



TEXAS A&M ATHLETICS

SUSTAINABILITY MASTER PLAN



Sport has the power to change the world. It has the power to inspire, it has the power to unite people in a way that little else does. It speaks to youth in a language they understand. Sport can create hope, where once there was only despair.


- Nelson Mandela





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Letter from Athletics Leadership

The **Home of the 12th Man** is the pinnacle in opportunities realized through sports – championships won, diplomas earned, and leaders equipped and launched to impact the world. Our mission is to create opportunities through championship athletics.

Being the front porch and most visible entity on campus gives Athletics not only the opportunity but also the responsibility to use our platform to support and elevate sustainability efforts within our department and across campus. 12th Man Sustainability is “Good Bull for the Game” as we lead in environmental and social opportunities for Aggies, Aggieland, and beyond. It is crucial for us to operate with excellence in all that we do, and I am excited for the work we have done and will continue to do thanks to our Athletics Sustainability Master Plan.

I would like to thank the leadership of the 12th Man Sustainability, 12th Man Green Team, and the over sixty staff members and Athletics partners who worked together to develop this sustainability plan over the last two years. I would especially like to acknowledge and thank the leadership and guidance from Kelly Wellman and the entire Texas A&M Office of Sustainability – without your dedicated efforts, we would not be where we are today.

Thanks and Gig 'em,

Ross Bjork
Director of Athletics

Letter from University Leadership

Since our inception as a land-grant institution in 1876 to the additional sea- and space-grant designations, Texas A&M University has a long history of leading research, education and services to shape how we interact with and impact our environment. Environmental stewardship is at the heart of who we are as Aggies.

Since our Office of Sustainability was established 15 years ago, we've made tremendous strides to support that culture of sustainability in Aggieland and wherever Aggies go. With over 500,000 Aggies globally who are guided by our core values of loyalty, integrity, excellence, leadership, respect and selfless service, our potential positive impact is enormous.

The global challenges we're facing now, and in the future, require a concerted effort from every corner of our university. That is why the university is proud to have worked alongside Texas A&M Athletics over the past few years to strategically align athletics and academics to support sustainability cohesively. TAMU recognizes that organized sports are uniquely positioned in communities across the globe and possess vital cultural influence with their respective fan bases. When sports teams and athletes mobilize around issues, they generate meaningful transformations by raising both athlete and fan awareness and creating profound behavior change.

Texas A&M Athletics has a dedicated Aggie fan base second to none. With the creation of this Athletics Sustainability Plan, they have established a plan that supports the Campus Sustainability Master Plan and supplements their top tier leadership on the field with a strategy that positions them to lead on the grand challenges of our time.

Texas A&M is delighted to support the Athletics Sustainability Plan and its role in creating positive change. Addressing global challenges and catalyzing action is an Aggie win, both on and off the field of play.

Gig 'em!

Dr. Susan Ballabina
Chief External Affairs Officer & Senior Vice President
for Academic and Strategic Collaborations
for Texas A&M University



EXECUTIVE SUMMARY

Texas A&M Athletics consists of 20 sports and 22 departments operating in 20 different facilities and office spaces, with most staff located in Kyle Field and the Bright Football Complex. Across these units and teams, there are approximately 300 full-time staff members, 450 student workers, 900 temporary workers, and 650 student-athletes. With a mission of creating opportunities through championship athletics and a vision of being the pinnacle in opportunities realized through sport, Texas A&M Athletics commits to the Texas A&M University definition of sustainability:

The efficient, deliberate, and responsible preservation of environmental, social, and economic resources to protect our earth for future generations of Texas Aggies, the Texas A&M University community, and beyond.

The purpose of this Athletics Sustainability Master Plan (ASMP) is to create a living strategic document that complements and serves as a guide for how Athletics will support Texas A&M University in achieving the goals and actions set forth in the [2018 Campus Sustainability Master Plan \(SMP\)](#) for the next decade and beyond. The ASMP provides transparency to the entire organization and clearly outlines expectations, allowing for accountability across all stakeholder groups. It can also serve as a guideline and decision-making tool when evaluating operations and planning. An annual report will be published each summer to share progress on the ASMP with all stakeholders.

This ASMP describes how Athletics will support the core goals outlined in the SMP:

- Advance Texas A&M University's and Athletics' sustainability achievements ahead of peer institutions.
- Determine targets with short-, medium-, and long-term steps.
- Balance effort and impact.
- Identify accountable parties.
- Identify metrics Texas A&M Athletics will use to evaluate progress.

12th Man Sustainability, the sustainability leadership group within Athletics composed of three full-time staff members and one sustainability graduate assistant, ran the project's engagement process and developed the content of the ASMP. 12th Man Sustainability used the 2018 SMP to frame discussions with working group members and other key stakeholders about future sustainability goals. This group heavily focused on weaving the intersection of the three pillars of sustainability (society, the environment, and the economy) throughout all aspects of this document. Actively engaging in these discussions keeps Texas A&M Athletics on the leading edge of what sustainability looks like today.

Developing the ASMP was a collaborative effort that included the Office of Sustainability and contributions from four working groups that drew participants from all departments within Athletics, student-athletes, and key stakeholder groups. The process resulted in evergreen goals, objectives that are likely to be aligned with Texas A&M University's sustainability objectives in perpetuity, created measurable targets with defined timelines, and identified stakeholders who will be responsible for both leading and supporting the efforts defined in this document. The Plan at a Glance, found in the Appendix, is provided as a summary guide for the comprehensive details included in the upcoming pages.

Texas A&M Athletics recognizes the impact its operations have on the environment and the communities it serves and, conversely, the impact the environment and those same communities have on its operations. Athletics understands its substantial responsibility to leave a lasting legacy beyond the playing field, ensuring the long-term viability of sport for generations to come. Pursuing sustainability initiatives aligns Texas A&M Athletics with local and global efforts to address environmental and social challenges. It enables them to become more responsible, efficient, and resilient entities while positively influencing fans, athletes, and society as a whole. Texas A&M Athletics calls on all Aggies to support Athletics in these endeavors and other sustainability initiatives within their own communities.

"Our mission within Texas A&M Athletics is to create opportunities through championship athletics, and the Athletics Sustainability Master Plan does just that. It provides us direction and accountability for us to be good stewards of our Athletic resources, but it also focuses on the people that make up our department. We have a responsibility to make sure that our staff and student-athletes are empowered to be successful on and off the field."

Rebekah Parkhill,
Associate Athletic Director - Engagement

PLAN OVERVIEW

Focus Areas, Themes, and Evergreen Goals

The Athletics Sustainability Master Plan is organized based on four focus areas: Physical Environment, Waste Management, Social Sustainability, and Institutional Efforts. Within each focus area, Key Themes are broken down further into Evergreen Goals then Targets, Metrics, and Actions. More details are provided on Page 21 in the “How This Document is Structured” section.

The Athletics Sustainability Master Plan identifies four focus areas:

Physical Environment	Waste Management	Social Sustainability	Institutional Efforts
<p>THEME #1: Energy Use and Greenhouse Gas Emissions</p> <ul style="list-style-type: none"> • EVERGREEN GOAL: Achieve a 50% reduction in greenhouse gas emissions by 2030; achieve net-zero emissions by 2050. <p>THEME #2: Mobility and Transportation</p> <ul style="list-style-type: none"> • EVERGREEN GOAL: Decrease the quantity and impact of vehicle traffic for operational needs. • EVERGREEN GOAL: Operate a fleet that increases the use of advanced technology vehicles. <p>THEME #3: Built Environment and Site Design</p> <ul style="list-style-type: none"> • EVERGREEN GOAL: Deliver the lowest life-cycle cost construction to build, operate, maintain, and decommission through facility performance criteria. • EVERGREEN GOAL: Deliver biodiverse, connective landscapes that integrate campus lands into the larger eco-region through site design criteria. 	<p>THEME #4: Waste Minimization</p> <ul style="list-style-type: none"> • EVERGREEN GOAL: Take action to reduce the amount of total waste being generated through Athletics operations. <p>THEME #5: Zero Waste</p> <ul style="list-style-type: none"> • EVERGREEN GOAL: Achieve zero waste to landfill by 2050. 	<p>THEME #6: Student Success</p> <ul style="list-style-type: none"> • EVERGREEN GOAL: Aggies demonstrate and promote an environment that welcomes, supports, and nurtures everyone's success. <p>THEME #7: Health & Wellness</p> <ul style="list-style-type: none"> • EVERGREEN GOAL: Aggies maintain their health and wellness by taking care of the body, engaging the mind, and nurturing the spirit to improve their quality of life. <p>THEME #8: Voice & Influence</p> <ul style="list-style-type: none"> • EVERGREEN GOAL: Foster a climate that empowers Athletics staff and student-athletes to meaningfully contribute to the organization for the benefit of all Aggies, Aggieland, and beyond. <p>THEME #9: Community Engagement</p> <ul style="list-style-type: none"> • EVERGREEN GOAL: Aggies engage across local and state communities, and across national and cultural borders, to advance academic exchange, collaboration, and dialogue. 	<p>THEME #10: Education, Outreach, and Engagement</p> <ul style="list-style-type: none"> • EVERGREEN GOAL: Increase the community's knowledge of sustainability to be inclusive of social, economic, and environmental factors while normalizing socially just and resource efficient behaviors. <p>THEME #11: Administrative Support</p> <ul style="list-style-type: none"> • EVERGREEN GOAL: Develop and implement policies and practices that institutionalize sustainability efforts. • EVERGREEN GOAL: Align sustainability staffing and funding to the depth and breadth of work being done. <p>THEME #12: Instruction and Innovation</p> <ul style="list-style-type: none"> • EVERGREEN GOAL: Produce sustainability-literate graduates from all fields of study and Athletics staff who are competitive additions to the workforce and society.



INTRODUCTION



Individual units, such as the Athletics Department, have a significant role to play in advancing institutional objectives towards sustainability. To that end, Texas A&M Athletics has created this Athletics Sustainability Master Plan (ASMP), specific to its unique operations, to complement and serve as a guide for how Athletics will support Texas A&M University in achieving the goals and actions set forth in the 2018 Campus SMP. These plans aspirationally look further ahead to envision an even more sustainable Texas A&M Athletics and should be treated as a living document that can, and likely will, change over time as technology advances and priorities shift with current events. Every member of the Aggie community can play a part in Texas A&M Athletics' sustainability efforts, and Athletics looks forward to supporting a more sustainable future and serving the greater good together.



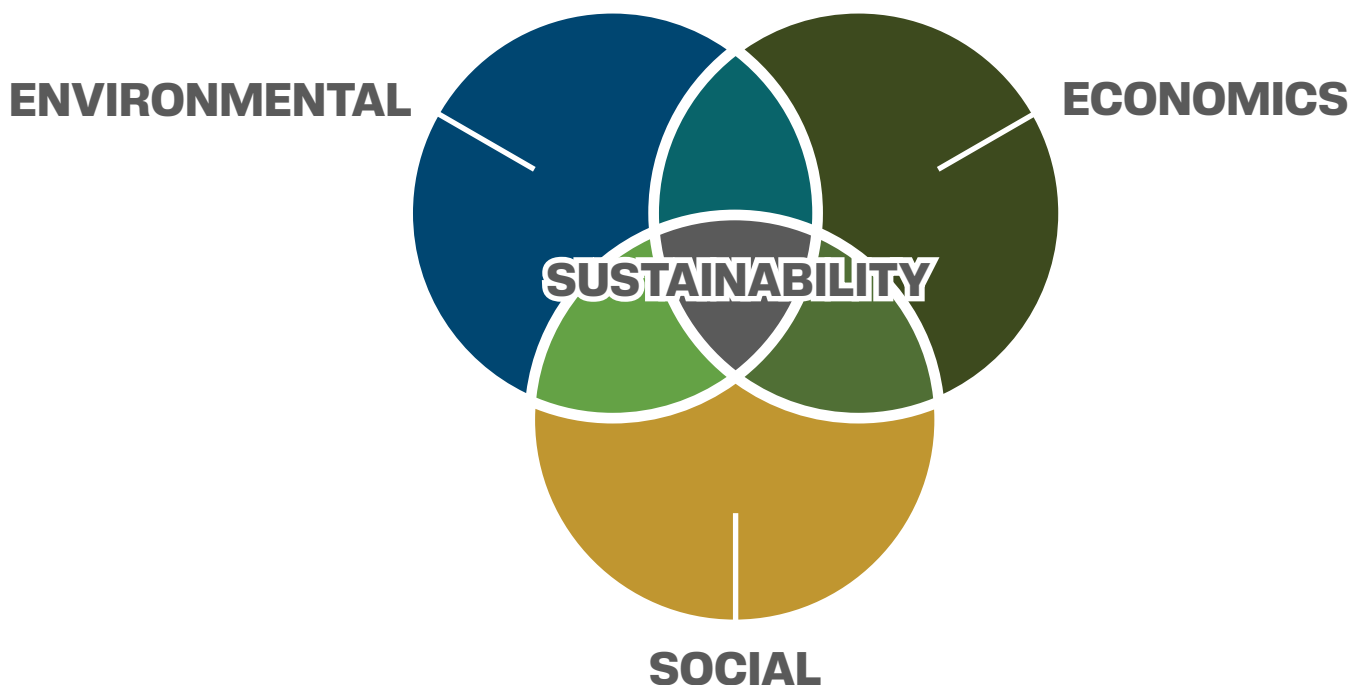
SUSTAINABILITY

Sustainability is the ability to meet the needs of the present without compromising the ability of future generations to meet their own needs. There are three pillars of sustainability: society, the environment, and the economy. In order to achieve sustainability, stakeholders must collaborate to balance the components of these three pillars.



The Triple Bottom Line is a business concept that utilizes the three pillars of sustainability to more comprehensively measure the success of an organization. As opposed to more traditional frameworks that view success in terms of profits and losses, the Triple Bottom Line encourages companies to look at the three pillars of sustainability en route to a more regenerative and sustainable future. One example of this concept can be seen through the lens of food recovery. Donating excess food from an event results in: 1) a social benefit to those in the community who are food-insecure; 2) an environmental benefit in a better use of leftover food than disposing of it; and 3) an economic benefit in not wasting the resources that went into producing the food nor the resources it would take to dispose of it via compost or landfill. Another example can be seen in prioritizing sustainable purchasing. Sourcing goods and services from local suppliers results in: 1) a social benefit of community engagement; 2) an environmental benefit in reducing transportation-related emissions; and 3) an economic benefit in creating jobs and increasing economic opportunities.

Another concept crucial to sustainability is intersectionality. People lead multidimensional and complex lives that cannot be explained using individual categories. Intersectionality describes the ways in which systems of inequality based on any form of discrimination “intersect” to create unique dynamics and effects. As it relates to sustainability, intersectionality means recognizing that environmental issues are not experienced equally by all people, and that marginalized communities often bear the burden of environmental degradation and climate change. An intersectional approach to sustainability is necessary to create a more just and equitable society that recognizes and addresses the complex ways in which social identities intersect and interact with environmental issues.



SUSTAINABILITY AT TEXAS A&M

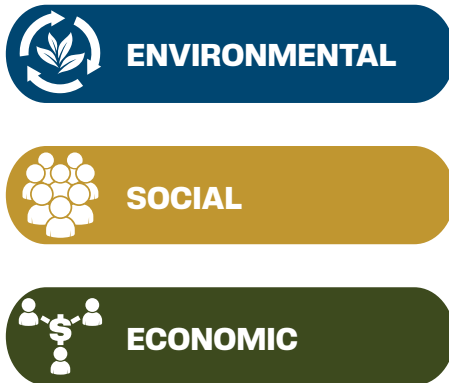
From its inception as a land-grant institution in 1876 to its additional sea-grant and space-grant designations, Texas A&M University has been a leader in research and education for how we interact with - and impact - our environment. This plan is an extension of that legacy and renews the Aggie community's commitment to meeting the needs of the present without compromising the ability of future generations to do the same.

Texas A&M University defines sustainability as the efficient, deliberate, and responsible preservation of environmental, social, and economic resources to protect our earth for future generations of Texas Aggies, the Texas A&M University community, and beyond.

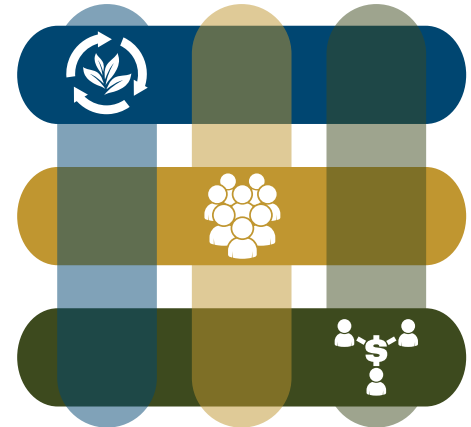
That definition is inclusive of three interconnected "pillars" of sustainability. Sustainability at Texas A&M focuses on the connections between people, the economy, and the environment and how those connections work together to achieve long-term prosperity and continued quality of life. The 2018 SMP identifies social sustainability as an equally weighted pillar to the environmental and economic pillars of sustainability, which aligns with benchmark peers.

Social sustainability has largely been absent in the mainstream sustainability debates as it is the most elusive of the three pillars. However, the conversation is evolving, and higher education is investigating better ways to incorporate the topic. Social sustainability encompasses a broad range of ideas, attitudes, and initiatives and cannot be universally prescribed or measured in the same way as many standards for environmental and economic sustainability.

Largely missing in higher education are the rich opportunities that can result from addressing sustainability in a quilted fashion where environmental, social, and economic issues are integrated into a collaborative fabric in lieu of acting in individual silos.



This plan intends to break down silos in University sustainability efforts and create a more quilted approach to realize greater impact from sustainability efforts across the campus community.



SUSTAINABILITY AT TEXAS A&M

The University's Office of Sustainability was founded in 2008. They work to respect, protect, and preserve the financial, environmental, and people resources that make Texas A&M and our community so great, not only for today, but also for future generations of Aggies. When Aggies commit to a sustainable lifestyle, we bring Texas A&M's core values to life.

AASHE Stars

The Association for the Advancement of Sustainability in Higher Education's (AASHE) Sustainability Tracking, Assessment, and Rating System (STARS) is a tool for evaluating sustainability efforts at colleges and universities. The system recognizes achievements in five categories:

- ★ Academics - research and scholastic achievements
- ★ Engagement - outreach on campus and with the public
- ★ Operations - buildings, dining operations, transportation systems, grounds maintenance, waste management
- ★ Planning and Administration - diversity, affordability, investments, work environment
- ★ Innovation and Leadership - recognizes innovative practices that are not otherwise captured in STARS; this is where Athletics' initiatives contribute

Depending on how an institution performs on various AASHE-defined credits within those categories, a rating of Reporter, Bronze, Silver, Gold, or Platinum is awarded. In Texas A&M's [most recent STARS submission](#) (December 2022), the institution achieved a STARS Gold rating.

The 2018 Campus Sustainability Master Plan (SMP) was written to be aligned very closely to STARS credits but some goals, targets, and actions are unique to Texas A&M's priorities. Athletics' initial involvement in sustainability efforts originated in support of achieving the STARS Innovation Credit, the credit that recognizes institutions that leverage the high profile of athletic programs and events to both improve campus sustainability performance and engage the broader community around sustainability challenges and solutions.

Aggie Green Fund



The Aggie Green Fund awards Major Grants (\$3,500+) annually and Micro-Grants (less than \$3,500) on a rolling basis to advance sustainability projects on campus. The Aggie Green Fund Advisory Committee, composed of students, faculty, and staff, funds applications which may be submitted by any Aggie. Funded projects must address environmental improvements to the Texas A&M campus, may not primarily address research, and are encouraged to increase student education and involvement. Previously funded projects include water bottle filling stations in residence halls, occupancy sensors, campus educational signage, and more. For more information about funded projects, how to get involved, or how to apply, see <http://greenfund.tamu.edu/>

Where is the Office of Sustainability and what does it do?

The Office of Sustainability (OS) is located in the Pavilion, Suite 229. Its work primarily includes education, outreach, and engagement activities with Aggie students, faculty, and staff including:

- Facilitating the SMP implementation.
- Administering the Aggie Green Fund.
- Managing and mentoring interns through a high-impact learning course.
- Managing the annual STARS report submission.
- Supporting the President's Sustainability Advisory Council.
- Recruiting, educating, and advising for the Aggie Sustainability Alliance.
- Hosting the Sustainability Breakfast and Awards Ceremony.
- Hosting Campus Sustainability Month (October) and Earth Month (April).
- Conducting outreach via tabling, events, email, reports, press releases, and social media.

SUSTAINABILITY IN TEXAS A&M ATHLETICS

The 2018 Campus Sustainability Master Plan addresses the entire campus community, and the Athletics Department participated in this campus-wide sustainability planning effort as part of the working group units. The Athletics Department operates as an auxiliary unit at Texas A&M University, just as the Department of Residence Life does, and therefore similarly wanted to explore the intricacies of sustainability within its scope of operations. As sustainability at Texas A&M University is positioned as a collaborative effort, Athletics was particularly interested in how their work might assist in advancing campus sustainability goals and what new goals they might be able to establish and achieve.

For Athletics to preserve resources efficiently, deliberately, and responsibly, they have realized how environmental, social, and economic issues are connected in a unique and critical way. One example can be seen through the lens of pursuing efficiency in utility consumption: 1) an environmental benefit in decreased demand for natural resources; 2) an economic benefit in cost savings; and 3) a social benefit in reducing the amount of pollutants released into the air and water, improving the quality of these natural resources. Another example can be seen in providing the highest level of care to student-athletes: 1) a social benefit in enhancing the quality of life and safety of our student-athletes; 2) an economic benefit by improving productivity and reducing the burden of diseases; and 3) an indirect environmental benefit in reducing healthcare waste and healthcare-associated pollution.

As noted in the timeline (p. 14), Texas A&M Athletics' work towards sustainability initiatives has slowly progressed over the past few years. Starting with a focus on the environmental pillar, Texas A&M Athletics has been working towards the more interconnected approach that the three pillars of sustainability encourages. Athletics' first environmental sustainability initiative was to introduce recycling during home football games at Kyle Field in 2015. In 2016, due to increased fan demand, Athletics established recycling efforts at all facilities during events. Recycling was the main sustainability focus for a few years as planning began to develop the Campus Sustainability Master Plan, a process in which Athletics participated. In 2019, Athletics helped the University earn its first AASHE STARS Exemplary Practice Green Athletics Credit for its efforts in recycling, sustainable food and beverage purchasing, sustainable transportation options, and community engagement efforts for sustainability. That same year, Athletics partnered with Utilities and Energy Services in a recommissioning project at Kyle Field to evaluate energy efficiency and building operations. In 2020, Athletics conducted its first sample waste audit after a football game which provided valuable initial data for pursuing a zero waste initiative. Also in 2020, Athletics unveiled The Aggie Commitment. The Aggie Commitment aims to develop and implement plans and strategies to increase equity and maintain an environment of inclusiveness.



SUSTAINABILITY IN TEXAS A&M ATHLETICS



In 2021, the Athletics department was awarded an Aggie Green Fund Grant from the Office of Sustainability to support the establishment of a sustainability graduate assistant position within the department for 18 months. Through this, the 12th Man Sustainability program was created with the mission of **“Good Bull for the Game: leading in environmental and social sustainability for Aggies, Aggieland and beyond.”** The Maroon & White aims to be efficient, deliberate, and responsible in the preservation of environmental, social, and economic resources to protect our earth for future generations of Fightin’ Texas Aggies, the Texas A&M University community and beyond. This position worked to baseline existing operations and efforts and developed this plan with measurable goals specific to Athletics that align with the campus sustainability master plan.

Student-athletes are a significant part of the sustainability story within Texas A&M Athletics through their work in various student-athlete organizations. B.L.U.E.print - Black Leaders who Undertake Excellence - allows Black student-athletes to feel comfortable in a space where friendships can be made, experiences are discussed, and concerns are expressed. We3 - Encourage, Equip, and Empower - is a student-athlete initiative that gives female athletes a place to grow by building community and promotes getting involved with fellow women in Texas A&M Athletics. The 12th Man Green Team focuses on environmental sustainability initiatives with the goal to improve education about our impact on the environment and instill proactive efforts in student-athletes lifestyle and their future. F.A.C.E. Mental Health is a student-led organization to generate awareness, develop a sense of community, provide education, and advocate for the variety of mental health concerns and challenges student-athletes experience.

Sustainability complements the holistic mentality Athletics takes when considering support for student-athletes: that success is not only achieved by the hard work of student-athletes and coaches, but by every department within Athletics. From facilities to equipment to internal operations to compliance and everything in between, all aspects of Athletics operations must work cohesively to create championship athletics.

“Collegiate athletics has an impact that is so much larger than on the field of play. Combine the power of college athletics with the passion of Aggies, and the Athletics Sustainability Master Plan has the power to change the future of not only Texas A&M Athletics, but the collegiate athletics industry.”

Scot Obergefell, Associate Athletics Director - Facilities and Sports Fields

SUSTAINABILITY IN TEXAS A&M ATHLETICS

- 2016** • Recycling collection instituted at all Athletics events.

- 2018** • Athletics joined the President's Sustainability Advisory Council.
- 12th Man Green Team (student-athlete group) formed.
- We3 (student-athlete group) formed.

- 2020** • B.L.U.E. Print (student-athlete group) was formed.
- The Aggie Commitment was formed.
- Athletics conducted its first waste audit (football.)

- 2022** • Two student-athletes named the first Aggie **EcoAthletes (Rhian Murphy and Haley Redifer - Equestrian)**.
- Lauren Lichterman named Texas A&M University Graduate Student Sustainability Champion.
- F.A.C.E. Mental Health (student-athlete group) was formed.
- New position of Associate Athletic Director for Engagement created to support staff through development and retention.
- Athletics received their first Aggie Green Fund Micro-Grant - Water Reduction Initiative.



Made possible with a grant from the Aggie Green Fund.

- 2015** • Recycling collection on game days at Kyle Field.

- 2017** • Athletics joined the Campus Sustainability Master Plan Working Group Members.

- 2019** • Campus earned its first AASHE STARS Exemplary Practice Green Athletics Credit.
- Athletics initiated the energy recommissioning project at Kyle Field.

- 2021** • Rhian Murphy named Texas A&M University Student Sustainability Champion.
- 12th Man Sustainability (Athletics Sustainability Leadership Team) was formed.
- Athletics received their first Aggie Green Fund Major-Grant - Sustainability Graduate Assistant.



Made possible with a grant from the Aggie Green Fund.

- 2023** Athletics releases the first sustainability master plan in collegiate athletics.

"The comprehensive and holistic nature of this report, that centers people and the environment, is an exemplar for sport management and sustainability programs alike."

Dr. Jessica R. Murfree,
Former Faculty Member, Sport Management

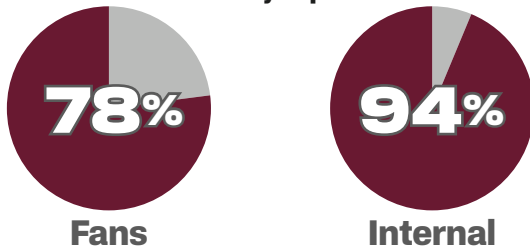
SUSTAINABILITY ASSESSMENT

Texas A&M Athletics partnered with the Texas A&M Department of Kinesiology and Sport Management's Laboratory for Sustainability in Sport to measure the sustainability literacy and evaluate the perspectives on sustainability initiatives in everyday life and as it relates to Athletics' operations of two of our unique audiences: fans and internal stakeholders. The results will help guide Athletics in the implementation of this sustainability master plan. These surveys were distributed through email to random samples that are representative of these two groups during the spring of 2022.

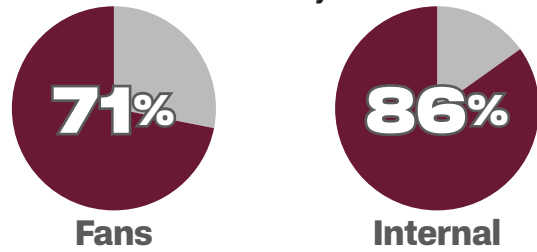
The surveys focused on five areas including:

- Defining sustainability in a literacy assessment,
- Evaluating the importance of sustainability,
- Assessing Texas A&M Athletics' level of responsibility,
- Measuring and ranking the importance of various sustainability initiatives, and
- Benchmarking everyday behaviors specific to each audience.

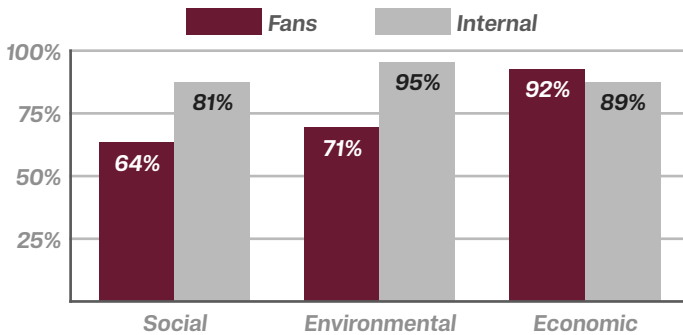
% Who Think Sustainability is At Least Moderately Important



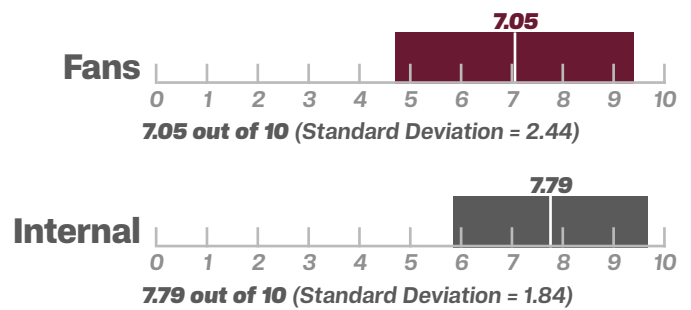
% Who Think It's Important to Incorporate Sustainability Into Their Daily Lives



Identifying Components of Sustainability



Importance of Sustainability in Athletics



"Aggies are passionate and dedicated to their teams. Sport organizations, like Texas A&M Athletics, are in a tremendous position to encourage their fans and stakeholders to follow suit and do great things for their community and the natural environment. Texas A&M Athletics is fulfilling A&M's core values of leadership and excellence by ensuring that the department runs efficiently to minimize financial and environmental waste."

Dr. Brian McCullough, Director of the Laboratory for Sustainability in Sport and Associate Professor of Sport Management

SUSTAINABILITY ASSESSMENT

Table A: Texas A&M Athletics Responsibility Mean Scores by Stakeholder Group

In Table A, respondents were asked to convey the level of responsibility they believe Texas A&M Athletics has to engage in specific sustainability initiatives. The questions focused on categories highlighted in the ASMP. In Table B, respondents answered questions related to the level of importance they believe Texas A&M Athletics should place on these various initiatives. These categories are ranked the mean scores of the respondents' answers using a 7-point scale (Not at all Important – Extremely Important).

Fans (N = 475)			Internal Stakeholders (N = 104)		
Rank	Athletics has a responsibility to...	Mean	Rank	Athletics has a responsibility to...	Mean
1	... manage its economic resources efficiently	6.41	1	... manage its economic resources efficiently	6.57
2	... manage its economic resources deliberately	6.25	2	... promote health and wellness	6.49
3	... promote health and wellness	5.98	3	... actively engage in the community	6.47
4	... actively engage in the community	5.95	4	... manage its economic resources deliberately	6.39
5	... conserve water	5.70	5	... reduce its waste going to landfill	6.20
6	... reduce its waste going to landfill	5.61	6	... conserve energy	6.11
7	... conserve energy	5.61	7	... be as sustainable as possible	6.04
8	... be as sustainable as possible	5.30	8	... conserve water	6.02

Table B: Ranked Importance Texas A&M Athletics Should Place on Each Initiative

Fans			Internal Stakeholders		
Rank	Category	Mean	Rank	Category	Mean
1	Donate unused food from events	5.78	1	Add water bottle refill stations in Athletics facilities	6.36
2	Add water bottle refill stations in Athletics facilities	5.65	2	Donate unused food from Athletics operations	6.07
3	Increase water-efficiency	5.28	3	Invest in energy-efficient measures	5.80
4	Reduce total waste	5.23	4	Reduce total waste	5.79
5	Invest in energy-efficient measures	5.16	5	Decrease waste going into landfill (i.e, increase recycling, composting)	5.78
6	Increase water conservation	5.13	6	Increase water-efficiency	5.58
7	Decrease waste going into landfill (i.e, increase recycling, composting)	5.12	7	Increase the use of renewable energy	5.56
8	Decrease overall energy usage	4.94	8	Increase water conservation	5.53
9	Invest in environmentally friendly facilities	4.66	9	Decrease overall energy usage	5.52
10	Increase the use of renewable energy	4.38	10	Offer vegetarian options (at events / in Slocum Nutrition Center)	5.30

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

The **United Nations** 2030 Sustainable Development Goals (UN SDGs) define 17 ways to transform the world into a more economically prosperous, environmentally conscious, and socially equitable place. While these 17 goals are articulated to address global challenges, the UN acknowledges that global success requires local actions by countries, institutions, businesses, and individuals. Think global, act local.

The 17 UN SDGs

1. **No Poverty** - End poverty in all its forms everywhere.
2. **Zero Hunger** - End hunger, achieve food security and improved nutrition, and promote sustainable agriculture.
3. **Good Health and Well-Being** - Ensure healthy lives and promote well-being for all at all ages.
4. **Quality Education** - Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.
5. **Gender Equality** - Achieve gender equality and empower all women and girls.
6. **Clean Water and Sanitation** - Ensure availability and sustainable management of water and sanitation for all.
7. **Affordable and Clean Energy** - Ensure access to affordable, reliable, sustainable and modern energy for all.
8. **Decent Work and Economic Growth** - Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.
9. **Industry, Innovation and Infrastructure** - Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.
10. **Reduced Inequalities** - Reduce inequality within and among countries.
11. **Sustainable Cities and Communities** - Make cities and human settlements inclusive, safe, resilient and sustainable.
12. **Responsible Consumption and Production** - Ensure sustainable consumption and production patterns.
13. **Climate Action** - Take urgent action to combat climate change and its impacts.
14. **Life Below Water** - Conserve and sustainably use the oceans, seas and marine resources for sustainable development.
15. **Life on Land** - Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.
16. **Peace, Justice and Strong Institutions** - Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.
17. **Partnerships for the Goals** - Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development.

Colleges and universities are inherently places of learning and teaching with broad research agendas, rich social cultures, complex built operations, and governance structures that are uniquely positioned to advance the UN SDGs. Texas A&M Athletics strives to amplify these campus activities. The graphic that follows explains how Texas A&M Athletics' sustainability themes align with the UN SDGs.

For additional information on the UN SDGs, visit: sustainabledevelopment.un.org/sdgs.

“Sport is also an important enabler of sustainable development. We recognize the growing contribution of sport to the realization of development and peace in its promotion of tolerance and respect and the contributions it makes to the empowerment of women and of young people, individuals and communities as well as to health, education and social inclusion objectives.”

2030 Agenda for Sustainable Development
A/RES/70/1, paragraph 37



RELATIONSHIPS AMONG THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS AND THE TEXAS A&M ATHLETICS SUSTAINABILITY THEMES



PROCESS AND ENGAGEMENT

The Athletics Sustainability Master Plan (ASMP) team organized its process with different layers of engagement during the academic years 2021-2023. At the leadership level, the ASMP's development was guided by 12th Man Sustainability, a group of internal athletics staff members from Facilities and Engagement and one sustainability graduate assistant. This group was charged with formulating the strategy to foster and promote sustainability throughout the university community and Athletics.

Four working groups of key internal and external Athletics stakeholders were developed to discuss the challenges and opportunities within each theme. Some sustainability themes were inherited from the 2018 SMP; more were created during the plan development process. Working group participants were invited to the process by 12th Man Sustainability because of their expertise regarding how these themes manifest within Athletics and the overlap these themes had with their job responsibilities. A representative from each department within Athletics and various student-athletes were included in at least one working group to ensure cross-functional representation. Each working group met with the frequency required to evaluate the 2018 SMP targets pertaining to their focus area, themes, and evergreen goals and determine how those targets could apply to Athletics operations. They also identified what metrics could be used to measure and actions could be taken to achieve each target. Working groups were engaged in two ways: individually and collectively. Discussions with individual working groups supported deeper technical dives into subject-specific content, while conversations hosted across working groups identified interconnections among the twelve themes.

Efforts through continued individual and collective conversations aimed to establish evergreen goals and targets appropriate to each theme while work thereafter aimed to vet targets, metrics, and actions. Critical questions that determined the final targets, metrics, and actions within this document included:

- Will knowing the metric effect change?
- Does implementation of the target support payback?

Payback for some targets is anticipated to be economic while the payback for others may be in retention, success, or other forms.

These focus groups determined Athletics would not be able to directly contribute to a small number of targets in the 2018 Campus SMP, thus those were removed from the ASMP. For example, Stormwater Management. Athletics is mindful of stormwater management as a concept and works to minimize any negative impacts to local waterways, but there are no specific ways Athletics can support this goal as the campus intends to achieve it. All targets listed in the ASMP support targets listed in the 2018 Campus SMP in some way. These relationships are indicated next to each target in the ASMP.

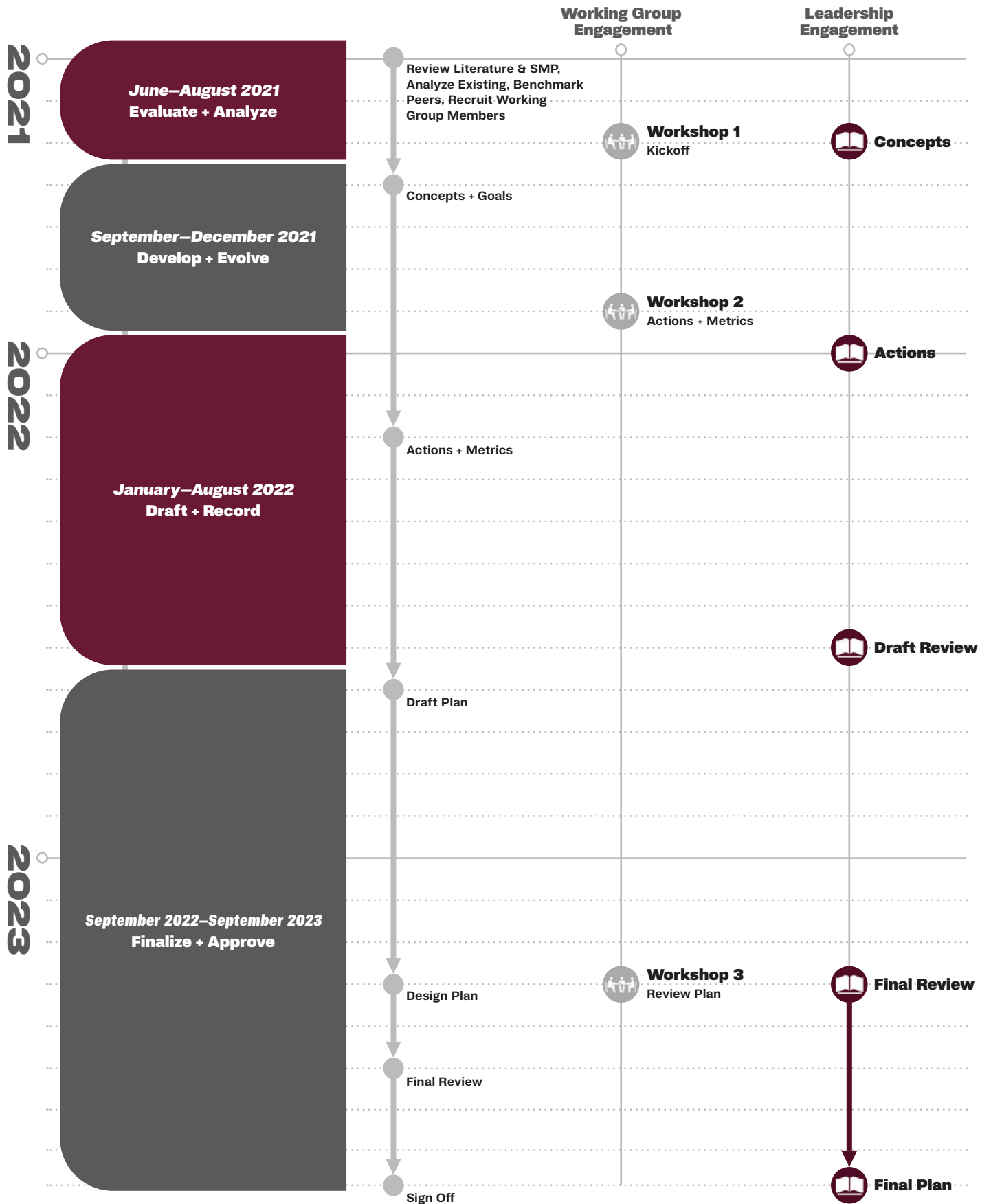
The initial development of the ASMP was spearheaded by sustainability graduate assistant, Lauren Lichterman, throughout the 2021-2022 academic year. Her responsibilities included building relationships across Athletics and key stakeholders, educating these groups on how their units can interact with sustainability, and baselining data and analyzing athletics operations. After Lauren's graduation, Athletics, through the support of the Office of Sustainability, hired Honeycomb Strategies, a sustainability consultancy specializing in the sport and live event industry, to finalize the plan during the spring 2023 semester.

"The sustainability master plan positions Texas A&M Athletics as a true off-field champion, showcasing our commitment to environmental responsibility and sustainable practices. It reflects our institution's vision and exemplifies the bold leadership necessary to navigate the challenges of our ever-changing world. By integrating sustainable initiatives into our operations, we aim to inspire others and set an example for how athletics can contribute to a more environmentally conscious future."

Kelly Wellman, Director of the Office of Sustainability



ATHLETICS SUSTAINABILITY MASTER PLAN SCHEDULE



HOW THIS DOCUMENT IS STRUCTURED

This document is structured based on four focus areas that further breakdown into twelve themes then organized into a hierarchical series of Evergreen Goals, Targets, and Actions. There are four colors throughout the plan which align these themes into the larger focus areas:



Focus Area: The Athletics Sustainability Master Plan is organized based on four focus areas (Physical Environment, Waste Management, Social Sustainability, and Institutional Efforts.) These focus areas were established from the three pillars of sustainability (Environment, Social, and Economic) and were the starting point for conversations when developing this plan.

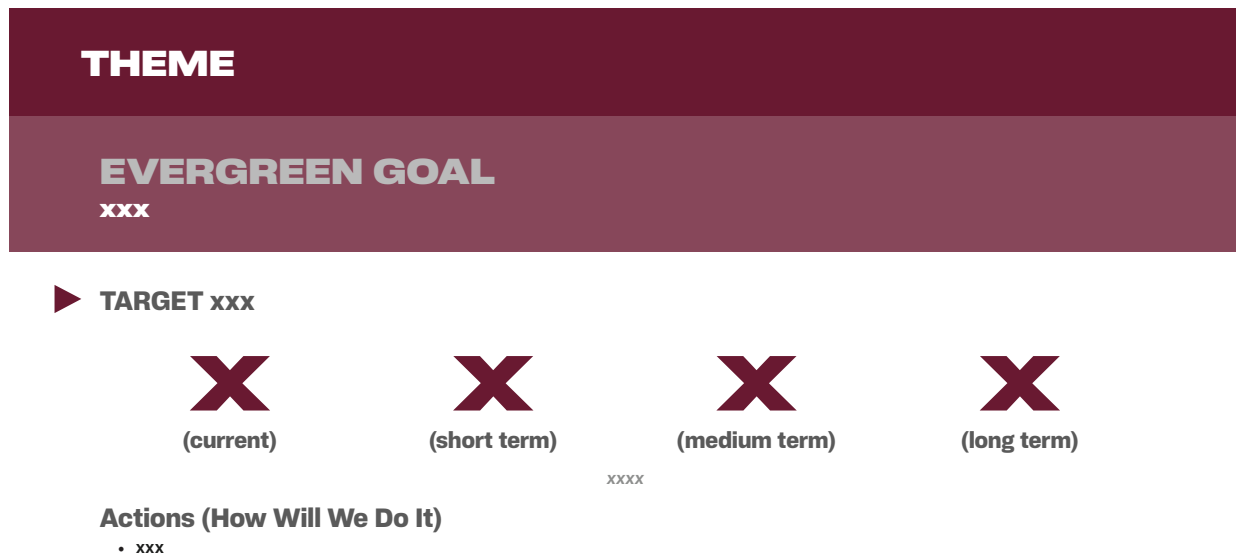
Theme: Each focus area includes a number of themes that advance the progression of this plan. Some themes were adopted from the 2018 SMP; others were created specifically for this plan.

Evergreen Goal: Within each theme, there are one or more evergreen goals which are long-term milestones. These evergreen goals are visionary and will likely be aligned with Texas A&M Athletics' sustainability initiatives in perpetuity.

Targets: Under each evergreen goal, there are one or more targets, or measurable objectives set to a timeline that will advance the Athletics Sustainability Master Plan. The baseline year is most often FY 2022 but can vary depending on the quality of base data available. In some cases, no base data was available, creating a few targets that require baseline data to be set as the target is pursued. *Texas A&M University operates on a fiscal year from September 1st-August 31st.

Metrics: Each target is measurable and therefore has a metric associated with it. Metrics and their timelines for achievement have been established by the working groups.

Actions: Each target identifies actions to be advanced by individuals, units, and the institution as a whole to create progress. Actions are proposed based on known opportunities to create positive change today. As this document cannot foresee future opportunities, however, the community is encouraged to be opportunistic and make the best decisions available with current data as circumstances and technology evolve.



“The power of sport, particularly of collegiate sport, to do good things for people and planet and create opportunities for others to follow in that journey is extremely special. Seeing Texas A&M Athletics champion this cause in such a concerted and transparent way is inspirational and should serve as a guide for how other athletic departments across the country can inspire and innovate as well.”

Lauren Lichterman, Athletics Sustainability Graduate Assistant/Lead Author

HOW THIS PLAN WILL BE IMPLEMENTED

Each target includes measurable milestones on variable timelines. Baseline data are identified by year, with many targets drawing their baseline data from Texas A&M Athletics 2021-2022 operations. Targets for future achievements are broken into short-, medium-, and long-term timeframes to provide resilience to this document and accommodate unforeseen opportunities that may arise in intervening years. While some targets may have short and medium term milestones, others may identify only medium and long term milestones. It is anticipated that efforts to advance the targets of this plan are constantly evolving. The definitions of short, medium, and long term timeframes are:

SHORT TERM = FY2023 - FY2027
MEDIUM TERM = FY2028 - FY2032
LONG TERM = FY2033 & BEYOND

**Texas A&M University operates on a fiscal year from September 1st-August 31st. The year listed indicates when the fiscal year ends e.g. FY 2023 is from September 1, 2022-August 31, 2023.*

The Plan at a Glance is a summary table identifying every evergreen goal, target, and action described by the plan. This executive summary table includes Key Players and will support progress check-ins on how the implementation of the Athletics Sustainability Master Plan is going.

Actions: Each target includes proposed actions to pursue on the path towards achieving the targets. The actions presented in the Plan at a Glance are summary information only. More detailed information can be found in the corresponding chapter of this Athletics Sustainability Master Plan. Some actions are associated with multiple targets, while some actions are associated with only one target.

Key Players: The key players listed in the Plan at a Glance are the parties who will most influence the successful achievement of each target and are closely connected to the actions listed. Unless otherwise noted, the departments listed are those within Athletics. Key Players outside of Athletics are specified accordingly. 12th Man Sustainability, a cross-functional team within the Athletics department, will be integrally involved in the execution of this plan and will guide, support, and coordinate stakeholders in Texas A&M Athletics' journey toward a more sustainable future. Contributions from stakeholders across the Aggie community, however, are key to the success of many actions in this plan. Every Aggie has a role to play in the plan's implementation.

Theme

EVERGREEN GOAL: xxx			
NO.	TARGET	ACTIONS	KEY PLAYERS
X	[Target] • [Metric]	[Action] •	[Key Player] •



TEXAS A&M ATHLETICS SUSTAINABILITY MASTER PLAN

PHYSICAL ENVIRONMENT



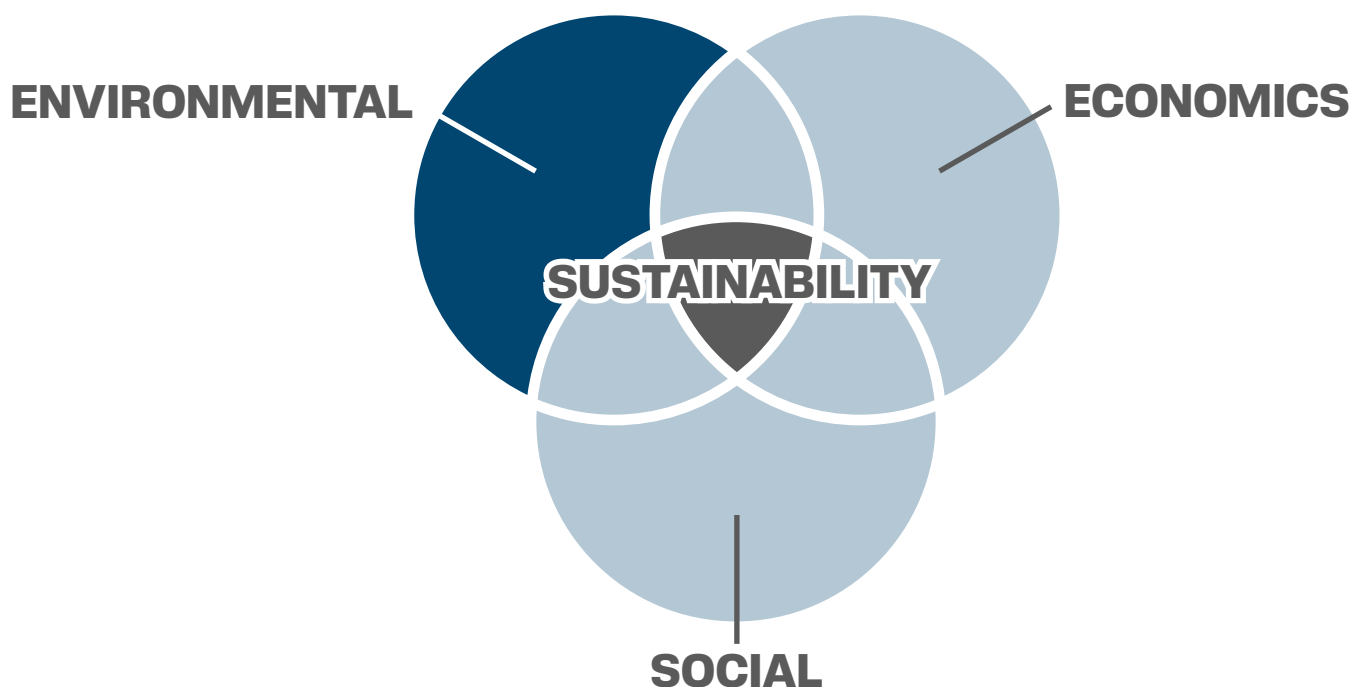


PHYSICAL ENVIRONMENT

Physical Environment falls primarily under the environmental pillar of sustainability and incorporates goals related to the natural and human-made surroundings of Texas A&M Athletics. This includes air, water, land, and overall infrastructure that supports daily life. To achieve sustainability, physical environment initiatives must be carefully managed to balance economic, social, and other environmental concerns to ensure the well-being of both present and future generations.

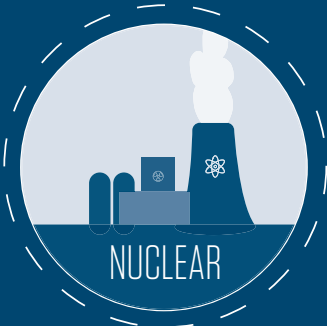
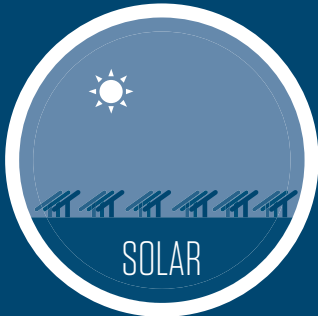
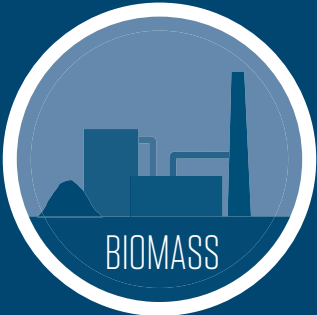
At Texas A&M Athletics, the Physical Environment focus area is built and defined around three themes:

- Energy Use and Greenhouse Gas Emissions
- Mobility and Transportation
- Built Environment and Site Design



ENERGY USE AND GREENHOUSE GAS EMISSIONS

Energy is required for the operation of our buildings, maintenance of our grounds, transportation to, from, and around campus, and production of the goods required to run our department. What sources that energy comes from and how much energy is required to meet our needs directly translate into Athletics' greenhouse gas emissions. Ongoing efforts seek to decrease Athletics' energy use to avoid energy expenses and minimize environmental impact and support campus in achieving its sustainability goals.



 RENEWABLE ENERGY

 NON-RENEWABLE ENERGY

EVERGREEN GOAL

Achieve a 50% reduction in greenhouse gas emissions by 2030; achieve net-zero emissions by 2050. Texas A&M Athletics is committed to achieving net-zero greenhouse gas emissions by 2050.

▶ TARGET PE 1 - Decrease Athletics energy use intensity.

145

Baseline

138

Short Term

127

Medium Term

Athletics Energy Use Intensity (kbtu/sf/year)

Energy efficiency focuses on using less energy to perform the same operations and, in the process, avoiding high energy bills and unnecessary pollution. A good energy plan should focus on the importance of assessment, measurement, and tracking of venue energy consumption. This information is important for establishing a facility baseline, setting annual energy reduction goals, and demonstrating efficiencies for stakeholders and transparency. It is important to remember that energy management should be viewed as a continually evolving process. As technologies improve and become more readily available and stakeholder awareness increases, a facility's energy management should continue to improve alongside them.

Energy use intensity (EUI) is a measure of how much energy is consumed per square foot in Athletics' buildings each year. EUI is measured in kBTU per square foot per year. A kBTU means one-thousand British thermal units. This is a common unit of energy measurement used to convert and combine variations in the units that measure different types of energy sources i.e., kilowatt-hours of electricity or pounds of steam. Cutting down on energy use intensity requires efficient buildings and changes in Aggie behaviors that use energy. Utilities & Energy Services (UES) trends the consumption for utilities in Athletics buildings monthly and establishes Athletics' utility rate annually. This historical data was used to develop a baseline for Athletics' EUI and determine reduction targets to be achieved in the coming years.

Athletics worked with UES to conduct **an analysis** of how Kyle Field was designed to operate compared to how the facility was being used. They identified ways to tailor and custom-program utility operations around the facility and created a list of action items implemented over the course of a year. These actions resulted in a consumption avoidance of:

- 1,314,157 kWh of electricity
- 22,479 mmBtus of chilled water
- 5,609 mmBtus of heating hot water

This equates to a cost savings of \$547,041 between April 2019-March 2020. Athletics seeks to conduct similar energy performance audits at all facilities.

How will we do it?

Athletics can decrease energy use by:

- Increasing existence and effectiveness of air-side heat recovery.
- Updating building automation systems.
- Participating in the campus energy performance improvement program.
- Implementing post-event close out procedures.
- Communicating system feedback to end users.
- Meaningfully integrating exterior shading solutions, such as that provided by trees or architectural features.
- Installing window film to reduce solar radiation.

Aggies can cut energy use by:

- Turning off the lights when exiting a room.
- Turning off and unplugging devices prior to extended campus breaks.
- Keeping exterior doors closed.

Relates to:

- **02-1** - Decrease campus energy use intensity.

TYPES OF GREENHOUSE GAS EMISSIONS

Scope 1: Direct Emissions Owned Assets



Emissions controlled from Texas A&M primarily from buildings campus energy equipment, and fleet vehicles.

- Facilities
- Equipment
- Vehicles
- On-site Landfills

Scope 2: Indirect Emissions Energy Purchased



Emissions from the consumption of purchased electricity, steam, or other energy sources generated upstream from Texas A&M.

- Purchased Electricity
- Purchased Heating
- Purchased Cooling

Scope 3: Value Chain Third Party



Emissions that are a consequence of Texas A&M's operations that are not owned or controlled by the organization, such as emissions associated with travel.

- Transportation
- Energy and Fuel
- Distribution
- Leased Assets
- Waste

► TARGET PE 2 - Decrease Scope 1 and Scope 2 Greenhouse Gas emissions from Athletics Operations.

**Establish
Baseline**

2024

-5%

Short Term

-12%

Medium Term

Metric Tons of Carbon Dioxide Equivalent (MTCO₂) of all Athletics' buildings

Greenhouse gas (GHG) emissions from human activity have been scientifically proven to be accelerating climate change. Climate change is severely impacting the ability of sports to be played under normal conditions and during their normal seasons. For example, in 2005, Texas A&M had to move its home game against Texas State forward from Thursday to Saturday in anticipation of the arrival of Hurricane Rita. Sporting events are relatively significant contributors to climate change due to their impact on the environment. Given their wide array of participants and audiences though, sports are in a unique position to be part of the climate change solution. One way is through influencing audience behaviors and attitudes. Another way is that with the incorporation of sustainability practices, like GHG emissions management, sports can reduce their own impact and can contribute to sustainable production and consumption standards in other industries.

The energy used for Athletics operations is either produced on campus and contributes to Scope 1 GHG emissions or purchased from the Energy Reliability Council of Texas (ERCOT) grid and contributes to Scope 2 GHG emissions. Scope 3 emissions are part of the value chain and are indirect, created as a consequence of Athletics' operations. They include things such as fan travel to and from events or the transportation of goods and services used during events or the transportation of student-athletes and staff for competitions. Scope 3 emissions are a significant portion of the overall footprint of any operation. Due to the lack of control Athletics has over most of these pieces, they present a challenge in developing a reduction target. While we have some options for impact related to the transportation of goods and services, we have very little options to impact fan and team travel because the competition locations are based on who is competing. Therefore, Scope 3 emissions reductions are not specifically targeted in this plan but will be an outcome of actions listed under this goal as well as goals listed in other sections of this document. Athletics encourages fans and vendors to be cognizant of their footprint and contribute what they can to reduce their impact. As a long-term goal, Athletics will seek to incorporate Scope 3 emissions in reduction targets.

Scope 3 Emissions in the Document

Because Scope 3 emissions are driven by Aggie activities and behaviors, they fall into multiple sections of this document. The items that follow are reported in other sections:



Alternative Transportation



Waste Management



Built Environment and Site Design



Sustainable Supply Chain



If every fan at Kyle Field (102,733) conducted an energy audit at home, they could save 64,721 metric tons of CO₂ emissions which is the equivalent of taking 13,945 cars off the road for one year.

How will we do it?

- Create a baseline for Athletics' GHG emissions during our baseline year (FY 2022).
- Investigate strategies to minimize peak demand to maximize opportunities for on-campus production to meet energy needs.
- Investigate strategies to increase capacity for on-campus energy production.
- Replace equipment that is past its industry recommended service life.
- Tie into existing campus district chill and hot water systems.
- Manage utility usage immediately in new construction.
- Investigate carbon offsets as a way to compensate for unavoidable energy consumption.
- Quantify the economic impact of hosting home competitions and/or traveling for away competitions.

Relates to:

- **02-2** - Decrease Scope 1 and Scope 2 greenhouse gas emissions per weighted campus user.



SIMAP®

SIMAP® (Sustainability Indicator Management & Analysis Platform) is a carbon and nitrogen-accounting platform used by college campuses to track, analyze, and improve campus-wide sustainability. The mission of SIMAP® is to help institutions, colleges and universities track their footprints so they can meet their sustainability goals as effectively and efficiently as possible. Their proven algorithms are based on the standards in the Greenhouse Gas Protocol and nearly two decades of work supporting campus inventories with the [Campus Carbon Calculator](#), CarbonMAP and Nitrogen Footprint Tool.

Carbon Offsets

Carbon offsets are a tool used to compensate for the carbon footprint of your organizational operations, including travel. One carbon credit is a certificate generated when someone takes an action to eliminate or avoid the emission of one metric ton of greenhouse gas emissions. Entities that develop carbon-eliminating or carbon-avoiding projects can produce carbon credits, which are then verified by a third-party. Offsets should be implemented only after carbon reduction strategies have been exhausted. Carbon offset programs can be local or global. There are many options when looking for a carbon offset partner and type of project. Prices for carbon offsets vary greatly based on the type of project, quality, and the location where the offsets are generated. On average, the cost of an offset for a metric ton of carbon ranges between \$15-\$50.

▶ **TARGET PE 3 - Increase the use of renewable energy to power Athletics' operations.**

5%

Medium Term

10%

Long Term

Percentage of Athletics Electricity Consumption Sourced from Renewable Energy

The Utility & Energy Services (UES) Department at Texas A&M University provides comprehensive utilities and energy management services for the entire University and manages the utility agreements for all of campus, including for Texas A&M Athletics. Therefore, Athletics has a limited ability to select our energy sources. Our charge is to do our part to support any methods campus introduces to increase renewable energy usage, such as methods listed below.

While Texas A&M produces no renewable energy on campus today, the University purchases approximately half of campus' annual energy demand from the Electrical Reliability Council of Texas (ERCOT) grid, which includes energy generated from wind power.

How will we do it?

- Consider structuring appropriately oriented new construction to accommodate solar panels in future.
- Investigate Power Purchase Agreements (PPAs) as a way to procure on- or off-site renewable energy.
- Investigate Renewable Energy Certificates (RECs) as a way to increase renewable energy purchases.
- Examine feasibility of using Athletics facilities to produce on-site renewable energy sources.

Relates to:

- **02-3** - Increase the use of renewable energy.

"Working together, Texas A&M Athletics and Utilities and Energy Services can provide the best, most sustainable, most cost effective, most exciting athletic events possible for Aggie Fans!"

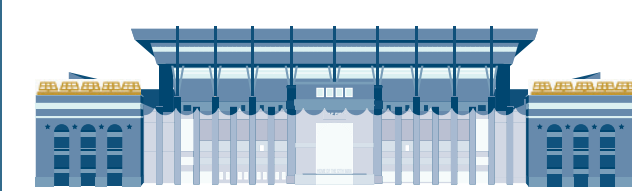
Alec Pointer, Utilities Business Analyst



RENEWABLE ENERGY STRATEGIES

Strategies to Increase Renewable Energy Use at Texas A&M

Texas A&M Could Own and Operate On-Site Solar



Texas A&M could increase the use of renewable energy on campus by owning and operating its own solar panels or other renewable energy systems. In addition to owning the energy generated by such systems and their environmental benefits, Texas A&M would need to prepare for the ongoing maintenance and operation of such systems.

Renewable energy can be procured at Texas A&M in a variety of ways from a variety of renewable sources. The four strategies identified below focus on solar electric for illustrative purposes, but similar strategies could apply to other renewable energy sources.

Texas A&M Could Purchase Renewable Energy Certificates



Renewable energy certificates (RECs) are a tradable, non-tangible commodity that represent proof of energy purchased from existing renewable sources. To increase the use of renewable energy on campus, Texas A&M could purchase RECs to offset on-campus consumption.

Texas A&M Could Lease On or Off Campus Property to Power Purchase Agreements



Texas A&M could lease on-campus rooftops or off-campus property owned by the University to a third party who would own and operate solar panels or other renewable energy systems on that real estate. The University would contract to both purchase the energy generated by such systems as well as their environmental benefits, but would not own the panels nor be responsible for their operations or maintenance.

Texas A&M Could Fund Renewable Energy Projects and Purchase the RECs Produced



In this arrangement, Texas A&M could fund the development of new renewable energy installations anywhere and purchase the environmental benefits associated with the production of such energy as RECs.

Power Purchase Agreements

Power Purchase Agreements (PPAs) are arrangements in which a third-party developer installs, owns, and operates an energy system on a customer's property. The customer then purchases the system's electric output for a predetermined period.

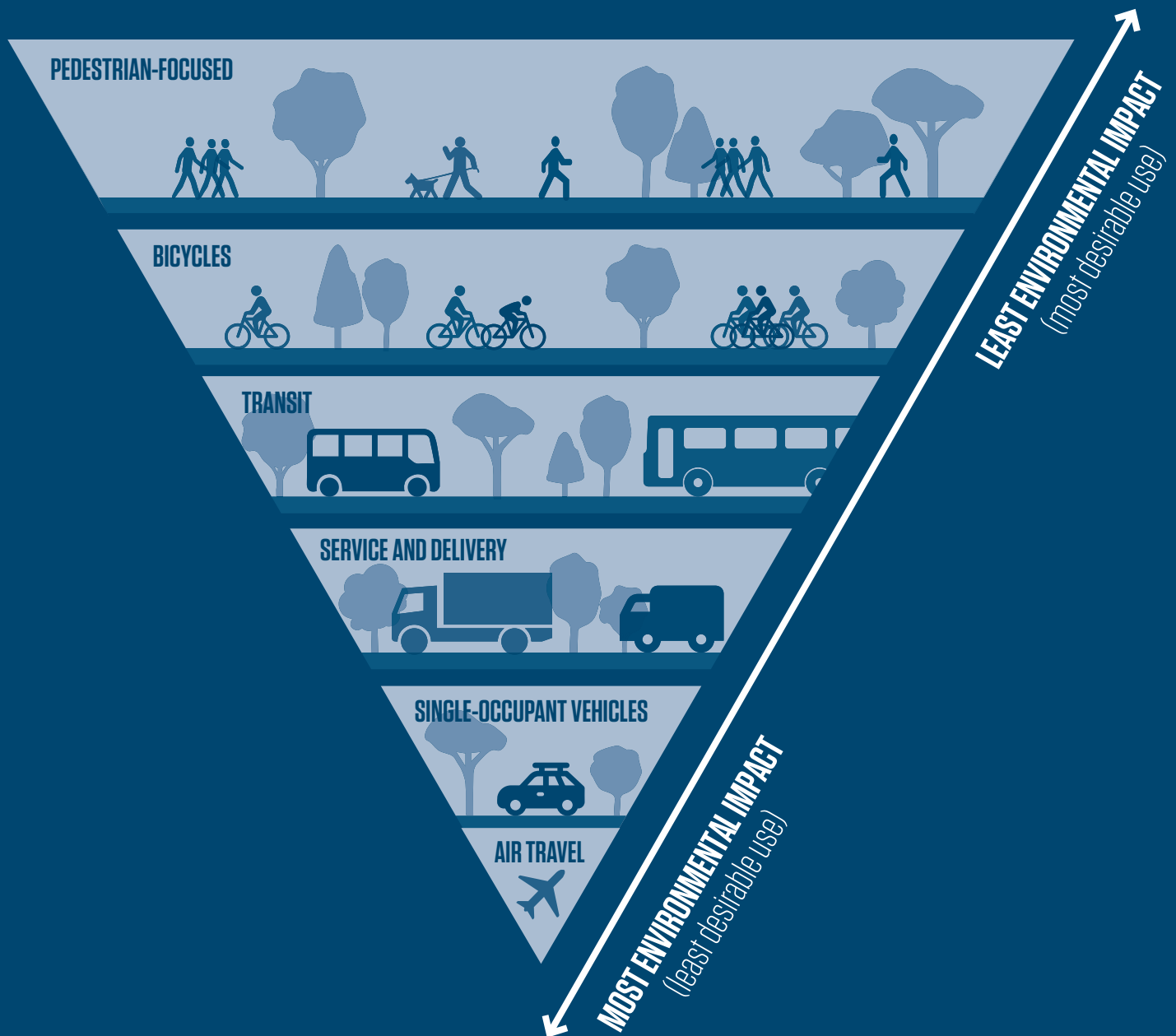
Renewable Energy Credits

Renewable Energy Credits (RECs) are non-tangible commodities that represent the property rights to the environmental and social benefits of one megawatt-hour (MWh) of electricity that has been generated from a renewable energy resource.

MOBILITY AND TRANSPORTATION

The day-to-day activities and game day operations of Texas A&M Athletics invite numerous people into Athletics' facilities each day, from staff, coaches, and student-athletes to visitors and fans. Additionally, Athletics must maintain off-campus travel as part of its operations for competitions and other business. These actions have significant environmental, economic, and social impacts, but there are ways to reduce emissions while increasing collaboration and opportunities. As more people choose alternative forms of transportation, such as walking, biking, and public transportation, and as the Athletics' fleet transitions to alternatively fueled vehicles, the greenhouse gas emissions and impact of moving people and items around campus will decrease while the air quality increases, benefitting all Athletics stakeholders. Additionally, walking and biking support our goals for personal health and wellness and create a richer social environment with more opportunities for the exchange of ideas and chance meetings to collaborate and socialize.

MOBILITY HEIRARCHY



EVERGREEN GOAL

Decrease the quantity and impact of vehicle traffic for operational needs.

► TARGET PE 4 - Increase the use of alternative methods of transportation.

111

Baseline

Number of Bike Racks Near Athletics Venues

117

Short Term

12

Baseline

Number of Electric Vehicle Charging Stations Near Athletics Venues

24

Long Term

108

Baseline

Number of Business Permits Sold

95

Medium Term

**Establish
Baseline**

2024

Ratio of Golf Carts in the Athletics Fleet to Athletics Staff Members

1:25

Long Term

The way Athletics stakeholders travel to and around campus each day affects Aggies' quality of life as well as the University's reported greenhouse gas emissions. Every mile driven in a single passenger gasoline vehicle typically emits one pound of carbon dioxide (CO₂) emissions. Alternative transportation describes methods people can use to move from place to place without having to drive at all or while driving a more environmentally-friendly vehicle. Integrating alternative transportation methods not only reduces the impact of organizational activities on the environment but also creates a more pleasant user experience through decreased vehicular traffic. University Transportation Services is responsible for providing efficient, dynamic, sustainable and innovative fleet, parking and transit services to the Texas A&M community. To achieve the targets in this section, Texas A&M Athletics must work with University Transportation Services to ensure feasibility.

How will we do it?

- Decrease the number of business permits sold.
- Educate Athletics' audiences about the on-campus transit system and public transportation options to events.
- Work with the Texas Transportation Institute to evaluate day-to-day and event-related mobility and transportation methods.
- Increase the number of students and staff who commute to campus using something other than a single occupancy vehicle.
- Carpool when possible.
- Provide incentives to promote more sustainable transportation choices.
- Use virtual communication when possible.
- Use alternative modes of transit for University travel (train, bus, bicycle, hybrid or electric car, walking).
- Work with campus to increase the number of electric vehicle charging stations near Athletics facilities as the number of electric vehicles on campus increases.

Relates to:

- **SMP 02-4** - Decrease miles traveled via taxis, ferries, and rental cars as well as reimbursed personal mileage.
- **SMP 04-1** - Decrease the number of business permits sold.
- **SMP 04-3** - Increase the number of students, faculty, and staff who commute to campus using something other than a single occupancy vehicle.
- **SMP SS** - Aggies maintain their health and wellness by taking care of the body, engaging the mind, and nurturing the spirit to improve their quality of life.

Good Bull For The Game

Texas A&M Athletics and University Transportation Services offer a variety of shuttle bus and public transportation options for fans on football gamedays. During the 2022 season, an average of 24% of fans utilized these alternative transportation options, decreasing a significant amount of vehicular traffic, pollution, and carbon emissions each game.

EVERGREEN GOAL

Operate a fleet that increases the use of advanced technology vehicles.

► **TARGET PE 5 - Increase the use of alternatively fueled vehicles in the Athletics fleet.**

22%

Current Total

25%

Medium Term

35%

Long Term

Percentage of Alternatively Fueled Vehicles in the Athletics Fleet

Alternatively fueled vehicles improve air quality and support the University's pledge to emit net-zero greenhouse gasses. Alternatively fueled vehicles range from hybrid and electric vehicles to biodiesel and hydrogen vehicles. Currently, the Athletics fleet is made up of 102 utility vehicles (carts, forklifts, turf management, etc.), two Athletics-owned trucks, and 35 dealer cars. Of these, 31 are alternatively fueled.

How will we do it?

- Future Athletics contracts with sports fields maintenance contractors could encourage an electrified maintenance vehicle fleet.
- As fleet vehicles are purchased or replaced upon age-out, Athletics will promote the purchase of alternatively fueled vehicles.
- Work with campus to increase the number of electric vehicle charging stations near Athletics facilities as the number of electric vehicles on campus increases.

Relates to:

- **SMP 04-4** - Increase the use of alternatively-fueled vehicles.
- **SMP SS** - Aggies maintain their health and wellness by taking care of the body, engaging the mind, and nurturing the spirit to improve their quality of life.

"By merging our passion for Athletics with a commitment to sustainability, we can power our future through teamwork, building automation, and facility coordination , creating a winning partnership for both our planet and Texas A&M University"

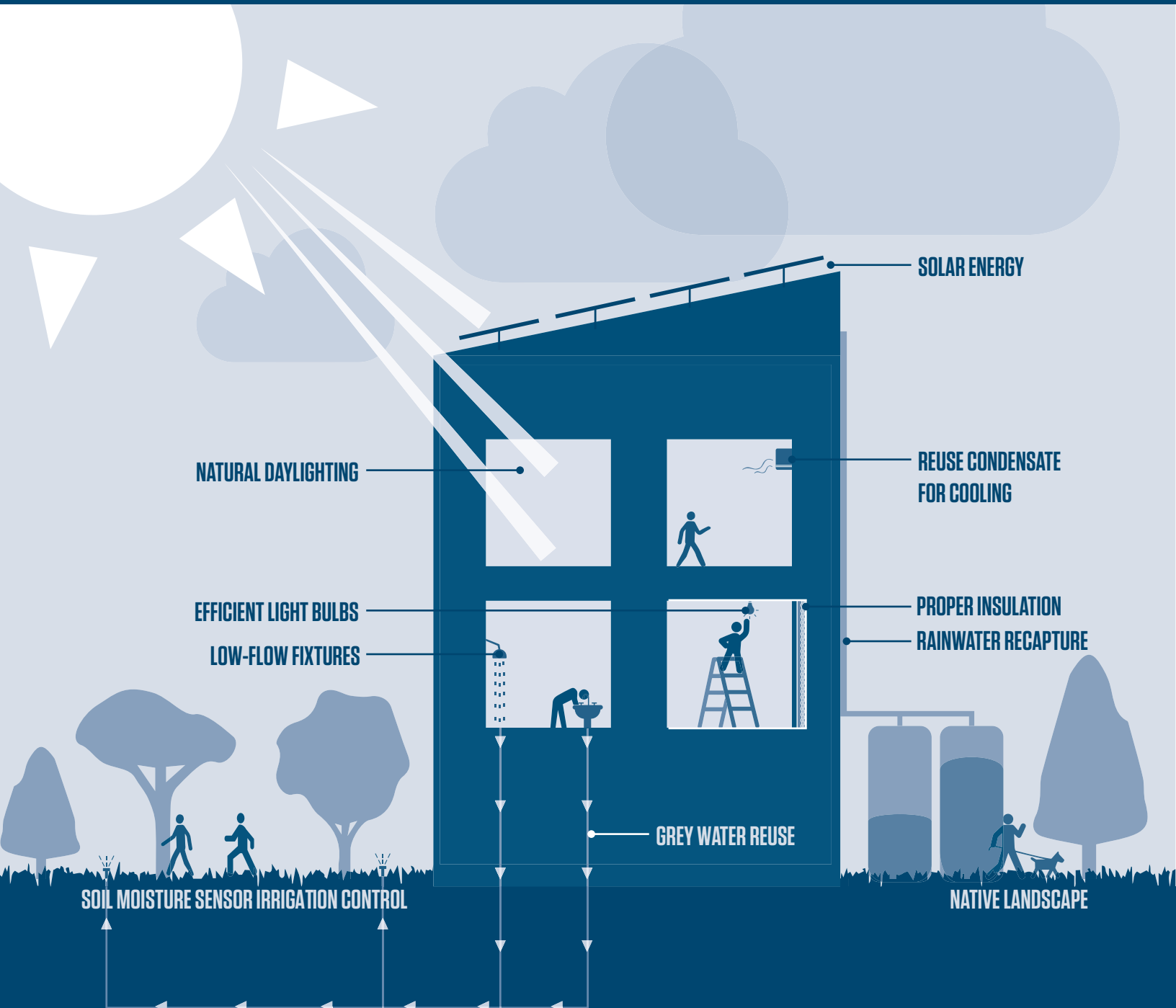
Chris Dieckert, Building Automation and Energy Performance Improvement



BUILT ENVIRONMENT AND SITE DESIGN

Future Athletics facilities must consider that environmental, social, and economic conditions evolve, and resiliency in the face of these known and unknown changes supports the sustainability of Texas A&M's campus environment.

The University is largely its own energy and water utility, and if individual building projects fail to meet rigorous performance objectives, Texas A&M Athletics must allocate funds for infrastructure projects that can accommodate wasteful building-scale projects. This is not economically sustainable nor the highest and best use of physical and economic resources. Each project must make its contribution to treading lightly upon the land, decreasing peak and overall energy demand and reducing potable water consumption.



EVERGREEN GOAL

Deliver the lowest life-cycle cost construction to build, operate, maintain, and decommission through facility performance criteria.

▶ **TARGET PE 6 - Develop and adhere to sustainable architectural guidelines for all Athletics construction projects.**

TIMELINE: CONTINUOUS - LONG TERM

To keep pace with the building industry's green project certification standards, Texas A&M Athletics will develop specific guidelines for construction projects. These guidelines will define Texas A&M Athletics' intention to build high-performance projects and empower Campus Planning, Design and Construction and its Athletics counterparts in reviewing and approving the work of design consultants and construction contractors.

How will we do it?

- Establish facility design guidelines to align with criteria stated in various building certifications and standards e.g. LEED, SITES, WELL, and ISO..
- Revise exterior building envelope guidelines first to maximize long-term energy savings.
 - The building envelope, which includes the walls, windows, roof, and foundation, forms the primary thermal barrier between the interior and exterior environments.
- Assess interior finishes regarding durability, support for human health, and chemical off-gas minimization.
- Explore options to incorporate rainwater cisterns into new construction.
- Evaluate construction procurement to prioritize the purchase of local goods as well as those with recycled content, when possible.

Relates to:

- **SMP 05-1** - Evolve architectural guidelines in alignment with the 2017 Campus Master Plan.



Exterior Building Envelope

Higher-performing building envelopes achieve environmental separation between the indoors and outdoors, using less energy.



Interior Finishes

Interior finishes are most sustainable when they are durable, support human health, and minimize the chemicals they off-gas into a space.



Rainwater Cisterns

Streamlining the design and maintenance of rainwater cisterns will increase the productivity of their use on campus.



Construction Procurement

Prioritizing the purchase of local goods as well as those with recycled content reduces the environmental impacts of construction.

▶ **TARGET PE 7 - Develop Athletics spaces to represent a broad cross-section of Athletics' stakeholders.**

2

Short Term

4

Medium Term

Number of Spaces (Interior or Exterior) Developed

How will we do it?

While the existing public art program speaks strongly to Texas A&M's celebrated history, it is challenging for underrepresented members of the campus community to feel valued and included when their social and cultural identities are not reflected in the institution's public image. It is important for all Aggies to feel welcomed, included, and represented in the public art on campus. As the campus environment evolves to include additional public and civic spaces, the University will make an effort to select artwork and commission artists from varied backgrounds.

The Aggie Commitment started conversations and made progress to design and install murals and potentially other forms of art within Athletics facilities. Two murals have been designed to celebrate our former and current student-athletes and staff. One (pictured below) recognizes our diversity as Aggies and emphasizes how we came together to achieve our academic and athletic goals. It is important to display these forms of art in high traffic areas in order to tell the Athletics' story and how we are constantly working to be unified, on and off the field of play, to both internal and external stakeholders.

Relates to:

- **SMP 05-2 - Develop public, civic spaces to represent a broader cross-section of the Aggie community.**



► **TARGET PE 8 - Decrease potable water consumption within Athletics facilities.**

**Establish
Baseline**

2023

-5%

Short Term

-12%

Medium Term

Gallons of Water Consumed Annually

In the heart of Texas, a region known for its vibrant culture and stunning landscapes, an increasingly urgent challenge looms on the horizon: the need to reduce potable water consumption. As the Bryan-College Station area faces escalating water scarcity, responsible water management practices are necessary to ensure access to this resource for our communities and the future. Tracking water usage is important for multiple reasons, including helping to quickly identify leaks in equipment. Implementing processes and technologies to track and minimize water usage and recapture and reuse water will help to preserve water resources. Reducing the demand for potable water decreases operational expenses and minimizes the strain communities experience when potable water supplies are overused.

Water consumption in Athletics venues is driven by the operations and maintenance of Athletics facilities as well as the behavior of the over 1 million fans, guests, staff, and student-athletes who visit Athletics' facilities annually. Every Athletics stakeholder can play a role in achieving this target. Texas A&M Athletics playing surfaces are a combination of agriculture and urban-municipal areas. The Athletics' turfgrass management team strives to be a responsible steward of this resource and environment at all times. Their primary focus is to provide a safe, playable athletic field for student-athletes and coaches at all times while creating an aesthetically pleasing environment to enhance the fan experience. They utilize the practice of irrigating on a deep and infrequent basis to promote a strong, deep rooting system within the playing fields. Additionally, they utilize a consistent wetting agent program to aid in the distribution and retention of water in the soil for all sports fields.

How will we do it?

- Upgrade building systems and fixtures to support water efficiency.
- Provide educational materials to Athletics stakeholders on water consumption.
- Practice water-conserving behaviors.
- Report leaks as soon as possible.
- Improve and expand weather and water sensors to better measure the frequency of irrigation's demand.
- Explore incorporating rainwater cisterns, retention/detention ponds, or any other methods of collecting rainwater for operational use.
- Transition pop-up spray heads to drip irrigation where possible.
- Explore purchasing water restoration credits to offset unavoidable water consumption.

Relates to:

- **SMP 05-3** - Decrease potable water consumption within on-campus residences.
- **SMP 05-4** - Reduce irrigation's demand for potable water.
- **SMP 05-5** - Increase the use of non-potable water for irrigation.

Aggie Green Fund



In 2022, Athletics was awarded an **Aggie Green Fund Grant** to support a water reduction initiative for our sports fields. The grant allowed Athletics to purchase portable water sensors and accompanying analysis software to more precisely monitor the subsurface moisture on Athletics fields. This allows the project team to track the moisture levels within the field system and improve the precision and efficiency of irrigation and maintenance practices.

Water Restoration Credits

Water Restoration Credits (WRCs) are offset projects that are designed to restore natural water systems, wetlands, and damaged watersheds and to promote biodiversity, healthy plants, biological communities, water storage, and infiltration. Each WRC represents 1,000 gallons of water restored to a critical area where that water is needed most. While not an immediate strategy, WRCs are an option to balance the overall water consumed by the venue. This can also be a sponsorship opportunity.

EVERGREEN GOAL

Deliver biodiverse, connective landscapes that integrate campus lands into the larger eco-region through site design criteria.



Potable Water

Potable water is fit for human consumption. Public water is tested regularly for water quality to ensure its safety.



Grey Water

Grey water is discharged from sinks, showers, and washing machines without organic contaminants. It can be reused for irrigation in many cases.



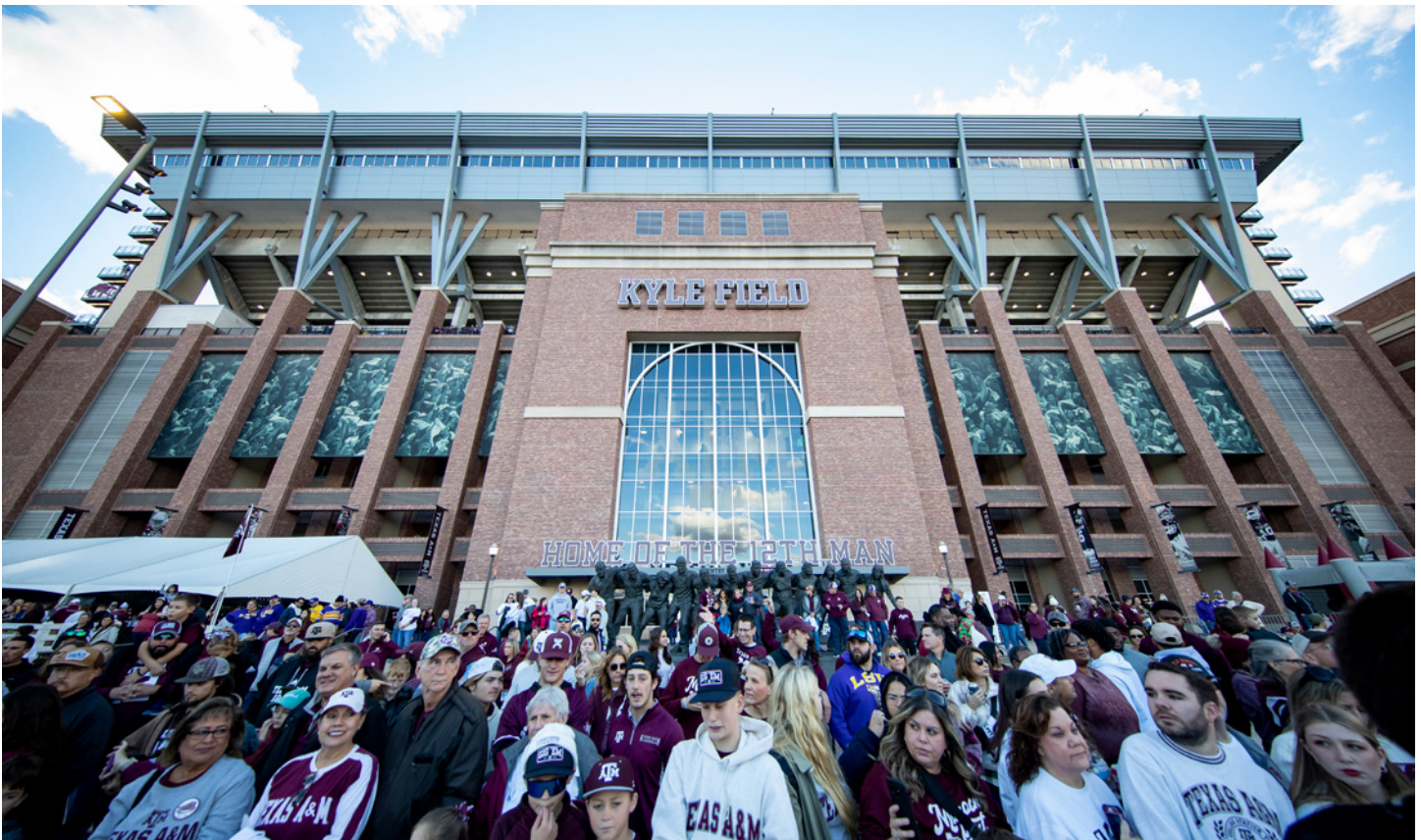
Black Water

Black water contains organic contaminants and must be cleaned prior to any reuse.



Rainwater

Rainwater can pick up contaminants as it runs across impermeable surfaces. It can be reused if captured in cisterns.



► **TARGET PE 9 - Maintain the percentage of Athletics sports fields managed with Integrated Pest Management strategies.**

100% 100% 100%

Baseline

Medium Term

Long Term

Percentage of Athletics Sports Fields Managed with IPM Strategies

Integrated Pest Management (IPM) is a sustainable approach to managing pests by combining biological, cultural, physical, and chemical tools in a way that minimizes economic, health, and environmental risks. IPM is a science-based decision making process that combines various tools and strategies to properly identify and manage pests and can be accomplished in a variety of manners. As a component of IPM, pesticides are used only after monitoring indicates they are needed according to established guidelines, and treatments are made with the goal of removing only the target organism. Pest control materials are selected and applied in a manner that minimizes risks to human health, beneficial and nontarget organisms, and the environment.

The use of IPM strategies is essential to Texas A&M Athletics as it saves time, money, and resources. Through the use of diverse management strategies and products, the Athletics' sports field team provides safe, playable, aesthetically-pleasing athletic fields while minimizing the risk and exposure to student-athletes, coaches, staff, and the general public. Texas A&M Athletics currently manages 544,500 square feet (12.5 Acres) of sports field surfaces. Once current construction projects are completed, that number will increase to 762,300 square feet (17.5 Acres) of natural grass playing surfaces and an additional 130,680 square feet (3 Acres) of synthetic turf. These areas are and will continue to be managed utilizing IPM strategies to minimize the risk to human health and the environment and maximize the level of control for the various pests encountered, while minimizing the cost to the Athletics.

How will we do it?

- Engage Athletics Sports Fields staff to ensure products specified can be maintained with IPM chemicals.
- Continued training and education for staff members to ensure they are up-to-date on the most current field management products, tools, and practices available.

Relates to:

- **SMP 05-6** - Increase the percentage of campus lands managed with Integrated Pest Management strategies.

What is Integrated Pest Management?

IPM combines biological, cultural, mechanical, and chemical tools to manage pest problems using the least invasive measures first and scaling up intensity only as necessary.

The four-tiered approach to IPM includes a four-tiered approach to IPM that includes:

- Setting action thresholds that identify at what point pests require action.
- Monitoring and identifying pests that are present in the campus environment.
- Preventing or removing conditions that attract pests such as stagnant water.
- Using control measures that start with the least invasive first.

TEXAS A&M ATHLETICS SUSTAINABILITY MASTER PLAN

WASTE MANAGEMENT



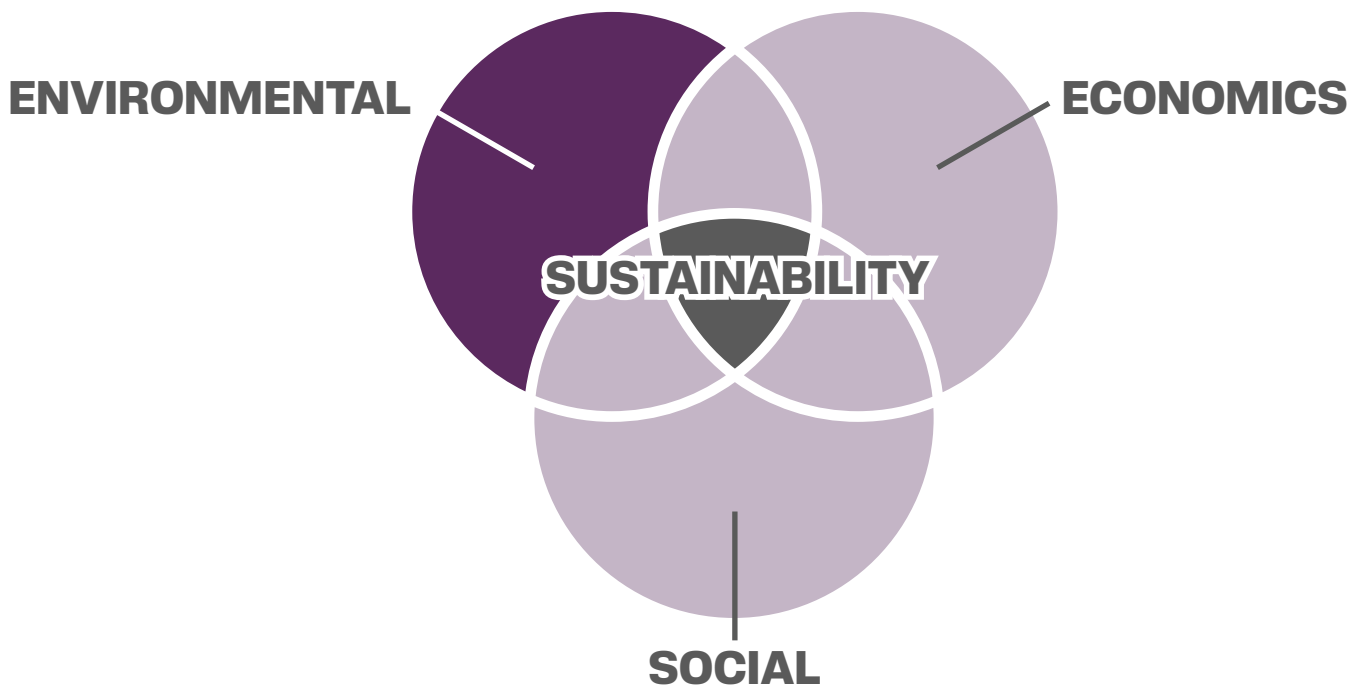
WASTE MANAGEMENT

Waste Management falls primarily under the environmental pillar of sustainability and addresses the total volume of Texas A&M Athletics's waste stream, how the total volume can be minimized, and how waste can be diverted from landfills. "Waste" in Athletics includes many things: organic materials such as food waste and compostable packaging; recyclables such as plastic bottles, aluminum cans, glass, and cardboard; electronic waste such as laptops, cell phones, and batteries; durable goods such as furniture and clothing; and construction waste.

At Texas A&M Athletics, Waste Management is defined by and built around two complementary themes:

- Waste Minimization
- Zero Waste

Achieving these targets will require significant efforts in Athletics operations as well as the behaviors and actions of individual Aggies. The amount of waste generated during Texas A&M Athletics events is so significant that if Athletics does not participate, the campus will not be able to achieve its waste management goals. While achieving waste goals in Athletics is particularly difficult due to the nature of the operations, it is doable. Texas A&M Athletics generates waste at events and during day-to-day operations. The logistics of these categories are drastically different; thus this plan considers certain waste goals as two distinctly different projects: event versus day-to-day waste. During most events, venues are considered a "closed stream" where outside materials, those that were purchased outside of Athletics spending, cannot be brought in and disposed of into the waste stream. For example, fans are not allowed to bring their own food and beverage into a game. Athletics has more control over this waste stream as all items are purchased through Levy, Athletics' food and beverage partner. Conversely, during day-to-day operations, venues are considered "open streams" where outside materials, those that were purchased by individuals, can be brought in and disposed of into the waste stream. For example, employees bringing their lunches from home in disposable containers. As such, the strategies to achieving these waste goals will change depending on who is generating the waste and when they are generating it. It is also likely that achieving waste goals at events will happen considerably sooner than it will during day-to-day operations.

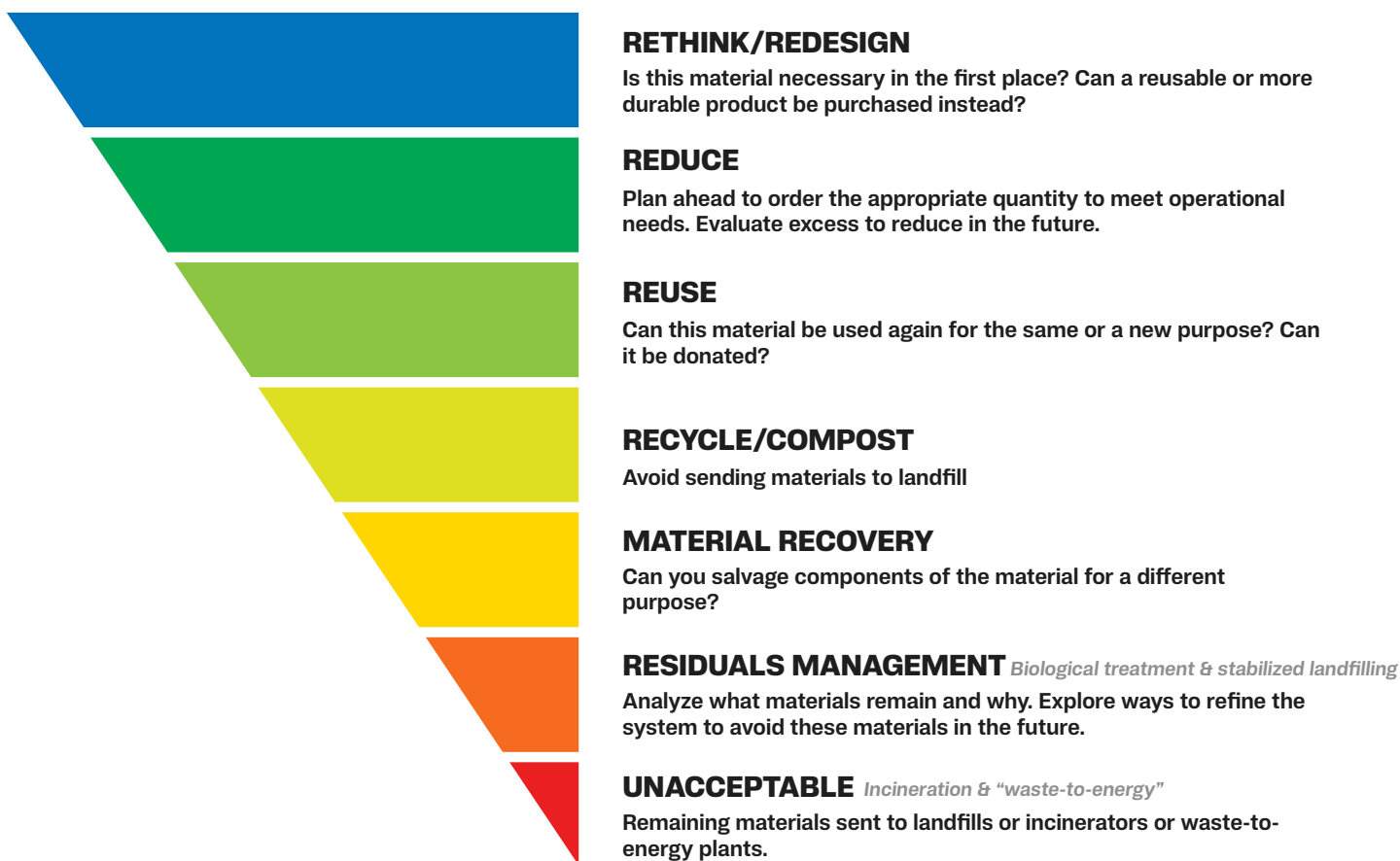


THE ZERO WASTE HIERARCHY

The Zero Waste Hierarchy is a decision-making tool used in developing and operating a successful waste management plan. The intent is to determine the “highest and best use” for any materials procured for or utilized in operations that have served their primary function. The two themes of this Waste Management focus area (Waste Minimization and Zero Waste) are both represented in this hierarchy. The top three steps of Rethink/Redesign, Reduce, and Reuse refer to Waste Minimization strategies while Recycle/Compost and Materials Recovery refer to Zero Waste strategies. The final two steps of Residuals Management and Unacceptable beg the questions “what is still left and why?” and “what systems and policies encourage wasting and should be avoided?” The answers to these questions restart the hierarchy of decision-making process over again until as few materials remain in Unacceptable as possible.

Zero Waste Hierarchy 8.0

For detailed version, visit www.zwia.org/zwh



Waste Audit

A waste audit is an essential tool used to analyze a facility’s waste stream. Waste audits can be conducted in different ways, depending on the level of detailed data needed to progress with specific elements of the waste management plan. Understanding what is being generated and how it is being disposed of provides the direction for an organization to take when developing a waste management plan and supporting communication and education plans. The results are used to establish targets and actions that correlate to waste minimization and zero waste. Waste audits should be conducted regularly and frequently to assess improvement over time.

WASTE MINIMIZATION

How do we re-design systems to avoid unnecessary consumption? What can we do to use less materials? How can we reuse what we already have in meaningful ways? These questions support the pursuit of Waste Minimization, a strategy used to prevent waste from being generated from the start. Waste Minimization is such a crucial component to waste management in Athletics that Athletics determined a need to treat it as an individual theme with its own measurable targets. As disposing of waste costs money, there is an economic benefit to reducing waste being generated as a way to lower operating costs.



EVERGREEN GOAL

Take action to reduce the amount of total waste being generated through Athletics operations.

NON-CONSTRUCTION WASTE: includes any disposable material that results from individual actions, including waste generated front and back-of-house at events and during day-to-day operations.

► TARGET WM 1 - Reduce the total weight of non-construction waste.

**Establish
Baseline**
2024

-5%
Medium Term

-12%
Long Term

Tons of Non-Construction Waste Generated Annually at Events

**Establish
Baseline**
2024

-12%
Medium Term

-18%
Long Term

Tons of Non-Construction Waste Generated Annually During Day-to-Day Operations

Minimizing waste will require every Aggie to do their part. The volume of non-construction waste generated during events is significantly higher than the volume generated during day-to-day operations. Therefore, waste reduction efforts during events will have more of an impact overall than during day-to-day operations. However, the increased amount of event waste correlates to the increased amount of collaboration between stakeholders and number of initiatives necessary to achieve this goal for events, making reduction efforts during day-to-day operations more immediately feasible. Athletics will prioritize focusing their efforts on day-to-day operations while simultaneously chipping away at event operations.

How will we do it?

The actions listed below are primarily aimed at day-to-day operations:

- Conduct various waste audits then set specific targets focusing on areas that need improvement.
- Create customized outreach and education plans for all stakeholders who generate waste in Athletics facilities.
- Refrain from using single-use goods.
- Reuse refillable hot and cold beverage containers.
- Print double-sided to reduce paper waste.
- Dine with durable silverware and plates.
- Explore incorporating reusable takeout containers in the Athletics Performance Nutrition Center.
- Digitize documents where possible.
- Bring lunch to campus in reusable containers.
- Double-check print jobs for errors before sending them to print.

Relates to:

- **SMP - 06-3** - Reduce the total weight of non-construction waste.

ELECTRONIC WASTE: materials such as batteries, laptops, and cellphones are known as electronic waste or e-waste. When e-waste is improperly disposed of in landfills, it can contaminate land and groundwater resources. E-waste requires special disposal practices.

▶ **TARGET WM 2 - Increase the number of opportunities for Athletics stakeholders to donate or recycle electronic waste.**

6

Short Term

12

Medium Term

Number of Collection Points or Events for Batteries and E-waste

How will we do it?

- Establish permanent collection points for e-waste throughout Athletics facilities, focusing on high occupancy office areas.
- Coordinate collection opportunities during sporting events to provide fans with a way to dispose of their e-waste items appropriately.
- Educate all relevant stakeholders about how to dispose of e-waste and the importance behind disposing of it properly.
- Work with Environmental Health and Safety (EHS) to ensure Athletics is following proper collection and disposal protocols.
- Swap from alkaline to rechargeable batteries where possible.

Relates to:

- **SMP - 06-6** - Increase the number of opportunities provided for on-campus residents to recycle electronic waste.

Recycling Batteries On Campus

Alkaline batteries are not recycled on campus. Environmental Health and Safety (EHS) encourages the use of rechargeable batteries wherever possible as an environmentally friendly alternative.

Spent rechargeable, lead acid, mercury, and lithium ion batteries may be processed through the Chemical Waste Program. Batteries should be prepared for disposal by insulating the terminals with tape, bagging or boxing them for transportation, and attaching a Chemical Waste Disposal Tag. Single use lithium ion batteries are recycled by a separate program, but should similarly carry a Chemical Waste Disposal Tag for processing. The batteries will be processed for recycling by EHS.

			
Type	Lithium	Alkaline	Rechargeable
Used For	Cameras Cell Phones Laptops Power Tools	Cameras Gaming Controllers Remotes Radios Toys	Cameras Gaming Controllers Remotes Radios Toys
Recycle?	Yes	No	Yes
Where?	Chemical Waste Disposal	Dispose with Landfill Waste	Chemical Waste Disposal

DURABLE GOODS: goods of enduring value such as clothing, furniture, appliances, and textbooks. It is important to keep these goods from the landfill because while their first owner may be finished using them, the goods can retain utility for multiple owners.

▶ **TARGET WM 3 - Increase the number of opportunities for Athletics stakeholders to donate or recycle durable goods.**

3

Baseline

6

Medium Term

12

Long Term

Number of Collection Points for Durable Goods

How will we do it?

- Establish consistent collection points for durable goods throughout Athletics facilities, focusing on high occupancy office areas.
- Support collection campaigns for durable goods led by student-athletes in their study areas.
- Work with Campus Surplus Property to create a system for Athletics durable goods donations and sales.
- Coordinate collection opportunities during sporting events to provide fans with a way to dispose of their durable goods appropriately.
- Educate all relevant stakeholders about how to dispose of durable goods in the community and the importance of upcycling durable goods.
- Support and publicize campus durable goods donations opportunities.

Relates to:

- **SMP - 06-7** - Increase the number of opportunities provided for on-campus residents to donate durable goods.



ZERO WASTE

What happens with our goods and materials when we are done using them? What does it mean to throw something “away?” Where is “away?” Achieving “zero waste” means diverting at least 90% of all waste generated out of the landfill through composting, donation, and recycling. These efforts help not only Athletics but also the University community advance toward its ambitious zero waste to landfill goal.

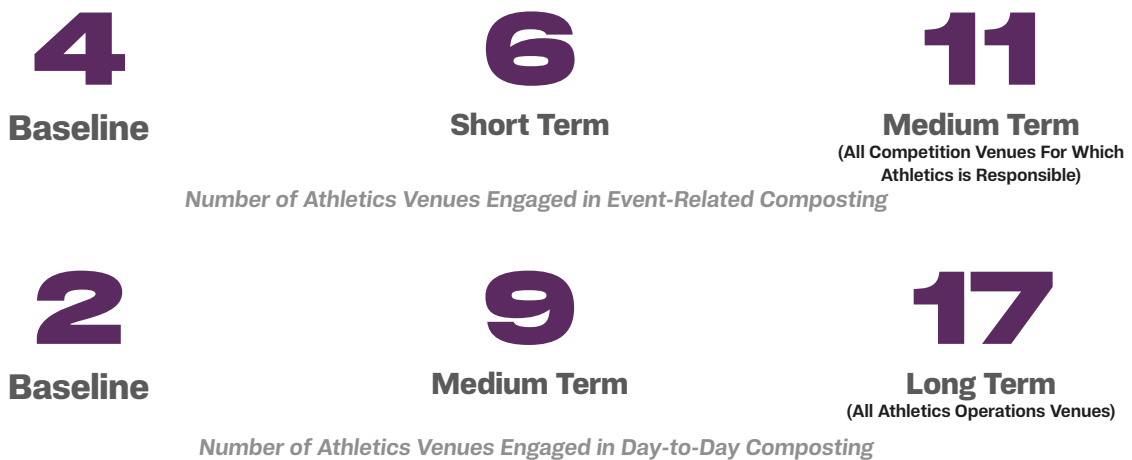


EVERGREEN GOAL

Achieve zero waste to landfill by 2050.

ORGANIC WASTES: includes landscape wastes, animal bedding, food waste, and certified compostable packaging. It is important this stream is composted in lieu of landfilled because it generates the greenhouse gas methane when buried in a landfill and has significant nutrient content that can only be re-captured if composted.

► TARGET WM 4 - Increase composting throughout Athletics operations.



Composting during events can happen in two places: back-of-house (in kitchens prior to fan purchases) and front-of-house (after a fan has made a purchase and finished their meal). While back-of-house composting is succeeding at Texas A&M Athletics, front-of-house composting is challenging because it requires fans to be knowledgeable about what can and cannot be composted. It also requires a robust sorting process to ensure no contaminated materials end up in the compost stream as well as proper and adequate dumpster space in which to dispose of compostable materials. Currently the only Athletics venues that support back-of-house composting are Kyle Field, Reed Arena, Blue Bell Park, and the Bright Football Complex.

How will we do it?

- Convene a zero waste working group with relevant stakeholders to establish and implement a zero waste management plan.
- Create customized outreach and education plans for each of the various stakeholder groups (staff, vendors, student-athletes, fans) who participate in waste management practices.
- Deliver detailed training to waste management staff on how to appropriately dispose of compost.
- Work with waste haulers to determine compost hauling options and maintain strong contract language and oversight.
- Provide appropriate quantity and size of compost bins in each area of compost collection.
- Seek partnerships with campus agricultural entities who study or utilize compostable materials in their operations.
- Install consistent signage both front and back of house to improve education on composting.
- Work with our third-party food service contractor to adjust packaging where possible and maintain strong contract language and oversight.

Relates to:

- **SMP - 06-1** - Increase post-consumer composting in dining locations.

▶ **TARGET WM 5 - Maintain 100% diversion of landscape wastes from landfill.**

100%

Baseline

100%

Medium Term

100%

Long Term

Percentage of Landscape Waste Diverted from Landfill

Athletics sports field management generates approximately 1,000 cubic yards of landscape waste annually including grass clippings, leaves, branches, and other organic material. One hundred percent of that waste is sent to Campus Grounds to be composted for use on campus as fertilizer, mulch, wood chips, and compost sand blends for turf top dressing.

How will we do it?

- Ensure continued appropriate training for sports field staff on landscape diversion methods.
- Explore opportunities to sell or donate compost in the local community if our landscape waste exceeds the needs of campus.

Relates to:

- **SMP - 06-2** - Maintain 100% diversion of landscape wastes from landfill.

▶ **TARGET WM 6 - Increase the diversion rates of non-construction waste.**

**Establish
Baseline
2024**

70%

Short Term

>90%

Medium Term

Diversion Rate of Non-Construction Waste at Events

**Establish
Baseline
2024**

65%

Medium Term

>90%

Long Term

Diversion Rate of Non-Construction Waste for Day-to-Day Operations

Texas A&M Athletics employs a single-stream recycling system that allows all acceptable recyclable materials to be placed in the same bin. Aggies must be taught Texas A&M Athletics' waste disposal process and have access to conveniently located receptacles, both exterior and interior, to make this system work. Bins must be made universal so that the people operating inside Athletics venues can be trained in one repeatable behavior in lieu of having to learn multiple behaviors to successfully dispose of waste in Athletics. Though the volume of waste at events is significantly higher than the volume during day-to-day operations, diversion goals at events will likely be achieved sooner than during day-to-day operations because waste at events is a "closed" stream. This means materials purchased outside of Athletics' spending cannot be brought into an event and disposed of in the Athletics' waste stream.

How will we do it?

- Convene a zero waste working group with relevant stakeholders to establish and implement a zero waste management plan.
- Create customized outreach and education plans for each of the various stakeholder groups (staff, vendors, student-athletes, fans) who participate in waste management practices.
- Provide detailed training to waste management staff on how to appropriately dispose of all waste streams.
- Increase capacity to collect data that tracks the diversion rate.
- Conduct various waste audits then set specific targets focusing on areas that need improvement.
- Provide appropriate quantity and size of waste receptacles in all areas of all Athletics facilities.

Relates to:

- **SMP - 06-4** - Increase diversion rates for non-construction waste.

CONSTRUCTION WASTE: includes any disposable material associated with facility development, including wastes generated through renovation and new construction projects.

▶ **TARGET WM 7 - Increase construction waste diversion rate from landfill.**

**Establish
Baseline**

2023

Construction Waste Diversion Rate

>90%

Long Term

Texas A&M has a successful partnership with Brazos Valley Recycling (BVR), which processes all of campus' recyclable construction wastes. With the current and upcoming Capital Construction Projects, Athletics has a significant opportunity to support and achieve this goal.

How will we do it?

- Set waste diversion expectations with all stakeholders involved in construction projects.
- Work with our waste hauler to provide sufficient waste hauling support and maintain strong contract language and oversight.

Relates to:

- **SMP - 06-9** - Increase construction waste diversion rate from landfill.



SOCIAL SUSTAINABILITY



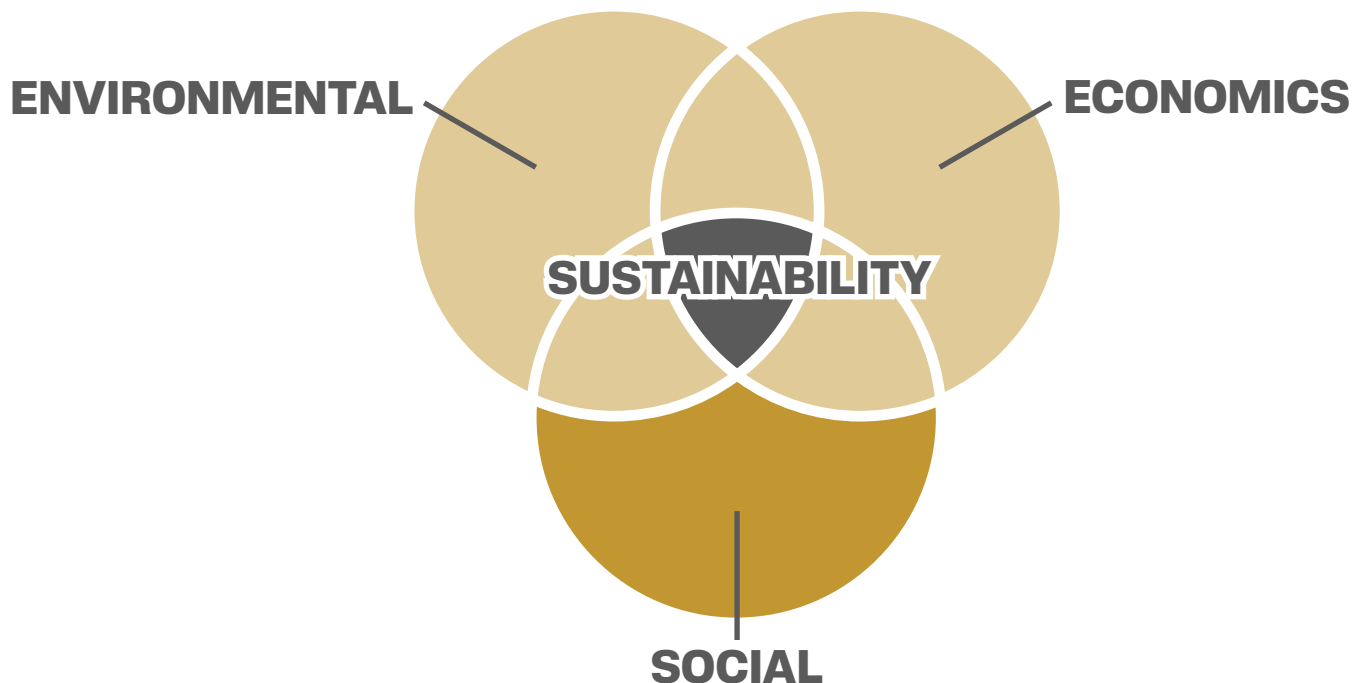


SOCIAL SUSTAINABILITY

Social Sustainability blends traditional social policy areas such as health and wellness with social issues such as economic opportunity, participation and influence, community and global needs, and wellbeing and quality of life. At Texas A&M Athletics, Social Sustainability is defined and built around four themes:

- Student Success
- Health and Wellness
- Voice and Influence
- Community Engagement

Goals in this chapter strive to create an atmosphere where all members of Texas A&M Athletics are set up to succeed and be happy, healthy, social, satisfied, and treated equitably. Changing organizational climate and culture is a collective undertaking that requires steady work, reflection, and accountability. A college campus is a microcosm of our larger society and world, and the issues we face at all scales of community that are rooted historically and systemically require consistent monitoring, commitment, resources, assessment, and ownership. Aggies embody strong core values of Excellence, Integrity, Leadership, Loyalty, Respect, and Selfless Service.



WHAT IS SOCIAL SUSTAINABILITY?



SOCIAL AND COMMUNITY ENGAGEMENT

CONTINUING EDUCATION

HEALTHY FOOD OPTIONS

MENTAL HEALTH

PHYSICAL HEALTH

PUBLIC TRANSPORTATION

ACCESS AND AFFORDABILITY

STUDENT-ATHLETE EXPERIENCE

CREATING OPPORTUNITIES

STUDENT SUCCESS

EVERGREEN GOAL

Aggies demonstrate and promote an environment that welcomes, supports, and nurtures everyone's success.

► TARGET SS 1 - Continue to improve student-athlete success rates.

TIMELINE: CONTINUOUS, LONG-TERM

Texas A&M Athletics seeks to nurture each individual student-athlete to ensure the highest probability of academic success. Academic success in collegiate athletics is measured differently than the rest of the student body because it impacts student-athlete' eligibility to participate in their sports. Implemented in 2003 as part of an ambitious academic reform effort in NCAA Division I, the Academic Progress Rate (APR) holds institutions accountable for the academic progress of their student-athletes through a team-based metric that accounts for the eligibility and retention of each student-athlete for each academic term. The Division I Committee on Academics developed and implemented policies and initiatives such as APR to improve academic support on campuses. Additionally, the national office has historically worked with schools to create opportunities for student-athletes to build transferable skills to enhance their professional profile as well as help them successfully earn their degrees.

Another measure of academic success is the Graduation Success Rate (GSR). The student-athlete graduation rate is the proportion of first-year, full-time student-athletes who entered a school on athletics aid and graduated from that institution within six years. Texas A&M Athletics set record-breaking marks for both 2021 and 2022 GSR of 84% and 86%, respectively. The 2022 GSR is based off the graduation rate data for the 2012-13 to 2015-16 freshman cohorts for all NCAA Division I institutions.

The Center for Student-Athlete Services (CSAS) has robust programming for student-athletes in their first year at Texas A&M. This is a time that consists of high levels of transition when student-athletes are at risk for not being prepared for what the transition as both a student and an athlete entails. To combat this risk of failure to adapt to the collegiate lifestyle, CSAS enlists numerous programs from the moment the student-athlete arrives to College Station to assist and increase their likelihood to remain at Texas A&M for the extent of their collegiate career.

How will we do it?

- Provide support to student-athlete organizations.
- Continue support and programming within the Center for Student-Athlete Services.
- Continue support and programming for first year student-athletes.
- Provide support to student-athletes with learning concerns.
- Offer readily available opportunities for academic enrichment such as honors courses, study abroad experiences, interdisciplinary curricula, internships, cooperative education, and research experiences.
- Deliver services and support systems such as supplemental instruction or tutoring, tuition and financial assistance, scholarships, counseling and career services, mentorship opportunities, and a safe, welcoming environment.

Relates to:

- **SMP 07-2** - Continue to close the gaps in student success rates.

APR Calculations

- Each student-athlete receiving athletically related financial aid earns one point for staying in school and one point for being academically eligible.
- A team's total points are divided by points possible and multiplied by 1,000 to equal the team's APR.
- In addition to a team's current-year APR, its rolling four-year APR is also used to determine accountability.
- Teams must earn a four-year average APR of 930 to compete in NCAA championships.



HEALTH AND WELLNESS

EVERGREEN GOAL

Aggies maintain their health and wellness by taking care of the body, engaging the mind, and nurturing the spirit to improve their quality of life.

► TARGET SS 2 - Provide highest level of care to meet staff needs.

TIMELINE: CONTINUOUS, LONG-TERM

The mission of Texas A&M Athletics is to create opportunities through championship athletics. Though student-athletes are the primary focus, this mission also applies to staff support. The following opportunities have been created through strategic professional development initiatives:

- **Horizon Performance Luncheons:** staff leadership development program that provides exposure to and practice with leadership and development concepts and principles. Through this partnership with Horizon Performance, a Team Member Feedback Survey was conducted to analyze organizational climate and existing leadership development efforts within the Athletics Department. This is a survey that will be recurring in future years.
- **Administrative Leadership Team:** a team consisting of leaders within the department who receive professional development that equip and empower them to advance to the next level as leaders in their careers.

The Associate Athletics Director for Engagement position was created in August 2022 to implement effective, long-term strategies to recruit, on-board, develop and retain staff and coaches. This position oversees and implements initiatives and programming for leadership and professional development. This staff member intentionally places focus on not only hiring high performing staff, but also equipping and empowering them to grow as leaders and deepen their sense of purpose and belonging within Athletics.

Benefits of wellness programs, internally and externally, may result in increased productivity, morale, and retention. Inclusive accommodations create a sense of belonging, improves the staff experience, enhances innovation, and increases efficiency. Inclusion measures are not limited to interpersonal communication but also extend to building elements such as lactation rooms and family or gender-neutral bathrooms.

How will we do it?

- Seek to create equitable access to Athletics' exercise spaces and locker rooms.
- Create a safe environment for staff to operate.
- Maintain Athletics' partnership with Living Well.
- Increase availability of professional and personal development programs, classes, and events.
- Increase awareness and availability of resources to assist in employee wellness.

Relates to:

- **SMP 07-3** - Increase the amount of recreational space available.
- **SMP 07-4** - Increase faculty and staff participation in Living Well.



Living Well

Living Well is a department within the Division of Human Resources and Organizational Effectiveness. It is about fostering amongst Texas A&M employees a feeling of:

- **Gratitude:** sharing more of the opportunities available from the campus community.
- **Appreciation:** creating a sense of satisfaction and pride with rewarding experiences.
- **Community:** leading initiatives that bring people together.

They accomplish these through programming centered around:

- Exercise and movement
- Home and family
- Health and wellness
- Create and support

They also provide resources that will help employees adjust to life changes and challenges that impact wellness. More information can be found at livingwell.tamu.edu.

► **MACRO TARGET - Provide the highest level of care to meet student-athlete needs.**

Texas A&M Athletics' commitment to championship athletics extends beyond the playing field to providing the highest level of comprehensive care for student-athletes so that they may feel empowered to make the best decisions for their minds, bodies, and spirits. These services include: Strength and Conditioning, Sports Science, Sports Medicine, Performance Nutrition, and Counseling and Sport Psychology.

Relates to:

- **SMP 07-5 - Increase capacity for mental health and preventative health services to meet student needs.**

► **TARGET SS 3 - Enhance availability of resources positioned to meet student-athlete physical health needs.**

1:27

Baseline

Ratio of Clinical Staff to Student-Athletes

1:22

Long Term

**Establish
Baseline**

Short Term

+10%

Long Term

(Continuous, per year)

*Average Professional Certifications Held by
Clinical Staff*

TIMELINE: CONTINUOUS, LONG-TERM

10

Current

*Quantity of Dedicated Medical Facilities for Student-Athletes
Support*

Sports Medicine is committed to providing the most comprehensive individual sports medicine care available in a professional, efficient, and service-oriented manner. Their dedicated staff of physicians, athletic trainers and physical therapists implement strategies to help prevent and manage athletic related injuries or illnesses while promoting athletic performance of all student-athletes.

How will we do it?

- Ensure appropriate medical coverage models as well as increased programming of medical services for student athletes.
- Provide resources to clinical staff to seek professional certifications and additional training.
- Evaluate existing capabilities of Athletics medical facilities.
- Institute a communications system designed to distribute and receive information, allowing for transparent feedback, confidential questions, and reporting.

"As well as just being the right thing to do for us here at A&M, focusing on sustainability serves as a great example for our student-athletes and younger staff as they embark on their careers."

Howard Gray, Associate Athletics Director, Performance



► TARGET SS 4 - Continue education to student-athletes and increase awareness of mental health services to meet student-athletes' needs.

TIMELINE: CONTINUOUS, LONG-TERM

1:100

Current

Ratio of Licensed Clinical Staff to Student-Athletes

Counseling and Sport Psychology provides short-term psychological services and facilitates the development of the whole person. This staff fosters mental health and overall well-being by promoting success in personal, educational, and athletic goals, and striving to establish a safe, welcoming, and multi-culturally aware environment that embraces and is inclusive of all students. Services offered include: Personal Counseling, Assessment Screening, Group Counseling, Career Counseling, Performance Psychology, and Team Building Activities.

F.A.C.E. Mental Health

F.A.C.E. Mental Health is a student-led organization to generate awareness, develop a sense of community, provide education, and advocate for the variety of mental health concerns and challenges student-athletes experience. Their aim is to create a space for student-athletes to gather and provide support while also challenging and strengthening each other as individuals and competitors. By providing dynamic and engaging education and discussion opportunities, F.A.C.E. Mental Health intends to increase awareness and acceptance of mental health concerns while also encouraging student-athletes to serve as active advocates in reducing the stigma often associated with mental health.



How will we do it?

- Maintain funding to ensure quality, dedicated staff.
- Continue to increase mental health and psycho-education outreach programs to student-athletes, coaches, and department staff.
- Increase student-athlete awareness and acceptance of the broad continuum of mental health as well as the various challenges and mental health difficulties student-athletes may experience.
- Create a "Brave Space" for student-athletes to process the stigma that is often attached to mental health concerns and allow student-athletes to connect in a comfortable and supportive environment.
- Provide student-athletes with resources, programming, and platforms to continuously learn and grow through increased understanding and knowledge of various topics related to mental health and healthy management of mental health needs.
- Encourage student-athletes to serve as active leaders on their teams and in their communities by talking openly about mental health, challenging misconceptions, and helping reduce the stigma that often surrounds mental health.

"Here at Texas A&M we believe strongly in growing our student-athletes not just academically or athletically, but holistically as people. So often, the person behind the student-athlete is forgotten and having an athletic sustainability plan gives us even more of a chance to help spark that personal growth."

Samantha Weed, Reading Specialist for Student Athlete Services

► TARGET SS 5 - Continue education to student-athletes and increase awareness of performance nutrition services to meet student-athletes' needs.

TIMELINE: CONTINUOUS, LONG-TERM

Performance Nutrition is committed to making nutrition the foundation of student athlete success, using evidence-based practices in assessment, education, and targeted nutrition interventions to optimize performance, prevent injury and enhance overall health. Nutrition can be a "missing link" for athletes. Performance Nutrition strives to build elite athletes into champions by incorporating nutrition into their training program. A variety of services are available to student-athletes to help create a healthy lifestyle, allowing them to succeed both on and off the field.

How will we do it?

- Improve dietician to student-athlete ratio.
- Increase the number of learning opportunities for student-athletes to learn about performance nutrition.
- Increase efforts to provide healthy food options.
- Increase support for vegan, vegetarian, and gluten-free diets.

EVERGREEN GOAL

Foster a climate that empowers Athletics staff and student-athletes to meaningfully contribute to the organization for the benefit of all Aggies, Aggieland, and beyond.

► TARGET SS 6 - Increase participation in Athletics' organizational climate and decision-making.

TIMELINE: CONTINUOUS, LONG-TERM

Voice and Influence are critical to the social structure of a university and can gradually break down existing systemic and institutional barriers to equity. When all members of campus feel they have the right and opportunity to contribute to their campus in a genuine and meaningful way, the campus will be more inclusive and equitable.

Texas A&M Athletics consists of 20 sports and 22 departments. Across these units and teams there are approximately 300 full-time staff members, 450 student workers, 900* temporary workers, and 650 student-athletes. With a community this substantial, giving every single individual an equal voice may be an impossible task, but efforts toward the evergreen goal above should continue. Various social influence networks, both formal and informal, have developed over time. Formal social influence networks include long-standing organizations such as campus leadership and government organizations that typically include elections as part of their succession plan. Informal advocacy and stewardship groups include individuals who come together based on shared life experiences or interests. Informal social influence groups often connect on matters of race, gender, religion, and/or sexual orientation. Historically, informal social influence networks are formed as a result of an incident or to lobby against injustice or for change. The social influence networks Athletics houses or participates in are:

* Please note most of the temporary workers contribute to special events, home games, or sport camps that are hosted throughout the year.

Student-Athlete Advisory Committee (SAAC):

A student leadership group which provides input to the Athletics Department, the Southeastern Conference (SEC) and the NCAA regarding present and future issues affecting the student-athlete experience.

Unified Voices:

A platform created in 2021 designed to provide Texas A&M student-athletes, coaches, and staff with an uncensored space to share their own unique experiences and journeys. Videos are posted from staff and student-athletes where they share personal stories from their life that have shaped them into who they are today.

Women Encourage, Equip, & Empower (We3):

A female student-athlete led group aimed at providing professional development and mentorship opportunities for female student-athletes. Their mission is to encourage, equip, and empower female student-athletes at Texas A&M University and beyond.

University Staff Council:

An organization that represents the interests of Texas A&M University staff in communicating with administrators, identifying, and addressing issues that impact staff, making recommendations to the university president, and interacting with other organizations.

Black Leaders who Undertake Excellence (B.L.U.E.print):

A Black student-athlete led group that works to provide a safe space for Black student-athletes to elevate and evolve into individual change agents through the three pillars to educate, equip and empower.

Athletics Department Survey:

A survey conducted to learn more about the organizational climate and existing leadership development efforts within the Athletics Department. This is a survey that will be recurring in future years to assess staff members feedback about the organization, work team and direct supervisor.

Dialogue must remain open and active, and campus leaders must be willing to listen for change to occur in the campus community. More effort will be made to become more inclusive and hear additional voices. Overall wellbeing is higher when members of a community have the confidence to exercise control over local circumstances and the ability to influence decisions that affect their quality of life and environment.

How will we do it?

- Provide opportunities for all staff to fellowship and deepen relationships to foster learning and appreciation beyond a working/professional level.
- Provide support to student-athlete organizations.
- Maintain Unified Voices platform and increase the number of videos released per year.
- Reach out to your representatives within SAAC or University Staff Council.
- Attend monthly meetings for staff to receive departmental updates and discuss relevant topics.

Relates to:

- **SMP 05-2** - Develop public, civic spaces to represent a broader cross-section of the Aggie community.
- **SMP 08-2** - Increase the number of opportunities for campus stakeholders to collaborate on sustainability initiatives.

Voice and Influence Targets

Voice and Influence targets are reported in other sections of this document:

- PE 7 - Develop Athletics spaces to represent a broad cross-section of Athletics' stakeholders.
- IE 1 - Increase and track community service contributions for Athletics staff and student-athletes.

COMMUNITY ENGAGEMENT

EVERGREEN GOAL

Aggies engage across local and state communities, and across national and cultural borders, to advance academic exchange, collaboration, and dialogue.

Service and engagement with the community builds social capital and civic responsibility for individual Aggies as well as the institution as a whole. Texas A&M's Core Value of Selfless Service makes engaging with the community locally and globally an important part of Aggie traditions. In addition to local community service efforts, Texas A&M Athletics organizes service opportunities abroad and during NCAA competition travel.

Student-Athlete Service Trips Abroad

Texas A&M Athletics participates in service and engagement on a global scale by arranging international service learning opportunities for student-athletes. Student-athletes have taken several trips to Haiti and the Dominican Republic to serve the local communities through activities such as rebuilding homes, providing water purifiers, and engaging with local children through sport. Through these trips, student-athletes also expand their collaboration outside of their respective teams to work with other student-athletes they do not typically interact with.

Athletics is pursuing providing a study abroad opportunity for class credit specific to student-athletes to further external engagement across national and cultural borders. This can be challenging due to the demanding schedules of a collegiate athlete, but the anticipated benefits and social impacts offer a compelling argument in favor of this idea.

Service During NCAA Competition Travel

Texas A&M Athletics has increased civic responsibility and engagement through experiential learning for our teams when traveling for NCAA competitions. Traveling across the country for sport provides opportunities for our student-athletes and staff to visit historical landmarks and learn from various leaders located outside of Bryan-College Station. Though team travel is typically very busy with little flexibility, strategic planning to community sites are evaluated as a possibility depending on the competition location and duration of the trip.

Aggie Commitment Social & Community Engagement

Community service opportunities for staff are mainly coordinated by the Social & Community Engagement (SCE) group within The Aggie Commitment. TAC aims to develop and implement plans and strategies to increase equity and maintain an environment of inclusiveness within not only the Athletics community but also the Bryan-College Station community. Their efforts focus on engaging with minority-owned businesses, participating in community service events that support underrepresented populations, and providing opportunities to staff for fellowship and to deepen relationships to learn to appreciate each other beyond a professional level.

External Engagement Target

An External Engagement target is reported in other sections of this document:

- IE 1 - Increase and track community service contributions for Athletics staff and student-athletes

Relates to:

- **SMP SS - External Engagement Section**



INSTITUTIONAL EFFORTS



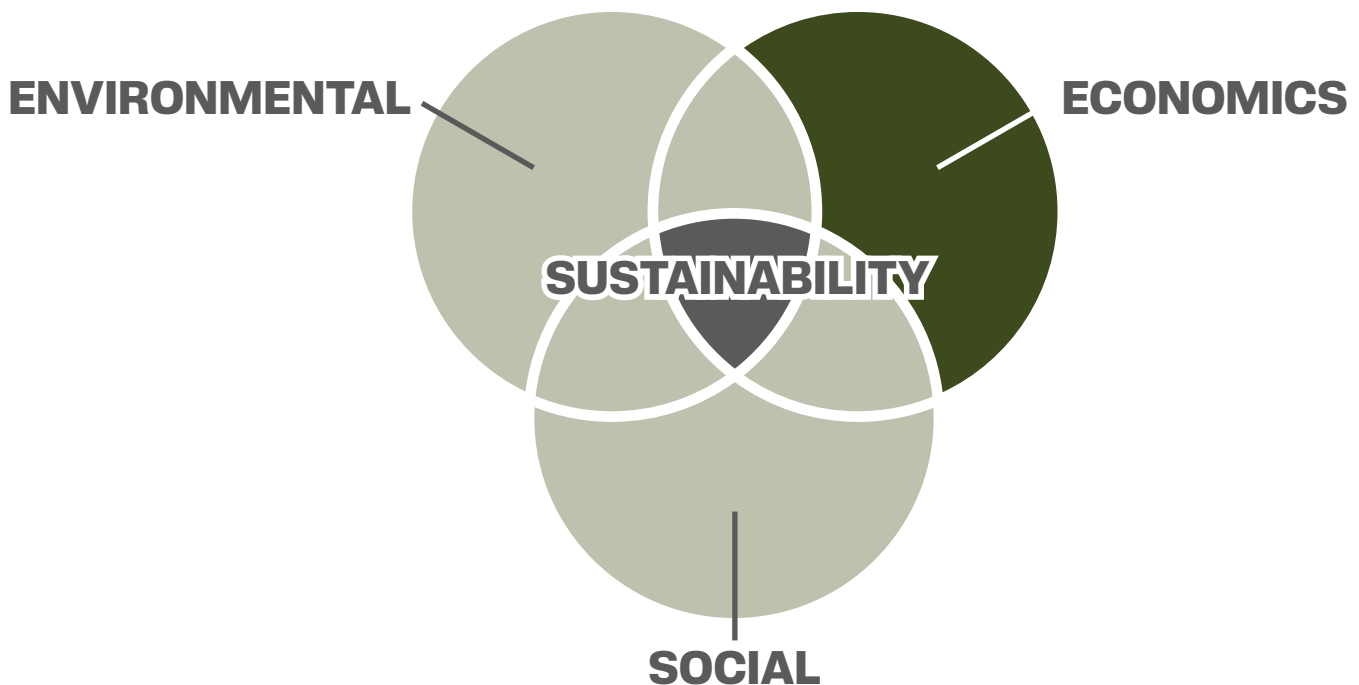


INSTITUTIONAL EFFORTS

Institutional Efforts fall primarily under the economic pillar of sustainability and refer to actions taken to achieve the goals and objectives of this sustainability master plan. The economic pillar of sustainability strives to create systems that are resilient, inclusive and sustainable by balancing economic growth with social and environmental well-being to support current and future generations. Institutional Efforts can be exhibited in the form of policies, programs, or initiatives.

At Texas A&M Athletics, Institutional Efforts are built and defined around three themes:

- Education, Outreach, and Engagement
- Administrative Support
- Instruction and Innovation



EDUCATION, OUTREACH, & ENGAGEMENT

Education, Outreach, and Engagement addresses how information about sustainability is shared with Texas A&M Athletics stakeholders including events, websites, social media accounts, fliers, emails, webinars, and word-of-mouth opportunities. To connect information and individuals, it is important to understand who is looking for what information in which locations to ensure these activities are successful. This section addresses the types and quantities of opportunities available for stakeholders to learn about sustainability, serve the community through outreach, and engage with information that deepens the community's sustainability expertise.



EVERGREEN GOAL

Increase the community's knowledge of sustainability to be inclusive of social, economic, and environmental factors while normalizing socially just and resource efficient behaviors.

To increase sustainability literacy, Athletics must increase both the depth of sustainability expertise in individuals and the breadth of the stakeholders reached. To improve efficacy, participation-focused targets will validate that efforts undertaken provide the level and quality of engagement intended.

► TARGET IE 1 - Increase and track community service contributions for Athletics staff and student-athletes.

1806

Baseline

1896

Short Term

2100

Medium Term

Number of Community Service Hours or Hours Equivalent

Student-Athlete Engagement (SAE) is a unit within the Center for Student-Athlete Services that works to educate, equip, and empower Aggie student-athletes through personalized interactions and dynamic and engaging programming focusing on the areas of leadership, career development, personal growth, and selfless service. Team and individual community service is a requirement through SAE for student-athletes so that they are participating in the Aggie Core Value of selfless service, while also making an impact on the local community. Through the continued efforts of SAE, the number of student-athletes who completed at least one community service event has steadily increased year to year. This increase in service participation exposes more student-athletes to the local communities and their variety of needs. They are working with different populations and experiencing how their time and work can make a direct impact on someone who is in need. This paired with professional development through the SAE programming ensures that Athletics is preparing student-athletes to lead and serve after their athletic careers are completed.

Community service opportunities for staff are mainly coordinated by the Social & Community Engagement (SCE) group within The Aggie Commitment. SCE's purpose is to "to create impactful opportunities that allow our staff and student-athletes to engage with each other as well as with the campus and local communities through service projects and strategic partnerships and relationships." Their efforts focus on engaging with minority-owned businesses, participating in community service events that support underrepresented populations, and providing opportunities to staff for fellowship and to deepen relationships to learn to appreciate each other beyond a professional level.

How will we do it?

- Provide guidance to student-athletes on opportunities to support the Bryan/College Station community individually and through team service projects.
- Work to build relationships between Athletics staff members and minority-owned businesses, especially businesses owned by former letterwinners.
- Leverage existing relationships to increase Athletics' civic engagement within Bryan/College Station.
- Be intentional in the opportunities developed to strengthen staff relationships and teamwork.
- Expand the message and impact of The Aggie Commitment.

Relates to:

- **08-2** - Increase the number of opportunities for campus stakeholders to collaborate on sustainability initiatives.
- **08-3** - Report hours of community service per full time equivalent.
- **SS 6** - External Engagement

▶ TARGET IE 2 - Develop and implement a comprehensive communications strategy for sustainability initiatives.

TIMELINE: CONTINUOUS - LONG-TERM

Collegiate athletic departments are considered the “front porch” of their universities. This prominent visibility provides opportunities for storytelling, demonstrating impact, and engagement. The considerable reach Texas A&M Athletics has to a variety of different audiences begets a responsibility to not only to embrace sustainability within its operations but also to communicate that commitment in an effort to encourage individual behavior change within those audiences. Texas A&M Athletics has numerous communication tools and avenues at its disposal that can be expanded to include sustainability outreach to advance the goals, targets, and actions of this sustainability plan.

How will we do it?

- Develop and initiate a communications plan, customized per target audience, focused on educating and engaging all stakeholders with sustainability content.
- Collaborate with University Marketing & Communications to create new sustainability collateral.
- Work with Athletic Communications to publicly communicate and amplify the work being done within Athletics and throughout campus as well as the impact this work will have.
- Work with Texas A&M Sports Properties and Marketing to identify existing assets that could incorporate sustainability initiatives to enhance all brands.
- Seek to generate messaging campaigns that normalize and embrace sustainability initiatives.
- Utilize educational signage standards developed by the University to provide consistency in sustainability messaging where feasible.
- Integrate the University’s Sustainability Mark where applicable to demonstrate sustainability features in and around Athletics facilities.



RESPECT. PROTECT. PRESERVE.

Relates to:

- **SMP - 08-4** - Develop all the outreach collateral types recognized by STARS to better address communication needs.



ADMINISTRATIVE SUPPORT

Coordinated policies, processes, and procedures amplify individual efforts to achieve sustainable outcomes. This section addresses how Athletics' purchasing, reporting, and staffing help achieve the broad range of goals and targets articulated across this plan. Athletics leadership drives these efforts with their support of the process and desire to create systems that develop habits and actions in support of sustainability efforts within Athletics and on campus.



EVERGREEN GOAL

Develop and implement policies and practices that institutionalize sustainability efforts.

When Aggies make sustainable purchasing and operations decisions, it significantly influences how local supply chains operate because the Aggie community is so large. Making these practices more continuous will increase sustainability's momentum on campus and beyond and ensure that Texas A&M's Leadership and Excellence in sustainability do not ebb and flow with time but are maintained consistently as part of Aggieland's legacy.

▶ **TARGET IE 3 - Leverage Athletics purchasing dollars to advance a sustainable supply chain.**

TIMELINE: CONTINUOUS - LONG-TERM

Texas A&M Athletics recognizes the considerable purchasing power it possesses and strives to make responsible decisions when purchasing goods and services. Environmentally preferred purchasing (EPP) programs are becoming a major focus in industries across the world, and Texas A&M Athletics commits to exploring establishing an EPP to complement and enhance operations. These programs involve the purchase of goods and services that have a lesser or reduced negative effect and/or increased positive effect on human health and the environment, when compared with competing products that serve the same purpose. Using these products creates markets for processed and used materials, thus conserving natural resources and energy.

How will we do it?

- Identify opportunities for purchasing modifications.
- Engage relevant stakeholders in establishing environmentally preferred procurement standards with clear policies and goals.
- Develop language to utilize in the solicitation process that emphasizes to suppliers Texas A&M Athletics' commitment to sustainability in procurement.
- Develop language to utilize in procurement contracts that provides accountability for suppliers to uphold the sustainability standards of the purchasing agreement.
- Request vendor presentations about their sustainability products and practices, if available, during the RFP process.

Relates to:

- **SMP - 09-1** - Leverage institutional purchasing dollars to advance a sustainable supply chain.

Fair Trade Campus

In August 2017, Texas A&M joined the University Fair Trade Resolution to support food and beverage product purchases that prioritize environmentally respectful, socially equitable growing, harvesting, and trading practices. Chartwell's, Texas A&M's on-campus dining services provider, facilitates the Fair Trade Resolution standards for Texas A&M, including the Texas A&M Athletics nutrition center. Texas A&M Athletics supports Fair Trade and encourages adoption of these standards across campus and in our own facilities.



► **TARGET IE 4 - Certify Athletics staff and student-athletes through the Aggie Sustainability Alliance.**

5%

Medium Term

12%

Long Term

Percentage of Staff and Student-Athletes Certified

How staff and student-athletes operate in their spaces influences the environmental impact, economic performance, and social equity practices of their communities. The actions below will increase the network of sustainability champions on campus and advance efforts articulated throughout this plan.

How will we do it?

- Annually schedule Aggie Sustainability Alliance presentations during staff meetings and student-athlete orientation.
- Include Aggie Sustainability Alliance information in sustainability-related communications to staff and student-athletes.
- Provide opportunities for staff interested in sustainability to interact and exchange ideas for workplace sustainability.

Relates to:

- **SMP - 09-2** - Certify faculty and staff through the Aggie Sustainability Alliance.

Aggie Sustainability Alliance

The Aggie Sustainability Alliance (ASA) is a campus-wide program that encourages faculty and staff to participate in fostering a culture of sustainability. Individuals, offices, and student organizations are recognized for their voluntary contributions to major sustainable areas such as energy and water use, transportation, food and purchasing, waste minimization, and social sustainability. The online individual certification is the base of the Aggie Sustainability Alliance. All Texas A&M University faculty, staff, and students are encouraged to complete the certification. Once 35% of the individuals in an office or students in a student organization are individually certified, the office can certify through an additional, office/organization-specific checklist. The individual, office, and student recognitions celebrate all three pillars of sustainability.



EVERGREEN GOAL

Align sustainability staffing and funding to the depth and breadth of work being done.

This plan charts a course to increase Texas A&M Athletics' achievements in sustainability and to support the campus SMP, but to succeed, staffing and funding resources must scale accordingly. Operational efficiency is critical to making the most of the University's resources.

- ▶ **TARGET IE 5 - Increase the number of staff positions that include sustainability-related objectives as part of their responsibilities.**



Including sustainability-related objectives in job responsibilities is important to ensure continuity in Athletics' sustainability efforts. Currently, there is only one position within the Athletics department that specifically includes sustainability in its job description - the Associate Athletics Director, Facilities, Operations and Sports Fields. The vision of Texas A&M Athletics, that "the home of the 12th Man is the pinnacle in opportunities realized through sports: championships won, diplomas earned, leaders equipped and launched to impact the world," complements the purpose of sustainability at Texas A&M, "to respect, protect, and preserve the financial, environmental, and people resources that make Texas A&M and our community so great, not only for today, but also for future generations of Aggies."

The breadth and depth of this sustainability plan is such that we envision a future where, to some degree, each Athletics staff member should have a sustainability-related objective as part of their job responsibilities. Listed in the Plan at a Glance at the end of this document, Key Players from all departments within Athletics are designated to support some combination of goals. There is no expectation that every staff member will be a champion of this entire sustainability plan, but through embodying the Aggie Core Values of Leadership and Selfless Service, we can expect each staff member to do their part to support this plan.

How will we do it?

- Advocate for formalizing sustainability-related objectives in job descriptions.
- Create a process that prioritizes sustainability education and engagement for staff so that they may best understand how their position can contribute to the success of this plan en route to formalized adoption into their job descriptions.

Relates to:

- **SMP - 09-3** - Increase the number of staff positions that include sustainability-related objectives as part of their responsibilities.

"It is very exciting for A&M Athletics to embark and invest on such an amazing initiative. The Athletics Sustainability Master Plan will continue to keep the A&M Athletics department aligned as an industry leader while contributing to our community through focused effort and innovation. And the support of thoughtful leadership will allow our team to have a greater impact on society."

David A. Taylor, Director - Athletics Facilities and Operations

INSTRUCTION AND INNOVATION

Texas A&M Athletics endeavors to provide student-athletes with opportunities to develop through personalized interactions and dynamic and engaging programming focused on educating, equipping, and empowering student-athletes to gain the experience, knowledge, confidence, and connections for life after sports. Because sustainability-related courses and research touch most University departments, sustainability is an embedded part of the Aggie experience. Texas A&M provides opportunities for students to equip themselves with the knowledge necessary to make positive impacts on the global challenges facing the Aggie community, Texas, the nation, and beyond.



EVERGREEN GOAL

Produce sustainability-literate graduates from all fields of study and Athletics staff who are competitive additions to the workforce and society.

- ▶ **TARGET IE 6 - Develop sustainability education opportunities for Athletics staff and student-athletes.**

5

Short Term

Instances of Sustainability Education Provided

12

Medium Term

How will we do it?

- Develop sustainability content for the on-boarding process for new staff.
- Include sustainability information in regularly scheduled Athletics communications.
- Deliver sustainability programming to student-athletes on a consistent basis.
- Identify a student-athlete led sustainability position within a student-athlete organization.
- Regularly survey staff and student-athletes to gauge their sustainability literacy.

Relates to:

- **SMP - 10-1** - Increase availability of undergraduate and graduate courses on or related to sustainability.
- **SMP - 10-2** - Increase departments offering courses on or related to sustainability.

- ▶ **TARGET IE 7 - Increase the percentage of student-athletes who take a course with a sustainable learning outcome.**

40%

Baseline

45%

Medium Term

55%

Long Term

Percentage of Student-Athletes Taking Courses with Sustainable Learning Outcomes

How will we do it?

- Educate the Center for Student-Athlete Services and student-athletes about what sustainable learning outcomes are and which classes offer them.

Relates to:

- **SMP - 10-3** - Increase the percentage of students who take a course with a sustainable learning outcome.

How Courses Identify as having Sustainability Content in AASHE STARS Tracking

The Office of Sustainability audits each course's syllabus to determine if it has sustainability content. The audit includes searching the term 'sustainability' and related terms, as well as determining if the course covers environmental, economic, or social issues related to sustainability. The entire list of search terms and contributing courses and departments can be found [here](#).

▶ TARGET IE 8 - Increase the number of Athletics facilities with technology to aid those with disabilities.

TIMELINE: CONTINUOUS - LONG-TERM

All Athletics facilities adhere to the accessible design standards mandated by the Americans with Disabilities Act of 1990 and subsequent amendments. Equal rights and disability legislation prohibits discrimination on the basis of disability. Accessible design standards promote compliance with this legislation by providing designers with specifications and minimum requirements.

Universal Design is a strategy for making products, environments, operational systems, and services welcoming and usable to all members of a community, regardless of age, disability, or other factors. Using Universal Design means taking into account the broad range of abilities, ages, reading levels, learning styles, languages, and cultures in their distinct workforce and customer base. It adheres to the principles of: equitable use, flexibility in use, simple and intuitive, perceptible information, tolerance for error, low physical effort, and size and space for approach and use. The goals of Universal Design are: body fit, comfort, awareness, understanding, wellness, social integration, personalization, and cultural appropriateness.

Texas A&M Athletics recognizes the importance of Universal Design in ensuring all student-athletes, staff, and guests have an exceptional experience while in and at Athletics facilities and events.

How will we do it?

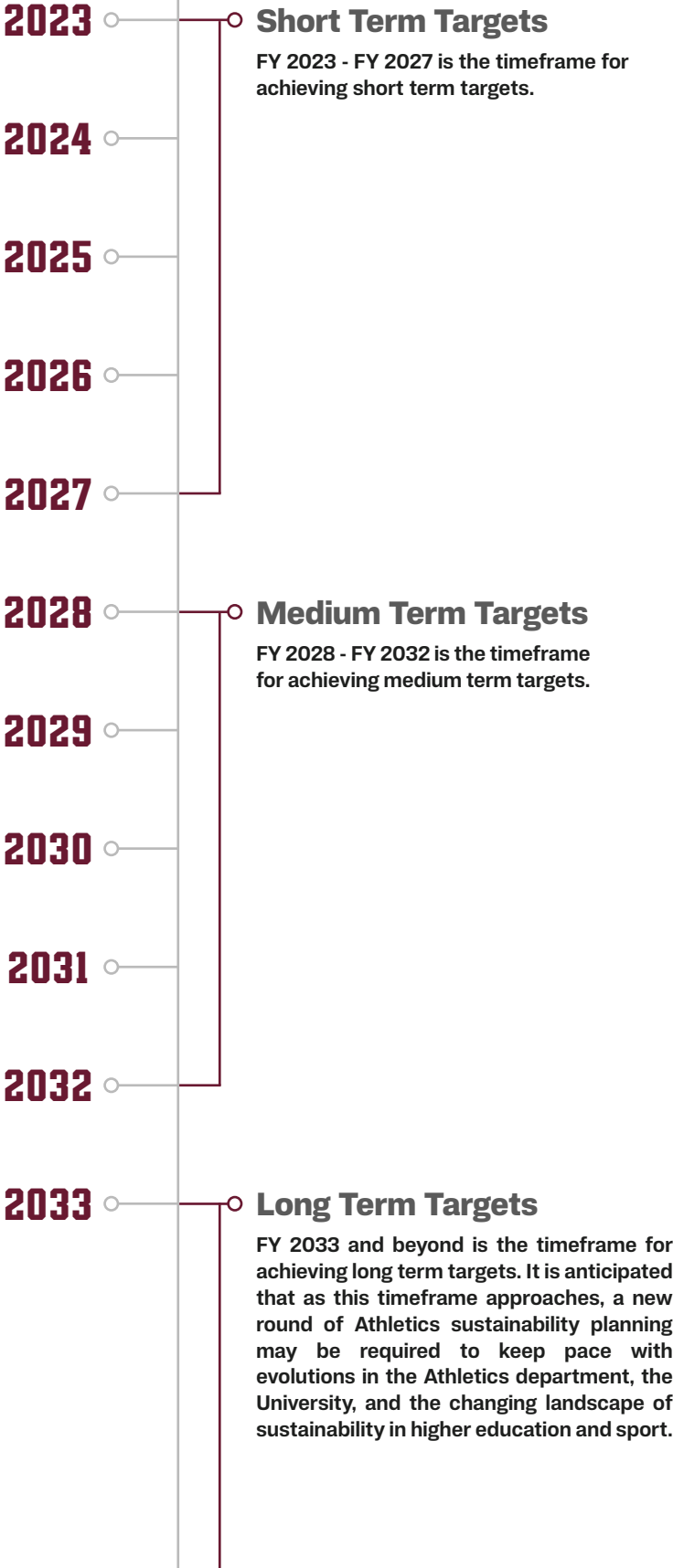
- Inventory existing Athletics facilities to evaluate for Universal Design.
- Unlimited physical access (ramps, accessible signage, lighting, and noise adjustments).
- Accessible technology (assistive technology such as screen readers, listening units, hearing aid compatible receivers, amplifiers, etc.).
- Investigate feasibility of adoption of Universal Design strategies into existing buildings.
- Incorporate Universal Design when building new facilities.

Relates to:

- **SMP - 10-5** - Increase the number of university classrooms that include technology to aid those with disabilities.
- **SMP - SS** - Voice and influence



SUSTAINABILITY TIMELINE FOR TARGETS

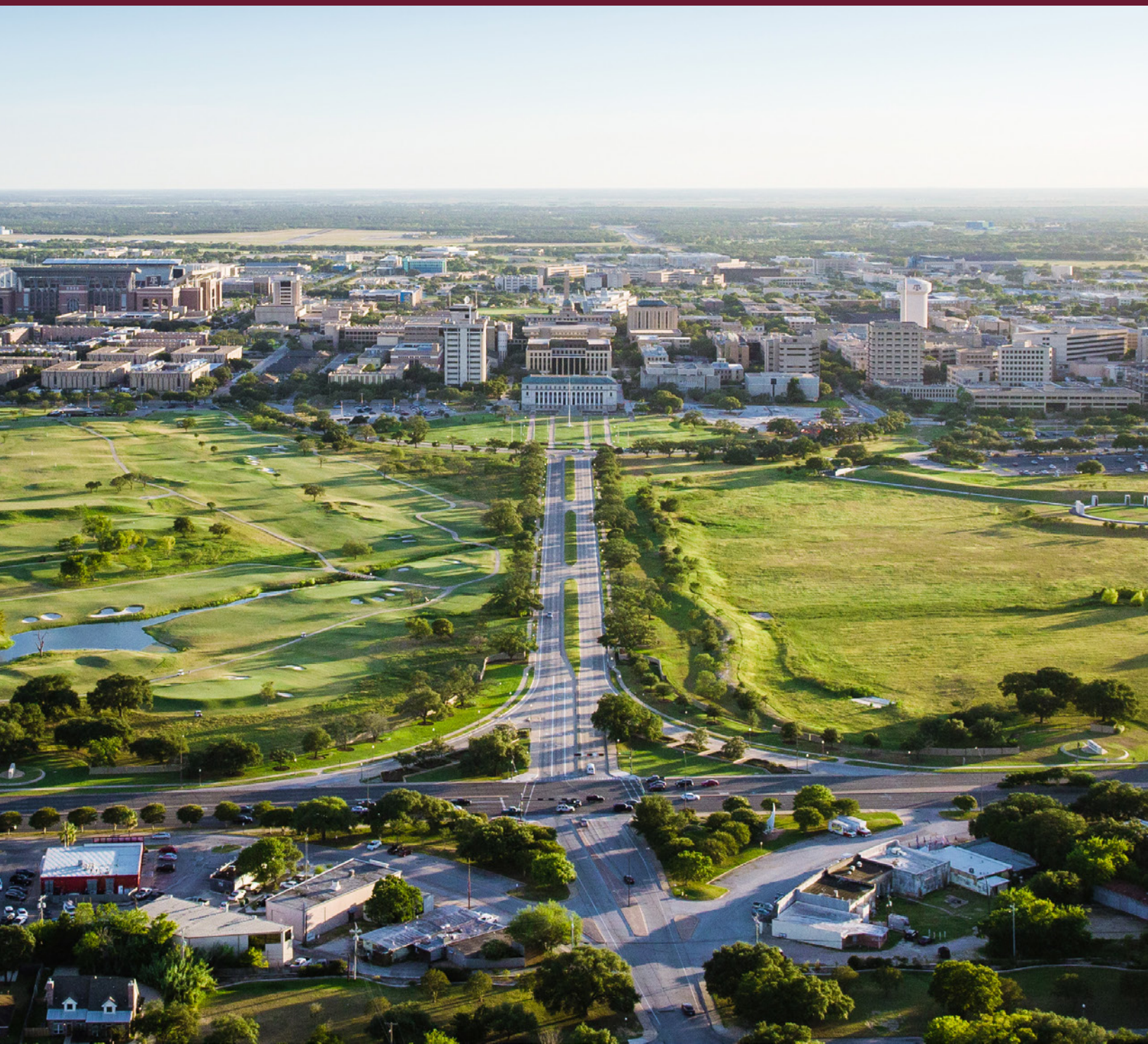


TEXAS A&M ATHLETICS SUSTAINABILITY MASTER PLAN

PLAN AT A GLANCE



The Athletics Sustainability Master Plan is a comprehensive strategic document that outlines what metrics the Athletics department intends to pursue to advance its sustainability endeavors, who is most likely to lead and support in advancing actions towards meeting those targets, on what timeline those targets should be advanced, and why the targets in this plan are important. For easy reference, the Plan at a Glance summarizes every evergreen goal, target, metric, and action contained in the Athletics Sustainability Master Plan. The Plan at a Glance is an executive summary of the Athletics Sustainability Master Plan and is intended to support discussions about progression towards meeting targets.



PLAN OVERVIEW

How This Plan Is Structured and Will Be Implemented

Each target includes measurable milestones on variable timelines. Baseline data are identified by year, with many targets drawing their baseline data from Texas A&M Athletics 2021-2022 operations (FY 2022). Targets for future achievements are broken into short-, medium-, and long-term timeframes to provide resilience to this document and accommodate unforeseen opportunities that may arise in intervening years. The timeframes identified per target can vary. It is anticipated that efforts to advance the targets of this plan are constantly evolving. The definitions of the timeframes are:

SHORT TERM = FY2023 - FY2027
MEDIUM TERM = FY2028 - FY2032
LONG TERM = FY2033 & BEYOND

**Texas A&M University operates on a fiscal year from September 1st-August 31st. The year listed indicates when the fiscal year ends e.g. FY 2023 is from September 1, 2022-August 31, 2023*

The Plan at a Glance is a summary table identifying every evergreen goal, target, and action described by the plan. This summary table includes Key Players and will support progress check-ins on how the implementation of the Athletics Sustainability Master Plan is going.

Theme

EVERGREEN GOAL: xxx			
NO.	TARGET	ACTIONS	KEY PLAYERS
X	[Target] • [Metric]	[Action] •	[Key Player] •

Focus Area: The Athletics Sustainability Master Plan is organized based on four focus areas (Physical Environment, Waste Management, Social Sustainability, and Institutional Efforts.) These focus areas were established from the three pillars of sustainability (Environment, Social, and Economic) and were the starting point for conversations when developing this plan.

Theme: Each focus area includes a number of themes that advance the progression of this plan. Some themes were adopted from the 2018 SMP; others were created specifically for this plan.

Evergreen Goal: Within each theme, there are one or more evergreen goals which are long-term milestones. These evergreen goals are visionary and will likely be aligned with Texas A&M Athletics' sustainability initiatives in perpetuity.

Targets: Under each evergreen goal, there are one or more targets, or measurable objectives, set to a timeline that will advance the Athletics Sustainability Master Plan. The baseline year is most often FY 2022 but can vary depending on the quality of base data available. In some cases, no base data was available, creating a few targets that require baseline data to be set as the target is pursued.

Metrics: Each target is measurable and therefore has a metric associated with it. Metrics and their timelines for achievement have been established by the working groups.

Actions: Each target includes proposed actions to pursue on the path towards achieving the targets. The actions presented in the Plan at a Glance are summary information only. More detailed information can be found in the corresponding chapter of this Athletics Sustainability Master Plan. Some actions are associated with multiple targets, while some actions are associated with only one target.

Key Players: The key players listed are the parties who will most influence the successful achievement of each target and are closely connected to the actions listed. Unless otherwise noted, the departments listed are those within Athletics. Key Players outside of Athletics are specified accordingly. 12th Man Sustainability, a cross-functional team within the Athletics department, will be integrally involved in the execution of this plan and will guide, support, and coordinate stakeholders in Texas A&M Athletics' journey toward a more sustainable future. Contributions from stakeholders across the Aggie community, however, are key to the success of many actions in this plan. Every Aggie has a role to play in the plan's implementation.

PHYSICAL ENVIRONMENT GOALS

Energy Use and Greenhouse Gas Emissions

EVERGREEN GOAL: Achieve a 50% reduction in greenhouse gas emissions by 2030; achieve net-zero emissions by 2050.			
NO.	TARGET	ACTIONS	KEY PLAYERS
1	<p>Decrease Athletics energy use intensity.</p> <p>145 138 127 Baseline Short Term Long Term Athletics Energy Use Intensity (kbtu/sf/year)</p>	<p>Athletics can decrease energy use by:</p> <ul style="list-style-type: none"> Increasing existence of and effectiveness of air-side heat recovery. Updating building automation systems. Participating in the campus energy performance improvement program. Implementing post-event close out procedures. Communicating system feedback to end users. Meaningfully integrating exterior shading solutions, such as that provided by trees or architectural features. Installing window film to reduce solar radiation. <p>Aggies can cut energy use by:</p> <ul style="list-style-type: none"> Turn off the lights when exiting a room. Turn off and unplugging devices prior to extended campus breaks. Keep exterior doors closed. 	<p>Led by:</p> <ul style="list-style-type: none"> Facilities and Operations Capital Projects Event Operations Utilities and Energy Services (University)
2	<p>Decrease Scope 1 and Scope 2 greenhouse gas emissions from Athletics operations.</p> <p>ESTABLISH -5% -12% BASELINE Short Term Medium Term 2024 Metric Tons of Carbon Dioxide Equivalent (MTCO₂) of all Athletics' buildings</p>	<ul style="list-style-type: none"> Create a baseline for Athletics' greenhouse gas emissions during the baseline year (FY 2022). Investigate strategies to minimize peak demand to maximize opportunities for on-campus production to meet energy needs. Investigate strategies to increase capacity for on-campus energy production. Replace equipment that is past its industry recommended service life. Tie into existing campus district chill and hot water systems. Manage utility usage immediately in new construction. Investigate carbon offsets as a way to compensate for unavoidable energy consumption. Quantify the economic impact of hosting home competitions and/or traveling for away competitions. 	<p>Led by:</p> <ul style="list-style-type: none"> Facilities and Operations Utilities and Energy Services (University) <p>Supported by:</p> <ul style="list-style-type: none"> Capital Projects Office of Sustainability (University)
3	<p>Increase the use of renewable energy to power Athletics' operations.</p> <p>5% 10% Medium Term Long Term Percentage of Athletics Electricity Consumption from Renewable Energy</p>	<ul style="list-style-type: none"> Consider structuring appropriately oriented new construction to accommodate solar panels in future. Investigate Power Purchase Agreements (PPAs) as a way to procure on- or off-site renewable energy. Investigate Renewable Energy Certificates (RECs) as a way to increase renewable energy purchases. Examine feasibility of using Athletics facilities to produce on-site renewable energy sources. 	<p>Led by:</p> <ul style="list-style-type: none"> Capital Projects Campus Planning, Design & Construction (University) Facilities and Operations Utilities and Energy Services (University) <p>Supported by:</p> <ul style="list-style-type: none"> Office of Sustainability (University)

Mobility & Transportation

EVERGREEN GOAL: Decrease the quantity and impact of vehicle traffic for daily operational needs.

NO.	TARGET	ACTIONS	KEY PLAYERS
4	<p>Increase the use of alternative transportation methods.</p> <p>111 Baseline <i>Number of Bike Racks Near Athletics Venues</i></p> <p>117 Short Term</p> <p>12 Baseline <i>Number of Electric Vehicle Charging Stations Near Athletics Venues</i></p> <p>24 Long Term</p> <p>108 Baseline <i>Number of Business Permits Sold</i></p> <p>95 Long Term</p> <p>ESTABLISH BASELINE 2024 1:25 Long Term <i>Ratio of Golf Carts in the Athletics Fleet to Athletics Staff Members</i></p>	<ul style="list-style-type: none"> • Decrease the number of business permits sold. • Educate Athletics' audiences about the on-campus transit system and public transportation options to events. • Work with the Texas Transportation Institute to evaluate day-to-day and event-related mobility and transportation methods. • Increase the number of students and staff who commute to campus using something other than a single occupancy vehicle. • Carpool when possible. • Provide incentives to promote more sustainable transportation choices. • Use virtual communication when possible. • Use alternative modes of transit for University travel (train, bus, bicycle, hybrid or electric car, walking). • Work with campus to increase the number of electric vehicle charging stations near Athletics facilities as the number of electric vehicles on campus increases. 	<p>Led by:</p> <ul style="list-style-type: none"> • University Transportation Services • Capital Projects • Facilities and Operations • Event Management • Internal Operations

EVERGREEN GOAL: Operate a fleet that increases the use of advanced technology vehicles.

NO.	TARGET	ACTIONS	KEY PLAYERS
5	<p>Increase the use of alternatively fueled vehicles in the Athletics fleet.</p> <p>22% Current Total <i>Percentage of Alternately Fueled Vehicles in the Athletics Fleet</i></p> <p>25% Medium Term</p> <p>35% Long Term</p>	<ul style="list-style-type: none"> • Future Athletics contracts with sports fields maintenance contractors could encourage an electrified maintenance vehicle fleet. • As fleet vehicles are purchased or replaced upon age-out, Athletics will promote the purchase of alternatively fueled vehicles. • Work with campus to increase the number of electric vehicle charging stations near Athletics facilities as the number of electric vehicles on campus increases. 	<p>Led by:</p> <ul style="list-style-type: none"> • Facilities and Operations • Capital Projects • Office of Sustainability (University) <p>Supported by:</p> <ul style="list-style-type: none"> • Parking & Transportation (University)

Built Environment and Site Design

EVERGREEN GOAL: Deliver the lowest life-cycle cost construction to build, operate, and maintain, decommission through facility performance criteria.

NO.	TARGET	ACTIONS	KEY PLAYERS
6	<p>Develop and adhere to sustainable architectural guidelines for all Athletics construction projects.</p> <ul style="list-style-type: none"> • TIMELINE: CONTINUOUS - LONG-TERM 	<ul style="list-style-type: none"> • Establish facility design guidelines to align with criteria stated in various building certifications and standards e.g. LEED, SITES, WELL, and ISO. • Revise exterior building envelope guidelines first to maximize long-term energy savings. • Assess interior finishes regarding durability, support for human health, and chemical off-gas minimization. • Explore options to incorporate rainwater cisterns into new construction. • Evaluate construction procurement to prioritize the purchase of local goods as well as those with recycled content, when possible. 	<p>Led by:</p> <ul style="list-style-type: none"> • Capital Projects • Campus Planning, Design & Construction (University) <p>Supported by:</p> <ul style="list-style-type: none"> • Facilities and Operations • Utilities and Energy Services (University) • Office of Sustainability (University)

EVERGREEN GOAL: Deliver the lowest life-cycle cost construction to build, operate, and maintain, decommission through facility performance criteria.

NO.	TARGET	ACTIONS	KEY PLAYERS
7	<p>Develop Athletics spaces to represent a broad cross-section of Athletics' stakeholders.</p> <p style="text-align: center;">2 4 Short Term Medium Term</p> <p style="text-align: center;"><i>Number of Spaces (Interior/Exterior) Developed</i></p>	<ul style="list-style-type: none"> Select artwork and commission artists from diverse backgrounds. 	<p>Led by:</p> <ul style="list-style-type: none"> Administration and Engagement Capital Projects <p>Supported by:</p> <ul style="list-style-type: none"> Facilities and Operations Campus Planning, Design & Construction (University)
8	<p>Decrease potable water consumption within Athletics facilities.</p> <p style="text-align: center;">ESTABLISH -5% -12% BASELINE Short Term Medium Term 2023</p> <p style="text-align: center;"><i>Gallons of Water Consumed Annually</i></p>	<ul style="list-style-type: none"> Upgrade building systems and fixtures to support water efficiency. Provide educational materials to Athletics stakeholders on water consumption. Practice water-conserving behaviors. Report leaks as soon as possible. Improve and expand weather and water sensors to better measure the frequency of irrigation's demand. Explore incorporating rainwater cisterns, retention/detention ponds, or any other methods of collecting rainwater for operational use. Transition pop-up spray heads to drip irrigation where possible. Explore purchasing water restoration credits to offset unavoidable water consumption. 	<p>Led by:</p> <ul style="list-style-type: none"> Sports Fields <p>Supported by:</p> <ul style="list-style-type: none"> Facilities and Operations Agrilife - Turfgrass (University)

EVERGREEN GOAL: Deliver biodiverse, connective landscapes that integrate campus lands into the larger eco-region through site design criteria.

NO.	TARGET	ACTIONS	KEY PLAYERS
9	<p>Maintain the percentage of Athletics sports fields managed with Integrated Pest Management strategies.</p> <p style="text-align: center;">100% 100% 100% Baseline Medium Term Long Term</p> <p style="text-align: center;"><i>Percentage of Athletics Sports Fields Managed with IPM Strategies</i></p>	<ul style="list-style-type: none"> Engage Athletics Sports Fields staff to ensure productsspecified can be maintained with IPM chemicals. Continued training and education for staff members to ensure they are up-to-date on the most current field management products, tools, and practices available. 	<p>Led by:</p> <ul style="list-style-type: none"> Sports Fields <p>Supported by:</p> <ul style="list-style-type: none"> Facilities and Operations SSC - Grounds (Partner) Agrilife - Turfgrass (University)

WASTE MANAGEMENT GOALS

Waste Minimization

EVERGREEN GOAL: Take action to reduce the amount of total waste being generated through Athletics operations.			
NO.	TARGET	ACTIONS	KEY PLAYERS
1	<p>Reduce the total weight of non-construction waste.</p> <p>ESTABLISH BASELINE 2024</p> <p>-5% Medium Term -12% Long Term</p> <p><i>Tons of Non-Construction Waste Generated Annually at Events</i></p> <p>ESTABLISH BASELINE 2024</p> <p>-12% Medium Term -18% Long Term</p> <p><i>Tons of Non-Construction Waste Generated Annually During Day-to-Day Operations</i></p>	<p>The actions listed below are aimed at day-to-day operations:</p> <ul style="list-style-type: none"> • Conduct various waste audits then set specific targets focusing on areas that need improvement. • Create customized outreach and education plans for staff and student-athletes who generate waste on a day-to-day basis in Athletics facilities. • Refrain from using single-use goods. • Reuse refillable hot and cold beverage containers. • Print double-sided to reduce paper waste. • Dine with durable silverware and plates. • Explore incorporating reusable takeout containers in the Athletics performance nutrition center. • Digitize documents where possible. • Bring lunch to campus in reusable containers. • Double-checking print jobs for errors before sending them to print. 	<p>Led by:</p> <ul style="list-style-type: none"> • Facilities and Operations • Performance Nutrition • Levy (Partner) • SSC - Custodial (Partner) • Brazos Valley Recycling (Vendor) <p>Supported by:</p> <ul style="list-style-type: none"> • Office of Sustainability (University) • Utilities and Energy Services (University)
2	<p>Increase the number of opportunities for Athletics stakeholders to donate or recycle electronic waste.</p> <p>6 Baseline 12 Long Term</p> <p><i>Number of Collection Points or Events for Batteries and E-waste</i></p>	<ul style="list-style-type: none"> • Establish permanent collection points for e-waste throughout Athletics facilities, focusing on high occupancy office areas. • Coordinate collection opportunities during sporting events to provide fans with a way to dispose of their e-waste items appropriately. • Educate all relevant stakeholders about how to dispose of e-waste and the importance behind disposing of it properly. • Work with Environmental Health and Safety (EHS) to ensure Athletics is following proper collection and disposal protocols. • Swap from alkaline to rechargeable batteries where possible. 	<p>Led by:</p> <ul style="list-style-type: none"> • Facilities and Operations • Information Technology <p>Supported by:</p> <ul style="list-style-type: none"> • Office of Sustainability (University) • Surplus / Logistics (University)
3	<p>Increase the opportunities for Athletics stakeholders to donate or recycle durable goods.</p> <p>3 Baseline 6 Medium Term 12 Long Term</p> <p><i>Number of Collection Points for Durable Goods</i></p>	<ul style="list-style-type: none"> • Establish consistent collection points for durable goods throughout Athletics facilities, focusing on high occupancy office areas. • Support collection campaigns for durable goods led by student-athletes in their study areas. • Work with Campus Surplus Property to create a system for Athletics durable goods donations and sales. • Coordinate collection opportunities during sporting events to provide fans with a way to dispose of their durable goods appropriately. • Educate all relevant stakeholders about how to dispose of durable goods in the community and the importance of upcycling durable goods. • Support and publicize campus durable goods donations opportunities. 	<p>Led by:</p> <ul style="list-style-type: none"> • Administration and Engagement • Facilities and Operations <p>Supported by:</p> <ul style="list-style-type: none"> • Event Management

Zero Waste

EVERGREEN GOAL: Achieve zero waste to landfill by 2050.			
NO.	TARGET	ACTIONS	KEY PLAYERS
4	<p>Increase composting throughout Athletics operations.</p> <p>4 Baseline 6 Short Term 11 Medium Term Number of Athletics Venues Engaged in Event-Related Composting</p> <p>2 Baseline 9 Medium Term 17 Long Term Number of Athletics Venues Engaged in Day-to-Day Composting</p>	<ul style="list-style-type: none"> • Convene a zero waste working group with relevant stakeholders to establish and implement a zero waste management plan. • Create customized outreach and education plans for each of the various stakeholder groups (staff, vendors, student-athletes, fans) who participate in waste management practices. • Deliver detailed training to waste management staff on how to appropriately dispose of compost. • Work with our waste haulers to determine compost hauling options and maintain strong contract language and oversight. • Provide appropriate quantity and size of compost bins in each area of compost collection. • Seek partnerships with campus agricultural entities who study or utilize compostable materials in their operations. • Install consistent signage both front and back of house to improve education on composting. • Work with our third party food service contractor to adjust packaging where possible and maintain strong contract language and oversight. 	<p>Led by:</p> <ul style="list-style-type: none"> • Facilities and Operations <p>Supported by:</p> <ul style="list-style-type: none"> • Levy (Partner) • Brazos Valley Recycling (Vendor) • SSC - Custodial (Partner) • All Aggies • Utilities and Energy Services (University)
5	<p>Maintain 100% diversion of landscape wastes from landfill.</p> <p>100% Baseline 100% Medium Term 100% Long Term Percentage of Landscape Waste Diverted from Landfill</p>	<ul style="list-style-type: none"> • Ensure continued appropriate training for sports field staff on landscape diversion methods. • Explore opportunities to sell or donate compost in the local community if our landscape waste exceeds the needs of campus. 	<p>Led by:</p> <ul style="list-style-type: none"> • Sports Fields <p>Supported by:</p> <ul style="list-style-type: none"> • SSC - Grounds (Partner) • Agrilife - Turfgrass (University)
6	<p>Increase diversion rates from non-construction waste.</p> <p>ESTABLISH BASELINE 2024 70% Short Term >90% Medium Term Diversion Rate of Non-Construction Waste at Events</p> <p>ESTABLISH BASELINE 2024 65% Medium Term >90% Long Term Diversion Rate of Non-Construction Waste for Day-to-Day Operations</p>	<ul style="list-style-type: none"> • Convene a zero waste working group with relevant stakeholders to establish and implement a zero waste management plan. • Create customized outreach and education plans for each of the various stakeholder groups (staff, vendors, student-athletes, fans) who participate in waste management practices. • Provide detailed training to waste management staff on how to appropriately dispose of all waste streams. • Increase capacity to collect data that tracks the diversion rate. • Conduct various waste audits then set specific targets focusing on areas that need improvement. • Provide appropriate quantity and size of waste receptacles in all areas of all Athletics facilities. 	<p>Led by:</p> <ul style="list-style-type: none"> • Facilities and Operations • Performance Nutrition <p>Supported by:</p> <ul style="list-style-type: none"> • Levy (Partner) • Brazos Valley Recycling (Vendor) • SSC - Custodial (Partner) • Utilities and Energy Services (University) • All Department Employees
7	<p>Increase construction waste diversion from landfill.</p> <p>ESTABLISH BASELINE 2023 >90% Long Term Construction Waste Diversion Rate</p>	<ul style="list-style-type: none"> • Set waste diversion expectations with all stakeholders involved in construction projects. • Work with our waste hauler to provide sufficient waste hauling support and maintain strong contract language and oversight. 	<p>Led by:</p> <ul style="list-style-type: none"> • Capital Projects • Campus Planning, Design & Construction (University) <p>Supported by:</p> <ul style="list-style-type: none"> • Facilities and Operations

SOCIAL SUSTAINABILITY GOALS

Student Success

EVERGREEN GOAL: Aggies demonstrate and promote an environment that welcomes, supports, and nurtures everyone's success.			
NO.	TARGET	ACTIONS	KEY PLAYERS
1	Continue to improve student success rates. • TIMELINE: CONTINUOUS - LONG-TERM	<ul style="list-style-type: none"> • Provide support to student-athlete organizations. • Continued support and programming within the Center for Student-Athlete Services. • Continued support and programming for first year student-athletes. • Provide support to students with learning concerns. • Offer readily available opportunities for academic enrichment such as honors courses, study abroad experiences, interdisciplinary curricula, internships, cooperative education, and research experiences. • Deliver services and support systems such as supplemental instruction or tutoring, tuition and financial assistance, scholarships, counseling and career services, mentorship opportunities, and a safe, welcoming environment. 	Led by: <ul style="list-style-type: none"> • Center for Student-Athlete Services Supported by: <ul style="list-style-type: none"> • Coaches and Team Staff

Health & Wellness

EVERGREEN GOAL: Aggies maintain their health and wellness by taking care of the body, engaging the mind, and nurturing the spirit to improve their quality of life.			
NO.	TARGET	ACTIONS	KEY PLAYERS
2	Provide highest level of care to meet staff needs. • TIMELINE: CONTINUOUS - LONG-TERM	<ul style="list-style-type: none"> • Seek to create equitable access to Athletics' exercise spaces and locker rooms. • Create a safe environment for staff to operate. • Maintain Athletics' partnership with Living Well. • Increase availability of professional and personal development programs, classes, and events. • Increase awareness and availability of resources to assist in employee wellness. 	Led by: <ul style="list-style-type: none"> • Human Resources • Administration and Engagement

MACRO TARGET (relates to Targets SS 3, SS 4, SS 5): Provide the highest level of care to meet student-athlete needs

NO.	TARGET	ACTIONS	KEY PLAYERS
3	<p>Enhance availability of resources positioned to meet student-athlete physical health needs.</p> <p>1:27 Baseline <i>Ratio of Clinical Staff to Student-Athletes</i></p> <p>1:22 Long Term</p> <p>ESTABLISH BASELINE Short Term +10% CONTINUOUS, PER YEAR Long Term</p> <p><i>Average Professional Certifications Held by Clinical Staff</i></p> <p>10 Current <i>Quantity of Dedicated Medical Facilities for Student-Athletes Support</i></p>	<ul style="list-style-type: none"> • Ensure appropriate medical coverage models as well as increased programming of medical services for student athletes. • Provide resources to clinical staff to seek professional certifications and additional training. • Evaluate existing capabilities of Athletics medical facilities. • Institute a communications system designed to distribute and receive information, allowing for transparent feedback, confidential questions, and reporting. 	<p>Led by:</p> <ul style="list-style-type: none"> • Sports Medicine
4	<p>Continue education to student-athletes and increase awareness of mental health services to meet student-athletes' needs.</p> <ul style="list-style-type: none"> • TIMELINE: CONTINUOUS - LONG-TERM <p>1:100 Long Term <i>Ratio of Licensed Clinical Staff to Student-Athletes</i></p>	<ul style="list-style-type: none"> • Maintain funding to ensure quality, dedicated staff. • Continue to increase mental health and psycho-education outreach programs to student-athletes, coaches, and department staff. • Increase student-athlete awareness and acceptance of the broad continuum of mental health as well as the various challenges and mental health difficulties student-athletes may experience. • Create a "Brave Space" for student-athletes to process the stigma that is often attached to mental health concerns and allow student-athletes to connect in a comfortable and supportive environment. • Provide student-athletes with resources, programming, and platforms to continuously learn and grow through increased understanding and knowledge of various topics related to mental health and healthy management of mental health needs. • Encourage student-athletes to serve as active leaders on their teams and in their communities by talking openly about mental health, challenging misconceptions, and helping reduce the stigma that often surrounds mental health. 	<p>Led by:</p> <ul style="list-style-type: none"> • Counseling and Sport Psychology Services
5	<p>Continue education to student-athletes and increase awareness of performance nutrition services to meet student-athletes' needs.</p> <ul style="list-style-type: none"> • TIMELINE: CONTINUOUS - LONG-TERM 	<ul style="list-style-type: none"> • Improve dietician to student-athlete ratio. • Increase the number of learning opportunities for studentathletes to learn about performance nutrition. • Increase efforts to provide healthy food options. • Increase support for vegan, vegetarian, and gluten-free diets. 	<p>Led by:</p> <ul style="list-style-type: none"> • Performance Nutrition

Voice and Influence

EVERGREEN GOAL: Foster a climate that empowers Athletics staff and student-athletes to meaningfully contribute to the organization benefiting all Aggies, Aggieland, and beyond.			
NO.	TARGET	ACTIONS	KEY PLAYERS
6	Increase participation in Athletics' organizational climate and decision-making. <ul style="list-style-type: none"> TIMELINE: CONTINUOUS - LONG-TERM 	<ul style="list-style-type: none"> Provide opportunities for all staff to fellowship and deepen relationships to foster learning and appreciation beyond a working/professional level. Provide support to student-athlete organizations. Maintain Unified Voices platform and increase the number of videos released per year. Reaching out to your representatives within SAAC or University Staff Council. Attend monthly meetings for staff to receive departmental updates and discuss relevant topics. 	Led by: <ul style="list-style-type: none"> Student-Athlete Engagement The Aggie Commitment Administration and Engagement Capital Projects Supported by: <ul style="list-style-type: none"> Student-Athlete Services Coaches Capital Projects Student-Athletes Facilities and Operations Campus Planning, Design & Construction (University)

Community Engagement

EVERGREEN GOAL: Aggies engage across local and state communities, and across national and cultural borders, to advance academic exchange, collaboration, and dialogue.			
NO.	TARGET	ACTIONS	KEY PLAYERS
7	<ul style="list-style-type: none"> Refers to Target IE 1 	Service and engagement with the community builds social capital and civic responsibility for individual Aggies as well as the institution as a whole. Texas A&M's Core Value of Selfless Service makes engaging with the community locally and globally an important part of Aggie traditions. In addition to local community service efforts, Texas A&M Athletics organizes service opportunities abroad and during NCAA competition travel.	Led by: <ul style="list-style-type: none"> Student-Athlete Engagement The Aggie Commitment Supported by: <ul style="list-style-type: none"> Administration Student-Athlete Services Coaches Student-Athletes

INSTITUTIONAL EFFORT GOALS

Education, Outreach, and Engagement

EVERGREEN GOAL: Expand the Aggie community's knowledge of sustainability to be inclusive of social, economic, and environmental factors while normalizing socially just and resource-efficient behaviors.

NO.	TARGET	ACTIONS	KEY PLAYERS									
1	<p>Increase and track the number of community service contributions for Athletics staff and student-athletes.</p> <table border="0" style="width: 100%; text-align: center;"> <tr> <td style="font-size: 24pt;">1806</td> <td style="font-size: 24pt;">1896</td> <td style="font-size: 24pt;">2100</td> </tr> <tr> <td style="font-size: 8pt;">Baseline</td> <td style="font-size: 8pt;">Short Term</td> <td style="font-size: 8pt;">Medium Term</td> </tr> <tr> <td colspan="3" style="font-size: 10pt;">Number of Community Service Hours or Hours Equivalent</td> </tr> </table>	1806	1896	2100	Baseline	Short Term	Medium Term	Number of Community Service Hours or Hours Equivalent			<ul style="list-style-type: none"> • Provide guidance to student-athletes on opportunities to support the Bryan/College Station community. • Work to build relationships between Athletics staff members and minority-owned businesses, especially businesses owned by former letterwinners. • Leverage existing relationships to increase Athletics' civic engagement within Bryan/College Station. • Be intentional in the opportunities developed to strengthen staff relationships and teamwork. • Expand the message and impact of The Aggie Commitment. 	<p>Led by:</p> <ul style="list-style-type: none"> • Student-Athlete Engagement • The Aggie Commitment <p>Supported by:</p> <ul style="list-style-type: none"> • Administration • Student-Athlete Services • Coaches • Student-Athletes
1806	1896	2100										
Baseline	Short Term	Medium Term										
Number of Community Service Hours or Hours Equivalent												
2	<p>Develop and implement a comprehensive communications strategy for all sustainability initiatives.</p> <ul style="list-style-type: none"> • TIMELINE: CONTINUOUS - LONG-TERM 	<ul style="list-style-type: none"> • Develop and initiate a communications plan, customized per target audience, that focuses on educating and engaging all stakeholders with sustainability content. • Collaborate with University Marketing & Communications to create new pieces of sustainability collateral. • Work with Athletic Communications to publicly communicate and amplify the sustainability work being done within Athletics and throughout campus as well as the impact this work will have. • Work with Texas A&M Sports Properties and Marketing to identify existing assets that could incorporate sustainability initiatives to enhance all brands. • Seek to generate messaging campaigns that normalize and embrace sustainability initiatives. • Utilize educational signage standards developed by the University to provide consistency in sustainability messaging where feasible. • Integrate the University's Sustainability Mark where applicable to demonstrate sustainability features around Athletics facilities. 	<p>Led by:</p> <ul style="list-style-type: none"> • Communications • Marketing <p>Supported by:</p> <ul style="list-style-type: none"> • Administration • Facilities and Operations • Texas A&M Sports Properties (Partner) • Kinesiology and Sport Management (University) 									

Administrative Support

EVERGREEN GOAL: Develop and implement policies and practices that institutionalize sustainability efforts.

NO.	TARGET	ACTIONS	KEY PLAYERS
3	<p>Leverage Athletics purchasing dollars to advance a sustainable supply chain.</p> <ul style="list-style-type: none"> TIMELINE: CONTINUOUS - LONG-TERM 	<ul style="list-style-type: none"> Identify opportunities for purchasing changes. Engage relevant stakeholders in establishing environmentally preferred procurement standards with clear policies and goals. Develop language to utilize in the solicitation process that emphasizes to suppliers Texas A&M Athletics' commitment to sustainability in procurement. Develop language to utilize in procurement contracts that provides accountability for suppliers to uphold the sustainability standards of the purchasing agreement. Request vendor presentations about their sustainability products and practices, if available, during the RFP process. 	<p>Led by:</p> <ul style="list-style-type: none"> Internal Operations <p>Supported by:</p> <ul style="list-style-type: none"> Facilities Levy (Partner) Performance Nutrition Texas A&M Sports Properties (Partner) Coaches Sport Directors of Operations
4	<p>Certify Athletics staff and student-athletes through the Aggie Sustainability Alliance.</p> <p style="text-align: center;"> 5% 12% <small>Medium Term Long Term</small> <i>Percentage of Staff and Student-Athletes Certified</i> </p>	<ul style="list-style-type: none"> Annually schedule Aggie Sustainability Alliance presentations during all staff meetings and student-athlete orientation. Include Aggie Sustainability Alliance information in sustainability-related communications to staff and student-athletes. Provide opportunities for staff interested in sustainability to interact and exchange ideas for workplace sustainability. 	<p>Led by:</p> <ul style="list-style-type: none"> Administration and Engagement Student-Athlete Services <p>Supported by:</p> <ul style="list-style-type: none"> Administration Coaches Sport Directors of Operations

EVERGREEN GOAL: Align sustainability staffing and funding to the depth of breadth of work being done.

NO.	TARGET	ACTIONS	KEY PLAYERS
5	<p>Increase the number of staff positions that include sustainability-related objectives as part of their responsibilities.</p> <p style="text-align: center;"> 0.4% 8% 50% 100% <small>2023 Medium Term Long Term Long Term</small> <i>Percentage of Staff Positions That Include Sustainability as Part of Job Responsibilities</i> </p>	<ul style="list-style-type: none"> Advocate for formalizing sustainability-related objectives in job descriptions. Create a process that prioritizes sustainability education and engagement for staff so that they may best understand how their position can contribute to the success of this plan en route to formalized adoption into their job descriptions. 	<p>Led by:</p> <ul style="list-style-type: none"> Administration Internal Operations

Instruction and Innovation

EVERGREEN GOAL: Produce sustainability-literate graduates from all fields of study and Athletics staff who are competitive additions to the workforce and society.

NO.	TARGET	ACTIONS	KEY PLAYERS
6	<p>Develop sustainability education for Athletics staff and student-athletes.</p> <p style="text-align: center;">5 12 Short Term Medium Term</p> <p style="text-align: center;"><i>Instances of Sustainability Education Provided</i></p>	<ul style="list-style-type: none"> • Develop sustainability content for on-boarding process for new staff. • Include sustainability information in regularly scheduled Athletics communications. • Deliver sustainability programming to student-athletes on a consistent basis. • Identify a student-athlete led sustainability position within a student-athlete organization. • Regularly survey staff and student-athletes to gauge their sustainability literacy. 	<p>Led by:</p> <ul style="list-style-type: none"> • Administration and Engagement • Human Resources <p>Supported by:</p> <ul style="list-style-type: none"> • Facilities and Operations • Student-Athlete Services • Office of Sustainability (University)
7	<p>Increase the percentage of student-athletes who take a course with a sustainable learning outcome.</p> <p style="text-align: center;">40% 45% 55% Baseline Medium Term Long Term</p> <p style="text-align: center;"><i>Percentage of Student-Athletes Taking Courses with Sustainable Learning Outcomes</i></p>	<ul style="list-style-type: none"> • Educate Student Services and student-athletes about what sustainable learning outcomes are and which classes offer them. 	<p>Led by:</p> <ul style="list-style-type: none"> • Student-Athlete Services <p>Supported by:</p> <ul style="list-style-type: none"> • Administration • Coaches • Student-Athletes
8	<p>Increase the number of Athletics facilities with technology to aid those with disabilities.</p> <ul style="list-style-type: none"> • TIMELINE: CONTINUOUS - LONG-TERM 	<ul style="list-style-type: none"> • Inventory existing Athletics facilities to evaluate for Universal Design. • Unlimited physical access (ramps, accessible signage, lighting, and noise adjustments). • Accessible technology (assistive technology such as screen readers, listening units, hearing aid compatible receivers, amplifiers, etc.). • Investigate feasibility of adoption of Universal Design strategies into existing buildings. • Incorporate Universal Design when building new facilities. 	<p>Led by:</p> <ul style="list-style-type: none"> • Facilities and Operations • Construction • Event Management <p>Supported by:</p> <ul style="list-style-type: none"> • Internal Operations • Information Technology

APPENDIX



ACKNOWLEDGMENTS

The Athletics Sustainability Master Plan would not have been possible without the contributions of countless students, faculty, and staff. Below we acknowledge the contributions of the Texas A&M Office of Sustainability, Utilities and Energy Services, and the four working groups who engaged and collaborated tirelessly throughout the two years of plan development.

Texas A&M Athletics would like to provide special thanks and acknowledgement to Lauren Lichterman for her hard work and dedication to creating this sustainability master plan. She led the development process by assembling the Athletics sustainability leadership team and working group members, gathering baseline data, and engaging with relevant stakeholders to bring this plan to fruition. Lauren cultivated key relationships with partners across campus and staff within Athletics to bridge the gap to help Athletics increase participation in sustainability. She was instrumental in seeing this project through from beginning to end and in charting the path for future success for Texas A&M Athletics in their sustainability endeavors.

Texas A&M Athletics would also like to thank the Office of Sustainability and the leadership of Kelly Wellman, Director of the Office of Sustainability. Without their encouragement, knowledge, and resources, the idea of this master plan and its development would not have been possible.

*Denotes an individual who has left the organization.

Texas A&M Office of Sustainability

- Kelly Wellman - Director, Office of Sustainability
- Ben Kalscheur - Sustainability Manager, Office of Sustainability
- *Jesse Carswell - Sustainability Operations Coordinator

Texas A&M Utilities and Energy Services

- Alec Pointer - Utilities Business Analyst, Utilities & Energy Services
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Texas A&M Sport Management

- Dr. Natasha Brison is an Associate Professor in the Department of Kinesiology and Sport Management at Texas A&M University. Her research focuses on brand management through marketing strategies and the legal aspects of sport marketing. She has written 36 research articles, along with five book chapters, and has over 95 national and international presentations.
- Dr. Brian P. McCullough is an Associate Professor in the Department of Kinesiology and Sport Management at Texas A&M University. His research examines the intersection of the natural environment and the business of sport, specifically managerial decision-making processes, interventions of behavioral change, and the environmental impact of sport.
- *Dr. Jessica R. Murfree, PhD, was an Accountability, Climate, Equity, and Scholarship Faculty Fellow at Texas A&M and a faculty member in the Sport Management program at Texas A&M. She is currently a faculty member at the University of Cincinnati. Jessica researches the intersections of climate change, extreme weather and sport, with a focus on social and legal outcomes. Her expertise on climate justice in sport helped shape and connect the environmental and social sustainability pillars within the master plan.

Texas A&M Athletics Working Group Members

Physical Environment Working Group

Led by: Scot Obergefell, Associate Athletics Director, Facilities and Sports Fields

- Jose Arrisola - System Administrator, Athletics IT
- Thomas Dick - Assistant Director, Athletics Communications
- Rena Frank - Assistant Athletics Director, Human Resources / Athletic Youth Camps
- Nathan Jones - Assistant Director, Water, Environmental & Distribution
- Nick McKenna - Assistant Athletics Director, Sports Fields
- Roger Schoppe - Assistant Director of Facilities and Operations
- Johnny Smith - Facilities Coordinator, Facilities and Energy Services
- Kelly Wellman - Director, Office of Sustainability
- Kody Wood - Director, Facilities and Operations
- *Cody Kuecker - Director of Partnership Services, Texas A&M Sports Properties
- *Ben Price - Manager, Business Development, Texas A&M Sports Properties

Waste Management Working Group

Led by: Lauren Lichterman, Athletics Sustainability Graduate Assistant/Lead Author

- Tiffany Blake - Assistant Supervisor, SSC-Custodial
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- Emilio Ortega - Operations Manager, Brazos Valley Recycling
- Dillion Parkhill - Director, Partnership Services
- Darryl Petersen - Manager, Water and Environmental Services, Utilities and Energy Services
- Mary Rodriguez - Student Athlete, Track and Field
- Brandon Roznovsky - Chief Financial Officer, Brazos Valley Recycling
- AJ Sims - Manager, SSC-Custodial
- Kelly Wellman - Director, Office of Sustainability
- Bailey Worthy - Manager, Internal Operations
- David Wright - General Manager of Purchasing, Levy Restaurants (Athletics - Food and Beverage Services)
- *Jesse Carswell - Sustainability Operations Coordinator, Office of Sustainability
- *Rhian Murphy - Student-Athlete, Equestrian
- *Brandon Samsury - Coordinator, Facilities and Operations

Social Sustainability Working Group

Led by: Rebekah Parkhill, Associate Athletic Director, Engagement

- Kristen Brown - Deputy Athletics Director, Administration and Leadership / SWA
- Lindsey Horstman - Assistant Manager, Special Events
- Tiffany Ilten - Performance Dietitian, Football
- Erin Jones - Assistant Athletics Director, Game Management
- Ben Kalscheur - Sustainability Manager, Office of Sustainability
- Kelly Wellman - Director, Office of Sustainability
- *Marissa Avanzato - Communications Coordinator, Athletic Communications
- *Courtney Dow - Coordinator, Partnership Services, Texas A&M Sports Properties
- *Britton Douglass - Manager, Levy (Athletics - Food and Beverage Services)
- *Kaitlyn LaValley - Business Coordinator, Internal Operations

Institutional Efforts Working Group

Led by: David A. Taylor - Director, Athletics Facilities and Operations

- Brandon Collins - Assistant Director of Athletics Communications
- Seth Dorsey - Associate Athletics Director, Internal Operations
- Howard Gray - Associate Athletics Director of Performance
- Ben Kalscheur - Sustainability Manager, Office of Sustainability
- Dr. Brian McCullough - Associate Professor of Sport Management
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- Kristy Williams - Assistant Athletics Director, Marketing
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- *Ben Lacey - Athletics - Business/Internal Operations
- *Nicole Leonard - Student-Athlete Equestrian
- *Dr. Jessica R. Murfree - ACES Assistant Professor, Sport Management
- *Ben Price - Manager of Business Development for Texas A&M Sports Properties
- *Cole Reed - Assistant Director of Facility Operations at Reed Arena

Additional Engagement

- Nick Adkins - Director of Graphics Design, 12th Man Creative
- Dan Childs - Associate Athletics Director - Academics Services
- Dan Jacobi - Senior Associate Athletics Director, Sports Medicine
- Tyler Pigg - Associate Athletic Director - Branding, Creative and Communications
- Ryan Pittsinger - Assistant Athletics Director, Director of Counseling and Sport Psychology
- Matt Simon - Manager of Digital Strategy, 12th Man Creative
- Bryan Snyder - Assistant Athletics Director, Performance Nutrition
- Honeycomb Strategies

REFERENCES AND RESOURCES

Facility Name	Sports Played Here/ Facility Purpose	Square Footage of Conditioned Space	Capacity
Coming in 2024 - Academic and Wellness Center	Sports – None Facility Purpose – Student-Athlete Dining Hall, Student-Athlete Academic Services, Student-Athlete Health & Wellness Services	90,000	
Bright - Slocum Football Building	Sports – None Facility Purpose – Football Administrative Offices	96,098	
Cox McFerrin Center for Aggie Basketball	Sports – None Facility Purpose – Men's & Women's Basketball Administrative Offices, Men's & Women's Basketball Practice Facility	47,643	
Davis Diamond	Sports – Softball Facility Purpose – Softball Administrative Offices, Softball Practice Facility	36,755	2,000
Davis Player Development Center	Sports – None Facility Purpose – Football Weight Room, Football Performance Staff Offices	18,624	
E.B. Cushing Stadium	Sports – OutdoorTrack & Field Facility Purpose – Track & Field Administrative Offices	42,088	2,200
Ellis Soccer Building / Field	Sports – Soccer Facility Purpose – Soccer Administrative Offices	7,036	3,500
George P. Mitchell Tennis Center	Sports – Men's & Women's Tennis Facility Purpose – Men's & Women's Tennis Administrative Offices	5,404	3,000
Indoor Football Facility	Sports – Football Facility Purpose – Football Practice Facility	132,000	
Coming in 2024 - Indoor Track Facility	Sports – Men's & Women's Indoor Track & Field Facility Purpose – Men's & Women's Track & Field Practice Facility	130,000	
Kyle Field	Sports – Football Facility Purpose – Football Administrative Offices	349,211	102,733
Paup Pavilion	Sports – None Facility Purpose – Men's & Women's Swimming and Diving Administrative Offices, Men's and Women's Diving Practice Facility	10,577	
Player Development Center - West Campus	Sports – None Facility Purpose – Olympic Sports Weight Room	12,511	
Olsen Field at Blue Bell Park	Sports – Baseball Facility Purpose – Baseball Administrative Offices, Baseball Practice Facility	44,922	6,200
Reed Arena	Sports – Basketball, Volleyball Facility Purpose – Building & Volleyball Administrative Offices	155,645	12,989
Wahlberg Golf Learning Center	Sports – None Facility Purpose – Men's & Women's Golf Administrative Offices, Men's & Women's Golf Practice Facility	4,545	




TARGETS, PILLARS, AND SDGs REFERENCE GUIDE

Targets listed in the ASMP support each of the three pillars of sustainability (environmental, social, and economic) as well as various UN Sustainable Development Goals (SDGs.) These tables serve as an executive summary of how these are interconnected. They should be seen as a quick reference that show what can be achieved by pursuing these initiatives.

FOCUS AREA: Physical Environment


THEME: Energy Use and Greenhouse Gas Emissions

EVERGREEN GOAL: Achieve a 50% reduction in greenhouse gas emissions by 2030; achieve net-zero emissions by 2050.


NO.	TARGET	ENVIRONMENTAL	SOCIAL	ECONOMIC	SDGs
PE 1	Decrease Athletics energy use intensity.	Reduces the amount of greenhouse gases and other pollutants released into the atmosphere which helps mitigate the impacts of climate change and improve air quality.	Creates more comfortable living and working spaces by reducing noise pollution and improving air quality. This also leads to decreased public health concerns.	Leads to lower operating costs. Enhances energy security by diversifying energy sources.	PE 1 
PE 2	Decrease Scope 1 and Scope 2 greenhouse gas emissions from Athletics operations.	Reduces the frequency and severity of extreme weather events, which have impacted A&M's athletic schedule in the past.	Improves social equity because climate change disproportionately impacts vulnerable communities. Establishes a positive legacy and enhances A&M's reputation as socially responsible entities which can attract sponsors, partners, and fans who share the same values, further solidifying A&M's position as a leader.	Creates jobs, economic growth, and innovation in the clean energy sector. Upfront costs for renewable energy sources can be higher but they are more cost-effective in the long-run.	PE 2 
PE 3	Increase the use of renewable energy to power Athletics' operations.				PE 3 

THEME: Mobility and Transportation

EVERGREEN GOAL: Decrease the quantity and impact of vehicle traffic for daily operational needs.

NO.	TARGET	ENVIRONMENTAL	SOCIAL	ECONOMIC	SDGs
PE 4	Increase the use of alternative transportation methods.	Produces fewer emissions compared to private vehicles, which helps combat climate change and air pollution. Fewer cars on the road means less exhaust and air pollution, leading to cleaner and healthier environments. Reduces consumption of natural resources.	Walking and cycling contribute to physical fitness, reducing the risk of chronic diseases. Improved air quality results in better respiratory health for student-athletes, staff, and fans. Public transportation systems make it easier for people to reach their destinations, especially for those who don't own a car or face mobility challenges. Helps alleviate traffic congestion, making roads less congested and commuting smoother for everyone.	Reduces the financial burden associated with car ownership, including fuel, maintenance, insurance, and parking fees. Efficient transportation enables smoother commuting, reducing time spent in traffic and improving overall productivity for student-athletes and staff.	PE 4 




EVERGREEN GOAL: Operate a fleet that increases the use of advanced technology vehicles.

PE 5	Increase the use of alternatively fueled vehicles in the Athletics fleet.	Produces fewer emissions which helps combat climate change and air pollution. Reduces consumption of natural resources	Improved air quality results in better respiratory health for student-athletes, staff, and fans.	Alternatively fueled vehicles are generally more energy efficient and cost less to operate. The U.S. government provides various tax credits and incentives to promote the adoption of alternatively fueled vehicles.	PE 5 
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TARGETS, PILLARS, AND SDGs REFERENCE GUIDE

THEME: Built Environment and Site Design

EVERGREEN GOAL: Deliver the lowest life-cycle cost construction to build, operate, and maintain, decommission through facility performance criteria.

NO.	TARGET	ENVIRONMENTAL	SOCIAL	ECONOMIC	SDGs
PE 6	Develop and adhere to sustainable architectural guidelines for all Athletics construction projects.	Reduces the building's utility and waste consumption, lowers greenhouse gas emissions, and helps combat climate change.	<p>Prioritize indoor air quality, access to natural light, and the use of non-toxic building materials.</p> <p>Enhances the comfort, health, and well-being of occupants, resulting in higher productivity, reduced sick days, and improved quality of life.</p> <p>Creates spaces that promote community interaction, pedestrian-friendly environments, and access to green spaces. This fosters a sense of community, social interaction, and well-being among residents.</p> <p>Promotes inclusivity and universal accessibility, ensuring that buildings are usable and accommodating for people of all abilities.</p>	<p>Lowers operational costs.</p> <p>Creates job opportunities in green construction, renewable energy systems, and eco-friendly building materials.</p>	PE 6 
PE 7	Develop Athletics spaces to represent a broad cross-section of Athletics' stakeholders.	Can foster an appreciation for nature and biodiversity. Inclusive spaces can promote sustainable practices.	Fosters a sense of equality, acceptance, and belonging. Enhances well-being, reduces social isolation, and promotes mental health.	Can attract diverse businesses and entrepreneurs as potential sponsors and/or organizations to provide professional development opportunities to student-athletes.	PE 7 
PE 8	Decrease potable water consumption within Athletics facilities.	<p>Reduces the strain on water resources.</p> <p>Decreases the energy required for water consumption.</p>	Raises awareness about the value and importance of water resources.	<p>Lowers operational costs.</p> <p>Increases water availability for critical economic sectors like agriculture and manufacturing.</p>	PE 8 

EVERGREEN GOAL: Deliver biodiverse, connective landscapes that integrate campus lands into the larger eco-region through site design criteria.




PE 9	Maintain the percentage of Athletics sports fields managed with Integrated Pest Management strategies.	<p>Decreases the release of potentially harmful chemicals into the environment.</p> <p>Preserves beneficial insects, birds, and other organisms and protects water resources.</p>	Promotes the health and safety of student-athletes and staff.	<p>Lowers operational costs by reducing the need for expensive chemicals.</p> <p>Reduces loss of turf and grounds causes by pests and diseases.</p>	PE 9 
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TARGETS, PILLARS, AND SDGs REFERENCE GUIDE

FOCUS AREA: Waste Management





THEME: Waste Minimization

EVERGREEN GOAL: Take action to reduce the amount of total waste being generated through Athletics operations.

NO.	TARGET	ENVIRONMENTAL	SOCIAL	ECONOMIC	SDGs
WM 1	Reduce the total weight of non-construction waste.	<p>Conserves natural resources by decreasing the amount of raw materials, energy, and water used in production and consumption.</p> <p>Decreases pollution and landfill space.</p>	<p>Minimizes exposure to hazardous substances and pollutants.</p> <p>Promotes conscious consumption choices and leads to more responsible and sustainable lifestyles.</p> <p>Promotes environmental justice and equal access to clean and safe environments.</p>	<p>Encourages efficient resource use, promotes innovation, and optimizes production processes.</p> <p>Supports developing a circular economy and job creation.</p>	<p>WM 5</p> 
WM 2	Increase the number of opportunities for Athletics stakeholders to donate or recycle electronic waste.	<p>Extends the life of these goods and prevents them from ending up in landfills.</p> <p>Decreases demand for the production of new goods.</p>	<p>Provides access to affordable goods to individuals and vulnerable populations.</p> <p>Promotes a culture of giving and sense of altruism.</p>	<p>Creates employment opportunities and stimulates the local economy.</p> <p>Provides support for nonprofit organizations.</p>	<p>WM 6</p> 
WM 3	Increase the opportunities for Athletics stakeholders to donate or recycle durable goods.	<p>Decreases pollution.</p>	<p>Empowers and connects individuals to social networks and educational and employment opportunities.</p>	<p>Generates cost savings for individuals by allowing people to acquire items at reduced prices.</p>	<p>WM 7</p> 

THEME: Zero Waste

EVERGREEN GOAL: Achieve zero waste to landfill by 2050.

NO.	TARGET	ENVIRONMENTAL	SOCIAL	ECONOMIC	SDGs
WM 4	Increase composting throughout Athletics operations.	<p>Reduces the amount of waste that decomposes in a landfill, releasing greenhouse gasses.</p>	<p>Fosters a shared sense of environmental stewardship, community involvement, and shared responsibility for waste management.</p>	<p>Leads to cost savings through avoided disposal fees, material purchases avoided, and lower operating costs.</p>	<p>WM 1</p> 
WM 5	Maintain 100% diversion of landscape wastes from landfill.	<p>Increasing compost production enriches the soil and promotes healthier plant growth.</p>	<p>Offers opportunities for educational programs.</p>	<p>Creates revenue streams through upcycling diverted waste and other secondary market development.</p>	<p>WM 2</p> 
WM 6	Increase diversion rates from non-construction waste.	<p>Conserves water, energy, and raw materials.</p> <p>Saves landfill space.</p>	<p>Ensures clean and well-maintained outdoor spaces.</p> <p>Creates cleaner air, water, and soil.</p>	<p>Supports the growth of a circular economy.</p> <p>Fosters innovation.</p> <p>Creates job opportunities.</p>	<p>WM 3</p> 
WM 7	Increase construction waste diversion from landfill.				<p>WM 4</p> 

TARGETS, PILLARS, AND SDGs REFERENCE GUIDE

FOCUS AREA: Social Sustainability



THEME: Student Success

EVERGREEN GOAL: Aggies demonstrate and promote a working and learning environment that welcomes, supports, and nurtures everyone's success.

NO.	TARGET	ENVIRONMENTAL	SOCIAL	ECONOMIC	SDGs
SS 1	Continue to close the gaps in student success rates	When student-athletes succeed academically, they gain knowledge and skills that can be applied to address environmental challenges.	<p>Increases engagement in community initiatives and processes.</p> <p>Provides for critical thinking, problem-solving, and communication skills.</p> <p>Increases employment prospects which leads to higher incomes and improved quality of life.</p>	<p>Increased employability leads to increased personal income which leads to overall economic productivity.</p> <p>Can become entrepreneurs who start businesses and create jobs for others.</p> <p>Foster a culture of innovation.</p>	<p>SS 1</p> 

THEME: Health and Wellness

EVERGREEN GOAL: Aggies maintain their health and wellness by taking care of the body, engaging the mind, and nurturing the spirit to improve their quality of life.

NO.	TARGET	ENVIRONMENTAL	SOCIAL	ECONOMIC	SDGs
SS 2	Provide highest level of care to meet staff needs.	Prioritizes sustainable behaviors that are beneficial for the environment. e.g. active modes of transportation reduces carbon emissions, organic and local produce promotes sustainable agriculture.	Increases overall levels of satisfaction and higher quality of life which leads to healthier and happier communities.	<p>"Lowers healthcare costs and reduces the burden on the healthcare system.</p> <p>Decreases chronic illnesses and extensive medical interventions which leads to decreased healthcare expenses and can increase discretionary income.</p> <p>Increases productivity, reduces absenteeism, and increases workplace and school satisfaction."</p>	<p>SS 2</p> 
SS 3	Provide highest level of care to meet student athlete needs.		Increases participation in community activities which fosters a sense of belonging, social cohesion, and a supportive society.	<p>Increases productivity, reduces absenteeism, and increases workplace and school satisfaction."</p>	<p>SS 3, 4, 5</p> 
SS 4 SS 5					

THEME: Voice and Influence


EVERGREEN GOAL: Foster a climate that empowers Athletics staff and student-athletes to meaningfully contribute to the organization for the benefit of all Aggies, Aggieland, and beyond.

NO.	TARGET	ENVIRONMENTAL	SOCIAL	ECONOMIC	SDGs
SS 6	Increase participation in Athletics' organizational climate and decision-making.	<p>Can advocate for sustainable practices and policies that shape environmental regulations, conservation efforts, and resource management strategies.</p> <p>Promotes environmental awareness, encourage the adoption of eco-friendly practices, and hold policymakers and industries accountable.</p>	<p>Build inclusive and equitable societies.</p> <p>Fosters a sense of empowerment, belonging, and active citizenship.</p> <p>Enables marginalized groups to advocate for their rights, address social injustices, and influence social policies.</p>	<p>Shapes economic policies, fosters innovation, and promotes economic justice.</p> <p>Can drive the development of sustainable business practices, responsible investment decisions, and ethical labor standards.</p>	<p>SS 1</p> 

TARGETS, PILLARS, AND SDGS REFERENCE GUIDE

THEME: Community Engagement

EVERGREEN GOAL: Aggies engage across local and state communities, and across national and cultural borders, to advance academic exchange, collaboration, and dialogue.



NO.	TARGET	ENVIRONMENTAL	SOCIAL	ECONOMIC	SDGs
SS 7	Refer to IE 1.	<p>Raises awareness about pressing environmental issues, such as climate change or pollution.</p> <p>Fosters a sense of collective responsibility and ownership.</p>	<p>Strengthens social connections, promotes a sense of belonging, and enhances overall societal well-being.</p>	<p>Attracts investment, encourages entrepreneurship, and stimulates economic growth.</p> <p>Can influence economic development plans, ensuring they align with community needs.</p> <p>Boosts local economy by prioritizing local sourcing.</p>	<p>SS 1</p> 

TARGETS, PILLARS, AND SDGS REFERENCE GUIDE

Focus Area: Institutional Efforts



THEME: Education, Outreach, and Engagement

EVERGREEN GOAL: Expand the Aggie community's knowledge of sustainability to be inclusive of social, economic, and environmental factors while normalizing socially just and resource efficient behaviors.


NO.	TARGET	ENVIRONMENTAL	SOCIAL	ECONOMIC	SDGs
IE 1	Increase and track the number of community service contributions for Athletics staff and student-athletes.	Community service projects focused on environmental causes help protect and enhance the natural world.	Fosters social cohesion and strengthens the bonds within a community. Increases empathy and understanding for others, creating a more compassionate and inclusive society.	Involves skill-building and training opportunities, equipping individuals with valuable expertise that can lead to increased employment prospects and economic growth.	
IE 2	Develop and implement a comprehensive communications strategy for all sustainability initiatives.	Mobilizes support for initiatives and drives collective action. Increases awareness which leads to increased informed decision-making.	Promotes transparency, trust, and accountability.	Can stimulate demand and drive consumer behavior.	

THEME: Administrative Support

EVERGREEN GOAL: Develop and implement policies and practices that institutionalize sustainability efforts.

NO.	TARGET	ENVIRONMENTAL	SOCIAL	ECONOMIC	SDGs
IE 3	Leverage Athletics purchasing dollars to advance a sustainable supply chain.	Reduces resource consumption, waste generation, and greenhouse gas emissions. Promotes renewable energy sources, implements efficient production methods, and encourages the adoption of eco-friendly technologies.	Ensures fair labor practices, safe working conditions, and respecting human rights. Encourages ethical sourcing, fair trade, and responsible supplier relations.	Generates cost savings by enhancing operational efficiency, reduces waste, and optimizes resource utilizations. Improves brand reputation and customer loyalty.	
IE 4	Certify Athletics staff and student-athletes through the Aggie Sustainability Alliance.	Fosters a culture of sustainability on campus that supports all pillars of sustainability.	Fosters a culture of sustainability on campus that supports all pillars of sustainability.	Fosters a culture of sustainability on campus that supports all pillars of sustainability.	




EVERGREEN GOAL: Align sustainability staffing and funding to the depth of breadth of work being done.

IE 5	Increase the number of staff positions that include sustainability-related objectives as part of their responsibilities	Increases ability to identify and implement environmentally friendly practices.	Drives positive social change by raising awareness, educating, and promoting sustainable behaviors.	Can identify opportunities for cost savings and revenue generation and brand enhancement.	
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TARGETS, PILLARS, AND SDGs REFERENCE GUIDE

THEME: Instruction and Innovation

EVERGREEN GOAL: Produce sustainability-literate graduates from all fields of study who are competitive additions to the workforce and society.

NO.	TARGET	ENVIRONMENTAL	SOCIAL	ECONOMIC	SDGs
IE 6	Develop sustainability education opportunities for Athletics staff and student-athletes.	<p>Raises awareness about environmental challenges.</p> <p>Teaches about the importance of environmentally friendly behaviors.</p>	<p>Builds a more engaged and responsible society.</p> <p>Fosters a sense of responsibility, promotes ethical decision-making, and encourages individuals to consider the broader impacts of their actions.</p>	<p>Prepares individuals with the knowledge and skills required for sustainable economic development.</p>	<p>IE 6</p> 
IE 7	Develop sustainability education opportunities for Athletics staff and student-athletes.	<p>Produces a deeper understanding of environmental issues and their interconnectedness.</p>	<p>Promotes a more just and equitable society.</p>	<p>Drives the development of new solutions, technologies, and business models that can address challenges and provide opportunities.</p>	<p>IE 7</p> 
IE 8	Increase the number of Athletics facilities with technology to aid those with disabilities	<p>Reduces resource consumption and waste generation.</p> <p>Focuses on durability, energy efficiency, and resource efficiency.</p>	<p>Creates inclusive and accessible spaces, products, and services.</p> <p>Promotes social inclusion by eliminating barriers to participation.</p>	<p>Expands market opportunities and improves overall productivity.</p> <p>Increases customer base which drives sales and revenues.</p> <p>Reduces the need for costly retrofits and future accommodations.</p>	<p>IE 8</p> 

GLOSSARY

12th Man Green Team - Student-athlete led group that works to improve education about human impacts on the environment and install proactive efforts in student-athlete lifestyles and futures.

12th Man Sustainability - A group of internal Athletics staff members who spearhead sustainability efforts within the Athletics department.

AASHE STARS - The Association for the Advancement of Sustainability in Higher Education's (AASHE) Sustainability Tracking, Assessment, and Rating System (STARS) is a tool for evaluation of campus-wide sustainability efforts. The system recognizes achievements in five categories – Academics, Engagement, Operations, Planning and Administration, and Innovation and Leadership.

Academic Progress Rate (APR) - A team-based metric that accounts for the eligibility and retention of each student-athlete for each academic term.

The Aggie Commitment - The unit within Texas A&M Athletics that aims to develop and implement plans and strategies to increase equity and maintain an environment of inclusiveness.

Alternatively Fueled Vehicles - Vehicles powered by an engine that does not solely run on petroleum, such as electric, hybrid, and hydrogen fuel cell engines.

Biodiversity - The variety and variability of living organisms found in a specific area, including plants, animals, microorganisms, and their ecosystems.

Black Leaders who Undertake Excellence (B.L.U.E.print) - Black student-athlete led group that works to provide a safe space for Black student-athletes to elevate and evolve into individual change agents through the three pillars to educate, equip and empower.

Building Envelope - The portion of a building that separates interior, temperature and humidity controlled space from exterior environmental conditions.

Carbon Offsets - A purchased commodity that compensates for, or offsets, an emission made elsewhere. Offsets are typically achieved through financial support of projects that reduce the emission of greenhouse gases in the short- or long-term. The most common project type is renewable energy, such as wind farms, biomass energy, or hydroelectric dams.

Climate Change - The long-term alteration in Earth's climate patterns, including changes in temperature, precipitation, wind patterns, and other elements of the climate system that is primarily driven by human activities, particularly the release of greenhouse gases into the atmosphere.

CO₂e - An abbreviation for carbon dioxide equivalent. CO₂e represents the impact of each greenhouse gas in terms of the amount of carbon dioxide that would create the same amount of global warming potential.

Economic Sustainability - The ability of an economy to maintain long-term growth and stability while simultaneously meeting the needs of the present generation without compromising the ability of future generations to meet their own needs.

Energy Use Intensity (EUI) - A measure of how much energy the square footage of campus buildings uses per year.

EPEAT - A free and trusted source of environmental product ratings that makes it easy to select high performance electronics that meet an organization's IT and sustainability goals.

Environmental Sustainability - The responsible and balanced use of natural resources and the protection of the environment to meet the needs of the present generation without compromising the ability of future generations to meet their own needs.

Evergreen Goal - Visionary, long-term milestones that provide value and direction in perpetuity.

F.A.C.E. Mental Health - A student-led organization to generate awareness, develop a sense of community, provide education, and advocate for the variety of mental health concerns and challenges student-athletes experience.

Graduation Success Rate (GSR) - The proportion of first-year, full-time student-athletes who entered a school on athletics aid and graduated from that institution within six years.

Greenhouse Gas (GHG) Emissions - Any gas that contributes to the trapping of the sun's warmth in the atmosphere.

Integrated Pest Management – A systematic approach to managing pest problems using the least invasive measures first and scaling up intensity only as necessary.

Intersectionality - A concept that recognizes how different aspects of an individual's identity and social categories intersect and interact, shaping their unique experiences and levels of privilege or oppression.

International Organization for Standardization (ISO) - An independent, non-governmental international organization of the world's leading standardizers that guides thousands of documents through drafting, review, voting, and publication.

Leadership in Energy & Environmental Design (LEED) - LEED is a green building certification program that recognizes best-in-class building strategies and practices. LEED is a program of the U.S. Green Building Council (USGBC).

GLOSSARY (continued)

Life-Cycle Cost - the total cost associated with a product, system, or project over its entire lifespan, including acquisition, operation, maintenance, and disposal.

Microaggression - The everyday verbal, nonverbal, and/or environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to members of a marginalized group.

Multi-Stream Recycling System - A collection method in which waste generators are required to source separate recyclables into two or more separate bins.

Net-Zero Emissions - the state in which the amount of greenhouse gases released into the atmosphere is balanced by the amount of greenhouse gases removed or offset.

Net-Zero Waste - 90 percent or higher diversion of solid waste from the landfill or incineration.

Non-Potable Water - Water that is not of drinking quality but, depending on its quality, can be used for many other purposes.

Office of Sustainability - The staff at Texas A&M University responsible for providing vision and leadership for campus sustainability including the implementation of programs and planning to encourage sustainable practices, coordination of an annual sustainability assessment, and collaboration with other institutions of higher education through regional and national engagement.

Power Purchase Agreements (PPAs) - An arrangement in which a third-party developer installs, owns, and operates an energy system on a customer's property. The customer then purchases the system's electric output for a predetermined period.

Post-Consumer Composting – Composting that occurs after a customer has made a purchase and finished their meal.

Potable Water - Water of a quality suitable for drinking, cooking and personal bathing.

Pre-Consumer Composting – Composting that occurs in kitchens prior to customers making their purchases.

Rainwater Recapture - The practice of collecting rainfall from impervious surfaces and storing it for future use.

Renewable Energy – Energy from sources that regenerate rapidly such as solar, wind, and hydroelectric.

Renewable Energy Credits (RECs) - Non-tangible commodities that represent the property rights to the environmental and social benefits of one megawatt-hour (MWh) of electricity that has been generated from a renewable energy resource.

Student-Athlete Advisory Committee (SAAC) - A committee of student-athletes assembled to provide insight on the student-athlete experience. SAAC serves as a forum for providing input to the Athletics Department, the SEC, and the NCAA regarding present and future issues, both on- and off-campus, pertaining to student-athletes.

Social Capital – Value expressed through the leveraging of social networks to generate positive and productive outcomes.

Social Influence Network – Formal or informal connections among a group of people that tend to affect members' emotions, behaviors, opinions, and attitudes.

Social Sustainability - The condition in which the needs, well-being, and rights of individuals and communities are met in a way that promotes fairness, social justice, and cohesion over the long term.

Sustainable SITES Initiative (SITES) - A comprehensive rating system designed to distinguish sustainable landscapes, measure their performance, and elevate their value.

Treated Effluent - Wastewater that has been cleaned sufficiently for reuse in prescribed manners.

Triple Bottom Line - A framework for evaluating the performance of organizations based on three dimensions: economic, social, and environmental that emphasizes the importance of considering not only financial profits but also social and environmental impacts in assessing the overall success and sustainability of an entity.

Unified Voices - A platform designed to provide Texas A&M student-athletes, coaches, and staff with an uncensored space to share their own unique experiences and journeys. Videos are posted from staff and student-athletes where they share personal stories from their life that have shaped them into who they are today.

United Nations Sustainable Development Goals (UN SDGs) - A universal call to action to end poverty, protect the planet, and ensure that all people enjoy peace and prosperity. The goals target the year 2030 for completion.

University Staff Council - An organization that represents the interests of Texas A&M University staff in communicating with administrators, identifying, and addressing issues that impact staff, making recommendations to the university president, and interacting with other organizations.

Utilities & Energy Services (UES) - The staff at Texas A&M University responsible for providing utilities and energy management services to the institution's 750+ buildings totaling over 23 million gross square feet.

GLOSSARY (continued)

Waste Audit - An analysis of a facility's waste stream. It identifies what types of recyclable materials and waste an institution generates and how much waste is recovered for recycling or sent to landfill.

Waste Diversion or Landfill Diversion - The process of sending waste to recycling facilities or other reuse infrastructure in lieu of sending it to landfills.

WELL Building Standard™ - A vehicle for buildings and organizations to deliver more thoughtful and intentional spaces that enhance human health and well-being.

Women Encourage, Equip, & Empower (We3) - A female student-athlete led group aimed at providing professional development and mentorship opportunities for female student-athletes. Their mission is to encourage, equip, and empower female student-athletes at Texas A&M University and beyond.

Stay Involved In The Conversation

For more engagement in sustainability in Texas A&M Athletics, follow our social media accounts or find Texas A&M Athletics online or via email:



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How to cite this resource:

Texas A&M Athletics. (2023). *Texas A&M Athletics Sustainability Master Plan*.
<https://12thman.com/sports/sustainability>



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