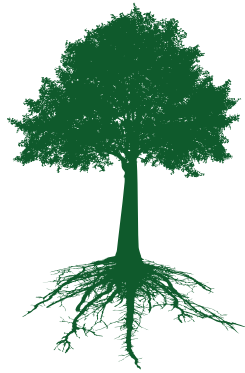




ENVIRONMENTAL SUSTAINABILITY

2022-2025 Strategic Plan





Our Call to Action

I'm proud to present to you Southern New Hampshire University's first Environmental Sustainability Strategic Plan. When describing what our learners of 2030 and beyond are afraid of, climate change is at the top of the list. Climate change represents to our future learners what the Cold War represented to my generation. We see orientation around sustainability as a critical step toward offsetting negative impacts of climate change. Climate change is no longer one of those "bad things that will happen someday if we don't do something" situations. Life-threatening climate events are happening now, significant catastrophic events are around the corner, and the time to mitigate impacts is running out. We are nearing a point when large parts of the planet will not be inhabitable by humans, food production will be greatly hampered, major cities will run out of water, and the intricate and complex systems that sustain life will break down. The danger is that the magnitude of these crises is so unthinkable that many will hesitate to act upon them, thus making climate crises an imminent self-fulfilling prophecy.

It is the University's responsibility to take a leading role with environmental sustainability and to adopt a culture that embraces sustainability in the major decisions that we make. This plan outlines how we will specifically impact environmental sustainability through four focal areas: Planning and Administration, Academics, Community Engagement, and Operations. The associated goals and strategic initiatives were prioritized through the hard work and commitment of a cross-functional A team comprised of 30+ individuals representing 15+ business units and teams who are dedicated to the importance of sustainability and how orienting around sustainable principles will have a positive impact on Southern New Hampshire University's current and future community.

I see this work as a core responsibility for the University based upon our sphere of influence as a leader in higher education committed to making the world a better and more just place. This is more than an initiative. Environmental sustainability is a movement and will be driven by the collective efforts of our various business units; current, future, and past learners; and our broader community. I present to you the SNHU Environmental Sustainability Strategic Plan as the University's formalized commitment to environmental sustainability as part of a holistic, University-wide strategic planning effort.

Dr. Paul LeBlanc, President/CEO, Southern New Hampshire University

Environmental Sustainability at SNHU

University leadership and grassroots efforts led numerous environmental sustainability projects and initiatives over the last decade at our residential campus and supporting units. Through these various academic, operational, and engagement efforts, we kindled energy and enthusiasm for sustainability throughout the University.

We recognize this foundational work as being essential to the formalization of the University's holistic sustainability concept and strategy.



Three Global Electric Motorcars
vehicles added to SNHU Facilities fleet



SNHU parking garage opened
featuring solar panels



SNHU Southwest Operations
Center opens with
numerous environmental
sustainability features



University received
Bronze rating
from AASHE for
STARS reporting



Compost pilot program
launched on campus



SNHU campus
went straw-free



2017

2018

2019

Sustainability interns
completed AASHE
STARS Audit



Green Cleaning
Policy on campus
switched to eco-
friendly chemicals
and compostable
paper towels



LEED Silver Certification
awarded for the Gustafson
Center on campus



SNHU
Sustainability
Instagram
launched

First graduate assistant
and Eco-Representative
positions hired



Pollinator Garden
created on campus



SUSTAINABILITY FOR LEARNER SUCCESS

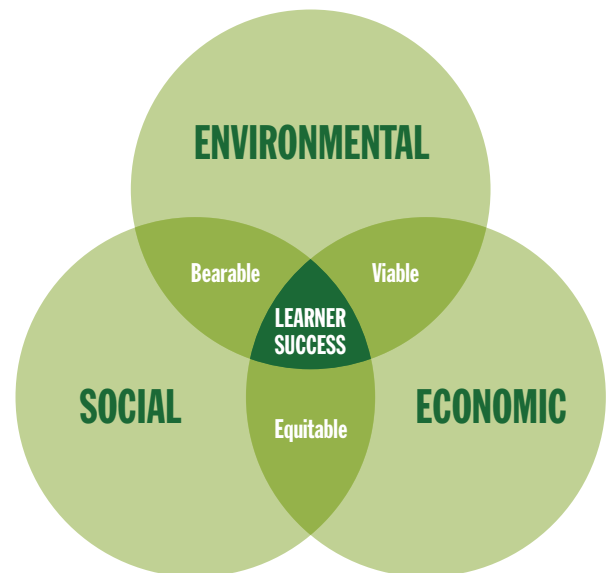
Operationalizing Environmental Sustainability

Holistic institutional sustainability arises from the intersection of economic, social, and environmental strategy. At SNHU, we see environmental sustainability as our next strategic area of focus as we pursue holistic sustainability to drive learner success.

Economic Sustainability requires that our university use resources efficiently and responsibly to continue operating in a sustainable manner to persist and maintain the ability to act upon our mission. Our economic strategy is embodied by our Strategic Commitments in our *2018-2023 Strategic Plan: Unlocking Talent and Opportunity*.

Social Sustainability requires that our university persistently achieve a good social well-being oriented around diversity, equity, and inclusivity (DEI) in order to continue to persist in the long term. Our social strategy is embodied by our DEI Goals in our *2018-2023 DEI Plan: Social Mobility and Opportunity Agenda*.

Environmental Sustainability requires that our university live within ecological boundaries in order to ensure a thriving environment for future generations. Now, we turn to a focus on environmental sustainability in order to meet our present environmental needs in delivering on our mission and vision without compromising the ability of future generations to meet their respective needs.



OUR 2030 VISION: We envision a future at SNHU where we drive forward our mission and vision through integrating environmental sustainability into our community engagement, academic offerings and culture, and strategic and operational planning processes.

This plan introduces the four Environmental Sustainability Goals we will take on in alignment with our Strategic Commitments and DEI Goals. These areas of focus and corresponding initiatives were identified and refined through the collaboration of 30+ people from 15+ business units and teams at the university over the course of five workshops from 2019-2020. All members of the SNHU community will now play a role in contributing to a more sustainable future through their participation, support, and awareness. We will foster environmental sustainability throughout the SNHU ecosystem to build a better and more just world.

DID YOU KNOW...

Dine SNHU diverts an average of 250lbs of food waste per day and has diverted half a million pounds since 2012 through composting.



PLANNING & ADMINISTRATION GOAL

Establish and support environmental sustainability strategic planning that complements and synthesizes priorities within existing strategies at SNHU.

Planning and Administration creates and supports an infrastructure that nurtures environmental sustainability at SNHU. The success of this infrastructure will require strong leadership, committed staff, and clear governance working in alignment with existing initiatives and strategies. This group will coordinate the establishment of short- and long-term goals for the various environmental sustainability work streams within the framework of the University's core values.

STRATEGIC INITIATIVES

- P1 Establish dedicated staffing to start and grow the office of environmental sustainability reporting to the Chief Financial Officer and headed by a Sustainability Officer
- P2 Support sustainability efforts within the University including existing and emerging academics and work streams
- P3 Leverage and incorporate existing resources and expertise across the University to help facilitate initiatives
- P4 Establish and maintain governance structure creating accountability measures and/or incentives
- P5 Facilitate and report on yearly goals for each workstream
- P6 Establish measurement system for tracking progress toward goals
- P7 Incorporate diverse and inclusive voices to bring environmental sustainability lens into new projects and initiatives
- P8 Develop clear incentives and accountability measures that support a mix of short- and long-term goals and will coordinate planning and governance of environmental sustainability for the University



SUPPORTING OUR STRATEGIC COMMITMENTS

Commitment 1: Deliver a broad portfolio of high-demand credentials leading to meaningful work and purposeful lives

Planning and Administration supports attainment of Commitment 1 through:

- Supporting the planning and development efforts of relevant, high-demand credentials to expand learner knowledge of environmental sustainability

Commitment 2: Provide the best and most personalized learner support in higher education

Planning and Administration supports attainment of Commitment 2 through:

- Demonstrating our commitment to environmental sustainability as a multi-faceted concept in all interactions with our learners

Commitment 3: Attract, develop, empower, and retain world class talent to deliver on our mission

Planning and Administration supports attainment of Commitment 3 through:

- Providing our staff and faculty with training and direction on environmental sustainability strategies at the University, alignment on prioritization, and a University-wide commitment to environmental sustainability

Commitment 4: Deploy transformational technology to support next-generation learning on a global scale

Planning and Administration supports attainment of Commitment 4 through:

- Establishing measurement systems for tracking progress toward environmental sustainability goals

Commitment 5: Create the capacity and foundation on which to build the 2030 learning ecosystem

Planning and Administration supports attainment of Commitment 5 through:

- Creating the capacity to leverage research and scholarship through dedicated staff and resources in order to inform other environmental goals and initiatives
- Ensuring we have access to the latest research on outside initiatives and trends in order to inform goals around environmental sustainability
- Creating partnerships outside the University to support the research and engagement specifically around the 2030 learner



DID YOU KNOW...

SNHU Campus is home to two Leadership in Energy and Environmental Design (LEED) Silver Certified Buildings, including the Green Center and Gustafson Center.

ACADEMICS GOAL

Drive meaningful commitment to environmental sustainability and equity into the University's academic structure, our own collective learning, and our identity.

Academics works across the University to develop a coherent and supported academic commitment to environmental sustainability and equity. We will seek meaningful approaches across learning platforms to engage and reach our diverse body of learners. Shared academic outcomes will help to embed environmental sustainability into our identity.

STRATEGIC INITIATIVES

- A1 Develop a shared and measurable definition of “sustainability” for our learners
- A2 Leverage SNHU's distributed global network of learners to make environmental sustainability community relevant for all
- A3 Foster shared environmental sustainability outcomes across academic coursework that lead to increased academic opportunity (programs, minors, credentials, microcredentials, and similar)
- A4 Increase interdisciplinary environmental sustainability opportunities for all learners (experiences, projects, and other active learning)
- A5 Prioritize resources to grow SNHU's academic reputation in environmental sustainability, regionally and then nationally, (through partnerships, active organizations, service work, faculty research, and internships) to the benefit of our learners



SUPPORTING OUR STRATEGIC COMMITMENTS

Commitment 1: Deliver a broad portfolio of high-demand credentials leading to meaningful work and purposeful lives

Academics supports attainment of Commitment 1 through:

- Offering environmental sustainability-focused academic programs and other learning opportunities and refining existing programs and opportunities to the needs of a changing workforce
- Applying a One-University, interdisciplinary approach to environmental sustainability
- Orienting around environmental sustainability as a complex and major challenge

Commitment 2: Provide the best and most personalized learner support in higher education

Academics supports attainment of Commitment 2 through:

- Reaching and engaging a diverse body of learners
- Helping learners recognize how environmental sustainability is both an academic topic and relevant practice that impacts current and future careers and communities

Commitment 3: Attract, develop, empower, and retain world class talent to deliver on our mission

Academics supports attainment of Commitment 3 through:

- Recognizing environmental sustainability as boundary-spanning work
- Promoting teaching excellence and innovation in environmental sustainability

- Offering engaging and relevant academic work to attract environmental sustainability talent across fields and disciplines
- Retaining and engaging employees through contribution to their community in environmental sustainability work

Commitment 4: Deploy transformational technology to support next-generation learning on a global scale

Academics supports attainment of Commitment 4 through:

- Using technology to accelerate and enable environmental sustainability initiatives
- Develop technology that allows learners to collaborate about environmental sustainability across learning platforms

Commitment 5: Create the capacity and foundation on which to build the 2030 learning ecosystem

Academics supports attainment of Commitment 5 through:

- Developing a meaningful commitment to environmental sustainability now in order to drive effective and meaningful results by 2030
- Building SNHU's environmental sustainability reputation through community partnerships, memberships in professional organizations, and other work
- Teaching resiliency as a new core competency based on climate uncertainty for learners of the future

DID YOU KNOW...

SNHU Campus recycles an average of 4lbs per person every week across academic and residential buildings on campus.



ENGAGEMENT GOAL

Foster an ecosystem with a holistic approach to communication, education, and incentives that supports members of the SNHU community to be lifelong global citizens.

Engagement's role is to regularly assess where the SNHU community is today in terms of environmentally sustainable practices, and then lay out the road map to inspire participation towards our eventual goals. The activities and strategies chosen will recognize that community members begin these efforts from different starting points, and will require different incentives to participate. During every engagement activity, the University needs to be thoughtful about being inclusive, recognizing that certain community members are more burdened by their socioeconomic status or relation to climate change than others. We will support the creation of more sustainable communities locally, nationally, and abroad.

STRATEGIC INITIATIVES

- E1 Assess and monitor the current level of engagement and awareness around environmental sustainability for students, staff, alumni, and other stakeholders over a multi-year period
- E2 Identify cultural competencies required to be sustainable leaders at each stakeholder level to build into Talent Development and Employee Engagement activities
- E3 Ideate and design educational tools and communication materials to inspire participation in the University's environmental sustainability commitment for all stakeholder groups
- E4 Create incentive structures for the SNHU community to participate in all environmental sustainability activities, which could include monetary, public recognition, celebrations, or other desirable outcome incentives
- E5 Undertake a significant research project to identify local, national, and global best practices for environmental sustainability, both in higher education and broader industry to potentially adopt at SNHU



SUPPORTING OUR STRATEGIC COMMITMENTS

Commitment 1: Deliver a broad portfolio of high-demand credentials leading to meaningful work and purposeful lives

Engagement supports attainment of Commitment 1 through:

- Partnering with environmental sustainability experts and collaborating in the exchange and transfer of related knowledge and resources
- Clarifying and supporting co-curricular engagement opportunities that support and align with SNHU curricular offerings
- Supporting experiential education opportunities to enhance learning journeys

Commitment 2: Provide the best and most personalized learner support in higher education

Engagement supports attainment of Commitment 2 through:

- Demonstrating empathy for our learners who are part of marginalized populations that are already feeling the brunt of climate change
- Providing open and continuous communication across the SNHU community
- Being mindful of who we partner with especially when it comes to who is supporting our learners
- Prioritizing learner accessibility

Commitment 3: Attract, develop, empower, and retain world class talent to deliver on our mission

Engagement supports attainment of Commitment 3 through:

- Providing environmental sustainability-focused workshops to increase awareness for the SNHU community

- Informing SNHU stakeholders of related best practices, programs, and the ability to actively participate in environmental sustainability related initiatives
- Fostering transparency in all environmental sustainability processes
- Highlighting our environmental sustainability strategic plan as part of our recruitment language and strategy

Commitment 4: Deploy transformational technology to support next-generation learning on a global scale

Engagement supports attainment of Commitment 4 through:

- Implementing and optimizing interactive platforms
- Incorporating AI and VR technologies to gamify the environmental sustainability impact at a global level
- Promoting and incentivizing the use of environmentally sustainable modes of communication and transportation

Commitment 5: Create the capacity and foundation on which to build the 2030 learning ecosystem

Engagement supports attainment of Commitment 5 through:

- Incorporating climate change into the 2030 narrative
- Creating narratives of what the in-person and online learner experience could look like in the face of significant climate disruption
- Outlining opportunities for active stakeholder engagement toward environmental sustainability strategic planning throughout our SNHU ecosystem
- Communicating research that adds urgency and legitimacy to our long-term planning

DID YOU KNOW...

Over 40% of the campus buildings have been retro-fitted, converted, or built with more efficient LED lighting fixtures.



OPERATIONS GOAL

Establish comprehensive operational frameworks to reduce our ecological footprint and support an environmentally sustainable model.

Operations requires the establishment of comprehensive operational frameworks oriented around air and climate, infrastructure, energy, food and dining, grounds, purchasing, transportation, waste, and water usage that follow our mission to support a fully sustainable model and a drive toward carbon neutrality. Communication shall remain at the forefront for all stakeholders to establish new sustainable operations and infrastructure that ensures we can continue to provide our best-in-class service to our learners.

STRATEGIC INITIATIVES

- 01 Create our plan for carbon neutrality that includes resources, financial commitments, and timeline required
- 02 Implement Carbon Neutrality
- 03 Keep reusable items out of dumpsters for things like dorm room furniture, lamps, etc. and engage a reduce, reuse, recycle, re-purpose refuse initiative.
- 04 Promote strategic sourcing decisions that follow industry best-practices regarding total cost of ownership to maximize our resources while minimizing waste
- 05 Reduce energy and water consumption through energy efficiency projects while continually reevaluating the effectiveness
- 06 Promote and investigate innovative ways to implement and use renewable resources and emerging technologies



SUPPORTING OUR STRATEGIC COMMITMENTS

Commitment 1: Deliver a broad portfolio of high-demand credentials leading to meaningful work and purposeful lives

Operations supports attainment of Commitment 1 through:

- Using our environmentally sustainable operational practices as a real-world application of sustainability in action in our academic programs
- Tracking and reporting sustainability data

Commitment 2: Provide the best and most personalized learner support in higher education

Operations supports attainment of Commitment 2 through:

- Supporting, encouraging, and promoting learner research projects, affiliate groups, their environmental sustainability projects, and a sense of community

Commitment 3: Attract, develop, empower, and retain world class talent to deliver on our mission

Operations supports attainment of Commitment 3 through:

- Appealing to current talent who are interested in the innovation of SNHU
- Appealing to new talent who are looking for an environmentally conscious employer
- Communicating initiatives and operational policies around environmental sustainability and promoting awareness toward being an informed global citizen

Commitment 4: Deploy transformational technology to support next-generation learning on a global scale

Operations supports attainment of Commitment 4 through:

- Using technology to monitor, measure, reduce consumption, increase efficiency, and capture success on environmental sustainability initiatives
- Looking to new and emerging technologies in the renewable energy space to help transform our usage and consumption
- Increasing and scaling technology to support increased work-from-home capabilities to reduce greenhouse gas emissions from commuters

Commitment 5: Create the capacity and foundation on which to build the 2030 learning ecosystem

Operations supports attainment of Commitment 5 through:

- Building resilient buildings that can withstand hurricanes, earthquakes, and extreme temperatures
- Knowing that climate change will impact our operations, we will plan for resiliency, redundancy, and recovery of services
- Reducing our carbon footprint year-over-year in pursuit of our carbon neutrality goal
- Publishing sustainability data and accomplishments for public access

DRIVING LEARNER SUCCESS

Planning for a Better Future

The success of our learners is driven by the intersection of environmental, economic, and social sustainability. As such, our Environmental Sustainability Goals, DEI Goals, and Strategic Commitments lead our strategy for delivering on our University mission and vision.

SNHU STRATEGIC COMMITMENTS

Commitment 1: Deliver a broad portfolio of high-demand credentials leading to meaningful work and purposeful lives

Commitment 2: Provide the best and most personalized learner support in higher education

Commitment 3: Attract, develop, empower, and retain world class talent to deliver on our mission

Commitment 4: Deploy transformational technology to support next-generation learning on a global scale

Commitment 5: Create the capacity and foundation on which to build the 2030 learning ecosystem

SNHU DIVERSITY, EQUITY, AND INCLUSION GOALS

Goal 1: Cultivate equity, access, and just experiences

Goal 2: Foster a culture of belonging and agency

Goal 3: Advance learning and development for equity and academic efficacy

SNHU ENVIRONMENTAL SUSTAINABILITY GOALS

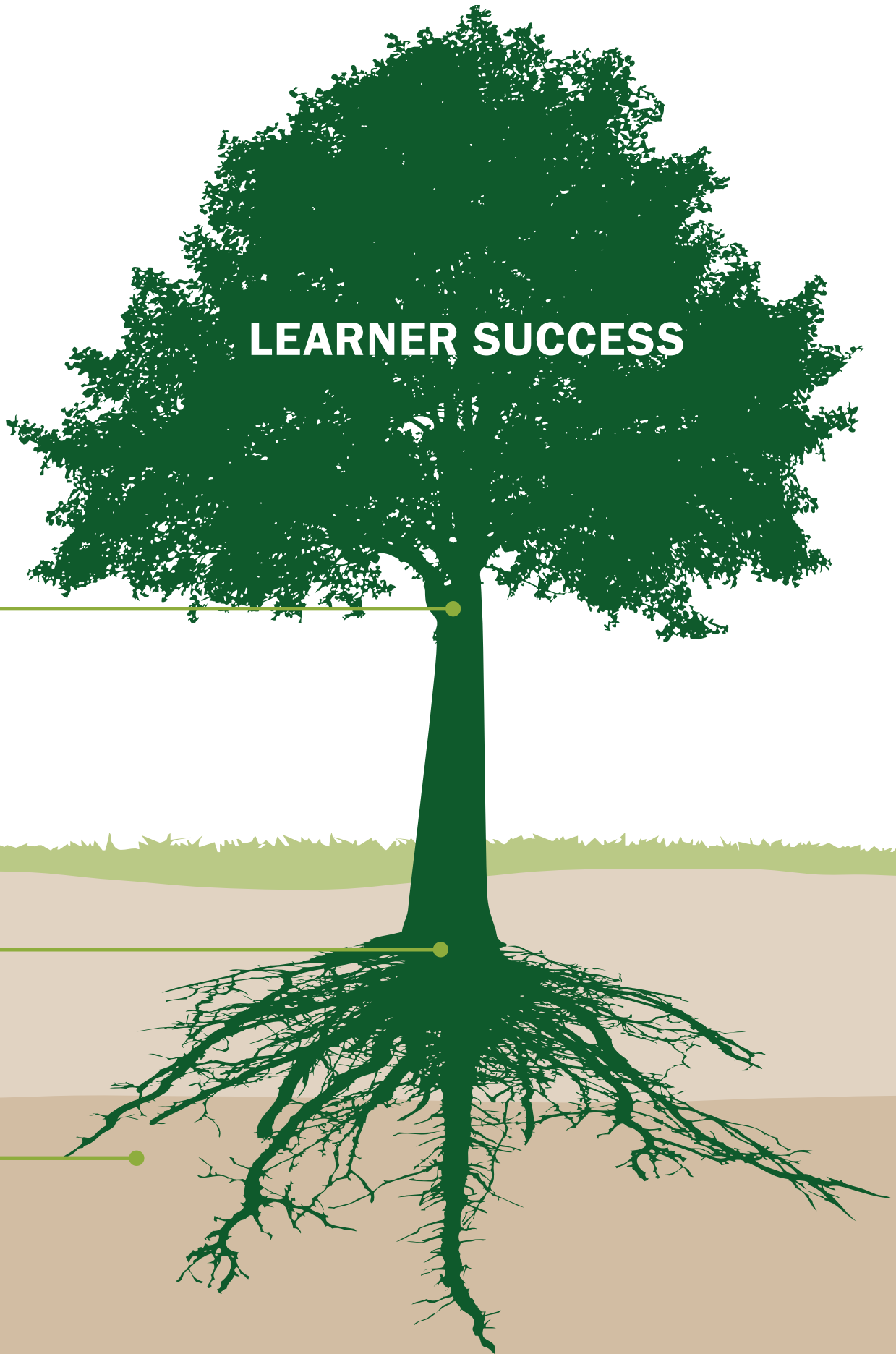
Planning & Administration Goal: Establish and support environmental sustainability strategic planning that complements and synthesizes priorities within existing strategies at SNHU

Academics Goal: Drive meaningful commitment to environmental sustainability and equity into the University's academic structure, our own collective learning, and our identity

Engagement Goal: Foster an ecosystem with a holistic approach to communication, education, and incentives that supports members of SNHU community to be lifelong global citizens

Operations Goal: Establish comprehensive operational frameworks to reduce our environmental footprint and support a fully sustainable model

LEARNER SUCCESS



DID YOU KNOW...

The SNHU Southwest Operations Center uses native plants in landscaping to reduce water consumption in the courtyard.



INITIATIVE PRIORITIZATION AND SUCCESS METRICS

Targeting High-Impact Areas

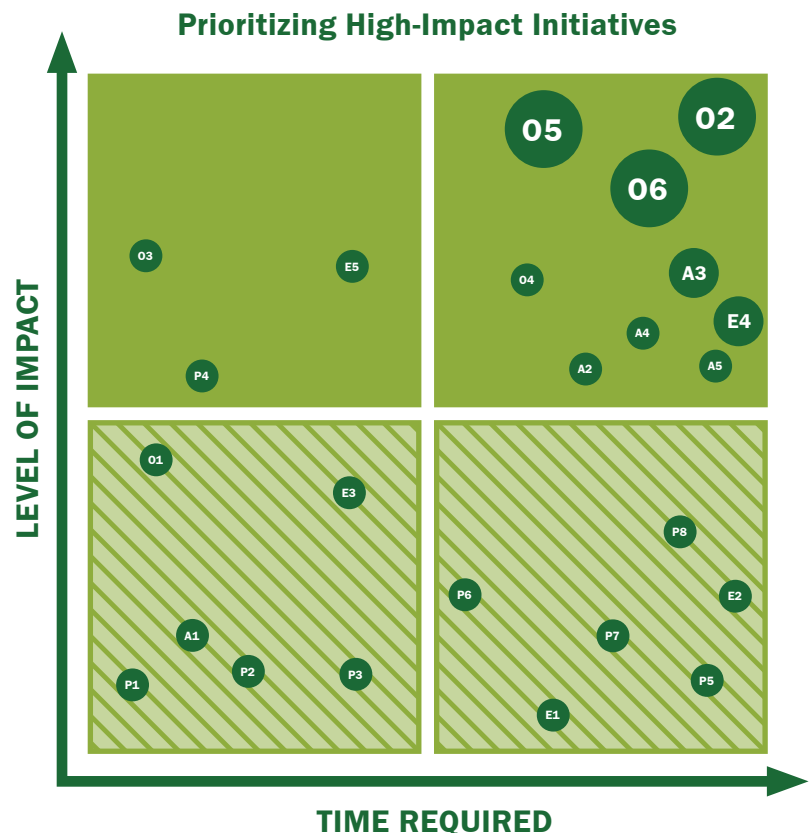
Through our environmental sustainability strategic planning efforts, we developed four goals derived from our focal areas and dozens of corresponding initiatives. We see the prioritization of goals and initiatives as critical for the sustaining energy as well as the measurement of success through key performance indicators (KPI's).

We have identified the comparative level of impact of each strategic initiative through mapping all goals across time required and level of impact. All identified initiatives are important and will be targeted over some. Some will inherently have a bigger impact compared to others.

Concurrently, we identified the KPI's and metrics for each proposed strategic initiative by goal. These will be the backbone of our strategic management system for tracking and reporting out on our progress towards operational benchmarks for environmental sustainability.

High-Impact Initiatives

- 05** Reduce energy and water consumption through energy efficiency projects while continually reevaluating the effectiveness
- 06** Promote and investigate innovative ways to implement and use renewable resources and emerging technologies
- 02** Implement Carbon Neutrality
- A3** Foster shared environmental sustainability outcomes across academic coursework that lead to increased academic opportunity (programs, minors, credentials, microcredentials, and similar)
- E4** Create incentive structures for the SNHU community to participate in all environmental sustainability activities, which could include monetary, public recognition, celebrations, or other desirable outcome incentives



PLANNING & ADMINISTRATION

Establish and support environmental sustainability strategic planning that complements and synthesizes priorities within existing strategies at SNHU.

STRATEGIC INITIATIVES

- P1 Establish dedicated staffing to start and grow the office of environmental sustainability reporting to the Chief Financial Officer and headed by a Sustainability Officer
- P2 Support sustainability efforts within the University including existing and emerging academics and work streams
- P3 Leverage and incorporate existing resources and expertise across the University to help facilitate initiatives
- P4 Establish and maintain governance structure creating accountability measures and/or incentives
- P5 Facilitate and report on yearly goals for each workstream
- P6 Establish measurement system for tracking progress toward goals
- P7 Incorporate diverse and inclusive voices to bring environmental sustainability lens into new projects and initiatives
- P8 Develop clear incentives and accountability measures that support a mix of short- and long-term goals and will coordinate planning and governance of environmental sustainability for the University

SUCCESS METRICS

- Integration of environmental sustainability in each new university initiative
- Number of learners participating in environmental sustainability-related events
- Tracking of metrics for other focal areas

ACADEMICS

Drive meaningful commitment to environmental sustainability and equity into the University's academic structure, our own collective learning, and our identity.

STRATEGIC INITIATIVES

- A1 Develop a shared and measurable definition of "sustainability" for our learners
- A2 Leverage SNHU's distributed global network of learners to make environmental sustainability community relevant for all
- A3 Foster shared environmental sustainability outcomes across academic coursework that lead to increased academic opportunity (programs, minors, credentials, microcredentials, and similar)
- A4 Increase interdisciplinary environmental sustainability opportunities for all learners (experiences, projects, and other active learning)
- A5 Prioritize resources to grow SNHU's academic reputation in environmental sustainability, regionally and then nationally, (through partnerships, active organizations, service work, faculty research, and internships) to the benefit of our learners

SUCCESS METRICS

- Development and sharing of environmental sustainability definition with learners
- Establishment of platform for collection and dissemination of learner environmental sustainability stories
- Amount of grants received that enhance learning opportunities for our learners
- Number of and percentage of courses including some aspect of environmental sustainability definition in outcome
- Number of learners served by environmental sustainability outcomes
- Number of and percentage of disciplines, credentials, and programs w/ environmental sustainability outcomes
- Number of events and projects involving staff, faculty, and learners on environmental sustainability

ENGAGEMENT

Foster an ecosystem with a holistic approach to communication, education, and incentives that supports members of the SNHU community to be lifelong global citizens.

STRATEGIC INITIATIVES

- E1** Assess and monitor the current level of engagement and awareness around environmental sustainability for students, staff, alumni, and other stakeholders over a multi-year period
- E2** Identify cultural competencies required to be sustainable leaders at each stakeholder level to build into Talent Development and Employee Engagement activities
- E3** Ideate and design educational tools and communication materials to inspire participation in the University's environmental sustainability commitment for all stakeholder groups
- E4** Create incentive structures for the SNHU community to participate in all environmental sustainability activities, which could include monetary, public recognition, celebrations, or other desirable outcome incentives
- E5** Undertake a significant research project to identify local, national, and global best practices for environmental sustainability, both in higher education and broader industry to potentially adopt at SNHU

SUCCESS METRICS

- Completion of benchmark year over year trends at national average through STARS reporting
- Outcomes of talent development and employee engagement surveys
- Number of visits to Compass Learning Hub for environmental sustainability content
- Visibility of environmental sustainability work on external facing SNHU website
- Presence on Elevate
- Number of site visits at specific institutions at different sizes and locations, program offerings, etc.
- Number of expert opinions brought in

OPERATIONS

Establish comprehensive operational frameworks to reduce our ecological footprint and support an environmentally sustainable model.

STRATEGIC INITIATIVES

- 01** Create our plan for carbon neutrality that includes resources, financial commitments, and timeline required
- 02** Implement Carbon Neutrality
- 03** Keep reusable items out of dumpsters for things like dorm room furniture, lamps, etc. and engage a reduce, reuse, recycle, re-purpose refuse initiative.
- 04** Promote strategic sourcing decisions that follow industry best-practices regarding total cost of ownership to maximize our resources while minimizing waste
- 05** Reduce energy and water consumption through energy efficiency projects while continually reevaluating the effectiveness
- 06** Promote and investigate innovative ways to implement and use renewable resources and emerging technologies

SUCCESS METRICS

- Baseline for efficiency projects
- Number of reusable items used
- Baseline target for carbon neutrality (fuel and electric)
- Baseline for university travel

TERMS OF REFERENCE

Establishing a Shared Language



Academics: AASHE STARS category focused on curriculum and research at the institution.

Alumni: Previously a learner, and now a graduate of SNHU, from any degree type or pathway. Has the potential to continue her/his/their education at any time.

Association for the Advancement of Sustainability in Higher Education (AASHE): Advocates for environmental sustainability in higher education.

Carbon Footprint: Amount of carbon dioxide and other carbon compounds emitted due to the consumption of fossil fueled by a particular person, group, etc.

Carbon Neutral: Describes the action of organizations, businesses, and individuals taking action to remove as much carbon dioxide from the atmosphere as each put into it with the goal of achieving a zero carbon footprint.

Climate Change: A change in global or regional climate patterns, often refers to a change apparent from the mid to late 20th century onwards attributed largely to the increased levels of atmospheric carbon dioxide produced by the use of fossil fuels.

Climate: The weather conditions prevailing in an area in general or over a long period.

Cogeneration: The use of a heat engine or power station to generate electricity and useful heat at the same time.

Compost: Decomposing organic matter in order to recycle various organic materials otherwise regarded as waste products; produces a soil conditioner that is rich in nutrients.

Diversity: Individual and group differences and similarities that can be visible or invisible and occur in cognitive and demographic manifestations, including socioeconomic class, race, ethnicity, gender identity, sexual orientation, physical and cognitive ability, religion, language, national origin, family type, generation, and more.

Eco-Representative(s): Student(s) who live and work on campus and raise awareness about ecological issues and encourage environmentally responsible behavior.

Economic Justice: Component of social justice; a set of moral principles for building economic institutions

Economic Sustainability: Refers to practices that support long-term economic growth without negatively impacting social, environmental, and cultural aspects of the community.

Emerging Technology: Technologies whose development, practical applications, or both are still largely unrealized.

Engagement: AASHE STARS category focused on campus and public engagement.

Environment: Surroundings or conditions in which a person, animal, or plant lives or operates; Natural world, as a whole or in a particular geographical area, especially as affected by human activity.

Environmental Sustainability: Responsible interaction with the environment to avoid depletion or degradation of natural resources and allows for long-term environmental quality.

Equity: Fair treatment, access, opportunity, and advancement for all and the elimination of barriers that prevent the full participation of some groups. It is an acknowledgment that historically underserved and underrepresented populations deserve fairness and justice to remedy systemic conditions that limit their opportunity and access.

Experiential Education: Teaching philosophy that informs many methodologies in which educators purposefully engage with learners in direct experience and focused reflection in order to increase knowledge, develop skills, clarify values, and develop people's capacity to contribute to their communities.

Green Technology: Technology whose use is intended to mitigate or reverse the effects of human activity on the environment.

Greenhouse Effect: The trapping of the sun's warmth in a planet's lower atmosphere, due to the greater transparency of the atmosphere to visible radiation from the sun than to infrared radiation emitted from the planet's surface.

Greenhouse Gas: A gas that contribute to the greenhouse effect by absorbing infrared radiation, such as carbon dioxide and chlorofluorocarbons.

Inclusion: Active, intentional, and ongoing engagement with and agency of diverse people and communities with the goal of deepening a culture of belonging, empowerment, and welcome, as well as policies, programs, and practices that mitigate against exclusion and inspire work for a common mission and vision.

Leadership in Energy and Environmental Design (LEED): An ecology-oriented building certification program run by the US Green Building Council.

Marginalized: Excluded, ignored, or relegated to the outer edge of a group/society/community.

One University Initiative: A SNHU alignment initiative to reorient ourselves around the concept that we are a single university with a common mission and that we are stronger together through collaboration across disparate teams on campus, online, etc.

Operations: AASHE STARS category focused on air and climate, buildings, energy, food and dining, grounds, purchasing, transportation, waste, and water.

Planning and Administration: AASHE STARS category focused on coordination and planning, diversity and affordability, investment and finance, and wellbeing and work.

Renewable Resources: Resource that can be used repeatedly and replaced naturally.

Smart Building: Any structure that uses automated processes to automatically control the building's operations including heating, ventilation, air conditioning, etc.

SNHU Community: the collection of all those who are part of the University, Learners, Alumni, Students, Staff, Faculty, et al.

SNHU Strategic Commitment: SNHU's strategic goals for 2018-2023 are elevated to the status of strategic commitments to demonstrate our unyielding and nonnegotiable dedication to the success of these areas.

Social Sustainability: Process for creating sustainable successful places that promote well-being by understanding what people need from the places they live and work.

Sustainability Tracking Assessment and Rating System (STARS): Framework for transparent, self-reporting on environmental sustainability for colleges and universities.

Strategic Initiatives: Areas of focus that will support the outcome of a goal and/or strategic commitment as well as three interrelated outcomes: boundary-spanning vision, realization of important benefits to stakeholders, and transformation of the origination.

Strategic Sourcing: Institutional procurement process that continuously improves and re-evaluates the purchasing activity of the organization.

Sustainability: Meeting the needs of the present without compromising the ability of future generations to meet their needs. SNHU recognizes that true sustainability occurs at the intersection of ecological health, social wellbeing, and economic fairness.

Sustainable Development: Economic development that is conducted without depletion of natural resources.

Workstream: Area of focus for moving a strategy into implementation and operationalization.

Get Involved Today!

- Bring your reusable food and beverage containers and choose reusable, metal utensils instead of plastic
- Participate in an environmental-themed activity during SNHU's Global Days of Service every April
- Staff/Faculty: Join the Sustainability Working Group or Green Team
- Students: Join the Environmental Club or Eco-Rep. Program

By helping to expand access to online degree programs, you are already reducing environmental impacts of education! For more opportunities, please contact sustainability@snhu.edu.

If we don't get climate change addressed – and quickly – our kids and grandkids will live in a world that might not sustain life.

**WE CAN DESPAIR, OR
WE CAN DO SOMETHING.**

WE WILL DO SOMETHING.

-Paul LeBlanc