



Bryant University

SUSTAINABILITY

Sustainability Plan

CY 2018-2023

CO-CREATED BY
BRYANT'S SUSTAINABILITY
LEADERSHIP TEAM

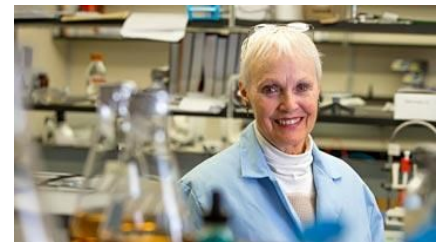
EDITED BY
SIERRA FLANIGAN OF COALESCE.EARTH

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Introduction to Sustainability at Bryant from Professor Dr. Langlois

Achieving sustainability has been deemed one of the most significant challenges and opportunities of the 21st century. Diminishing natural resources, widespread poverty, climate change and economic uncertainty threaten future prosperity. Human ingenuity, organizational responsibility and social entrepreneurship have the potential to resolve local and global problems through innovative business solutions.



The most widely quoted definition of sustainability comes from the Brundtland Commission of the United Nations in 1987. It defined sustainable development as “development that meets the needs of the present without compromising the ability of future generations to meet their own needs.” Sustainability is the nexus of ecological balance, economic viability and social justice. Human health and equality are central to sustainability. Without which, society can’t maximize economic prosperity or environmental quality. The 17 United Nations Sustainable Development Goals (SDGs) illustrate the breadth and depth of sustainability, and the interconnected nature of it - we cannot treat the issues challenging global sustainability as separate, but rather as inextricably linked and filled with opportunity for innovation.



The UN SDGs are being adopted and advanced around the world across boundaries and sectors. Higher education is uniquely poised to pilot and scale sustainable solutions and practices in operations, planning and curriculum. Campuses are hotbeds for

innovation, research and entrepreneurship; higher education’s role is critical for forging local and global partnerships, developing strategic solutions and inspiring leadership.

Sustainability on campus can provide a framework to equip graduates for careers in the ever-changing economy. This plan is structured around the Sustainability Tracking, Assessment and Rating System (¹STARS) framework of sustainability includes academics, engagement, operations, planning and administration. Within each of these areas and the embedded STARS credits, divisions produced their own commitments to adhere to.

Sustainability at Bryant University

Bryant University, located in Smithfield, Rhode Island, offers a rigorous educational experience that combines the liberal arts with business. The University’s goal is to help students develop the essential skills and critical thinking necessary for every profession.

Education for sustainability is now part of this experience and provides new skills, tools, and insights for students and the whole community.



Academics include undergraduate degrees in a variety of fields through its College of Arts and Sciences and College of Business. A list of courses that incorporate sustainability in their curricula was developed in 2012, with 43 courses from communications to accounting, management, and various science disciplines. Graduate degrees are available in both colleges. The school offers study abroad programs and a wealth of academic regional and international internships. Internships count for three credits in a concentration, minor, or business area of study.

To engage in the higher education campus sustainability movement and to benchmark Bryant’s efforts with those of its peer institutions, Bryant is a member of the Association for the Advancement of Sustainability in Higher Education (AASHE). For the benefit of its members, AASHE developed a comprehensive tracking and rating tool for campus sustainability known as STARS (Sustainability Tracking, Assessment and Rating System). Bryant was recognized with a Silver STARS rating from AASHE in 2013.



Sustainability is inherently a cross-disciplinary activity. In its broadest sense and as reflected in STARS, sustainability at Bryant includes operations and facilities, community engagement, curriculum, and policy.

¹ STARS was developed by the Association for the Advancement of Sustainability in Higher Education (AASHE)



Figure 1 President Ron Machtley joins Sustainability Leadership Team to reveal the LEED Silver Plaque awarded to the Academic Innovation Center April 2018

Welcome Letter from VP of Business Affairs/Treasurer, Barry F. Morrison

Dear Friends,

It is a pleasure to introduce the third edition of Bryant University's Sustainability Plan. The Plan represents the continuing evolution of our institution as a forward-thinking university, one that meets the social, economic and environmental challenges of today. This Sustainability Plan expounds on goals set in the University's Strategic Vision 2020 with divisionally driven commitments that are intended to evolve with each department over the next five years.

Bryant's Sustainability Plan brings forth practical ways of achieving our goals on campus to reduce waste, to maximize energy efficiency, to engage the community and reduce our environmental footprint. Bryant strives for cost-effective solutions, strong partnerships, and campus-wide collaboration to achieve our common goals and to improve our STARS rating.

I'm pleased to report that Bryant is moving swiftly to define and pursue campus sustainability objectives. In 2012, we achieved a Bronze level distinction in the nationally recognized Sustainability Tracking, Assessment and Rating System (STARS) for ongoing sustainability efforts. In 2013, Bryant achieved the STARS Silver status, a testament to our campus' commitment to even greater efficiency, engagement and leadership. In 2014, a formal Student Sustainability Ambassadors Program was

launched, a rigorous implementation tracking system was developed, and campus-wide Energy Guidelines were collaboratively instituted.

Sustainability supports Bryant's global vision, our commitment to business innovation, and the arts and sciences. We recognize that the rise of the green economy has the potential to impact our students and their careers. Sustainability on campus equips our students with the necessary skills and tools they need to compete and participate in today's economy, while providing many new opportunities for community involvement and learning.

This Plan enhances Bryant's vision to excel in the emerging field of sustainability, while strengthening the University's impact locally and in the surrounding community. With this Plan as a road map, we welcome your ideas and involvement in this evolving campus-wide initiative.

Sincerely, Barry F. Morrison

Vice President for Business Affairs/Treasurer



Figure 2 Student group SustainUs Celebrates successful E-waste Recycling Drive 2017

Design Process and Maximizing the Sustainability Plan

Overview

This Sustainability Plan is designed to engage and inform all divisions on campus to tailor and reinforce commitments that can evolve with each respective Division. This Plan is intended to streamline Bryant's Sustainability efforts by using STARS as the primary framework and repository in which commitments are influenced by and tracked with. Each Division has been enlisted in affirming sustainability commitments outlined below that align with STARS credits, the primary reporting tool and system for measuring and benchmarking campus sustainability efforts across Academics, Engagement, Operations, Planning and Administration.

How to Use this Plan

The below commitments were established collaboratively with each responsible division, modeled on STARS criteria and intended to be internalized, integrated, and adaptive with each passing year. At the beginning of each year, divisional representatives are tasked with flagging relevant commitments pertinent to each department and work with colleagues to incorporate sustainability goals into Personal Action Plans (PAPs) and divisional goals to measure performance. Additionally, each divisional representative is responsible for updating the STARS tracking system and to report progress to the Office of Business Affairs after the close of the fiscal year.

This information in the STARS Reporter tool will reflect Bryant's most up-to-date STARS score, which was 51.70 as of the July, 2016 submittal. The next submittal is planned for June, 2019. Annual updates will be provided to the Sustainability Committee and circulated to all Vice Presidents.

This Plan is a living document that proactively addresses each credit area with the intention of improving Bryant's STARS rating, and each incorporated area. At the brink of each fiscal year, each responsible party is responsible to update the STARS Reporter tool here.

Academics Commitments

On the Plan's cover right, tenured Professor Sharmin Attaran teaches marketing for sustainability and every other year co-leads an immersive experience course in Costa Rica. In 2018, the Sustainability Committee passed the Sustainability Certificate so there is now a methodology for recognizing both Undergraduate and Graduate

coursework in sustainability. Bryant strives to incorporate sustainability wherever possible into the curriculum across both the School of Business and the School of Arts and Sciences.

A 1 Academic Courses

Set up system for conducting yearly inventory for new and existing courses to flag and account for sustainability-related and focused courses + Support deployment of sustainability modules to increase percentage of courses that offer and focus on sustainability.

A 2 Learning Outcomes

Identify Learning outcomes that touch on sustainability; over time make sustainability more explicit as an institutional Learning Outcomes.

A 3 Undergraduate Program

Continue on offering undergraduate course in Environmental Science.

A 4 Graduate Program

Determine if Physicians Assistant or Communications major include sustainability as an optional track.

A 5 Immersive Experience

Highlight examples of immersive experiences with faculty.

A 6 Sustainability Literacy

Conduct Sustainability Literacy Assessment in partnership with Institutional Research.

A 7 Incentives for Developing Courses

Merit incentive system for faculty working in service, counts toward credit for faculty.

A 9 Research and Scholarship

Set up system to conduct yearly inventory to identify research in sustainability.

A 10 Support for Research

Continue to support faculty who are researching sustainability related subject matter.

A 11 Open Access to Research

Create formal system for tracking Sustainability Research in the Library.



Figure 3 Figure 2 Student Group SustainUs posing with school mascot, Tupper

Engagement Commitments

On campus, in the surrounding Smithfield area, and globally Bryant engages the community to instill character within students, and to encourage unique collaborations that lead to exceptional, innovative learning. Each year, the community strengthens engagement. In 2016, Bryant's first Farmer's Market launched in the Rotunda, becoming an annual initiative that excites the community.

EN 1 Student Educators Program

Work with student leadership to integrate sustainability into existing and future student programming.

EN 2 Student Orientation

Integrate sustainability into student programming including orientation.

EN 3 Student Life

Continue to offer leadership opportunities for students passionate about sustainability.

EN 4 Outreach Materials and Publications

Work with Alumni and Parent Engagement groups to publish sustainability news and content.

EN 5 Outreach Campaign

Include sustainability in outreach campaigns to Bryant Alumni and gauge level of interest in giving and engaging around sustainability

Identify Alumni who are working in the cleantech and sustainability space for "Green Alumni Alliance"

EN 6 Assessing Sustainability Culture

Include sustainability culture and awareness question(s) in common outgoing assessments and track data.

EN 7 Employee Educators Program

Pilot Sustainability Employee Educators Program, consider designation for someone having completed sustainability training.

En 8 Employee Orientation

Continue including sustainability into new Employee Orientation (include sample PAP goals).

EN 9 Staff Professional Development

Engage Department Heads in conversation with students and CSLI about leveraging existing community partnerships and initiating new ones.

EN 10 Community Partnerships

Engage Department Heads in conversation with students and CSLI about leveraging existing community partnerships and initiating new ones.

EN 11 Inter-Campus Collaboration

Engage Department Heads in conversation with students and CSLI about leveraging existing community partnerships and initiating new ones.

EN 12 Continuing Education

Adopt Sustainability Certificate in Executive Development Center.

EN 13 Community Service

Develop system and conduct survey to evaluate number of community service hours completed by students.

EN 14 Participate in Public Policy

Advocate for policies for campus sustainability through forming and working with a network of Rhode Island institutions.

EN 15 Trademark Licensing

Become member of Fair Labor Association.



Figure 4 View from the Interfaith Center on Bryant's Smithfield campus

Operations Commitments

As Bryant continues to expand in Smithfield and globally, operational efficiency and smart systems will remain core values. Bryant aims to have a positive impact in the surrounding environment by developing and operating Bryant to conserve resources, mitigate pollution and enhance well-being of the entire community.

OP 1 Greenhouse Gas Emissions

Explore partnership with Academics to designate intern position to conduct annual GHG inventory using Campus Carbon Calculator.

OP 2 Outdoor Air Quality

Pilot battery powered leaf blowers, mowers, and other grounds equipment when old machinery expires.

OP 3 Building Operations and Maintenance

Incorporate LEED building standards for all new construction.

OP 4 Building Design and Construction

Incorporate sustainable practices into all campus renovations whenever possible.

OP 6 Clean and Renewable Energy

Reduce total building energy consumption by 5% from FY 2016 baseline of 90.08 kBTU/sq ft/year to 85 kBTU/sqft/yr by FY2020 normalized heating degree day.

Adopt solar renewable energy project on campus by FY2020 and explore alternative ways to incorporate clean energy into Bryant's energy portfolio.

OP 7 Food and Beverage Purchasing

Purchase local and organic food and beverage whenever possible.

OP 8 Low Impact Dining

Purchase local and sustainable food and beverages whenever cost-competitive and establish tracking system.

OP 9 Landscape Management

Publicize where organic fertilizer is being used with signage and increase budget when possible to include more organic fertilizer from FY16 baseline.

OP 10 Biodiversity

Consider biodiversity implications of all grounds practices and new buildings.

OP 11 Sustainable Procurement

Continue to include Sustainability Standards for businesses in RFP language.

Increase expenditures in cost-competitive Local and Inclusive products and services.

Develop website content that reflects sustainable purchasing practices for Sustainability at Bryant website.



OP 12 Electronics Purchasing

Continue to purchase EPEAT registered products and publicize whenever possible.



OP 13 Cleaning and Janitorial Purchasing

Give preference to sustainable cleaning products for all janitorial and cleaning services on campus.

OP 14 Office Paper Purchasing

Increase purchase of office paper with post-consumer recycled, agricultural residue, and/or Forest Stewardship Council (FSC) certified content.

Develop institution-wide preference policy for purchasing post-consumer recycled office paper.

OP 15 Campus Fleet

Create and post No Idling signage in five strategic locations on campus.

Consider purchasing hybrid, electric or alternatively fueled vehicle when vehicles are retired.

OP 16 Student Commute Modal Split*

Continue to promote sustainable modes of commuting to campus.

OP 17 Employee Commute Modal Split

Conduct a survey to gather data about employee commuting behavior and to obtain ideas from community about carpooling feasibility.

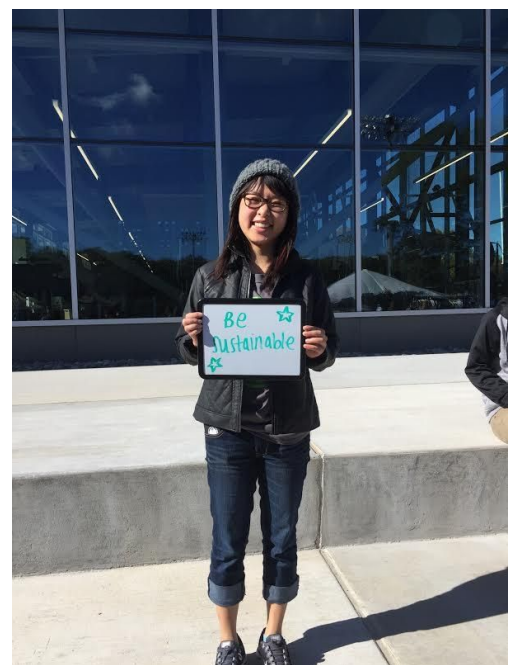
OP 18 Support for Sustainable Transportation

Include safe and sustainable transportation issue in Commuter Connect Committee discussions. Work to develop a proposal in the Sustainability Committee to expand safe trails and sustainable transportation options for students and staff.

OP 19 Waste Minimization and Diversion

Reduce pounds of garbage per FTE by 5% from FY2016 baseline by FY2020. Alternately, increase recycling per FTE by 5% from FY2016 baseline by FY2020.

Continue partaking in and hosting annual Recyclemania events including E-waste Drive, Green Office Clean out and Office Supply Exchange.



OP 20 Construction and Demolition Waste Diversion

Continue including standards into specs and work with contracts to divert non-hazardous construction and demolition waste from the landfill and/or incinerator.

OP 21 Hazardous Waste Management

Continue to safely dispose of hazardous, special, universal and non-regulated chemical waste and minimize presence of these materials on campus. Continue to host annual E-waste recycling drive to responsibly divert electronic waste from the landfill.

OP 22 Water Use

Continue replacing old appliances with low-flow faucets and toilets to reduce water consumption on campus. Reduce water consumption from FY2016 baseline by 2% per FTE by FY2020.

OP 23 Rainwater Management

Continue to comply to latest RIDEM regulations (treat before discharging) and incorporate more permeable pavement and underground infiltration chambers into campus planning.



Figure 5 Local transportation authority RIPTA picks up daily on campus at Bryant

Planning and Administration Commitments

Bryant has maintained a strong Sustainability Committee for the past seven years that has represented the whole campus in guiding the initiative strategy and implementation. This Committee is charged with a clear focus each year from the Vice President of Business Affairs and is professionally facilitated to ensure efficacy, expertise and consistency.

PA 1 Sustainability Coordination

Continue facilitation of monthly Campus wide Sustainability Committee meetings.

PA 2 Sustainability Planning

Maintain current Sustainability Plan and track annually through STARS reporting system.

PA 4 Diversity and Equity Coordination

Continue to include diversity, equity and sustainability issues as ongoing focus areas for all Bryant employees.

PA 5 Assessing Diversity and Equity

Continue to track diversity and inclusion data from Bryant employees.

PA 6 Support for Underrepresented Groups

Continue to honor Diversity Policy Statement.

PA 7 Affordability and Access

Include sustainability and information on affordability and access in admissions tours and materials and training for tour guides.

PA 8 committee on Investor Responsibility

Consider developing Sustainable Investment Policy.

PA 9 Sustainable Investment

Increase investments in ESR and sustainability.

PA 10 Investment Disclosure

Consider making snapshot of investment withholdings available to the public

PA 11 Employee Compensation

Continue to report senior staff salary information as required.

PA 12 Assessing Employee Satisfaction

Continue to conduct bi-annual survey of employee satisfaction.

PA 13 Wellness Program

Continue to offer high quality wellness services to all campus stakeholders.

PA 14 Workplace Health and Safety

Continue ongoing focus to provide a safe and healthy work environment and continue system for occupational disease cases and full-time and part time employees.

Innovation Credits (require fresh entrees each STARS submission)

IN 1 Sustainability on China Campus

IN 2 Outdoor Living Lab

IN 3 Green Athletics

IN 4 Women's Summit Sustainability

Implementation, Tracking and Reporting

The AASHE STARS Reporting Tool is a collaborative tracking system that each respective Bryant department has been trained on using. With the primary goal to improve Bryant's overall STARS rating, each commitment is intended to inform yearly divisional and individual PAPs and therefore will be evaluated on performance internally, and by sharing annual updates to the Office of Business Affairs via the annually updated [spreadsheet](#)) at the end of each fiscal year.

Implementation Guidelines:

- Each Division ensure that responsible party is trained and comfortable with STARS tool and understands which commitments to reflect in divisional goals (name reflected on SP Excel Dashboard)
- Each Division is responsible for including pertinent commitments in divisional and personal action plan goals for year
- Each Divisional point person is responsible for updating the STARS reporting tool by end of fiscal year (June 31)

- Office of Business Affairs updates SP Excel Dashboard based on current STARS Reporting Tool “obtained points” and responsible party
- Office of Business Affairs responsible for SP Excel Dashboard is updated annually to reflect STARS reporter tool data inputted
- Office of Business Affairs communicates current score to all Divisions and requests goals to be set by each respective Department



Figure 6 President Ron Machtley poses with the Sustainability Committee in the newly LEED Silver certified Academic Innovation Center, April 2018

Conclusion and Schedule

As the University evolves so does Sustainability at Bryant. We have accomplished a great deal, and have a long road ahead of us as we strive for sustainable development, social innovation, and smart business in an age of accelerating change. We welcome the whole community to weigh in, to share your ideas and get involved by visiting the [Sustainability at Bryant website](#) and to sign up for regular updates and to learn more about opportunities to engage. Thank you for taking the time to read this Plan and for your part in helping Bryant be a leader for sustainability.

Thanks to All Involved Parties

Office of Campus Engagement
University Relations
Office of Continuing Education
Office of US-China Institute
Office of Information Technology
Office of the Provost
Office of Business Affairs & Facilities
Office of Information Technology
Office for Human Resources
Bryant Sustainability Committee
Bryant Sustainability Core Team
Bryant Women's Summit
Bryant Athletics

Schedule

October 1, 2018 - First Update to Tracking STARS Reporter Due
July 1, 2019 - Update to Tracking STARS Reporter Due **STARS Submission June, 2019**
July 1, 2020 - Update to Tracking STARS Reporter Due
July 1, 2021 - Update to Tracking STARS Reporter Due **STARS Submission June, 2022**
July 1, 2022 - Update to Tracking STARS Reporter Due
July 1, 2023 - Update to Tracking STARS Reporter Due