



# FOCUS AREA 4: ACTION PLAN

## BUILDERS OF A CULTURE OF SUSTAINABILITY

**Enhance and grow sustainability efforts and education throughout the planning, operations, education, research and service aspects of the university.**

*Sustainable actions are commonly defined as those that meet the needs of the present without compromising the ability of future generations to meet their own needs. Most definitions of sustainability emphasize the intersection of environmental protection, economic development and social equity. Thus, a focus on sustainability reinforces other Focus Areas such as Diversity, Equity and Inclusion and Rural Roots. Building a Culture of Sustainability will require a comprehensive strategy that infuses sustainability considerations into all university-wide decision-making, curricula and outreach efforts. This coordinated approach builds on existing goals outlined in NMU's 2030 Sustainability Plan and Campus Energy Master Plan, which have been developed in consultation with the Sustainability Advisory Council, the Carbon Neutrality Task Force and the efforts of many students, staff and faculty across campus. Coordinating these efforts will bring NMU's performance in this area to the next level, and will promote NMU's reputation as a regional leader in sustainability.*

### DOCUMENT LEGEND

**Font color = BLACK:** No dependencies to starting work outlined in the tactic have been identified.

**Font color = GRAY:** Dependencies to starting the work outlined in the tactic exist and are described in the "Dependencies" column.

#### **Common acronyms used:**

SHINE: Sustainability Hub for Innovation & Environment

AASHE: Association for the Advancement of Sustainability in Higher Education

STARS: Sustainability Tracking, Assessment and Rating System

CSS: Campuswide Sustainability Survey

# BUILDERS OF A CULTURE OF SUSTAINABILITY ACTION PLAN

## STRATEGY I:

Centralize sustainability efforts to improve planning, coordination and communication.	KEY PERFORMANCE INDICATORS:							
	<ul style="list-style-type: none"> <li>AASHE: STARS Rating</li> <li>Campus Energy Master Plan</li> <li>CSS: Awareness of sustainability efforts on campus</li> <li>CSS: Sustainability as component of campus culture</li> </ul>							
	SPONSOR	CONTACT 1	CONTACT 2	START DATE	END DATE	DEPENDENCIES	STATUS	PROGRESS METRICS
Tactic 1.1. Cultivate and grow an interdepartmental Sustainability Hub for Innovation & Environment (SHINE) to promote and align sustainability efforts.	SHINE	Jes Thompson	Dave Nyberg	Summer 2022	Winter 2024			<ul style="list-style-type: none"> <li>Progress on SHINE development</li> <li>Sustainable/on-going funding secured</li> </ul>
Tactic 1.2. Create Campus Energy and Carbon Neutrality Plan and disseminate executive summary and goals with the campus community.	Facilities	Kathy Richards	Tom Kitsos	Fall 2021	Winter 2023			<ul style="list-style-type: none"> <li>Progress on plan development</li> <li>Recommendations/goals prioritized for future efforts</li> </ul>
Tactic 1.3. Develop and implement a formal tool to evaluate and consider sustainable design measures for all new projects.	Facilities	Jim Thams	Brandon Sager	Fall 2022	Winter 2023			<ul style="list-style-type: none"> <li>Tool developed and implemented</li> </ul>

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## STRATEGY 2:

Implement sustainability initiatives to contribute to a diverse and sustainable world (NMU mission statement).	KEY PERFORMANCE INDICATORS:							
	SPONSOR	CONTACT 1	CONTACT 2	START DATE	END DATE	DEPENDENCIES	STATUS	PROGRESS METRICS
Tactic 2.1. Transition university vehicles to hybrid or electric, as feasible.	Purchasing	Joe Ombrello	Jim Thams	Fall 2021	Winter 2024			<ul style="list-style-type: none"> <li>Proportion of hybrid or electric NMU vehicles</li> </ul>
Tactic 2.2. Pilot expansion to post-consumer composting systems on campus.	Dining Services	Alden MacDonald	Paul Schoonveld	Fall 2022	Fall 2023			<ul style="list-style-type: none"> <li>Progress of pilot implementation</li> <li>Proportion of NMU food waste diverted from landfill (weight, yards)</li> </ul>
Tactic 2.3. Identify opportunities for sustainability practices in all aspects of Dining operations, including residence hall and community dining venues, retail, concessions and catering operations.	Dining Services	Alden MacDonald	Paul Schoonveld	Fall 2023	Winter 2024			<ul style="list-style-type: none"> <li>Report of opportunities identified and implemented</li> </ul>
Tactic 2.4. Use the student-initiated Green Fund to implement sustainability initiatives.	EcoReps, SHINE	Ryan Stock	Jes Thompson	Winter 2021	Winter 2024			<ul style="list-style-type: none"> <li>Report of initiatives implemented</li> </ul>
Tactic 2.5. Integrate principles from the Decolonizing Diet Project into NMU Dining Services by continued implementation of the Week of Indigenous Eating.	Center for Native American Studies, Dining Services	Marty Reinhardt	Alden MacDonald	Fall 2021	Winter 2024			<ul style="list-style-type: none"> <li>Meals served during Week of Indigenous Eating</li> </ul>

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## STRATEGY 3:

Support sustainability education inside and out of the classroom to develop leaders capable of local and global impact (NMU vision statement).	KEY PERFORMANCE INDICATORS:							
	<ul style="list-style-type: none"> <li>AASHE: STARS – Academics</li> <li>AASHE: STARS – Engagement</li> <li>AASHE: STARS – Innovation &amp; Leadership</li> </ul>							
	SPONSOR	CONTACT 1	CONTACT 2	START DATE	END DATE	DEPENDENCIES	STATUS	PROGRESS METRICS
Tactic 3.1. Create the Sustainable Outdoor Recreation Economy certificate.	SHINE	Jes Thompson	Dave Nyberg	Fall 2022	Fall 2023			<ul style="list-style-type: none"> <li>Completion of certificate</li> </ul>
Tactic 3.2. In collaboration with local partners, develop a database of sustainability-focused internships, service projects, research and other experiential learning opportunities.	SHINE	Jes Thompson	Dave Nyberg	Fall 2022	Winter 2024			<ul style="list-style-type: none"> <li>Progress on database development</li> </ul>
Tactic 3.3. Create a sustainability certificate program that is accessible to a wide range of audiences.	SHINE	Ryan Stock	Jes Thompson	Fall 2022	Winter 2024	An academic department to "house" the certificate		<ul style="list-style-type: none"> <li>Certificate program enrollment and completion</li> <li>Student characteristics</li> </ul>
Tactic 3.4. Facilitate educational efforts around Indigenous practices, including Indigenous food movements and relational accountability.	Center for Native American Studies, Olson Library	Lynne Lambdin	Joe Lubig, Marty Reinhardt	Fall 2022	Winter 2024	CNAS Director hired		<ul style="list-style-type: none"> <li>Documentation of educational efforts</li> </ul>