

Champlain College SUSTAINABILITY ACTION PLAN 2013-2020



June 1, 2013

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INTRODUCTION

Champlain College recognizes the global and local need for environmental protection and the opportunity to exhibit leadership. As declared in *Champlain 2020: A Strategic Plan for Champlain College 2010-2020*, Champlain has committed to sustainability being one of the College's central values. However, as sustainability is a word that can mean many things to many people, we feel it necessary to define what sustainability means for Champlain College and create a value statement to further elaborate how we envision this concept to come to life.

Defining Sustainability at Champlain College

Champlain views sustainability in an inclusive way, encompassing human and ecological health, social justice, secure livelihoods, and a better world for all generations, as defined by the Association for the Advancement of Sustainability in Higher Education (AASHE). At Champlain College, sustainability is a central value and we strive to infuse it throughout our other core values of distinctive excellence, innovation, human touch, global engagement, diversity and inclusion.

Sustainability Value Statement

Champlain College will be a sustainable institution, in our operational practices, our campus culture, our curriculum, and in our relationships with our greater community. It is our belief that as we support students to be 21st century global citizens, they need to be well informed about sustainability concepts and practices as it relates to their field and profession. Further, we must create a campus where fully engaging in these concepts and practices is a part of life for our whole community. Additionally, we will be a model for other institutions and communities as we create an example of positive impact on the planet and its inhabitants. Because sustainability is a holistic and interdependent concept, our application of sustainability on campus and within our institution will demonstrate this and be *INFUSED* into all that we do.

The Plan

This document offers a roadmap for how we will carry out the value statement offered above. This plan builds upon other College plans and policies, most notably the Strategic and Master Plans.

The driver of this plan is Sustain Champlain—the campus-wide initiative that strives to infuse sustainability concepts and practices across Champlain College, by coordinating and promoting best practices within four areas: our institution, academics, operations, and culture. Sustain Champlain is the

organizational umbrella for activities and initiatives related to campus sustainability, but the day to day work is that of many departments and offices.

This document outlines the initiatives taken within these areas to highlight the progress we have made and to define the work that needs to be done in order to achieve our sustainability goals. The categories included in this plan come from those used by the Association for the Advancement of Sustainability in Higher Education's (AASHE) Sustainability, Tracking, Assessment and Rating System (STARS), version 1.0. STARS is a transparent, self-reporting framework for colleges and universities to measure their sustainability performance and includes categories beyond the usual environmental metrics, including Human Resources, Affordability, and Purchasing¹.

In this document, a brief overview is given for each category, followed by a list of related aspects. The following information is included for each topic:

- **Metrics**- How Champlain College tracks progress and measures success
- **Contact**- Reference Department Organizational Chart for specific personnel
- **Purpose**- Why Champlain College thinks this aspect should be addressed
- **Current Initiatives**- What Champlain College is already doing
- **Vision**- How Champlain College will function once this aspect is fully addressed (may be beyond the 2020 timeline)
- **Action Steps**- How Champlain College will achieve its vision
- **Links to Champlain 2020**- How this aspect connects to Champlain's Strategic Plan, Version 1.1

¹ AASHE STARS program <https://stars.aashe.org/>



INSTITUTION

Champlain College as an institution, with the full backing of the trustees and administrative leadership, has set out to transform the way we do business and educate our students. Champlain College is educating tomorrow's professional leaders of our community and beyond. By incorporating sustainability in all that we do, our actions will have a long-term, significant impact to:

- increase awareness (among our entire student and employee body – as well as the many other lives each touches) of how each individual can make a difference by addressing sustainability in many simple yet meaningful ways, and
- increase the number of proactive, “sustainable” citizens that will be filling the future workforce, leading businesses, and making the world a more environmentally progressive place.

With a 2007 Master Plan and Development Guidelines and the Champlain 2020 Strategic Plan that call for sustainability practices, a full time Sustainability Director, an active Faculty/Staff/Student Sustain Champlain Advisory Team, and many collaborating departments, we have accomplished a lot in a relatively short amount of time. We will expand our efforts to become a sustainable institution by improving our planning and administrative policies and commitments, academic connections and operational practices.





Coordination and Planning

Metrics: Amount of Full Time Employees (FTE) whose position relates to sustainability (number), Number of institution-sanctioned documents that include sustainability language (cumulative count)

Contact: Sustainability Director, AVP for Campus Planning

Purpose: For Champlain College to move forward as a sustainable institution, it is essential to have guiding documents and leaders to aid the process.

Current Initiatives:

- Full Time Sustainability Director
- Development of Sustainability Action Plan
- [2010-2020 Strategic Plan](#) lists sustainability as one of the College's Core Values
- [2007 Master Plan](#)

Vision: As Champlain College makes plans for the future, we will incorporate sustainability into our decision making processes.

Action Steps:

- Sign the American College and University Presidents' Climate Commitment **OR** make a comparable public commitment regarding carbon reduction goals by 2014. See next page for action steps related to ACUPCC.
- Continue to work on action steps within the [Master Plan](#) and produce an update on progress by 2015.
- Create a carbon adaptation plan, which acknowledges upcoming potential risks from severe weather events, etc. and creates a plan for preparing our campus infrastructure, by 2018.

Links to Champlain 2020: College Values

Details of American College and University Presidents' Climate Commitment and where Champlain stands as of January 2013.

Task	Related Steps	Champlain College
<p>1. Initiate the development of a comprehensive plan to achieve climate neutrality as soon as possible.</p>	<p>a. Within two months of signing this document, create institutional structures to guide the development and implementation of the plan.</p>	<p>DONE: Sustain Champlain Advisory Team</p>
	<p>b. Within one year of signing this document, complete a comprehensive inventory of all greenhouse gas emissions (including emissions from electricity, heating, commuting, and air travel) and update the inventory every other year thereafter.</p>	<p>DONE: Annual inventory completed by Sightlines (2004-present)</p>
	<p>c. Within two years of signing this document, develop an institutional action plan for becoming climate neutral, which will include:</p> <ul style="list-style-type: none"> i. A target date for achieving climate neutrality as soon as possible. ii. Interim targets for goals and actions that will lead to climate neutrality. iii. Actions to make climate neutrality and sustainability a part of the curriculum and other educational experience for all students. iv. Actions to expand research or other efforts necessary to achieve climate neutrality. v. Mechanisms for tracking progress on goals and actions. 	<p>Would need by 2016, if signed in 2014. A service offered by Sightlines.</p>
<p>2. Initiate two or more of the following tangible actions to reduce greenhouse gases while the more comprehensive plan is being developed.</p>	<p>a. Establish a policy that all new campus construction will be built to at least the U.S. Green Building Council's LEED Silver standard or equivalent.</p>	<p>DONE: Champlain College Master Plan (2007)</p>
	<p>b. Adopt an energy-efficient appliance purchasing policy requiring purchase of ENERGY STAR certified products in all areas for which such ratings exist.</p>	<p>In progress: Energy Policy, to be adopted in 2013</p>
	<p>c. Establish a policy of offsetting all greenhouse gas emissions generated by air travel paid for by our institution.</p>	
	<p>d. Encourage use of and provide access to public transportation for all faculty, staff, students and visitors at our institution.</p>	<p>DONE: CATMA programs</p>

	<p>e. Within one year of signing this document, begin purchasing or producing at least 15% of our institution’s electricity consumption from renewable sources.</p>	<p>DONE: Burlington Electric Department is currently 47% renewable</p>
	<p>f. Establish a policy or a committee that supports climate and sustainability shareholder proposals at companies where our institution’s endowment is invested.</p>	
	<p>g. Participate in the Waste Minimization component of the national RecycleMania competition, and adopt 3 or more associated measures to reduce waste.</p>	
<p>3. Make the action plan, inventory, and periodic progress reports publicly available by submitting them to the ACUPCC Reporting System for posting and dissemination.</p>		



Investment

Metrics: Amount of money in internal Green Revolving Fund

Contacts: VP of Finance, Budget Director

Purpose: Champlain can demonstrate the value of investing in our own infrastructure with a fund that finances energy efficiency, renewable energy, and other sustainability projects on campus.

Current Initiatives:

- Developing a Green Revolving Fund that will reinvest savings from energy efficiency projects on campus. (2013 goal = \$100,000)

Vision: Investments in the campus that reflect our institution's values and needs.

Action Steps:

- Through donor solicitations and energy savings repayments, grow the Green Revolving Fund to \$500,000 by 2020.
- While balancing the critical need to invest in high performing funds, explore socially/environmentally responsible investments for the endowment including:
 - Sustainable industries, such as renewable energy or sustainable forestry
 - Businesses selected for exemplary sustainability performances
 - Sustainability investment funds, such as a renewable energy investment fund
 - Community development financial institutions (CDFI)
 - Socially responsible mutual funds with positive screens.

Links to Champlain 2020: Goal III: Enhance Financial Stability (III.4)



Affordability

Metric: Number of policies and programs the institution uses to improve its accessibility and affordability

Contact: [Office of Financial Aid](#)

Purpose: To aid individuals in becoming more informed, educated and well-rounded citizens by increasing the opportunity for underrepresented groups and/or students of low-income households to attend Champlain College.

Current Initiatives:

- [Single Parents Program](#)
- New Americans Scholarship
- [Yellow Ribbon Program](#)
- [Vermont First Scholarship](#)
- Funding for Charter High School for Architecture & Design (CHAD) students

Vision: Champlain College will provide aid to individuals who would otherwise not have the chance to continue their education in order to cultivate an accessible and inclusive institution.

Action Steps:

- Support the objectives listed under Champlain 2020 Strategic Goal V: Foster an Inclusive & Diverse Community

Links to Champlain 2020: Goal V: Foster an Inclusive & Diverse Community



Human Resources

Metric: Number of employees satisfied by working conditions (percent)

Contact: [Human Resources Department](#)

Purpose: Champlain College must strive to respectfully and beneficially compensate faculty and staff and provide its working community with the tools, knowledge, and motivation to adopt behavior changes that promote sustainability.

Current Initiatives:

- Champlain College is a member of the Vermont Employers Diversity Network
- Staff/faculty satisfaction survey administered every other year (Modern Think)
- Benefit survey administered regularly administered
- Active faculty welfare and staff welfare committees
- Active Wellness Committee
- Equal Opportunity Guidelines for Recruitment and Hiring policy in HR portal, under the Policies and Procedures Handbook
- [Employee Eco-Rep Program](#)
- New employee orientation program includes sustainability section

Vision: Champlain College will be a fair and responsible employer that provides a healthy, happy and sustainable working environment to its employees.

Action Steps:

- Add a “Heart Healthy Printing” campaign to Wellness Committee initiatives by 2014
- Support the objectives listed under Champlain 2020 Strategic Goal IV: Excite, Engage & Empower Faculty & Staff

Links to Champlain 2020: Goal IV: Excite, Engage & Empower Faculty & Staff



OPERATIONS

Champlain College supports best practices for buildings, energy, transportation, waste, water, grounds and dining to conserve energy and to reduce carbon emissions and waste.



Buildings

Metrics: Number of total campus buildings constructed to LEED Standard (cumulative count);
Number of buildings that have gone through total renovation (cumulative count)

Contact: [Campus Planning & Auxiliary Services](#)

Purpose: The aesthetic beauty and history of Champlain College is due, in large, to the buildings that comprise the Burlington, Vermont campus. As we steer our campus in a more sustainable direction, maintaining the character of Champlain College while retrofitting old buildings to be more efficient and building to LEED standards are essential components in reducing Champlain College's carbon footprint.

Current Initiatives:

- [Juniper Hall](#) (residential hall) built to LEED Gold Standard
- The [Center for Communication and Creative Media](#) (CCM) project is seeking [Green Globe](#) Certification
- LEED Buildings; [Perry Hall](#) (Platinum Certification) [Aiken Hall](#) (Gold Certification)
- Green roof at IDX Center and Perry Hall which eases storm water runoff, keeps building cooler in the summer, and keeps building warmer in the winter
- Retrofitting existing Buildings; rehab and renovations to seal building envelope, upgrade windows, incorporating energy efficient HVAC systems
- Partnership with [ReSource](#) to donate old usable furniture and salvage building materials when we renovate

Vision: As Champlain College continues to expand, our buildings will be constructed to the equivalent of LEED Gold Standard to lower our carbon footprint and to model green behavior to the greater Burlington community and other higher educational institutions. Our existing buildings will be brought up to high energy efficiency standards to prevent energy loss and to minimize costs.

Action Steps:

- All new buildings as of 2013 must be constructed to meet LEED Gold standards or equivalent
- Establish and follow a deferred maintenance plan for existing buildings by 2014.

Links to Champlain 2020: Goal I: Achieve Distinctive Academic Excellence (I.13); Goal III: Enhance Financial Stability (III.4)



Climate

Metric: Metric tons of carbon dioxide equivalent

Contact: [Sustainability Director](#)

Purpose: Since greenhouse gas emissions are a large contributor to climate change, eliminating these harmful emissions is an important component of becoming a sustainable institution. For Champlain College to mitigate our carbon impact and work toward carbon neutrality, we must monitor our greenhouse gas emissions in order to identify the sources of these harmful pollutants and work to reduce them. With this data, we have the ability to track our progress as we work to eliminate our emissions.

Current Initiatives:

- Annual greenhouse gas assessment conducted by [Sightlines](#). Each year, Champlain submits our latest figures so that we can track our own progress, compare that to peer institutions, and set benchmarks as we move forward. Annual reports are posted on the [Sustain Champlain website](#).

Vision: Champlain College will be a carbon neutral campus.

Action Steps:

- Hire Sightlines to create a specific carbon mitigation plan by 2014
- Champlain will continue to refine our carbon assessment process, including adding data such as work-related travel by employees (conferences, etc.) by 2015
- Champlain College will offer a voluntary carbon offset program option for Champlain study abroad programs by 2017, such as a contribution to the Champlain College Revolving Green Fund.
- Greenhouse gas emissions will be 20% below 2004 Baseline By 2020 (Common Liberal Arts Target) **OR** Greenhouse gas emissions will be 40% below 2004 Baseline by 2020 (Leadership Target), as determined by the carbon mitigation plan outlined in Coordination & Planning section (page 6).

Links to Champlain 2020: College Values



Dining

Metric: Amount of “[real food](#)” (percent)

Contact: [Dining Services](#)

Purpose: Champlain College sees the importance of supporting local economies, providing nutritious food options and reducing waste. By building a sustainable food system, Champlain College will reduce the environmental impacts of a conventional food system such as pesticide use and greenhouse gas emissions from transportation vehicles.

Current Initiatives:

- Annually, approximately 20% of our total food cost (catering, retail, and board) is sourced bioregionally (500 mile radius) with 8-10% coming from [Black River Produce](#)
- Composting pre and post-consumer food waste
- [Vermont Fresh Network](#) member
- Aim to reduce waste at large catered events by using compostable plates, napkins, and cups; planning menus to avoid disposable cutlery when possible; serving bulk items, avoiding single-servings (eg. condiments). See [Green your Event](#).
- Offers fair trade coffee at catered events and at Jazzman’s
- Trayless dining
- Environmentally safe phosphorous-free chemicals used for cleaning
- Collect and recycle grease from the fryolator.

Vision: Champlain College will have a zero-waste² dining service that features and celebrates ‘real food’³.

Action Steps:

- Establish clear procedures for waste management at catered events by 2013.
- Utilize the [Real Food Calculator](#) to assess our current purchases by 2014.
- Working with vendors, develop a zero waste plan by 2020
- Sign on to the [Real Food Challenge](#) and commit to annually increasing procurement of ‘real food’—so as to meet or exceed 20% of food purchases by 2020.

Links to Champlain 2020: College Values

² Zero Waste is a goal that is ethical, economical, efficient and visionary, to guide people in changing their lifestyles and practices to emulate sustainable natural cycles, where all discarded materials are designed to become resources for others to use. Zero Waste means designing and managing products and processes to systematically avoid and eliminate the volume and toxicity of waste and materials, conserve and recover all resources, and not burn or bury them. Implementing Zero Waste will eliminate all discharges to land, water or air that are a threat to planetary, human, animal or plant health, as per the Zero Waste International Alliance <http://zwia.org/standards/zw-definition/>

³ Real Food is defined as local/community-based, fair, ecologically sound, and/or humane, as per the Real Food Challenge <http://realfoodchallenge.org/>



Energy

Metric: Total energy consumption (in MMBtu equivalents)

Contact: [Physical Plant](#)

Purpose: According to our Sightlines report in 2010, Energy usage makes up 43% of Champlain College's total greenhouse gas emissions. To reduce our energy consumption we must continue to update our systems to be more energy efficient and seek alternative sources of energy.

Current Initiatives:

- Total renovation of Bader Hall in 2012
- Increased use of motion sensor lighting and LED lights
- Included 40,000 watt solar array on Lakeside roof in 2011
- Renovation of Aiken Hall to be LEED Gold
- Building rehab and renovations to seal building envelope, upgrade windows, use Energy efficient HVAC systems, and other features
- Ice storage tank that builds ice for cooling on off-peak rates
- Automated classroom controls for class scheduling ; administrative offices ; and Holiday mode controls
- Heat capture system on dishwasher in the dining hall
- Variable frequency drives on large mechanical systems for electrical savings
- Removing desktop printers and replacing with shared, multifunction devices
- Geothermal heating and cooling for Perry Hall, Res Tri and CCM. Listed as an example in the NWF Guide, [Going Underground on Campus](#)
- Co-generation plant at 4 Cedar Lane to produce electricity while heating the building
- CO2 sensors in large spaces for temperature controls
- Residential Life policy about unplugging appliances during break times
- Server room at Lakeside contributes to heating the building

Vision: A campus that minimizes energy needs through efficiency and behavioral outreach as we as utilizing renewable sources of energy such as geothermal and supports [Burlington Electric Department's](#) goal of achieving 100% renewable electricity by 2013. Champlain College understands the large impact that energy usage has on the environment. Therefore, we will strive to lower our energy consumption by reducing our dependency on non-renewable resources and increasing our energy efficiency, utilizing our Green Revolving Fund.

Action Steps:

- Approve the drafted energy policy by 2013.
- Finalize and advertise the Champlain College Green Revolving Fund by 2013.
- Purchase Energy Star appliances for all kitchen renovations/expansions by 2014.

- Participate in Vermont Businesses for Social Responsibility's [Business Energy Action](#) challenge and reduce energy usage by 5% annually for 3 years by 2016.
 - Together with BED develop a plan to determine most effective electricity efficiency upgrades such as:
 - Install LED lighting in dining hall
 - Install zoned lighting at Lakeside
 - Developing procedures for powering down computer labs during school breaks
 - Requiring energy efficient vending machines
 - Use of Smart Power Strips in offices
 - Together with Vermont Gas develop a plan to determine most effective electricity efficiency upgrades such as:
 - Using outdoor air in winter for cooling
- Have a real-time energy feedback system that alerts building users as to how much energy is being consumed by 2019
- Expand use of geothermal heating/cooling across campus for future and existing buildings by 2020

Links to Champlain 2020: Goal I: Achieve Distinctive Academic Excellence (I.13); Goal III: Enhance Financial Stability (III.3)





Transportation

Metrics: Average Commuting Distance of Faculty, Staff, and Students (Miles); Rates of participation in non-Single Occupancy Vehicle (SOV) travel (percentage); CATMA program participation (percentage); # of permits sold

Contact: [Public Safety](#)

Purpose: According to the 2010 Sightlines report, commuting contributes 26% (Sightlines 2010) of Champlain College's total greenhouse gas emissions.

Current Initiatives:

- [Campus Area Transportation Management Association](#) member, including Walk/ride incentive program, carpool matching service, FREE rides on [CCTA](#) buses, and Emergency Ride Home program; data collection from bi-annual employee & student surveys
- Cyclists have access to shower facilities
- Free [shuttle service](#) on campus, to off-site parking lots, and off-site residence halls
- Host for two [CarShare Vermont](#) cars; subsidized memberships for students and employees
- Participate in annual [Way To Go!](#) Commuter Challenge (Winner of Large Employer Award in 2008; Honorable Mention for Large Employer in 2011 & 2012)
- [Safe Street Collaborative](#) participation
- Bicycle rack inventory ([see map](#))
- 4 bikes available for employee use at Lakeside
- Annual bike commuter workshops for employees
- Reserved parking for hybrid cars (part of LEED credits)
- Received [Best Workplace for Commuters](#) designation

Vision: Champlain College will strive to be a campus that offers a wide variety of affordable and convenient alternative transportation options to reduce our greenhouse gas emissions and to increase the quality of life for our community by providing safe, functional and environmentally-friendly transportation for employees and students.

Action Steps:

- Support the goals outlined in the 2013 Champlain College Transportation Plan
- Have covered bike parking at least one central campus location by 2013.
- Create a bike commuter resource guide by 2013.
- Have 25% of employees register with CATMA by 2014.
- Set up a rideshare program for students by 2014.
- Install a bike share system by 2018.
- Have at least 100 memberships (Faculty/Staff/Students) with CarShare VT by 2015.
- Attain a Bicycle-friendly University designation by 2015 (American League of Bicyclists).

Links to Champlain 2020: Goal I: Achieve Distinctive Academic Excellence (I.13); Goal II: Enrich Student Life & Career Opportunities (II.1); Goal IV: Excite, Engage & Empower Faculty & Staff (IV.2)



Waste

Metrics: Composted Food Waste (Tons), Non-Hazardous Solid Waste (Tons), Recycled Material (Tons)

Contact: [Physical Plant](#)

Purpose: Champlain College strives to reduce waste in a variety of ways because we see waste reduction as a tangible goal that all of the campus community can take part in. In 2010, we achieved a high diversion rate of approximately 65% through recycling and compost efforts, and yet our overall volume of all three streams increased. To minimize the amount waste generated, we must reuse material and strengthen our recycling and composting efforts.

Current Initiatives:

- Offer pre and post-consumer composting in the dining hall and Jazzman's Cafe
- Offer single stream recycling for wide variety of paper products, plastics #1-7, glass, and aluminum. Check out our [recycling, composting, and reuse guidelines](#) for more information.
- Recommend the purchase recycled content copy paper
- BYOB (bring your own mug, get discount on drink) at Jazzman's and the Lodge
- Distribute reusable water bottles at New Student Orientation, New Staff Welcome, Single Parents Program, various student leaders (RAs, OLs, PAs, Ambassadors, etc.)
- Water bottle refill stations in several buildings across campus ([see map](#))
- Staffed waste separation stations at major campus events
- [Guide to Greening Campus Events](#)
- Clearer language on Event Reservation System catering request section regarding types of service ware available
- [Move Out Collection programs](#) for on and off-campus students
- Book collection program, partnering with [Better World Books](#)
- Have a stronger and more active relationship with waste hauler (Casella) on reduction and diversion practices and programs.
- Created a Work Study position titled *Waste Reduction Coordinator* to maintain a waste minimization and separation program
- Each room in the residential halls has a school-issued trash and recycling bin
- Annual update all common room and lounge bins in the residential halls with current signage and labels
- All reusable paper is collected from the library printers for use as scrap paper within the Library.

Vision: Champlain College will be a zero-waste institution by making effective use and reuse of our resources and through encouraging our community to take the time to learn what goes where, and then sort it out.

Action Steps:

- 100% of campus printers will have double sided printing as the default setting by 2013.
- Install one electronic waste bin in each residence hall by 2013.
- Create an “Amnesty Day” for all students moving out of the res halls to return dining ware to the Dining Hall by 2013.
- Eliminate 100% of bottled water on campus by 2014.
- Implement a waste reduction education/training program for catering staff by 2014.
- Reduce the amount of paper used for orientation by using a “green thumb” USB drive or website by 2014.
- When printing is required, encourage new formatting standards by 2014. Encourage use of dropbox/electronic documents otherwise.
 - 1" margins for all papers
 - 1.5 paragraph spacing instead of double spacing
 - 1-side clean scrap paper for drafts that are turned in
 - Double sided printing
- Implement a cap on free printing for students by 2015.
- Install water refill stations in each residential hall by 2017.
- Replace all office trash bins with small trash containers that do not require a liner by 2018.
- Encourage departments to continue to move toward electronic forms (purchase orders, travel reimbursements, etc.) by 2020

Links to Champlain 2020: Goal III: Enhance Financial Stability (III.4)



Water

Metric: Water consumption (gallons)

Contact: [Physical Plant](#)

Purpose: Champlain College understands that water is an invaluable resource that should not be wasted. By reducing our water consumption we will not only minimize our costs, but reduce the amount of energy that is required for transporting and treating water. Our close proximity to Lake Champlain is an important reason why we must prevent storm water runoff from carrying pollutants downhill.

Current Initiatives:

- Installation of low flow shower heads in all residence halls
- Modulation of boiler water temperatures
- Regulate hot water discharge with hot water mixing valves
- Replaced all campus washing machines with high efficiency models (Energy Star)
- [Master Plan Executive Summary](#) highlights storm water as an important issue
- Green roof on IDX Student Center and Perry Hall
- Storm water retention system at Perry Hall
- Install spigots on existing water fountains & touch-less water bottle refill stations

Vision: Champlain College will utilize efficient technologies to lower our water consumption rate. The campus will rely on innovative storm water management techniques to reduce the amount of storm water runoff that could potentially cause harm to Lake Champlain.

Action Steps:

- Decrease our total water consumption per capita by 10% compared to a 2005 baseline by 2015.
- Continue to work on action steps within the [Stormwater Master Plan](#) and produce an update on progress by 2015.
- Explore certifying the campus "[Blue](#)", a watershed friendly designation, by 2016.
- Install timers in the showers of every residence hall bathrooms by 2017.

Links to Champlain 2020: Goal III: Enhance Financial Stability (III.4)



Purchasing

Metric: Contracts signed by the College that include environmental requirements (percent)

Contact: Finance Department, Dining Services

Purpose: Champlain College understands that a strong and equitable economy is a component of sustainability. Therefore, purchasing our goods and service from local, environmentally-friendly or socially just companies will contribute to building a sustainable economy.

Current Initiatives:

- Purchase 10-20% produce through [Black River Produce](#)
- Encouraging purchase of 30-100% recycled-content office paper
- Fair Trade coffee is available daily in Jazzman's Cafe and for catering
- Reduced Office Max delivery schedule to 2-3 days/week (instead of 5)
- [Intervale Food Hub CSA](#) delivery site
- LEED certified furniture in new buildings

Vision: To support a sustainable economy and to set an example for other institutions and communities, Champlain College will purchase the majority of its goods and services from socially responsible companies that respect the environment.

Action Steps:

- Continue with “Heart Healthy Printing” campaign, replacing personal printers with shared multi-function printers.
- Upgrade requirements regarding vending machines (energy efficiency, etc.) by 2013.
- Establish Building Product requirements by 2013, including: Lighting fixtures; Low flow plumbing fixtures; Recycled content materials
- Compile a list of preferred local vendors (especially for t-shirts and printing) by 2014.
- Include environmentally-preferred language into current and future purchasing contracts by 2014.
- Remove the sale and use of bottled water by 2014.
- Explore reusable K-Cup options for Keurig Stations by 2015.
- Explore earning a [Fair Trade Campus](#) designation by 2016.
- Adopt a vendor code of conduct that includes commitment to social and environmental responsibility by 2018.

Links to Champlain 2020: College Values; Goal III: Enhance Financial Stability (III.4)



Grounds

Metric: Amount of fertilizers used (pounds)

Purpose: To reduce the amount of fertilizer and water needed to maintain the grounds of Champlain College, while increasing habitat for wildlife and maintaining the beauty of the campus.

Contact: [Physical Plant](#)

Current Initiatives:

- The Landscape Management section (page 45) of the [Landscape Master Plan](#) lists the removal of invasive, non-native species as important
- Lawn and garden debris is composted
- Woody wastes go to the [McNeil electricity generating plant](#) for fuel
- Storm water retention system at Perry Hall
- Native plantings at Perry Hall

Vision: Champlain College will have a beautiful and healthy campus that highlights native plantings and an urban tree canopy. Our campus will model best- practices by proving that aesthetics and sustainability are compatible.

Goals:

- Continue to work on action steps within the [Landscape Master Plan](#) and produce an update on progress by 2015.
- Complete campus tree inventory by 2015.
- Remove invasive species on campus by 2016.
- Earn designation by [Tree Campus USA](#) by 2017.
- Explore the possibility of designating the campus as an arboretum by 2020.

Links to Champlain 2020: Goal I: Achieve Distinctive Academic Excellence (I. 13)



ACADEMICS

The mission of Champlain College is to be a leader in educating today's students to become skilled practitioners, effective professionals and engaged global citizens. Although the carbon impact of Champlain College's academic areas are not easily measurable, they have a significant qualitative impact on the overall practices of our institution. Champlain College believes that the infusion of sustainability concepts into our curriculum will prepare our students to address future challenges surrounding climate change and social justice in any future career or workplace.



Curriculum

Metric: Courses that include sustainability related content (cumulative count)

Contact: [The Office of Academic Affairs](#)

Purpose: To equip our students with the knowledge needed to address future sustainability challenges by collaborating with faculty and staff to infuse sustainability concepts throughout the curriculum.

Current Initiatives:

- [Environmental Policy Major](#)
- Four environmentally focused courses; Intro to Environmental Policy (ENP 100), Foundations of Ecology (SCI 210), Sustainability & Environmental Policy (ENP 200), Ethics & the Environment (COR210)
- Six environmentally related courses⁴; Concepts of Community (COR 120), Contemporary Media Issues (MCM 315), Corporate Social Responsibility (BUS 210), Environmental Communication (COM 401), International Cultural Studies (COR 330), Event Management Seminar (EVT 450),
- Annual outreach to faculty regarding current possible course projects and professional development opportunities
- Global Appreciation is listed as one of the [Champlain College Competencies](#)
- Annual May Collaborative workshop and poster
- Active relationship with Montreal campus regarding sustainability practices in the Center as well as academic and extra-curricular offerings

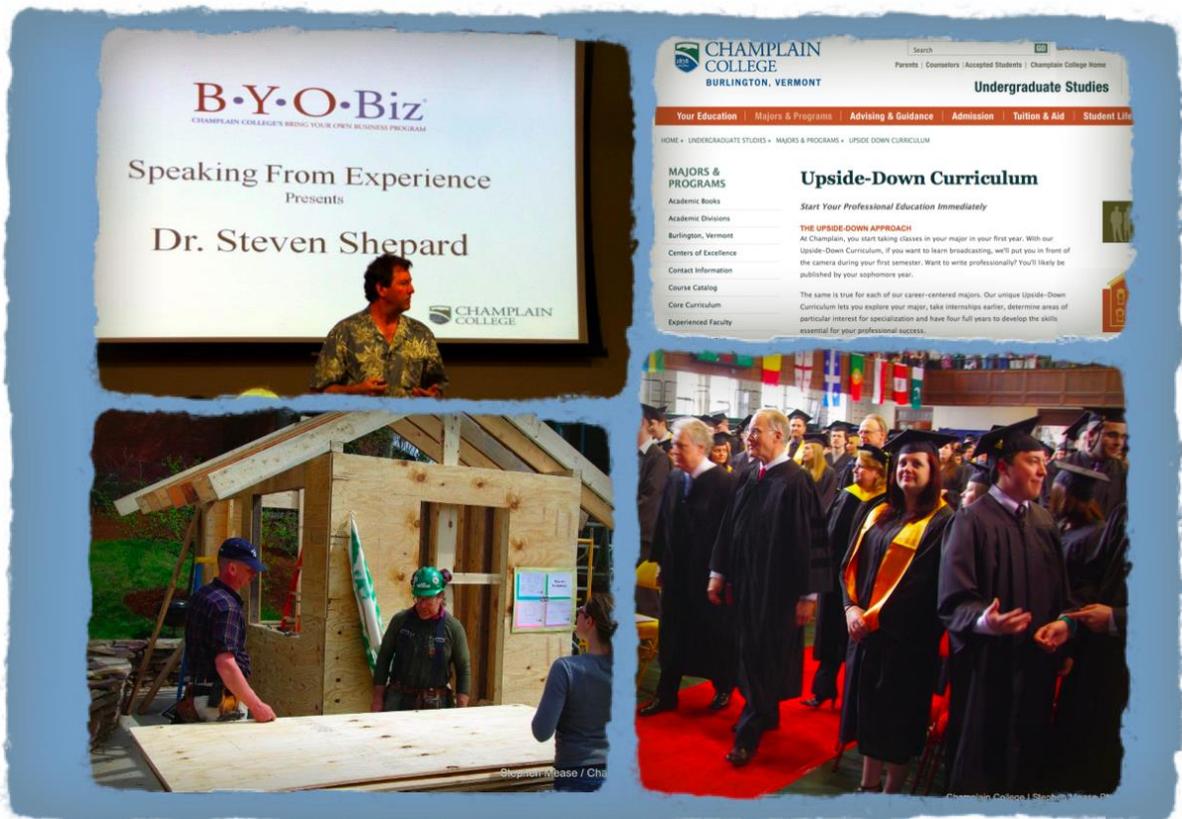
Vision: Champlain College will be comprised of faculty who actively participate in ways to enhance student's understanding of sustainability and who strive to infuse sustainability concepts throughout course material. Students will gain an understanding of how sustainability relates to their area of study by having the opportunity to take a variety of sustainability focused and sustainability related courses.

⁴ Some courses have multiple sections offered each semester or year. Individual sections may have slight variations in content and all may not include environmentally-related material.

Action Steps: (to be completed by the Sustainability Director and/or faculty members on the Sustain Champlain Advisory Team)

- Conduct a survey to learn what courses currently have a sustainability focus or component by 2014. Conduct a follow-up survey in 2018.
- Explore adding “and the environment” to the ethical reasoning college competency by 2014.
- Continue to build sustainability-related internship opportunities for students by 2015.
- Explore creating relationship with Dublin campus regarding sustainability practices in the Center and within academic and extra-curricular offerings by 2015.
- Assemble a faculty fellows program, consisting of at least 6 faculty members from different disciplines, by 2015.
- Explore the idea of conducting a regular sustainability literacy assessment of Champlain College students by 2018.

Links to Champlain 2020: Goal I: Achieve Distinctive Academic Excellence (I.1, I.2, I.7, I.12, I.14)





CULTURE

Champlain College provides a distinctive education to benefit students intellectually, professionally and personally. Our supportive, active and inclusive environment encourages students to participate in co-curricular programs and to strengthen their ties to the Champlain and greater Burlington community.



Co-Curricular Education

Metric: Count of campus extra-curricular programs and events that integrate environmental sustainability topics and issues

Contact: Student Life, [Res Life Department](#), [Sustainability Director](#), Teachable Events Committee (Faculty Senate)

Purpose: To educate the campus population through outreach efforts that incorporate sustainability themes and practices in order to promote sustainable behaviors and strengthen community engagement.

Current Initiatives:

- [Eco-Reps](#) Program for students and employees
 - As of Fall 2012 we have at least 2 Eco-Reps per campus area (12 total) and have at least 2-3 students from underrepresented groups
- [Champlain College Environmental Club](#)
- [The Wilderness Program](#)
- [Community garden](#)
- [LEAD](#) Engaged Citizen requirement for all first year students
- Environmental Policy speaker series
- [BYOBiz](#) Speaking from Experience
- Training sessions for student leaders (RAs, OLs, PAs, Student Ambassadors)
- Annual [Kill-A-Watt Challenge](#) in Res Halls
- Sustain Champlain intro during Orientation
 - [Sort it Out](#) short film
- A variety of outreach material and publications
 - Sustain Champlain [website](#)
 - Weekly e-bulletins
 - Social Media outlets: [Twitter](#), [Facebook](#), [YouTube](#), and [Blogspot](#)
 - [Go Green: Your College Guide to Living Sustainably](#) offers tips and resources for students.
 - [Sort it Out](#): recycling guidelines

- Presentations and guest lectures for classes, student organizations, or departments.
 - Example: [Greening Your Workplace](#)
- Occasional articles in *The Current*
- [Teachable events](#) email & website

Vision: Champlain College will be comprised of a student body that is actively engaged in sustainability related initiatives. Our campus culture will promote sustainable behavior through individuals who are passionate about reducing their impact on the natural world, valuing diversity and supporting their local economy.

Action Steps:

- Develop a training session for student leaders including Student Activity Planners and Student Government Association leaders by 2013.
- Increase viewership of various online outreach methods to reach approximately 25% of our campus population by Spring 2014.
- Designate one Employee Eco-Rep per division/department to encourage sustainable behavior among faculty and staff by 2015.

Links to Champlain 2020: Goal II: Enrich Student Life & Career Opportunities (II.2); Goal IV: Excite, Engage & Empower Faculty & Staff (IV.1)



Diversity

Metric: Cumulative count of support programs for underrepresented groups

Contact: [Office of Diversity and Inclusion](#)

Purpose: Diversity is an important component of sustainability because a more environmentally conscious and socially responsible world requires participation from all walks of life. If we are not diverse, inclusive, and just, we are not sustainable.

Current Initiatives:

- [Office of Diversity & Inclusion](#) (ODI)
- Affinity Groups (LGTBQ, Jewish)
- Diversity Trainings
 - [Intercultural U](#)
 - Workshops for students leaders: RAs, PAs, OLs
 - IDI assessment tool available for all faculty
- In the [2020 Strategic Plan](#) Goal V states, “Champlain College will be an Inclusive and Diverse Community”.
- Institutional Diversity Council
 - Charge/Role: Create strategic action to institutionally harness the productive power of difference.

Vision: Champlain College will increase in diversity through deliberate, thoughtful recruitment of students and employees to foster a highly inclusive community.

Action Steps:

- Intentionally incorporate diversity and inclusion goals within sustainability initiatives, whenever feasible and appropriate.

Links to Champlain 2020: Goal V: Foster and Inclusive & Diverse Community



Community Engagement

Metric: Full time students who participate in community service (percent)

Contact: [Center for Service & Civic Engagement](#), [Sustainability Director](#)

Purpose: Champlain College understands the importance of expanding our initiatives beyond the Campus grounds to cultivate a more collaborative approach for addressing sustainability issues. Through interacting with the greater Burlington community, our students will have the opportunity to enhance their passion for sustainability, participate in community-run initiatives and events, and become active members of society.

Current Initiatives:

- [Burlington Legacy Committee](#)
- [Burlington Bike/Walk Council](#)
- [Vermont Campus Sustainability Network](#)
- Delivery site for [Intervale Food Hub CSA](#)
- Annual fundraising for [United Way](#)
- [VBSR](#) institutional membership
- [Center for Service & Civic Engagement](#)
 - Mentoring at the Sustainability Academy
 - Champlain Cares
- [LEAD](#) Engaged Citizen requirement for all first year students
- Service Learning in classes
 - Locally and abroad

Vision: Champlain College students will have the opportunity to interact with a plethora of community partners that support and contribute to the overall sustainability of the institution and our broader community.

Action Steps: Support LEAD and Center for Service departmental goals

Links to Champlain 2020: Goal II: Enrich Student Life & Career Opportunities

CONCLUSION

As a learning institution, Champlain College recognizes that planning for sustainability will be an evolving process. Therefore, this Sustainability Action Plan will act as a foundation on which the institution can build upon in the future. The target dates listed in this document provide Champlain with a framework for implementing sustainability-related policies and procedures on campus, yet the institution realizes that mitigation is only the first step to combating the effects of climate change. In order to be truly resilient organization, we will need to create a climate adaptation plan.

COLLABORATIVE PARTNERS SUMMARY

Again, to be a sustainable campus and institution takes the work of many, if not all. Many of the goals within this plan are inherently interdepartmental and will take a fair amount of collaboration. It is the role of Sustain Champlain to help coordinate this collaboration.

Aspect	Collaborative Partners
Coordination and Planning	Campus Planning & Auxiliary Services Physical Plant President's Cabinet
Investment	Finance Board of Trustees Advancement
Affordability	Financial Aid Advancement Office of Diversity & Inclusion
Human Resources	Human Resources & Organizational Development Wellness Committee
Buildings	Campus Planning & Auxiliary Services Physical Plant
Climate	Campus Planning & Auxiliary Services Sightlines
Dining Services	Dining Services/Sodexo
Energy	Campus Planning & Auxiliary Services Physical Plant Information Systems
Transportation	Public Safety CATMA
Waste	Physical Plant Information Systems e-Learning Dining Services Custodial (Janitech & CBM) Finance Auxiliary Services
Water	Campus Planning & Auxiliary Services Physical Plant

Aspect	Collaborative Partners
Purchasing	Finance Auxiliary Services Physical Plant Information Systems
Grounds	Campus Planning & Auxiliary Services Physical Plant
Academics	Academic Affairs All Divisions Career Services
Co-Curricular Education	Student Life, especially: Student Activities, Residential Life, LEAD
Diversity	Office of Diversity & Inclusion Diversity Council
Community Engagement	LEAD Center for Service & Civic Engagement

METRICS SUMMARY

The following table lists all the metrics used in tracking the aspects listed in this plan.

INSTITUTION	2007	2013	2014
Amount of FTE whose position relates to sustainability (number) Source: Christina Erickson, Office of Sustainability	0	1	
# of policies and programs the institution uses to improve its accessibility and affordability (cumulative count) Source:			
Amount of money in internal Green Revolving Fund Source: State of Champlain Environment Feb 2013		\$40,000	
Number of employees satisfied by working conditions (percent) Source: Modern Think Survey (Job Satisfaction/Support)	67% (2011 figure)		
Contracts signed by the College that include environmental requirements (percent) Source: Ted Winokur			

OPERATIONS	2007	2013	2014
Metric tons of carbon dioxide equivalents (tons) Source: Sightlines Reports	6,699		
Buildings constructed to meet LEED standard (cumulative count)	0	2 (Perry, Juniper)	
Buildings that have gone through total renovation (cumulative count)		1 (Aiken, Bader)	
Energy (Gas & Electricity) Consumption (MMBtu equivalent) 1 kWh = 0.003412 MMBtu 1 ccf = 1.034 MMBtu Source: State of Campus Environment spreadsheet	44,766.33		
Average commuting Distance of Faculty, Staff, and Students (Miles) Source: Sightlines Report 2008	13		
CATMA program participation (percent) Source: CATMA			
Parking permits sold (#) Source: CATMA JIPMP			
Water Consumption (kgal) Source: State of Campus Environment spreadsheet	10,073.3573		
Non-Hazardous Solid Waste (tons) *Includes Construction and Demolition waste from Champlain-run projects Source: State of Campus Environment spreadsheet	461.69 *2009 Data		
Recycling Material (tons) Source: State of Campus Environment spreadsheet	297.94 *2009 Data		
Composted Rate (tons) Source: State of Campus Environment spreadsheet	149.98 *2009 Data		
Real Food (percent)			
Amount of fertilizers used (pounds) Source: Sightlines			

ACADEMICS	2007	2013	2014
Sustainability Focused Courses (cumulative count)			
Sustainability Related Courses (cumulative count)			

CULTURE	2007	2013	2014
Number of campus programs that integrate environmental sustainability topics and issues (cumulative count) Source: Champlain Student Clubs and Organizations Website, and Sustain Champlain Website		7	
Student Community Service Participation (percent) Source: LEAD/Center for Service	N/A		
Number of support programs for underrepresented groups (cumulative count) Source: Office of Diversity and Inclusion Website		12	

TIMELINE

Goals from each section will be compiled year by their corresponding year.

YEAR	GOALS
Continually	Intentionally incorporate diversity and inclusion goals within sustainability initiatives, whenever feasible and appropriate.
2013	
Buildings	All new buildings as of 2013 must be constructed to meet LEED Gold standards or equivalent.
Energy	Approve the drafted energy policy by 2013.
Energy	Finalize and advertise the Champlain College Green Revolving Fund by 2013.
Transportation	Support the goals outlined in the 2013 Champlain College Transportation Plan
Transportation	Have covered bike parking at least one central campus location by 2013.
Transportation	Create a bike commuter resource guide by 2013.
Waste	100% of campus printers will have double sided printing as the default setting by 2013.
Waste	Install one electronic waste bin in each residence hall by 2013.
Waste	Create an "Amnesty Day" for all students moving out of the res halls to return dining ware to the Dining Hall by 2013.
Purchasing	Upgrade requirements regarding vending machines (energy efficiency, etc.) by 2013.
Purchasing	Establish Building Product requirements by 2013, including: Lighting fixtures; Low flow plumbing fixtures; Recycled content materials
Co-Curricular Education	Develop a training session for student leaders including Student Activity Planners and Student Government Association leaders by 2013.
2014	
Coordination & Planning	Sign the American College and University Presidents' Climate Commitment OR make a comparable public commitment regarding carbon reduction goals by 2014.
Human Resources	Add a "Heart Healthy Printing" campaign to Wellness Committee initiatives by 2014
Buildings	Establish and follow a deferred maintenance plan for existing buildings by 2014.
Climate	Hire Sightlines to create a specific carbon mitigation plan by 2014

Dining	Utilize the Real Food Calculator to assess our current purchases by 2014.
Dining	Establish clear procedures for waste management at catered events by 2014.
Energy	Purchase Energy Star appliances for all kitchen renovations/expansions by 2014.
Transportation	Have 25% of employees register with CATMA by 2014.
Transportation	Set up a rideshare program for students by 2014.
Waste/Purchasing	Eliminate 100% of bottled water on campus by 2014.
Waste	Reduce the amount of paper used for orientation by using a “green thumb” USB drive or website by 2014.
Waste	Implement a waste reduction education/training program for catering staff by 2014.
Purchasing	Compile a list of preferred local vendors (especially for t-shirts and printing) by 2014.
Purchasing	Include environmentally-preferred language into current and future purchasing contracts by 2014.
Curriculum	Conduct a survey to learn what courses currently have a sustainability focus or component by 2014. Conduct a follow-up survey in 2018.
Curriculum	Explore adding “and the environment” to the ethical reasoning college competency by 2014.
Co-Curricular Education	Increase viewership of various online outreach methods to reach approximately 25% of our campus population by Spring 2014.
2015	
Buildings	Continue to work on action steps within the Master Plan and produce an update on progress by 2015.
Climate	Champlain will continue to refine our carbon assessment process, including adding data such as work-related travel by employees (conferences, etc.) by 2015
Transportation	Have at least 100 memberships (Faculty/Staff/Students) with CarShare VT by 2015.
Transportation	Attain a Bicycle-friendly University designation by 2015 (American League of Bicyclists).
Waste	Implement a cap on free printing for students by 2015.
Water	Decrease our total water consumption per capita by 10% compared to a 2005

	baseline by 2015.
Water	Continue to work on action steps within the Stormwater Master Plan and produce an update on progress by 2015.
Purchasing	Explore reusable K-Cup options for Keurig Stations by 2015.
Grounds	Continue to work on action steps within the Landscape Master Plan and produce an update on progress by 2015.
Grounds	Complete campus tree inventory by 2015.
Curriculum	Continue to build sustainability-related internship opportunities by 2015.
Curriculum	Explore creating relationship with Dublin campus regarding sustainability practices in the Center and within academic and extra-curricular offerings by 2015.
Curriculum	Assemble a faculty fellows program, consisting of at least 6 faculty members from different disciplines, by 2015.
Co-Curricular Education	Designate one Employee Eco-Rep per division/department to encourage sustainable behavior among faculty and staff by 2015.
2016	
Energy	Participate in Vermont Businesses for Social Responsibility's Business Energy Action challenge and reduce energy usage by 5% annually for 3 years between 2013-2016.
Water	Explore certifying the campus " Blue ", a watershed friendly designation, by 2016.
Purchasing	Explore earning a Fair Trade Campus designation by 2016.
Grounds	Remove invasive species on campus by 2016.
2017	
Climate	Champlain College will offer a voluntary carbon offset program option for Champlain study abroad programs by 2017, such as a contribution to the Champlain College Revolving Green Fund.
Waste	Install water refill stations in each residential hall by 2017.
Water	Install timers in the showers of every residence hall bathrooms by 2017.
Grounds	Earn designation by Tree Campus USA by 2017.
2018	

Coordination & Planning	Create a carbon adaptation plan, which acknowledges upcoming potential risks from severe weather events, etc. and creates a plan for preparing our campus infrastructure, by 2018.
Transportation	Install a bike share system by 2018.
Waste	Replace all office trash bins with small trash containers that do not require a liner by 2018.
Purchasing	Adopt a vendor code of conduct that includes commitment to social and environmental responsibility by 2018.
Curriculum	Explore the idea of conducting a regular sustainability literacy assessment of Champlain College students by 2018.
2019	
Energy	Have a real-time energy feedback system that alerts building users as to how much energy is being consumed by 2019
2020+	
Investment	Through donor solicitations and energy savings repayments, grow the Green Revolving Fund to \$500,000 by 2020.
Investment	While balancing the critical need to invest in high performing funds, explore socially/environmentally responsible investments for the endowment including: <ul style="list-style-type: none"> • Sustainable industries, such as renewable energy or sustainable forestry • Businesses selected for exemplary sustainability performances • Sustainability investment funds, such as a renewable energy investment fund • Community development financial institutions (CDFI) • Socially responsible mutual funds with positive screens.
Affordability	Support the objectives listed under Champlain 2020 Strategic Goal V: Foster an Inclusive & Diverse Community
Human Resources	Support the objectives listed under Champlain 2020 Strategic Goal IV: Excite, Engage & Empower Faculty & Staff
Climate	Greenhouse gas emissions will be 20% below 2004 Baseline By 2020 (Common Liberal Arts Target) OR Greenhouse gas emissions will be 40% below 2004 Baseline by 2020 (Leadership Target), as determined by the carbon mitigation plan outlined in Coordination & Planning section
Dining	Working with vendors, develop a zero waste plan by 2020

Dining	Sign on to the Real Food Challenge and commit to annually increasing procurement of 'real food'—so as to meet or exceed 20% of food purchases by 2020.
Energy	Expand use of geothermal heating/cooling across campus for future and existing buildings by 2020
Waste	Encourage departments to continue to move toward electronic forms (purchase orders, travel reimbursements, etc.) by 2020
Grounds	Explore the possibility of designating the campus as an arboretum by 2020.
Community Engagement	Support LEAD and Center for Service departmental goals

Special Thanks

- Alie Sarhanis, 2012 Sustain Champlain Intern for compiling draft plan
- Devin Carter '14 for graphic design assistance
- [AASHE STARS](#) program for selected content
- Sustain Champlain Committee for assisting with development of vision and goals

