

# 2024

# SUSTAINABILITY HIGHLIGHTS REPORT



Sustainability

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# FROM THE DIRECTOR

## MICHAEL WEINSTEIN DIRECTOR OF SUSTAINABILITY

Dear Southern New Hampshire University Community,

Welcome to our first ever Sustainability Year in Review. As we continue to face unprecedented environmental pressures, it is imperative that universities take a leadership role in addressing these challenges. Climate change, biodiversity loss, and other environmental crises pose catastrophic risks not only to our planet but also to the longevity and resilience of our institution. Undertaking serious sustainability work is no longer optional; it is a necessity for any organization to survive in the 21st century. Our commitment to sustainability is a testament to our dedication to securing a viable future for our university and the broader community.

Over the past year, we have made significant strides in advancing our sustainability agenda. I am incredibly proud of the strong, hybrid team we have built within the Office of Sustainability over the last three years. Their dedication and expertise have enabled us to achieve rapid progress in a relatively short period. We have engaged our communities --- both on-campus and online --- in thousands of hours of sustainability projects and programs, fostering a culture of environmental stewardship. We have established shared governance to set and oversee our sustainability goals. For the first time, we have implemented enterprise-wide, responsive environmental reporting. These milestones reflect our collective effort and commitment to creating a sustainable organization.

Looking ahead, I am so excited about the work we will undertake as we close out our initial University Environmental Sustainability Strategic Plan and advance Sustainability & Climate Action at the institutional level. Our university is on the path to becoming a Triple Bottom Line organization, which will bring immense benefits to our staff, learners, and their communities. We are exploring ways to understand the full impact of our emissions globally, building more transparent systems for tracking our sustainability efforts, and continuing to collaborate with business partners to expand our programming and lead a culture of sustainability. Together, we will continue to ensure SNHU is not only insulated from worsening environmental impacts, but is engaged in actively building an institution and global community dedicated to mitigating these impacts and creating a healthy, equitable, and vibrant planet.



Michael Weinstein, PhD  
Director of Sustainability



# SUSTAINABILITY TRACKING, ASSESSMENT, AND RATING SYSTEM

## SHOOTING FOR THE STARS



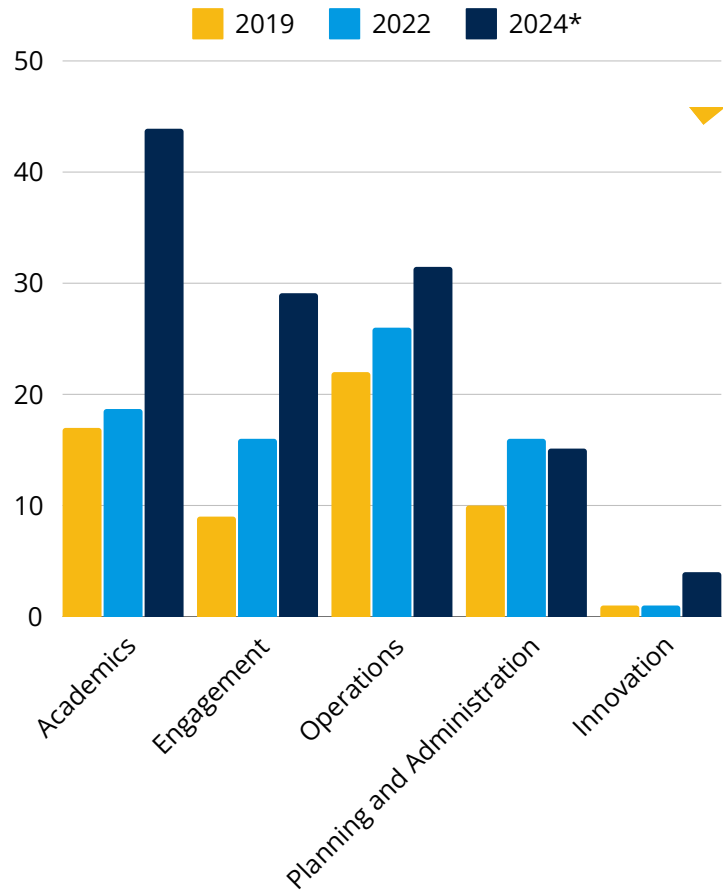
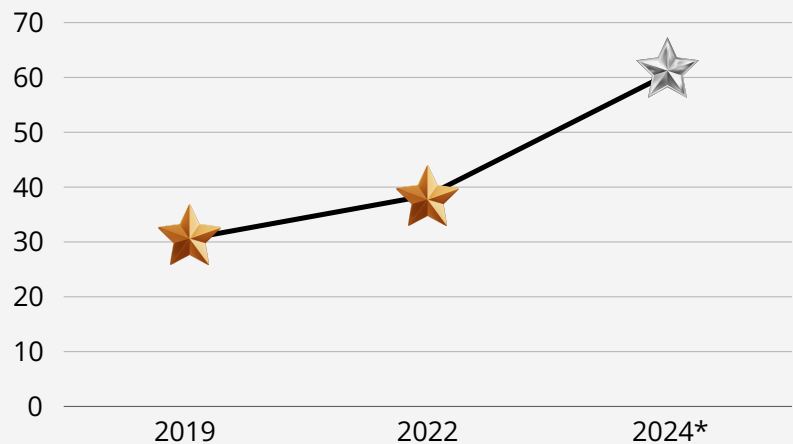
The Sustainability Tracking, Assessment, & Rating System™ (STARS) is a transparent, self-reporting framework for colleges and universities to measure their sustainability performance.

STARS® is intended to engage and recognize the full spectrum of higher education institutions, from community colleges to research universities.

Much like STARS, the Office of Sustainability is structured around four areas: Academics, Engagement, Operations, and Planning and Administration.

The chart to the right shows the breakdown of points in each category for our three submissions.

Schools can certify at the Bronze, Silver, Gold, or Platinum Level. Below is each certification for SNHU's submissions.



### NEW STARS CREDITS CLAIMED FOR 2024

- Research and Scholarship
- Continuing Education
- Food and Beverage Purchasing
- Office Paper Purchasing
- Commute Modal Split
- Diversity and Equity Recognition
- External Reporting Assurance
- Food Bank
- Green Cleaning Certification
- Green Event Certification
- Grounds Certification
- Textbook Affordability
- Wellbeing Certification

2024\* - Report for 2024 is awaiting verification from the Association for the Advancement of Sustainability in Higher Education.

## CURRICULUM

### THE COMMONS

The Commons Cornerstone courses will help learners understand the basic ideas and concepts that are the building blocks of education. From writing and math to online learning, cultural awareness and sustainability, learners will gain a well-rounded educational experience.

SNHU's primary goal is to empower learners with the tools and abilities to become an effective critical and creative thinker, as well as a confident decision-maker.

**12% of courses** are either sustainability focused or inclusive



**82% of academic departments** offer sustainability related or inclusive courses

**SNHU conducted the first sustainability literacy assessment for all learners with almost 9,000 responses**

## RESEARCH



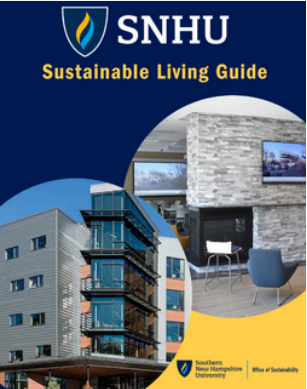
**35% of University college employees** conduct sustainability related research

**52% of academics departments** are engaged in sustainability research



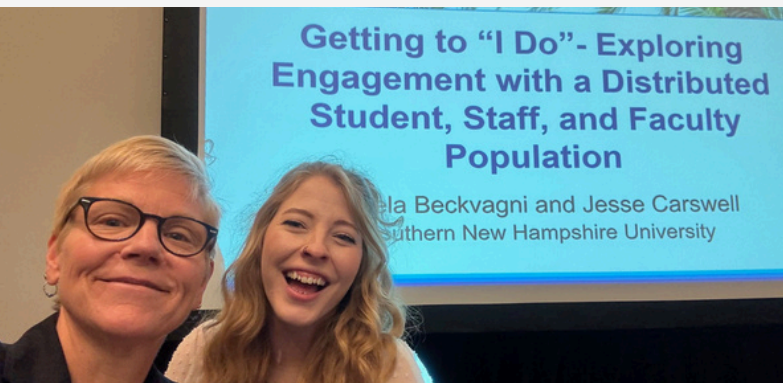
SNHU has a voluntary open-access policy which covers research submissions from students, faculty, and administration. The Academic Archive Policies encourage open access for student and employee research submissions. The SNHU Academic Archive is an online institutional repository providing open, worldwide access to faculty and student research and materials related to the history of the University.

SustainableSNHU launches on SNHUConnect for online learners to connect with others interested in sustainability



Sustainable Living Guide for on campus residents launches with Residence Life

Pamela Beckvagni (Assistant Director) & Jesse Carswell (Data Analyst) presented at the Global Conference for Sustainability in Higher Education Conference



## HOSTED FIRST ANNUAL SUSTAINABILITY SUMMIT

Topics discussed:

- Eco-Anxiety Into Eco-Action
- Positive Impacts of Sustainability Tracking
- Carbon Offsets
- Open Educational Resources



**200+**  
EVENTS RELATING TO  
SUSTAINABILITY

## SNHU HOSTED THE 20TH NORTHEAST CAMPUS SUSTAINABILITY CONSORTIUM REGIONAL SUMMIT



**4,108**  
ECO-REP HOURS CONTRIBUTED  
TO SUSTAINABILITY EFFORTS AT  
SNHU

# 13,104

STUDENT COMMUNITY  
SERVICE HOURS

# 1,650

EMPLOYEE COMMUNITY  
SERVICE HOURS

## ASSESSING SUSTAINABILITY CULTURE:

# 74%

OF EMPLOYEES AGREED OR STRONGLY AGREED WITH THE STATEMENT "I KNOW HOW MY POSITION CONTRIBUTES TO SUSTAINABILITY EFFORTS AT SNHU"

# 78%

OF EMPLOYEES AGREED OR STRONGLY AGREED WITH THE STATEMENT "I INCORPORATE SUSTAINABILITY INTO MY DAILY ACTIONS AND DECISIONS"

SNHU OFFERS TWO CONTINUING EDUCATION PROGRAMS TO THE PUBLIC - NURSING AND PSYCHOLOGY-

# 43.5%

CONTAIN SUSTAINABILITY ELEMENTS

# 100%

OF STUDENTS EXPOSED TO SUSTAINABILITY DURING ORIENTATION

## SUSTAINABILITY-RELATED COMMUNITY PARTNERSHIPS



# SUSTAINABILITY CHAMPIONS 2024

8

THE SOUTHERN NEW HAMPSHIRE UNIVERSITY SUSTAINABILITY CHAMPION AWARDS LAUNCHED IN 2024. THESE ARE OPEN TO CAMPUS AND ONLINE FACULTY, STAFF, STUDENTS, AND TEAMS.



## EMILY SALYARDS, STUDENT CHAMPION

"Emily works at the Office of Sustainability as the Surplus Eco-Rep which entails selling and repurposing all surplus on campus. She also co-leads the Good Stuff move out program that takes place at each move out. She makes sure all the donations are organized and put back into the Freecycle stations, SNHU cupboard or donated to non-profits. She runs the Freecycle stations on campus which are stations in each residence hall that have school supplies, clothing, dorm materials and more."



## DR. KEVIN SNYDER, FACULTY CHAMPION

"Dr. Snyder has created several Association for the Advancement of Sustainability in Higher Education conference and Post Landfill Action Network conference presentations. He serves on boards and committees for greater area Sustainability group, is a Sustainability Advisory member, and is a co-founding member of the Sustainability Committee."



## HALEY HASKINS, STAFF CHAMPION

"Haley has worked to secure multiple partnerships with the Office of Sustainability to create a community garden on campus for residents of East Side Apartment, and is currently working to add pollinators to the community garden. ... As a result, Haley has been a catalyst for change on campus in integrating sustainability and social awareness into the fabric of SNHU's campus culture. She has truly left her mark on this campus."



## CEREMONIES AND EVENTS, TEAM CHAMPION

Laura Moran, Deanna Zanella, Jennifer Kidwell, Deana Gilkinson, Amanda Bogoslofski  
"The Conference and Events Team has had many sustainability related accomplishments including, but not limited to:

- Holding hybrid and online events for our distributed workforce – reducing travel environmental impact and waste.
- Caps & gowns are made from 100% post-consumer plastic bottles.
- Reusable signage is produced for all events and physical spaces around the Millyard and on campus, as well as the SNHU Arena."

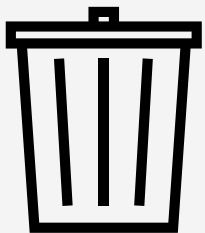


Procurement launches Supplier Diversity Program to provide fair and inclusive business opportunities for people of all backgrounds



First Food and Beverage Audit conducted with ADC

90% of managed grounds are managed organically or through an integrated pest management program



**WASTE CENTRALIZATION PROJECTS MOVES FORWARD, EXPANDS TO THE MILLYARD**

Centralized waste has already:

- Improved waste sorting
- Reduced contamination in our recycling stream
- Saved money by eliminating desk-side and classroom trash bins
- Made recycling more effective
- Gotten people up, moving, and interacting with colleagues

Over 50% of commuter and on-campus learners use more sustainable commuting options as their primary mode of transportation

## 22 TONS

of items gone to Surplus, saving over \$7,000 of landfill related costs

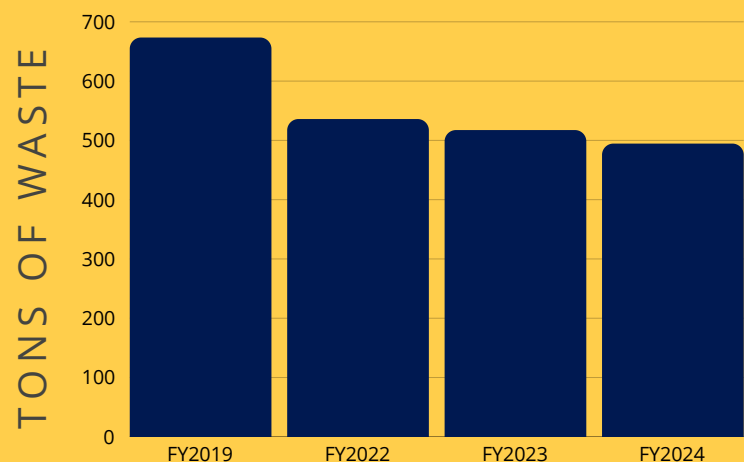
Over \$10,000 of revenue generated from Surplus sales

## 89%

of purchases on cleaning and janitorial products are certified to meet sustainability standards

## 32%

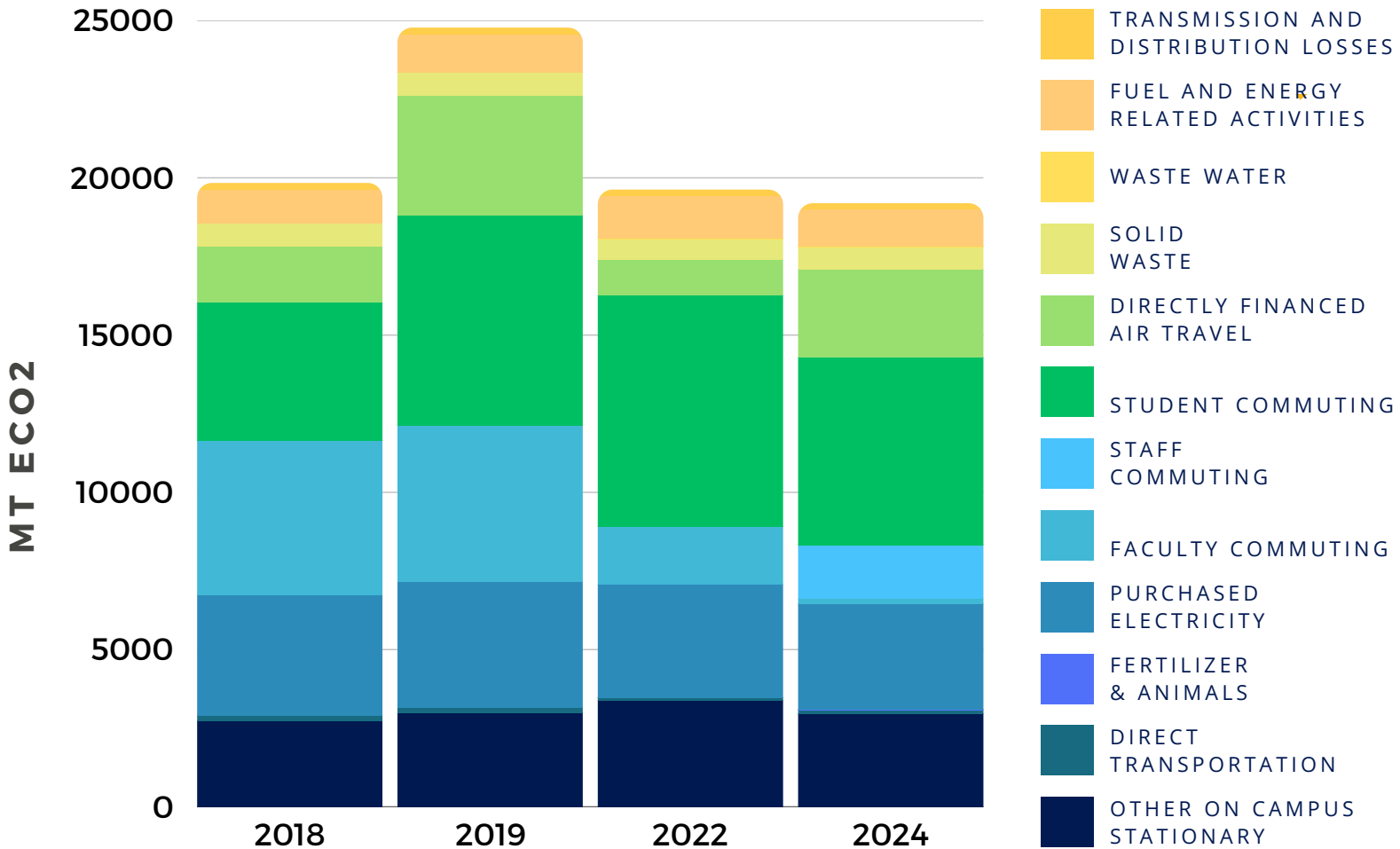
reduction in total waste generated per campus user since 2019



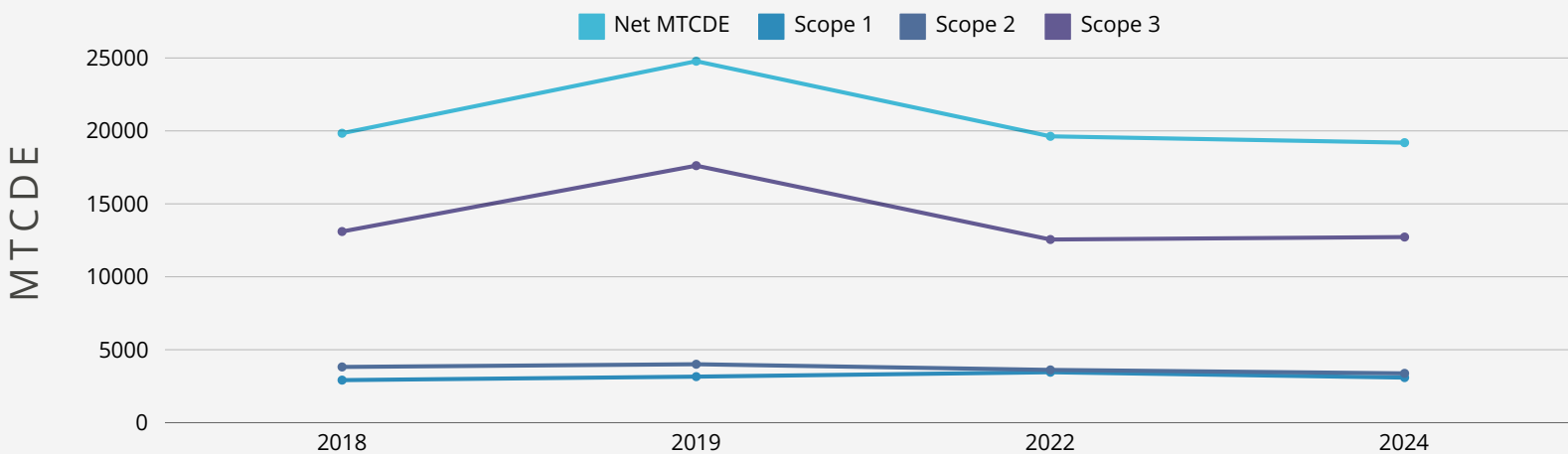
This is the equivalent of over \$150,000 in landfill costs saved by the university

# GREENHOUSE GAS EMISSIONS

## CATEGORY EMISSIONS FROM 2018 TO 2024



## CHANGES IN EMISSIONS FROM 2018 TO 2024



**SCOPES 1 & 2: -6% SCOPE 3: -3% NET EMISSIONS: -3%**

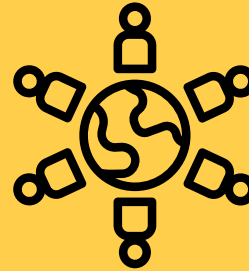


SNHU recognized as top employer in higher education and in top "Most Innovative Schools."

**SNHU focuses on inclusive hiring using a combination of technologies, partnership with diversity focused job boards, and strategically sourcing candidates.**



SNHU Submits first University of Indonesia Green Metrics report for world sustainability university rankings. **Ranks in top ten of North American university submissions.**



**STANDING TOGETHER FOR EQUITY, DIVERSITY, AND INCLUSION WORK MOVES FORWARD**

**STRATEGY 1: EQUITY**

Build commitment, capacity, policy, and mindsets to create equitable outcomes that build, support, develop, and retain diverse talent.

**STRATEGY 2: DIVERSITY**

Increase diverse representation across SNHU to reflect the diversity of our society and our learners.

**STRATEGY 3: INCLUSION**

Create and foster a culture and community that promotes a sense of belonging for all.



SNHU submits for New Hampshire Businesses for Social Responsibility's "Measure What Matters report."

## SNHU NAMED A BEST EMPLOYER FOR WOMEN BY FORBES

The Forbes list of America's Best Employers for Women was conducted through an independent survey by Statista that included more than 150,000 women working at companies in the U.S. with at least 1,000 employees earning STARS IN-9.

## SNHU EARNS GREEN CLEANING CERTIFICATION

SNHU's Housekeeping Team certified to the ISSA Cleaning Industry Management Standard Green Building Criteria earning STARS IN- 17.



## SUSTAINABLE EVENTS CERTIFICATION LAUNCHED



The Sustainable Event Certification encourages event planners across both University College and Global Campus to implement more sustainable practices by providing them with a framework earning STARS IN-18.

Certify your next event by scanning the QR code.

## SNHU EARNS MENTAL HEALTH AMERICA PLATINUM BELL SEAL

Mental Health America (MHA) awarded SNHU the 2024 Platinum Bell Seal for Workplace Mental Health, recognizing the university's commitment to creating healthy workplace environments for its employees earning STARS IN-44.



## ROTATING EXTERNAL REVIEW PROCESS CREATED

The Office of Sustainability created a rotating external review process with 13 other colleges and universities affiliated with the Northeast Campus Sustainability Consortium earning STARS IN-11.



## SNHU CUPBOARD PROVIDES FOOD & BASIC NECESSITIES

The Cupboard provides a reliable source of food and basic necessities for any SNHU student, staff, or faculty member who is in need, ensuring that everyone in our community can live, learn, work, teach, and thrive by meeting their basic needs earning STARS IN-14.

## SNHU CERTIFIES AS LEVEL 1 ACCREDITED ARBORETUM



As a living classroom, the Arboretum aims to inspire and develop citizens and leaders dedicated to understanding, appreciating, and sustaining our environment earning STARS In-20.

## OPEN EDUCATIONAL RESOURCES POLICY LAUNCHED

The Office of Knowledge Management and Information Science has issued an Open Educational Resources (OER) Adoption Policy effective July 1, 2024. This minimizes textbook waste while increasing affordability for students earning STARS IN-41.