

# Campus Sustainability Plan 2020

## 2019 Progress Report



### Academics & Educational Experience

Goal	Progress	Next Steps
<b>Establish an ongoing program that offers incentives for faculty to develop new sustainability courses and/or incorporate sustainability into existing courses.</b>		Lehigh held a day-long workshop on integrating sustainability in the curriculum, which was open to faculty in all four colleges. Two additional 1-hour workshops have been held. The LSC Education Subcommittee will hold a similar workshop for faculty in Spring 2020 and beyond.
<b>Create an inventory of academic courses that include sustainability and make publicly available.</b>		The Office of Sustainability has completed an annual inventory of academic courses that include sustainability since 2014-2015. It is publicly available on the Lehigh Sustainability website.
<b>Create and publicize an inventory of faculty who conduct research.</b>		The Office of Research and Graduate Studies will include a request for faculty names involved in sustainability research (including overview of the research) in the FY2020 survey (to be released in February 2020). They will partner to produce web content and other communications.
<b>Create a program to encourage faculty sustainability research.</b>		Through the provost, the Office of Research and Graduate Studies will request reporting from deans on hiring plans and thematic priorities related to the AASHE definition of sustainability research. Will set expectation of academic units to consider sustainability research as it is carried out in the disciplines represented at Lehigh.
<b>Include sustainability as a learning outcome when graduating from degree earning programs.</b>		Sustainability is included as a learning outcome (at the college level) in the College of Engineering, College of Arts and Sciences, and College of Business. The LSC Education Subcommittee will work on adding it as a college level learning outcome in the other two colleges.

**Academics & Educational Experience**

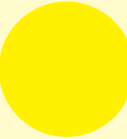
**Campus & Community Engagement**



**Goal**

**Progress Next Steps**

**Create ongoing library support for sustainability research and learning in the form of research guides, materials selection, curriculum development efforts, sustainability literacy promotion, and e-learning objects focused on sustainability.**



The Librarians write Library Research Guides, including ones covering the topics of sustainability that are available to faculty, staff and students on the Library website.

**Conduct an annual sustainability literacy assessment that focuses on knowledge of sustainability topics and may also address values, behaviors and/or beliefs.**



The LSC Education Subcommittee is developing a sustainability literacy assessment, which will be sent to campus in Spring 2020.

**Formally adopt an open access policy to ensure that versions of all future scholarly articles by faculty and staff and all future theses and dissertations are deposited into an open access repository.**



The Office of the Vice President and Associate Provost for Research and Graduate Studies will engage the provost, deans, department chairs, and faculty governance to raise awareness of the role of open access in the university mission. This goal will be taken up in our next Sustainability Strategic Plan.

**Provide opportunity for all students to participate in orientation activities and programming that include sustainability.**



100 percent of entering students are provided an opportunity to participate in orientation activities and programming that prominently include sustainability.

**Provide training and professional development opportunities about sustainability available to all staff at least once a year.**






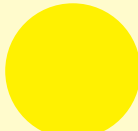
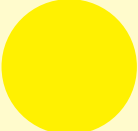
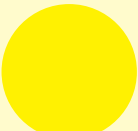
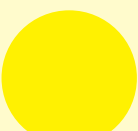
There are several opportunities annually including ERAC Brown Bag Lunches, Knowledge at Noon sessions, and special Office of Sustainability challenges and presentations.










## Campus & Community Engagement

Goal	Progress	Next Steps
<b>Create a lab program targeting behavioral change comprehensively across areas of energy, waste, water, and materials.</b>		The Office of Sustainability established a Green Labs Program and piloted it in two labs in STEPS. After the pilot, the program was transitioned to LU Facilities.
<b>Extend the faculty/staff peer-to-peer sustainability outreach program to reach an additional 8 percent of faculty/staff by adding 10 new offices per year.</b>		The Office of Sustainability is ahead of the additional 8 percent of faculty/staff goal per year.
<b>Cover sustainability topics in new employee orientation and/or in outreach and guidance materials to new employees.</b>		There is a sustainability section delivered in all New Employee Orientations.
<b>Create a formal sustainability partnership with the local community that catalyzes community resiliency and local/regional sustainability.</b>		The Office of Community & Regional Affairs will maintain partnerships under the 4 pillars (supporting public education, neighborhood revitalization, economic vitality, and clean and safe). These relate to the social equity and environmental stewardship sustainability pillars. These partnerships are renewed every 3 years and will be re-evaluated in 2021.
<b>Extend the peer-to-peer sustainability outreach program to reach 100 percent of undergraduate and graduate students by 2020.</b>		The Eco-Rep Leadership Program currently reaches ~90 percent of students living on campus. The Office of Sustainability is working to close the gap by the end of 2020 by recruiting Eco-Reps for the remainder of the Greek Houses.
<b>Begin institutional advocacy for national, state, or local public policies that support campus sustainability, or otherwise advance sustainability.</b>		Lehigh has a representative participating in the development of the City of Bethlehem's Climate Action Plan. This will be a multi-year process that will continue into 2020. Some of Lehigh's advocacy priorities at the local level are (1) Health and Wellness and (2) Multi-Modal Connectivity.
<b>Become an institutional member of the Fair Labor Association and/or the Workers' Rights Consortium.</b>		There are no plans to pursue this certification as a University. The institutional priorities have shifted.



Goal	Progress	Next Steps
<p><b>Offer complete protein vegan meal options at dining locations on campus.</b></p>		<p>Lehigh Dining started offering complete protein vegan meal options at dining locations on campus in 2014-2015. This has continued each year since.</p>
<p><b>Create an institution-wide stated intent to support disadvantaged businesses, social enterprises, and/or local community-based businesses.</b></p>		<p>The existing Sustainable Purchasing Policy includes considerations regarding environmental, social, and ethical aspects, including supporting regional and local businesses. Purchasing Services also supports the bi-annual “Meet the Buyers” event to identify small and minority owned businesses as potential Lehigh suppliers.</p>
<p><b>Establish sustainable building design and construction guidelines or policy to LEED Silver or equivalent standards.</b></p>		<p>LU Facilities established that all buildings must be built to LEED silver or equivalent standard. Lehigh is also currently updating its design standards.</p>
<p><b>Achieve 20 percent of food aligning with 1 or more of 4 categories (local, humane, fair trade, organic) by 2020.</b></p>		<p>Lehigh Dining currently purchases approximately 14 percent “real” food. Lehigh Dining is currently assessing whether it will be able to reach 20 percent “real” food by mid-2020.</p>
<p><b>Reduce emissions by 25 percent over 2007 baseline.</b></p>		<p>Lehigh reduced its emissions (scope 1 &amp; 2) by 17.3 percent MTCDE/year from CY2007 - FY2019. If we consider that Lehigh’s gross square footage increased, the reduction is 24.1 percent MTCDE/year-GSF.</p>
<p><b>Create sustainable buildings operations and maintenance guidelines or policy.</b></p>		<p>LU Facilities will implement some of the LEED EB and/or Green Globes practices for potential adoption at Lehigh. Based on the outcome of the demonstration project of water conservation, Lehigh will consider extending it to other buildings.</p>
<p><b>Increase by 10 percent the number of employees that use one or more of the following options as their primary means of transportation to and from campus: carpooling, walk, bike, public transportation or telecommute.</b></p>		<p>The Connections Plan aims to reduce automobile use, promote ridership and expansion of Lehigh’s transit system, and encourage health and wellness through walking and cycling. Lehigh collects passenger data from the LANTA rider program, its carpool program, and for the Zagster bikeshare program (until October 2019). In Spring 2020, Lehigh will improve its bus passenger counters for more accurate data collection.</p>



Goal	Progress	Next Steps
<p><b>Divert all food waste from trash stream.</b></p>		<p>LU Facilities and the Office of Sustainability are working on a pre-consumer composting pilot for Spring 2020. This pilot will help inform the potential expansion of composting across campus for both pre-consumer and post-consumer materials.</p>
<p><b>Manage grounds in accordance with an Integrated Pest Management Plan, sustainable landscape management program and/or organic/certified/protected.</b></p>		<p>BrightView has an Intergrated Pest Management (IPM) Plan. 200 acres of Lehigh's 1600 acres are treated with the IPM Plan. In addition, 800 acres (forest) out of the 1600 acres are managed with an organic lawncare standard that does not use inorganic fertilizers and chemical pesticides, fungicides, and hebicides in favor of ecologically prefereable materials.</p>
<p><b>Identify and implement native plant standards to replace non-native species to support wildlife habitats.</b></p>		<p>All new projects including the new residence halls and HST will all have native plant species. In addition, there are plans to remove and replace current plantings with native plant species at Alumni Memorial. There is also a long-term plan to integrate that with native plantings on Memorial Walk and behind Wilbur.</p>
<p><b>Move to purchasing Green Seal and/or UL Environment (EcoLogo) certified cleaning and janitorial products for all buildings.</b></p>		<p>Lehigh currently uses 60-70 percent green cleaning products. The Office of Sustainability will work with Purchasing Services and LU Facilities on the next cleaning/janitorial RFP in late summer/early fall 2020.</p>
<p><b>Create and implement a waste management plan to minimize waste generated on campus by 10 percent over 2010 baseline.</b></p>		<p>A comprehensive Waste Management Plan and Policy was created in 2016. It established requirements for master data tracking system for 30+ waste/recycling streams. Lehigh has not been able to reduce waste by 10 percent.</p>
<p><b>Increase recyclables by 10 percent over 2012 baseline.</b></p>		<p>Due to global shifts in recycling markets, it has put pressure on domestic facilities to reduce contamination in the recycling stream. The accepted contamination rate went from 10 percent to .05 percent. Lehigh continues to refine its recycling process and messaging despite these global challenges.</p>
<p><b>Conduct an assessment to identify vulnerable species and environmentally sensitive land on institution owned or managed land.</b></p>		<p>LU Facilities has not conducted an assessment, but it has a long-term goal to develop a Forest Management Plan. This goal will be taken up in our next Sustainability Strategic Plan.</p>

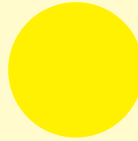


**Goal**

**Progress**

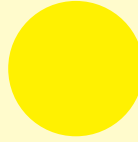
**Next Steps**

**Identify green infrastructure and low impact development (LID) practices to help mitigate stormwater run-off impacts and treat rainwater as a resource, not as a waste product.**



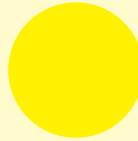
A water reuse system will be installed in the new HST building. LU Facilities is hiring a consultant to help prepare a storm water management plan.

**Update policies to require vendors and contractors to adhere to minimum environmental and employee wage, benefits, working condition and rights standards, consistent with the International Labor Organization.**



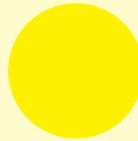
Standards specific to sustainability-related efforts have been drafted in peer departments for paint, carpeting, computers, and C&D waste. Some standards are still in the process of being drafted, i.e. for furniture and cleaning products. Purchasing Services assisted with the development of a Surplus Property Program, which addresses how surplus is handled across various streams.

**Optimize fuel efficiency and mitigation of greenhouse gas emissions of vehicles and bus services by optimizing bus routes and developing a plan for vehicle and bus replacement.**



Transportation Services is re-evaluating new bus routes and vehicle types to gauge efficiency of the new service and make recommendations to enhance the service to meet and exceed expectations of optimizing fuel efficiency. There are plans for diesel bus replacement and gas vehicle replacement in favor of more sustainable options.

**Create an energy management plan that addresses campus growth and building needs, energy efficiency retrofits, behavior change opportunities, and future reduction targets that reduces energy use per sq ft by 25 percent over 2007 baseline.**



LU Facilities is working with a consultant on a Campus Utility Master Plan. In addition, Lehigh completed a 2018-2019 HVAC system retrofit in buildings such as Maginnes Hall, Zoellner Arts Center, Iacocca (A), Jordan (F), Imbt/H, and J. Lehigh also worked with Siemens to reprogram some HVAC control strategies in laboratories. Additionally, during 2018-2019, 9 buildings were partially or completely retrofitted with LEDs and more will be done in the years to come.

**Employ life cycle cost analysis (LCCA) to evaluate energy and water life cycle using products, systems and building components.**




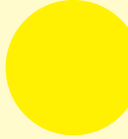



LU Facilities and Dining Services currently employ LCCA for large-scale assets such as buildings, building systems for new buildings, or when replacing electrical infrastructure, boilers, chillers, or other large components. This is not an institutional practice, however. This goal will be taken up in our next Sustainability Strategic Plan.





# Planning & Administration

Goal	Progress	Next Steps
<p><b>Conduct surveys to measure employee satisfaction and engagement addressing: job satisfaction, work/life balance and learning and advancement opportunities.</b></p>		<p>Every other year Human Resources contracts with Energage to survey all faculty and staff. Results are broken down and reported to all senior leaders for their STEM, with the goal setting and reporting mechanism up to the Provost or the President.</p>
<p><b>Administer or participate in programs to help build a diverse faculty.</b></p>		<p>The Office of Diversity, Inclusion, and Equity has made great strides in administering and participating in programs to help build a diverse faculty. This includes: the development of a University-Wide recruitment handbook, providing workshops that include training on unconscious bias for ALL faculty search committees, ensuring each pool of candidates invited to campus is diverse, placing each position ad in multiple venues to help diversify the pool, and providing information to candidates about the Principles of Our Equitable Community.</p>
<p><b>To create policies and programs to make accessible and support non-traditional students.</b></p>		<p>Lehigh continues to support a childcare center that is managed by Bright Horizons. Non-traditional students are permitted to take advantage of every service and/or program that aides in their transition to campus life as would the traditional-age population.</p>
<p><b>Begin tracking workplace injuries and occupational disease annually and set goals to reduce them.</b></p>		<p>Risk Management tracks workplace injuries and occupational disease annually. The overall number of workplace injuries has decreased over time. Specific goals still need to be set to continue to reduce the workplace injuries and occupational disease.</p>
<p><b>Institution has adopted 1) a framework for engaging internal stakeholders (i.e. students, staff, faculty) in governance; and/or 2) a framework for engaging external stakeholders (i.e. local community members) in the institution's governance, strategy and operations.</b></p>		<p>Although the institution has not formally adopted a framework, internal stakeholders are engaged through the Undergraduate Student Senate, Graduate Student Senate, Employee Relations Advisory Committee, Council for Equity and Community, and various faculty committees. Lehigh does not currently have written policies to engage external stakeholders.</p>