

### III. ORGANIZATION

In fulfilling the requirements of the American College and University Presidents' Climate Commitment (APUPCC) Agreement, Xavier University has put together a team with the aim of making sustainability a more significant part of the higher-educational experience. The Sustainability Committee is composed of two co-chairs representing Physical Plant and Academics. Committee members are as follows: Academics (3), Student Life (1), Students (3), Public Relations (1), Information Services (1), and Staff (2). In addition, we have added a number of members on an ad-hoc basis to fulfill specific needs, and to accommodate those with expertise and interest in our work. Thus, we currently have three ad-hoc members, one faculty, one from Grant Services, and three to five students. Last year, we engaged a faculty member to help plan and our first Sustainability Day, and someone from administration to help with data assessment for our Greenhouse Gas Inventory. The experience of the committee over the past two years has been that a campus-wide network is essential for getting the work done.

During mid-2009, co-chairs began to work with our president-appointed cabinet liaison, Bob Sheeran, Associate Vice President for Facility Management, to make sure that our work was more-closely integrated with administrative priorities.

**Long-term Vision:** To build and maintain an infrastructure for sustainability work on Xavier's campus and in the various communities.

**Goal:** To establish a sustainability center capable of supporting campus sustainability programs as soon as is feasible, no later than 2020.

#### 1. ACTION PLAN:

##### Short-term Goals (1-2 years)

- *Create a sustainability-director position and advisory team (similar to the current Sustainability Committee) comprised of stakeholders at all levels to advise campus leaders on sustainability initiatives and to oversee sustainability efforts. This individual will be tasked with responsibility for coordination across all sustainability-related activities. The individual will possess an advanced degree in a pertinent field, have expertise in one or more areas of energy, environmentalism, ecology and organizational sustainability, and be housed in an academic department with a direct link to the President and the Associate Vice President of Facility Management.*
- *The advisory team will act as sustainability coordinators for each functional area. Coordinators will be trained in sustainability initiatives and policies and act as an onsite resource and voice on sustainability-related matters.*
- *Designate sustainability responsibilities and opportunities for all stakeholders to formalize and publicize Xavier's commitment to sustainability.*

##### Mid-term Goal (3-5 years)

- *Establish a campus sustainability endowment fund to provide a method for donors and community stakeholders to provide funding resources necessary to continue Xavier's work toward a sustainable campus and outreach efforts for global sustainability. The environmental knowledge gleaned by students during their educational experiences will be shared with communities across the world.*



### III. ORGANIZATION

#### 2. CHALLENGES AND FUNDING:

- It will take a commitment of resources to create a Sustainability Center. A Sustainability Director would probably require \$78,000 per year and a Sustainability Center would be at least twice that amount, with the primary additional cost being for administrative support.
- An appropriate level of funding will be required for successful implementation of the Campus Sustainability Plan. Regardless of which funding sources are identified, the human resources are a pre-requisite to being able to request and manage any financial and institutional resources. The recommendation to establish a sustainability endowment fund would provide one instrument for focusing resources, e.g., by collecting donations, revenues, or cost-savings.

