wind and ground source. Over the past decade, WSU has constructed three groundsource fields and completed several solar projects. WSU is currently on track to meet its goals to be carbon neutral by the year 2040.

GOALS	OBJECTIVES
Ensure that all newly constructed buildings and major building renovations are sustainably built.	<ul style="list-style-type: none"> <li>All buildings will be designed and constructed using either the USGBC Leadership in Energy &amp; Environmental Design (LEED) certification program or the Utah High Performance Building Standard.</li> <li>All buildings and major renovations will utilize all-electric mechanical systems to ensure that they are carbon-neutral capable.</li> <li>Staff will regularly research green building technologies, they will regularly update sustainability-related campus design and construction standards, and they will review all building drawings and construction processes to ensure compliance with sustainability standards.</li> </ul>
Ensure that all existing buildings are sustainably operated and maintained.	<ul style="list-style-type: none"> <li>Create and implement a multi-attribute sustainable operations and maintenance policy and program.</li> <li>Research and consider certifying existing buildings through the Energy Star or Zero Carbon Building programs.</li> </ul>



# Green Purchasing



WSU has been incentivizing green purchasing through the Green Department Certification Program for the past seven years. Over 30% of WSU's offices and departments who voluntarily participate in this program have adopted green purchasing guidelines. Moving forward, WSU will be creating institution-wide sustainable purchasing guidelines.



GOALS	OBJECTIVES
Create institution-wide sustainable purchasing guidelines.	<ul style="list-style-type: none"> <li>Create written guidelines that support institution-wide sustainable purchasing.</li> <li>Create product-specific sustainability guidelines for at least six product categories.</li> <li>Create guidelines addressing product packaging.</li> </ul>
Increase proportion of university expenditures on sustainable products.	<ul style="list-style-type: none"> <li>Increase the proportion of purchased electronics that are Energy Star and EPEAT Gold certified.</li> <li>Increase the proportion of purchased paper products that are made of 90-100% post-consumer recycled content or are FSC Recycled or FSC 100% labeled.</li> <li>Increase the proportion of janitorial supplies that are green certified.</li> <li>Ensure that WSU apparel bearing its name or logo is produced under fair working conditions by maintaining current membership in the Worker Rights Consortium or the Fair Labor Association.</li> </ul>
Create and implement a campus green purchasing education plan.	<ul style="list-style-type: none"> <li>Post green purchasing guidelines on the WSU Purchasing website.</li> <li>Work with Paw Place vendors to identify green products and list them as preferred.</li> <li>Host workshops and webinars.</li> <li>Annually report on green purchasing progress.</li> </ul>





## Water & Grounds



Utah is the second driest state in the nation, vulnerable to water shortages and drought. With proactive planning, targeted improvements, and strategic use of technology, WSU is sustainably managing its water resources, creating exceptional facilities, and cutting water costs.

Weber State adopted its first water action plan in 2020. The plan facilitates the efficient use and conservation of water. Key strategies include facilities upgrades, efficiency measures, and improved stormwater management, as well as improved metrics, planning, and management. Additionally, the Water Action Plan addresses water quality with the goal to meet or exceed all state and federal stormwater management regulations.

GOALS	OBJECTIVES
Reduce culinary water consumption by 30% per Weighted Campus User and by 30% per square foot by 2025.	<ul style="list-style-type: none"> <li>• Monitor culinary water consumption, maintain up-to-date records, and identify/respond to leaks and line breaks in a timely manner.</li> <li>• Improve aging water infrastructure to diminish the possibility of leaks and line breaks.</li> <li>• Identify and implement projects that will reduce consumption of culinary water in existing facilities.</li> <li>• Ensure that all new construction is as water efficient as practicable.</li> <li>• Reduce culinary water use in landscaping to the greatest extent possible.</li> </ul>
Reduce total water consumption by 30% per vegetated acre by 2025.	<ul style="list-style-type: none"> <li>• Monitor secondary water consumption, maintain up-to-date records, and identify/respond to leaks and line breaks in a timely manner.</li> <li>• Annually implement the Water Warrior Challenge to continuously improve irrigation efficiency.</li> <li>• Ensure that landscaping associated with all new construction projects is as water efficient as practicable.</li> <li>• Connect all irrigation clocks to an online smart irrigation system (i.e. RainMaster).</li> <li>• Reduce turf by 5% a year.</li> <li>• Install drip irrigation, or very low-flow heads, in shrub beds.</li> </ul>
Meet and exceed, where possible, all state and federal stormwater management regulations.	<ul style="list-style-type: none"> <li>• Implement WSU's stormwater management plan and maintain compliance with all state and federal regulations.</li> <li>• Improve Ogden campus retention pond water quality, increase reclaimed water usage, and identify opportunities for bioswale installation.</li> <li>• Identify ways that WSU can help preserve adequate lake levels and improve water quality of the Great Salt Lake.</li> </ul>
Maintain sustainably managed land and grounds.	<ul style="list-style-type: none"> <li>• Maintain Tree Campus USA certification.</li> <li>• Increase the amount of organically managed grounds and/or have WSU's Integrated Pest Management program certified.</li> <li>• Conduct a biodiversity assessment of land owned by WSU.</li> </ul>

# Zero Waste



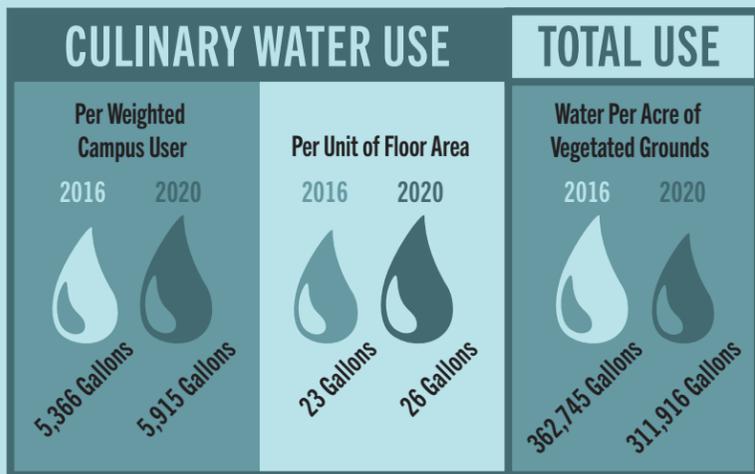
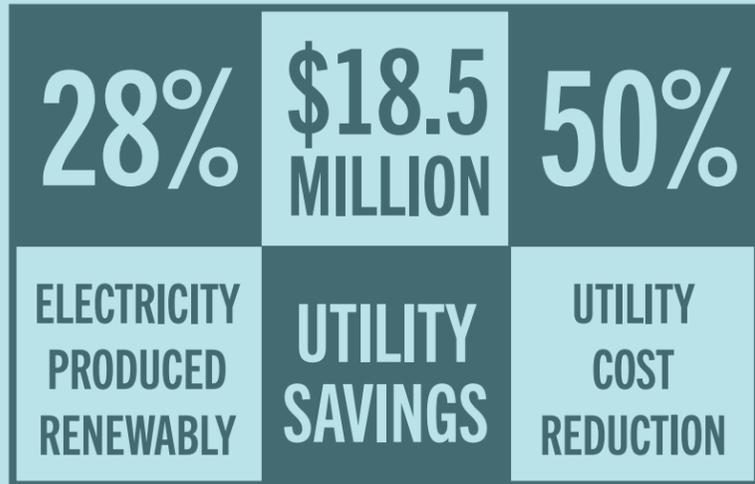
The Zero Waste International Alliance defines zero waste as “The conservation of all resources by means of responsible production, consumption, reuse, and recovery of products, packaging, and materials without burning and with no discharges to land, water, or air that threaten the environment or human health.” WSU’s Zero Waste Committee set a goal to divert 50% of our waste from the landfill by 2025. The University’s current diversion rate is 31%. By 2025, the Committee will also reduce waste production to 0.05 tons (100 lbs) per weighted campus user (WCU) per year. Currently, WSU produces 0.08 tons per WCU per year.

GOALS	OBJECTIVES
Improve data quality and reliability.	<ul style="list-style-type: none"> <li>• Every semester gather waste and recycling weights.</li> <li>• Every year conduct at least one waste audit.</li> <li>• All campus departments will coordinate with Facilities Management for additional dumpsters or waste collection, ensuring that all WSU waste is tracked.</li> <li>• Energy &amp; Sustainability Office (ESO) will coordinate with Campus Planning and Construction (CPC) to create a construction waste data collection plan.</li> <li>• ESO will coordinate with Property Control to collect total weight of reused items annually.</li> </ul>
Implement 100% food waste reduction and diversion program.	<ul style="list-style-type: none"> <li>• Continue Food Recovery Network program.</li> <li>• Create a post-consumer composting plan.</li> <li>• ESO will collaborate with all food vendors to transition from disposable to compostable products, so event waste can be composted.</li> </ul>
Achieve 75% construction waste diversion rate.	<ul style="list-style-type: none"> <li>• ESO will work with CPC to assess current diversion rate.</li> <li>• ESO will collaborate with CPC, and small and large campus contractors, to create a plan for construction waste diversion.</li> </ul>
Improve waste reduction and reuse through marketing, education, and coordination.	<ul style="list-style-type: none"> <li>• ESO will create a marketing plan to let campus and the community know about items available for reuse.</li> <li>• ESO will coordinate with campus departments to go paperless and reduce mail waste.</li> <li>• The Environmental Ambassadors will conduct a plastics #3-#7 campus audit and work to reduce plastic use on campus.</li> </ul>
Improve recycling rates through marketing, education, and coordination.	<ul style="list-style-type: none"> <li>• Environmental Ambassadors and Green Department Program will use annual waste audit information to target education efforts.</li> <li>• ESO will create a recycling education/outreach plan.</li> <li>• Work with new student, faculty, and staff orientation, housing, FYE classes, etc. to ensure that all new campus community members receive recycling information.</li> </ul>

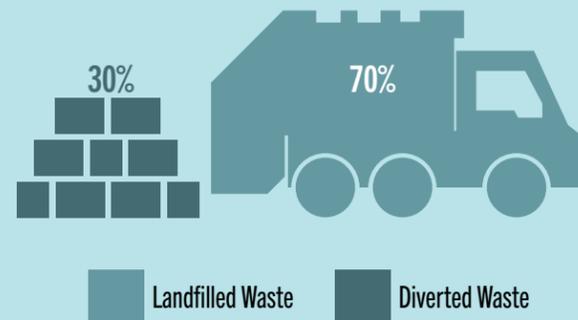


# Sustainability by the Numbers

## Operations



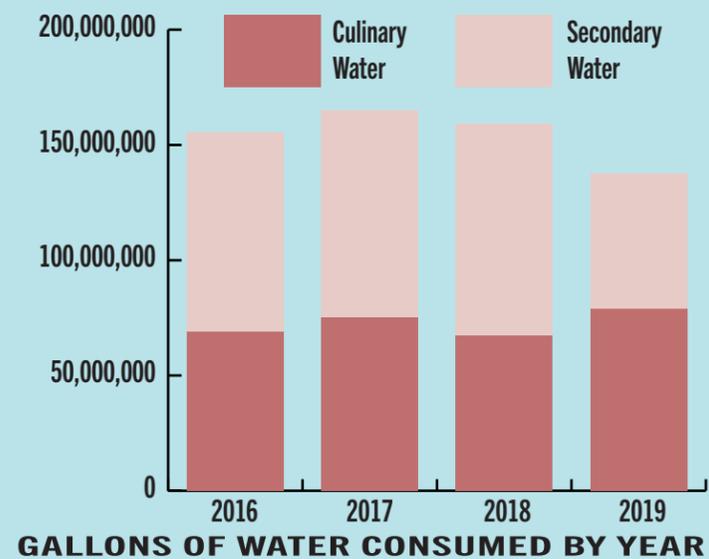
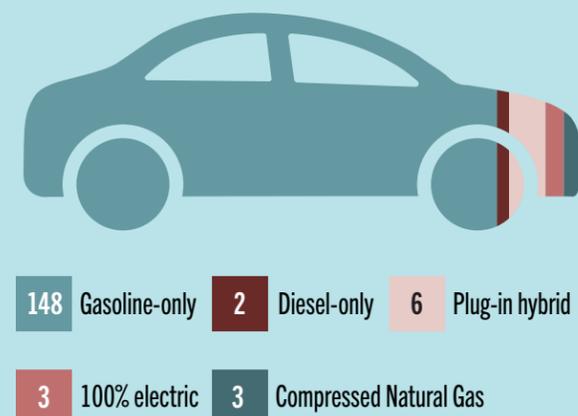
### 2020 WASTE DIVERSTION RATE



### TONS WASTE PER WEIGHTED CAMPUS USER

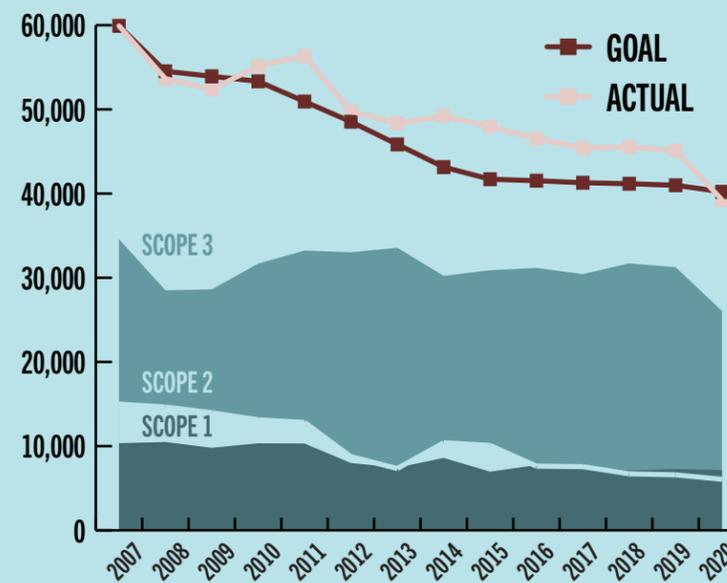


### WSU'S FLEET COMPOSITION

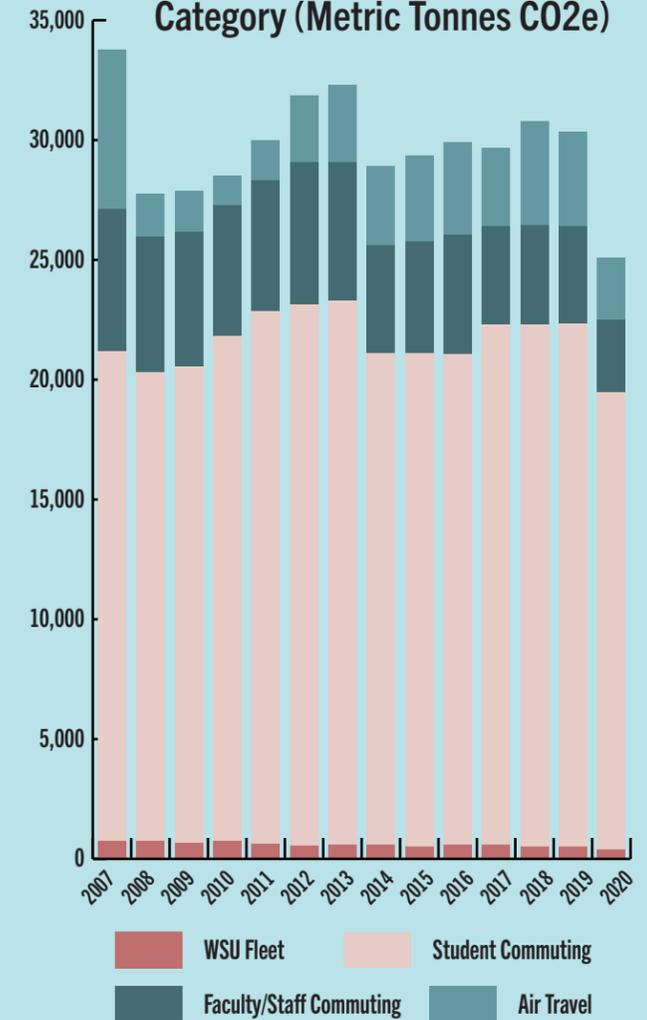


# GREEN HOUSE GASES

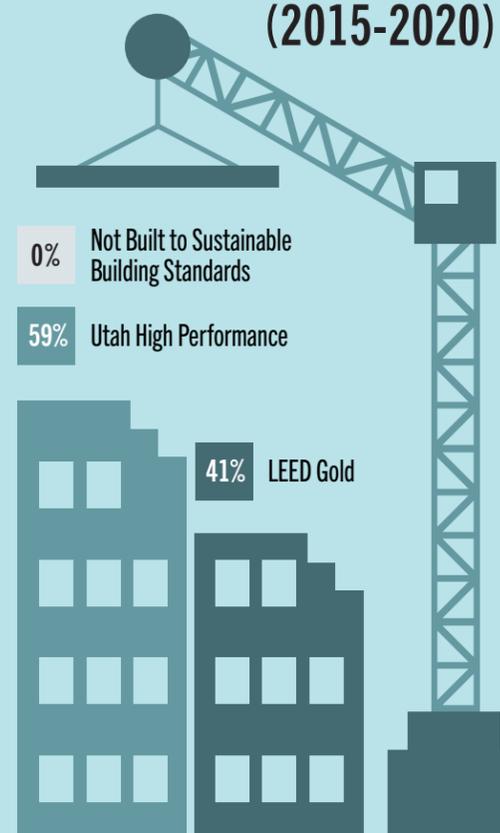
### Total Emissions (34% Reduction)



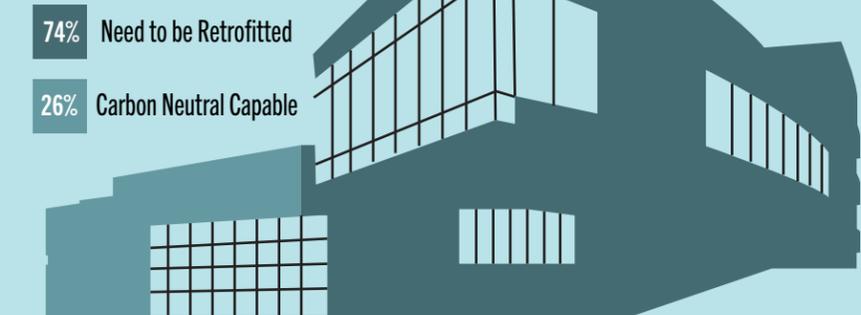
### Emissions by Transportation Category (Metric Tonnes CO2e)



### BUILDING STANDARDS FOR NEW CONSTRUCTION AND MAJOR RENOVATIONS (2015-2020)



### PERCENTAGE OF CARBON NEUTRAL CAPABLE BUILDINGS



# *Planning & Administration*

*Investment, Diversity, & Wellness at Work*



# Investment, Diversity, & Wellness at Work



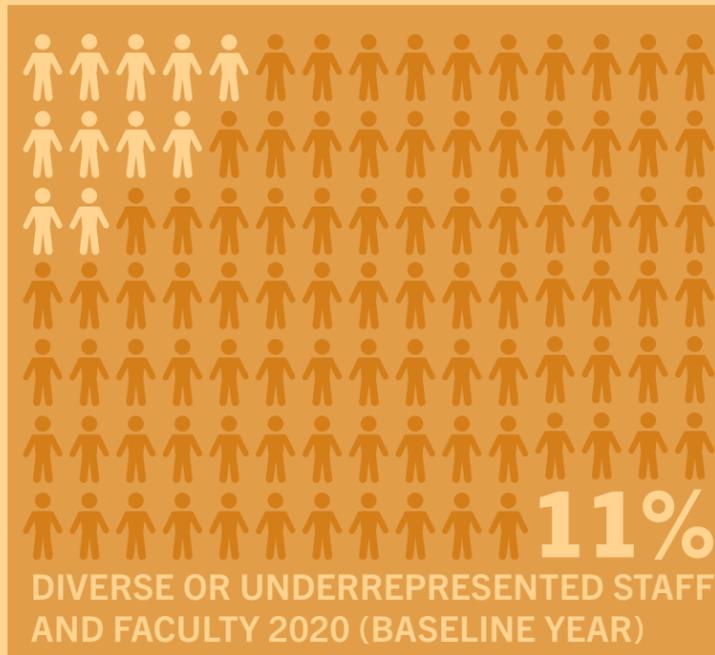
In 2020, WSU took a major step in institutionalizing sustainability by incorporating three major sustainability-focused goals in the WSU strategic plan including: 1. Achieve STARS Gold certification by the year 2025; 2. Become carbon neutral by 2040; and 3. Help the Northern Utah region strive for carbon neutrality by 2050. WSU's strategic plan can be found at: <https://www.weber.edu/strategic-plan>.

For the past decade, WSU has made great progress on its academic and operations-based goals. Going forward Weber State is also incorporating sustainability into the many aspects of university administration, as it is critical to ensuring an inclusive and healthy environment. This section of the plan sets forth goals to institutionalize sustainability throughout all sectors of the University.

GOALS	OBJECTIVES
Create an investment strategy that aligns with WSU's sustainability goals.	<ul style="list-style-type: none"> <li>Create an investment strategy that aligns with WSU's sustainability goals.</li> <li>WSU's financial management team creates a committee on investor responsibility.</li> <li>WSU's financial management team creates an annual disclosure investment snapshot.</li> <li>WSU's financial management team creates a sustainability investment strategy.</li> </ul>
Support WSU's diversity, equity, and inclusion team to help create and implement programs that support underrepresented groups.	<ul style="list-style-type: none"> <li>Attract, hire and retain staff from underrepresented and/or underserved populations.</li> <li>WSU includes equity-minded and inclusive practices as a job qualification, and performance criteria for all positions.</li> <li>Explore a pathway to support underrepresented groups to encourage them to strive for, and prepare for careers as faculty</li> </ul>
Maintain a sustainable working environment for all WSU employees.	<ul style="list-style-type: none"> <li>Continue successfully engaging faculty, staff, and students in WSU's employee and student wellness programs.</li> <li>Work towards having 100% of WSU employees earn a living wage.</li> <li>Explore the possibility of increasing wages such that the lowest paid employee (or pay grade) meets or exceeds 150% of the living wage.</li> <li>Work with Sodexo (and other campus contractors with employees on campus) to encourage that 75-100% of their employees earn a living wage.</li> <li>Maintain no more than zero to four recordable incidents of work-related injury or ill health per 100 FTE employees each year.</li> </ul>



# Sustainability by the Numbers Planning and Administration



## Sustainable Investments

In March of 2021, the University Investment Committee approved a new commitment to Commonfund Capital Environmental Sustainability Partners, in an amount of \$2.25 million.



## *Authors*

### **Jennifer Bodine**

Sustainability Manager, Energy & Sustainability Office

### **Bonnie Christiansen**

Sustainability Programs & Engagement Manager, Sustainability Practices and Research Center

### **Alice Mulder**

Director, Sustainability Practices and Research Center  
Faculty, Department of Geography, Environment & Sustainability

### **Justin Owen**

Energy Manager, Energy & Sustainability Office

### **Drew Hodge**

Water Conservation & Stormwater Specialist, Facilities Management

### **Jacob Cain**

Operations Director, Facilities Management

## *Contributors*

### **Jessica Alford**<sup>6,9</sup>

General Manager, Sodexo Dining

### **Sebastian Anderson**<sup>4</sup>

Commissioning Superintendent,  
Facilities Management

### **Tariq Arif**<sup>1</sup>

Faculty, Department of Mechanical Engineering

### **Troy Bell**<sup>4,8</sup>

Landscape Manager, Facilities Management

### **Marcus Benoff**<sup>8</sup>

Student, Weber State University

### **Sadie Braddock**<sup>2,3</sup>

Academic Sustainability Coordinator,  
Sustainability Practices and Research Center

### **Jaylynn Bryson**<sup>1</sup>

Faculty, School of Nursing

### **Jeremy Bryson**<sup>5</sup>

Faculty, Department of Geography

### **Brad Budge**<sup>5</sup>

Purchasing Card Coordinator, Purchasing

### **Shannon Burton**<sup>9</sup>

Property Control Manager, Property Control

### **Julian Chan**<sup>1</sup>

Faculty, Department of Mathematics

### **Courtney Craggett**<sup>1</sup>

Faculty, Department of English

### **Bryan Dorsey**<sup>5</sup>

Faculty, Department of Geography

### **Nancy Emenger**<sup>7</sup>

Purchasing Director, Purchasing

### **Dr. Mary Foss**<sup>1</sup>

Faculty, Department of Manufacturing & Systems  
Engineering

### **Carie Frantz**<sup>4,8</sup>

Faculty,  
Department of Earth & Environmental Sciences

### **Connie Frazier**<sup>5</sup>

Director of Housing & Residence Life,  
University Housing

### **Joanna Gautney**<sup>1</sup>

Faculty, Department of Sociology & Anthropology

### **Seth Gilmore**<sup>4</sup>

Electrical Superintendent, Facilities Management

### **Matt Gnagey**<sup>4,5,8</sup>

Faculty, Department of Economics

### **Ron Goch**<sup>9</sup>

Associate Athletic Director for Internal Operations,  
Athletics

### **Therese Grijalva**<sup>4</sup>

Faculty, Department of Economics

### **Matt Haack**<sup>8</sup>

Water Conservation Coordinator, Ogden City

### **Mark Halverson**<sup>3</sup>

Associate VP for Facilities & Campus Planning,  
Facilities Management

### **Saori Hanaki**<sup>1</sup>

Faculty,  
Department of Exercise & Nutrition Sciences

### **Travis Hogge**<sup>3</sup>

Campus Planning & Construction Director,  
Facilities Management

### **Tawnya Johnson**<sup>9</sup>

Custodial Manager, Facilities Management

### **Daniel Kilcrease**<sup>5</sup>

Executive Director of Student Affairs Auxiliaries,  
Student Affairs

### **Korey Lamb**<sup>9</sup>

Production Stage Manager, Browning Center

### **Kaila Lemons**<sup>2,6,9</sup>

Student Sustainability Coordinator,  
Energy & Sustainability Office

### **Miguel Lopez-Sanchez**<sup>9</sup>

Custodial Director, Facilities Management

### **Teresa Martinez**<sup>6</sup>

Student Engagement Coordinator,  
Center for Community Engaged Learning

### **James Maughan**<sup>9</sup>

Student Affairs Maintenance and Facilities  
Coordinator, Student Affairs

### **Ivan Mercado**<sup>4</sup>

Mechanical Superintendent,  
Facilities Management

### **Steve Nabor**<sup>7,10</sup>

Associate VP for Financial Services and CFO,  
Administrative Services

### **Stacy Palen**<sup>4</sup>

Faculty, Department of Physics & Astronomy

### **Josh Palmer**<sup>8</sup>

Public Relations, Utah Department of Natural  
Resources Division of Water Resources

### **Dan Pyle**<sup>1</sup>

Faculty, Department of Teacher Education

### **Cayden Quayle**<sup>2,6,9</sup>

Student Sustainability Coordinator,  
Energy & Sustainability Office

### **Ben Quick**<sup>8</sup>

Pineview General Manager,  
Pineview Secondary Water System

### **Dave Rice**<sup>8</sup>

Weber Basin Conservation Coordinator,  
Weber Basin Water System

### **Julie Rich**<sup>5</sup>

Dean, College of Social & Behavioral Sciences

### **Gavin Roberts**<sup>1</sup>

Faculty, Department of Economics

### **Enrique Romo**<sup>10</sup>

Assistant Vice President, Access & Diversity,  
Student Affairs

### **Abraham Smith**<sup>1</sup>

Faculty, Department of English

### **Hannah Stedge**<sup>1</sup>

Faculty, Athletic Training

### **Robert Steedley**<sup>6</sup>

Unit Marketing Manager, Sodexo Dining

### **Mark Stevenson**<sup>1</sup>

Co-Chair, Environmental Initiatives Committee Faculty,  
Department of Sociology & Anthropology

### **Crystal Taylor**<sup>5,9</sup>

Director of Event Facilities and Parking,  
Event Facilities and Parking

### **Sherie Thornton**<sup>9</sup>

Biosafety/Emergency Response Specialist,  
Environmental Health & Safety

### **Carla Trentelman**<sup>8</sup>

Faculty, Department of Sociology & Anthropology

### **Analeah Vaughn**<sup>2,3</sup>

Sustainability Coordinator,  
Energy & Sustainability Office

### **Molly Ward**<sup>9</sup>

Shepherd Union Director, Shepherd Union

### **Weston Woodward**<sup>4,5,9</sup>

Campus Services Director, Facilities Management

1-Academic Engagement, 2-Campus & Community Engagement, 3-Operations,  
4-Climate Commitment & Renewable Energy, 5-Sustainable Transportation,  
6-Food Sustainability & Security, 7-Green Purchasing, 8-Water & Grounds,  
9-Zero Waste, 10-Planning & Administration

## *Design & Layout*

### **Nathan Bennion**

Marketing Specialist,  
Sustainability Practices and Research Center



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UNIVERSITY**

Sustainability

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