Creighton University
Sustainability Navigation Session
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Vision

Participants were asked what they would like Creighton University to accomplish in the short (1-3 years) and long (5+ years) term.

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Vision (1)

Category	Short Term	Long Term
Collaboration	Bring all of the individual groups with a common goal together	Sustainability identified as a priority of the Wisconsin provinces of the Jesuits & US Jesuit Conference
	More involvement from faculty & staff	Adjust Sodexho contract to allow for more simple meal options
		Wide spread buy-in that sustainability is mission central
		Reward departments for going green; less energy consumption & waste of natural resources
Communication	Across campus communication to streamline the change	
Community	Creighton impact into the overall city & state sustainability goals	Recognized as community leader in sustainability
	Engaged in community sustainability in Omaha - not just on campus	
Composting	Onsite composting	Mulching program
	Composting landscape waste	A mulching program of university biodegradable waste
	Composting	
	Composting organic waste	
	Onsite composting & mulch from landscape	
	Compost all appropriate waste from dining halls	
	Food waste = compost (use in the gardens)	
	Compost in dining services	
Construction	Sustainable construction materials	Investment in infrastructure for central plant reach
	Green building materials	Restore current buildings versus building new
	All renovations are green & universal design	More green buildings & consistent upkeep; less deferred maintenance
	Any new construction or renovation is LEED Gold or higher	All new buildings are green; universal design
	Address ADA accessibility challenges on campus; access should be a major consideration in every building & renovation project	Recycle all construction materials
	All EnergyStar buildings	
	LEED certified buildings (not just "certifiable")	

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Vision (2)

Category	Short Term	Long Term
Education	Awareness on campus; incorporate sustainability into class requirements (i.e. RSP courses required to attend a seminar on sustainability)	Establish specific educational programs on sustainability as part of Creighton's curriculum
	Create green collar jobs at Creighton	Develop world-class sustainability major making Creighton destination world-wide for students
	Education sessions for students, faculty & staff	Wide spread integration of sustainability principles integrated into various academic disciplines
	Eco course for staff (practical stuff)	Sustainability included in all curricula
	Sustainability major for students	Major in alternative & renewable energy sources
		More teaching on sustainability topics
		Develop an academic energy/sustainability program
		More online classes to reduce mileage, etc…
Energy Use	10% reduction in energy use in three years	Learn to use the buildings
	Off power grid	Combine efficiency & renewables les to create energy surplus
	Highest energy efficiency & water	Energy neutral
	Use water & energy with considering the need	Change to low flow toilets & motion faucets
	High efficiency water use	Reducing energy used such as use sunlight in daytime instead of light
	Attention to gas consumption	Energy efficiency in residence halls (all light bulbs, washers, driers, etc…)
	Reduce carbon footprint from utilities	Net zero energy
		Carbon neutral
		Use energy efficient chemical hoods & BSC cabinets
Financial	Research grants	Examine our university investments to be sure that they are in line with sustainability priorities
	Campus revolving loan fund	Cost saving from recycling going back to the city to continue the effort
		Revolving loan fund for sustainability efforts; departments can access
		Resolving loan fund for faulty/staff homes to improve energy efficiency
		Increase scholarships for students committed to green lifestyles, reducing, recycling, reusing
		Better heating & cooling control in older buildings
		Limit the air conditioner during the summer
		All ground water heating & cooling

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Vision (3)

Category	Short Term	Long Term
Indoor Environments	Implement automated light, heat & cooling sustainable practices in all buildings in two years	Improve air flow - ADA updates
	Continue work on heating/air conditioning systems across campus	Restore or rebuild older buildings for environmental control
	New & renovated heating/cooling - use thermal, etc…	Remove all asbestos in campus buildings
	Temperature controlled environments	All building insulated
	Healthy facilities for staff, students & faculty	Motion detectors on lights throughout campus
	Campus-wide interior lighting/work stations converted to environmentally friendly	Make deferred maintenance on old buildings a priority & remove to save energy
	All lighting on time controls	Eco-friendly landscaping
	Increase deferred maintenance to reduce energy loss & costs of repair	
	Sensors for sinks, toilets & urinals in all bathrooms in all buildings	
	Dynamic campus entrances	
	Decreased or better water use for landscape	
Landscape	Convert most annuals to perennials	Better land use through decreased parking needs
	Native plants/grasses	Community garden (student course for Sienna Franer's house)
	Switching to fertilizer/pest control practices that are organic or lower impact	
	All organic turf & garden care	
	All native species	
	Cultivate natural to Nebraska plants/trees/grasses that are perennial	
	Landscaping: perennials, edible, no irrigation	
	Stop using gas powered leaf blowers	
	Stop using leaf blowers	
	Plant more sustainable flowers rather than current practices	
	Plant fruit & nut trees	
	Edible garden/community garden	
	Landscaping: perennials versus annuals	
	Green landscaping water use	
	Less mowing	
	Natural/organic lawn & grounds care	
	Large on-campus gardens for education & food production	

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Vision (4)

Category	Short Term	Long Term
Lighting	Lighting changed over to energy saving lighting	Building light shelves with sunlight harvesting
	Efficient lighting in 90% of buildings campus-wide	Convert interior lighting to motion sensors
	Phase out incandescent lighting, move to CFL's	Stadium lighting CFL's/parking lot lights
Locally Grown/ Produced	Locally grown monthly meal options with Sodexho in dining halls	Use of local organic farmers for campus - pressure Sodexho
	Local food purchases	Local grown food
	Organic & local foods	80% Local food; some grown on campus the rest sourced locally (100 mile radius)
	Use food from local/nearby vendors - shorten distance from producer to campus (students)	Eliminate the food service monopoly on campus; allow & encourage distribution of locally grown/produced food on campus as options
	Utilize Nebraska food cooperative (locally grown foods for dining services)	Organic options in dining hall
	Increasing vegetarian, local, organic options in campus dining	Rethink food policies of having to buy Sodexho (external, expensive for small gatherings)
	Buy local & organic when possible for dining halls, etc…	
	More local food	
	40% local food	
Miscellaneous	Electronic file storage	Showers for employees are available in each of the major buildings to support biking
	Eliminate CRT TV's & monitors by 2010	Market Creighton as sustainable to attract students through our efforts
		Roof top green spaces
		Reduce target enrollment to 900 incoming freshmen & adjust room & board needs accordingly

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Vision (5)

Category	Short Term	Long Term
Paper	Reduce requiring text book purchasing when its not needed	Encourage professors & students to go paperless
	Reduce paper usage	
	Paper reduction; multi-function 4-pages/side margin control, smaller font	
	Implement full e-commerce & workflow across entire campus community	
	Reduce on-campus mailings of event notifications; email everything	
	Cut back on paper use	
	Dispose use of all paper cups	
	Mandated use of recycled paper in all university offices	
	Online books	
	Use of 100% recycled paper in all printed material/media produced by the university	
	Online exams for all classes instead of blue book	
	50% reduction in paper use; switch to paperless	
Plastics	Less plastic in box lunches prepared by Sodexho	All plates & flatware are either china or biodegradable
	Educate to reduce the use of disposable items where able - plastic utensils, styrofoam, etc… (mandate/ban)	Recycle all plastic water bottles & other plastics
	No plastic lawn bags	
	No styrofoam in dining halls	
	No plastic flatware	
	Everyone brings their own cups	
	More biodegradable food packaging (i.e. cardboard versus styrofoam lunch containers)	
	Every employee gets plastic reusable coffee mugs for office	
	Use less plastic & styrofoam for disposables	
Policy	Policy to have networked printers instead of individual printers	Go above & beyond set policies & compliance standards

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Vision (6)

Category	Short Term	Long Term
Purchasing	Purchase from vendors within ten miles of campus	Environmentally safe cleaning products
	Sustainable supply chain; 80% major suppliers	Post consumer recycled products (furniture)
	Only purchasing of recycled paper products (copy paper, toilet paper, marketing materials, etc..)	Green laptops for all staff, faculty & students
	Strong buy green standards; green the entire supply chain	No VOC paints in buildings
	Campus-wide use of chemical solvents that are environmentally friendly	
	Selling more environmentally friendly products in bookstore & food stores	
	Green products in all departments & residence halls	
	Going green everything; cleaning supplies paints, fertilizers, etc…	
Recycling	Recycle (85%-90%) of all waste on campus in three years	100% recycle/reuse of demo materials
	Recycle all books; not grind up but get to users/readers	Recycle all cans
	Mandatory campus-wide recycling	Mandatory recycling everywhere
	Single stream the entire campus	Computers used on campus & recycle to not place in landfill but to use again
	Recycle every possible item that is recyclable	
	Single stream recycle throughout campus	
	Practice habit of recycling & separate waste into different categories	
	Recycle - carpet & trash	
	All buildings recycle	
	Sufficient recycle containers - well marked	
	Recycling - offices, residence halls, classrooms	
	Recycling	
	Recycle all carpet	
	Campus-wide recycling of paper, aluminum, glass & plastic (including professional schools)	
	Reuse textbooks, notepads, computers & furniture from common spaces & student dorms	
	Increase recycling	
	No floppy discs or CD's	

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Vision (7)

Category	Short Term	Long Term
Renewable Energy	Use of hydrogen vehicles	Alternative fuels/transportation
	Solar panels	Use renewable sources of energy
	50% fossil fuel free	Sustainable energy sources on campus - solar, hydro, etc…
		Renewable energy
		Solar power panels for buildings
		Use 60% renewable sources for energy
		Wind NRG system to campus
		Use wind & solar power and more renewable energy
		Wind generators on buildings & off-campus land
		Wind generators at to other states to put power in grid for Creighton
		Solar energy
		100% renewable energy for building/heating/cooling/electricity (geothermal, wind, solar)
		Electrical alternatives
		Solar panels somewhere on campus
Reporting / Measurement	Establish progress feedback network	Real time energy monitoring of all buildings
	Long term monitoring activity; monitor, trust, verify	
Training	Share environmental friendly tips with students	
	Sustainability training for staff & faculty	
	Educate all new employees & ES workers to build enthusiasm for recycling (& other sustainable practices) in Harper	
	Sustainability principles integrated into all ministry retreats & other formation opportunities	
	More education regarding how to effectively cooperate with single stream recycling in Harper	
	Sustainability literacy	
	Way more education & awareness to students about their individual actions & how these can help/hurt sustainability	
	Education for & accessibility to single stream recycling campus-wide	
	Campus-wide education on need for sustainability	
	Improve awareness & education - gain appreciation of limited resources	
	In staff orientation, educate & establish standards of sustainable business practices	
	Programs to promote sharing of resources between departments rather than purchasing (i.e. folders, binders, small equipment)	

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Vision (8)

Category	Short Term	Long Term
Transportation	Electric/Hybrid maintenance vehicles	All university vehicles are high fuel efficient; hybrid, etc…
	Electric vehicles only on campus (80%) where possible	Bicycle path connection to Creighton from major Omaha paths
	Promote biking/walking/running; open Harper showers in the morning	Outreach to all students, faculty & staff living within 2-3 miles from campus for carpooling, biking, streetcar connections, public transportation & safe walking trails
	Covered bike rack near Harper	Incentives for students who don't use cars; bicycle program, carpooling, public transportation - awareness/usage
	Ride share program with Creighton employees	Eco-friendly cars, student transportation & bike paths
	Walk in distance instead of driving	More organized public transportation that meets the needs of faculty & staff in additional to the shuttle for students
	University strong voice in community to develop adequate public transportation	More carpooling friendly
	Use of electric vehicles for maintenance & security	Fewer cars on campus
	Think carpooling	Convert campus vehicles to hybrids
	Electric powered service vehicles	Ride bikes & walk short distances
	Use more green vehicles around campus	Shuttle to Target & food store by campus for students
	Work with MAT on greater bus access to the university	Electric cars
	Shuttle services from/to grocery stores	Carpooling system for all
	Shuttle services from/to airport around breaks	Less cars on campus
	Creighton becomes bus hub	Railway system to connect the campus together & to eliminate the need for parking
	Busing becomes part of city-wide plan	Walkways to connect the buildings
	First year students = no vehicles	Fuel efficient campus vehicles (i.e. bio-diesel shuttles)
	Better shuttle range or carpooling options	Incentives for carpooling/alternative transportation to school/work
	Eco shuttles (hybrid/electric/vegetable oil, etc…)	Bicycle share/rental program
	Bik borrowing across campus; more bike racks	100% alternative fuels for local vehicles (electric, hybrid)
	Less shuttle buses on campus (more walking!)	Bicycles on some free-use wheeled vehicles
	Set-up for electric vehicles & plug-in hybrids	Hybrid/alternative fuel campus vehicles as available
	Bicycle sharing/rental program	All Creighton vehicles are more eco-friendly
	Bike friendly campus; shower access	Community bikes
	Begin phasing in hybrid vehicles & plug-in electrics to university's fleet of vehicles now	

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Vision (9)

Category	Short Term	Long Term
Waste	Analysis of waste production/reduction by departments; educate staff on reducing waste	Reduce trash use; garbage compactors
	Waste audit by department	Zero waste
	Less waste & turnover of computer equipment	Zero waste
	Use non-disposable goods for lunches, snacks & meals	Recycle waste collection for all items
	Capture grey water for irrigation	Reduce water run-off; water gardens
	Water recycling for lawns	Storm water management
	Rain gardens; storm water retention	Water efficient fixtures in residence halls
	Reduce water usage across campus especially outdoors in the summer months	Rainwater collection; natural irrigation methods; reclamation
	Onsite storm water management	Ways & means to control water consumption
	Waterless urinals	Recycle water where able
		Use of brown water for lawn irrigation

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Needs Assessment – Voting Activity

Participants were given the opportunity to identify which sustainability needs the university needed to focus on immediately

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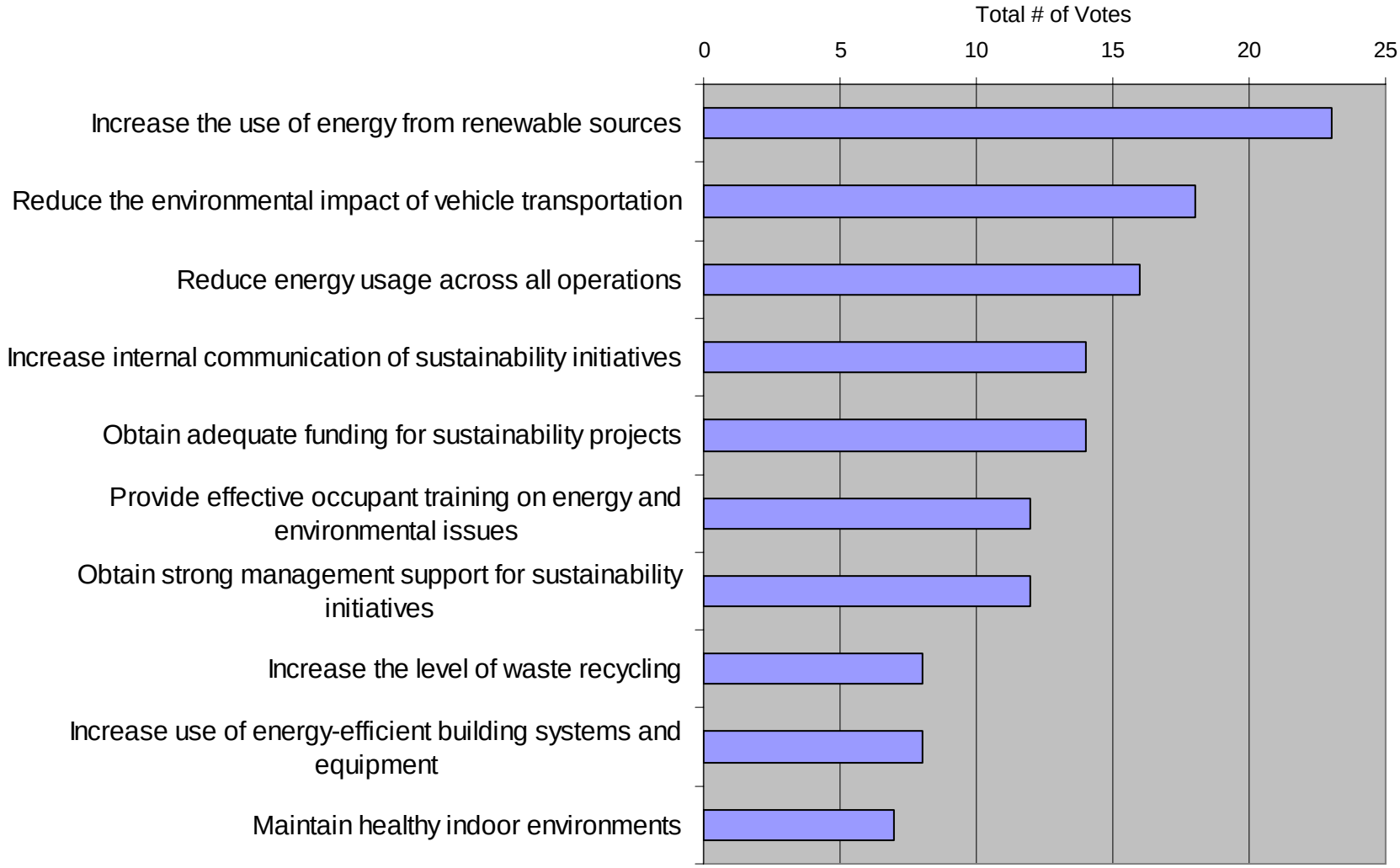
Needs Assessment – Voting Activity

Top 7 Needs

1. Increase the use of energy from renewable sources
2. Reduce the environmental impact of vehicle transportation
3. Reduce energy usage across all operations
4. Increase internal communication of sustainability initiatives
5. Obtain adequate funding for sustainability projects
6. Provide effective occupant training on energy and environmental issues
7. Obtain strong management support for sustainability initiatives

Needs Assessment – Voting Activity (1)



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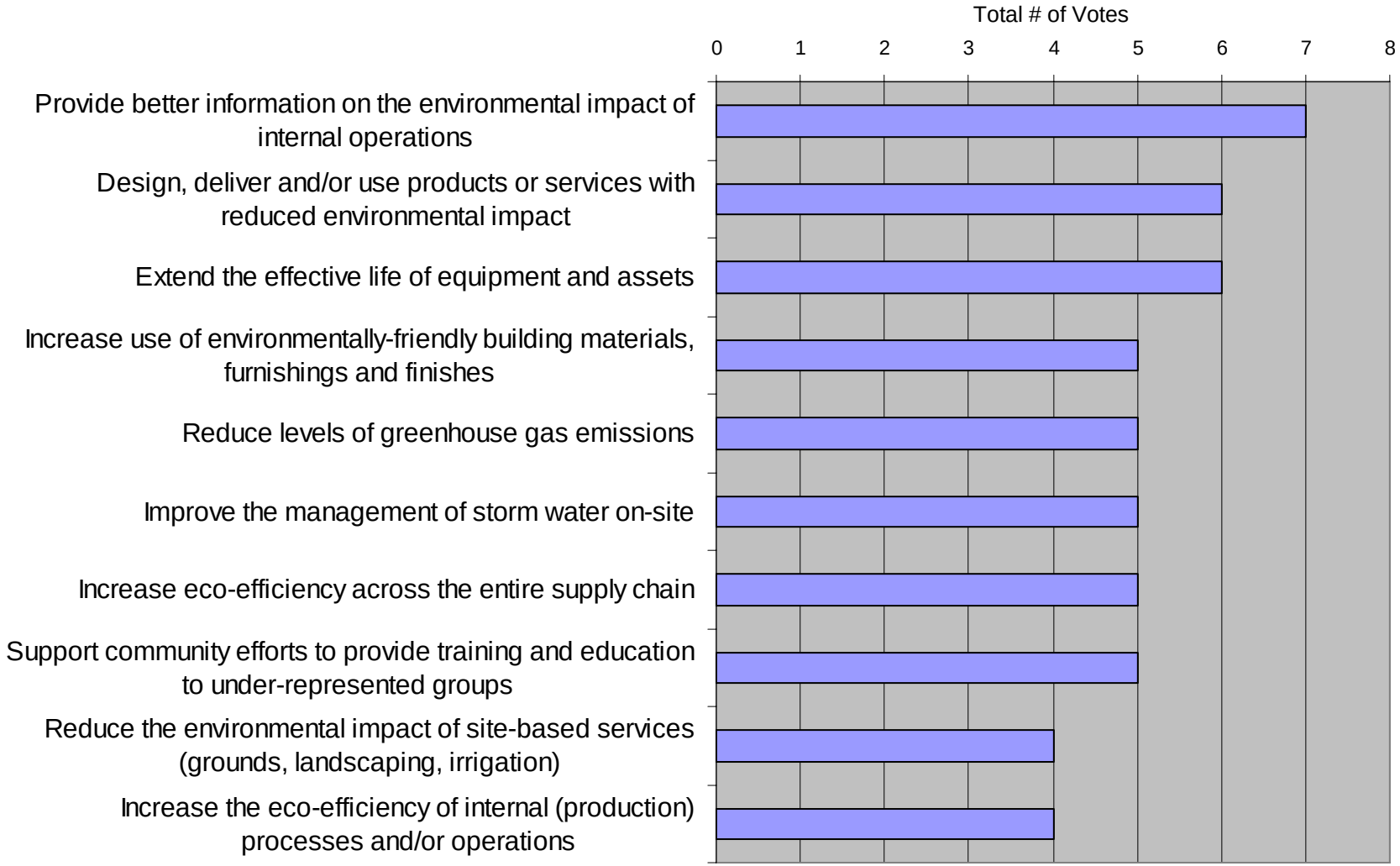
Needs Assessment – Voting Activity (2)



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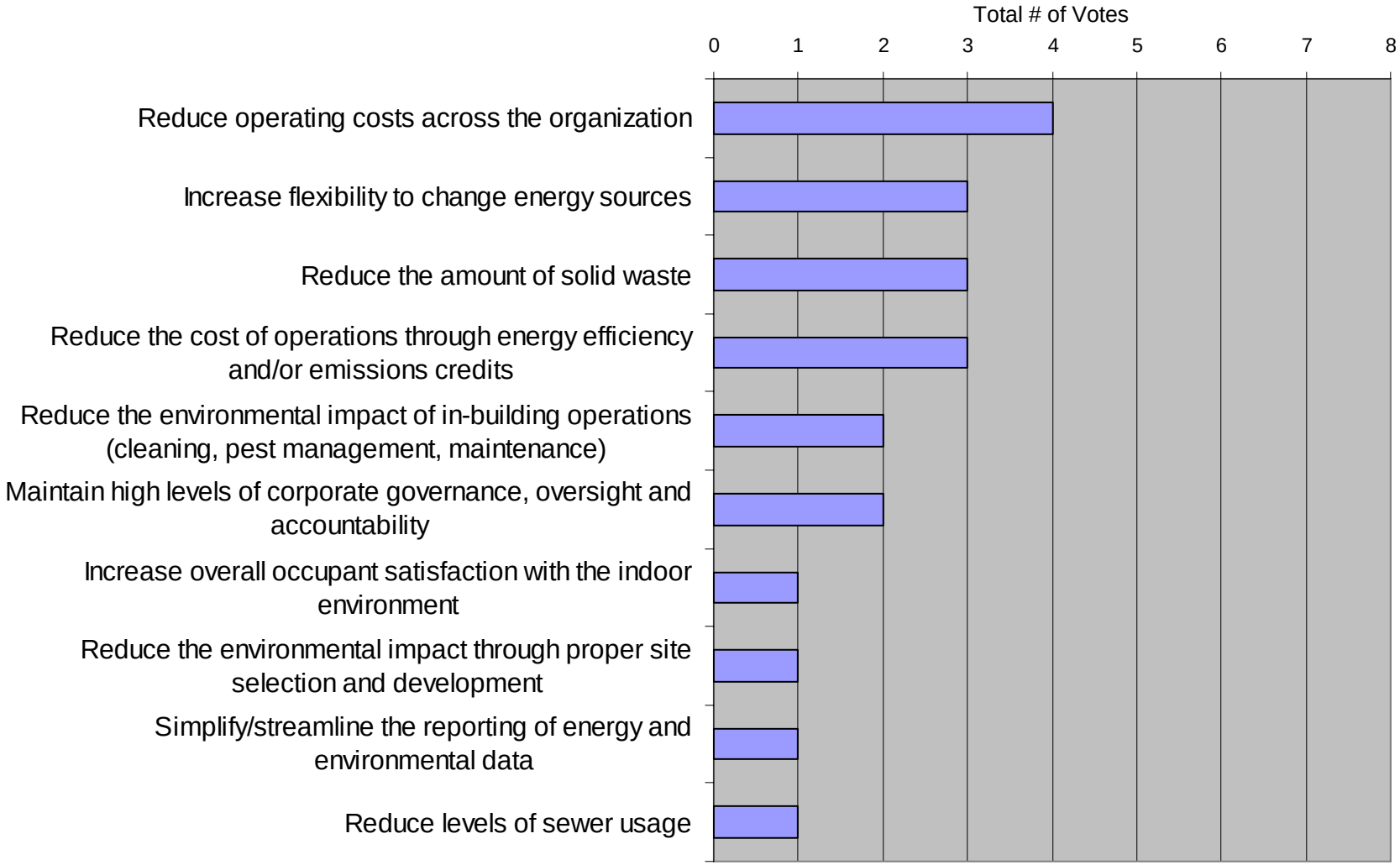
Needs Assessment – Voting Activity (3)



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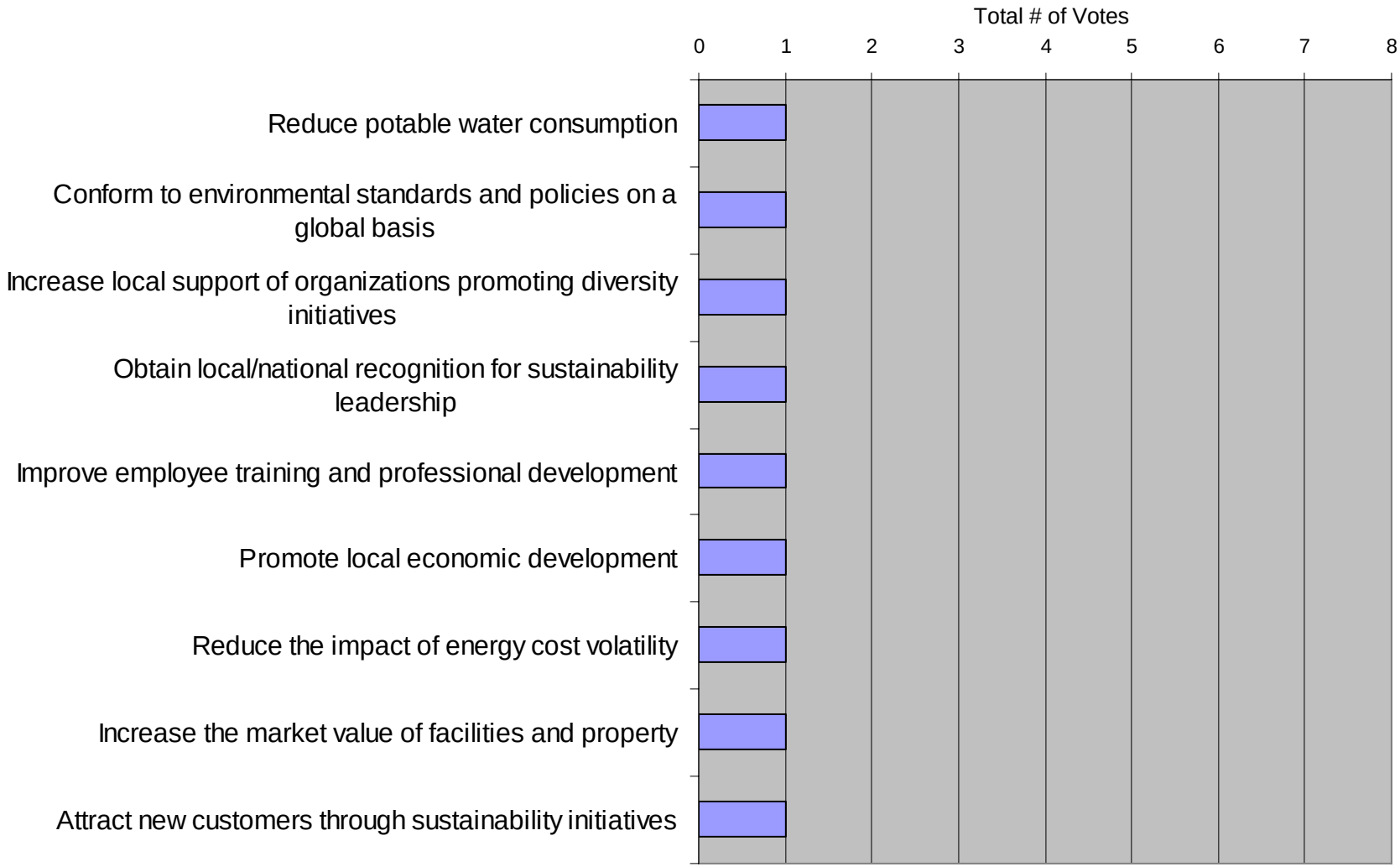
Needs Assessment – Voting Activity (4)



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Needs Assessment – Voting Activity
Idea Generation (1)

#1: Increase the use of energy from renewable sources (12)	
Collaboration	Partner with local electric utility for net-metering
	Upper level support
	Create consortium of all Jesuit universities to develop wind farms
Energy Efficiency	Address room temperature control concerns
	Plug load energy savings; 1) Do It - all computers automatically set for energy savings, 2) Smart computer policy, 3) Purchasing Policy - minimum requirements; EnergyStar, 4) Reduce number of things plugged in
	Cut energy use by 50% while simultaneously adding solar, wind & geothermal energy
Funding	More funding
Miscellaneous	Negotiate OPPD for a fair rate & sell back energy through net-metering
	Have to become cost effective - currently some are not
PR	Drive the promotion of what we are reusing back into our life out of what we recycle

Needs Assessment – Voting Activity
Idea Generation (2)

#1: Increase the use of energy from renewable sources (12) - CONTINUED	
Renewable Energy	Work with utility companies to produce wind/solar energy
	Install solar &/or wind generation
	Harness wind power on campus; solar too
	Retrofit buildings as possible with geo-thermal, wind &/or solar energy
	Develop a plan for solar or wind power use on campus; neutral energy
	Solar panels for buildings
	Buy wind power from western NE or help develop such a thing
	Green tags from OPPD; solar energy project
	More solar energy in buildings
	Demonstrate solar & wind projects on campus
	Solar panels; neutral energy
	Wind turbine on or around campus
	Deploy wind/solar on campus
	Include geo-thermal wind &/or solar in all new construction
	Complete the solar energy project
	Add solar panels
	Wind power generator on campus
	Wind generators for other parts of the country to put power in grid
	Put a windmill in the middle of campus or get solar panels
	Direct university investments toward reusable energy
	Use university money to develop & use off-campus renewable energy
Training	Educate students by first insisting on the use of better energy efficient light bulbs & other common products
Transportation	Bio-diesel shuttles (fuel from local suppliers)
Water	Contain & recycle rain water
	Rain water capture for irrigation & low water plants on campus

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Needs Assessment – Voting Activity
Idea Generation (3)

#2: Reduce the environmental impact of vehicle transportation (5)	
Biking	Put bike rack under covered area by Harper (to limit water damage to bikes)
	Bicycle path extensions from Omaha paths to Creighton
	Connect bike trails to campus
	Participate in activate Omaha & promote bike riding
	Incentives for biking/walking to work
Carpool/Shuttle	Carpools, bus routes, bike paths with safety measures
	Create vanpools
	Get rid of shuttle buses - walk from dorms to class!
	More shuttles to Omaha locations (dorms to malls)
	Guaranteed ride home program to encourage carpooling/biking/buses, etc…
	Carpool program within all employees
	Create park/ride locations across city & use shuttle buses to transport students & employees
	Create transportation survey for employees & students - shuttles from areas in Omaha
Collaboration	Upper level support
	Partner with OPPD & EV world to show effective electric vehicle use
Funding	More funding
Incentives	Incentives for carpooling (parking price reductions, etc…)
	Provide incentives for people who use alternative transportation methods; carpooling, biking/walking, public transportation, hybrids/electric vehicles
Miscellaneous	Add showers to buildings for staff to use when they bike in
	Identify population density of employees
	Use more appropriate fleet vehicles
	Encourage walking to meetings instead of driving
Parking	Make parking less convenient
	Make students pay a fee just for bringing a car (not just for a parking permit)
	Prohibit cars for freshmen
Transportation	More golf carts for traveling on campus
	More effective shuttle system

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Needs Assessment – Voting Activity
Idea Generation (4)

#3: Reduce energy usage across all options (11)	
Collaboration	Buy-in from students, staff & faculty
	Upper level support
Energy Efficiency	Update old equipment/buildings
	Conduct energy audits of all buildings
	Shut buildings down at night (consolidate night classes, etc...)
	More motion detectors on lights
	Set computers &/or monitors to turn off at night
	Limit elevator usage to the disabled
	Prevent people from using auto doors unless necessary
	Encourage using stairs instead of elevators (good physical activity)
	More energy efficient windows (& tinting, retain/release heat)
	Put signs by electric door openers to use only if needed (UNO has them worded nicely)
	Closely monitor use of university vehicles
	Turn off lights & motion detector lights
	More energy efficient lighting
Funding	More funding
Incentives	Create a contest on who can lower their energy consumption (challenge between schools/buildings)
Miscellaneous	Close campus on January 2, 2009
Training	Educate university community on practices to reduce consumption/waste/use
	Education of occupants; turn off lights & building automation

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Needs Assessment – Voting Activity
Idea Generation (5)

#4: Increase internal communication of sustainability initiatives (39)	
Collaboration	Set meeting & ask certain departments to meetings until campus is covered
	Stronger central leadership
	Make sustainability a more cooperative effort; if more groups talk between each other, we're more productive
	Different colleges on campus seem disconnected from university initiatives, perhaps VP's can interact with Dean's on sustainability at least on a quarterly basis
Communication	Set a goal & communicate to the entire business to show how things will layout over the long term
	Make a consistent effort to provide information to coworkers, students, management, etc...
	Include communication of sustainability (& projects) during staff meetings
	Sustainability newsletter
	Email reminders but with simple words - not word overload
	Promote sustainability via the website & at each departments website
	Management/administration required to devote time/resources to communication
	Internal communication; more university communication on what's already happening; ideas/incentives to more forward with sustainability within departments
	Interdepartmental communication will help to increase communication of sustainability initiatives
	Put in the Creighton articles
	Better use of internal communication
	Webpage to communicate plus offer meetings at 7:30am not 9am during business hours
	Online newsletter & weekly updates via email
	Weekly updates on ways to sustain & activities/programs in progress
	Set up a system for everybody to use regarding sustainability issues (i.e. website or discussion forum); make it a requirement
Incentives	Hold contests on campus and for the community for green projects with valuable prizes
	Competition/games between dorms, departments, staff, students regarding sustainability

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Needs Assessment – Voting Activity
Idea Generation (6)

#4: Increase internal communication of sustainability initiatives (39) - CONTINUED	
Miscellaneous	Put bins with clear labels for recycling all over campus
PR	Advertise & have events
	Facilities/departments work with marketing, PR &/or sustainability council, student groups/CSU to develop plan
	More articles in newsletters; recognition of work already done
Reporting/ Measurement	Monitor & publish energy use and recycling statistics on a building-by-building basis
	Avoid green marketing; only communicate truly green successes
	Semi-annual environmental impact report
Training	Sustainability council members attend division/department meetings to educate
	One-on-one interactions; guest speakers in the classroom
	Regular message series by all means possible
	Employee/student education/training
	Personal life tips to employees & students
	Have a "sustainable moment" at every meeting to report initiatives and successes
	Add sustainability to new employee orientation
	One concrete fact of energy use & way of helping sent out via email once a week
	"Did You Know" fact a day via email; home page link to sustainability website
	Use Jaynet to focus on one idea &/or fact per week
	Create campus-wide (continual) education/information system; either via sustainability committee or subset that can market & educate all on a regular basis

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Needs Assessment – Voting Activity
Idea Generation (7)

#5: Obtain adequate funding for sustainability projects (50)	
Collaboration	Upper level commitment
Communication	Alumni resources (communicate efforts)
Donations	Donations
	Connect engaged alumni with opportunities to support sustainable initiatives at Creighton
	Eco-fund; alumni donations
	Each person donate small amounts of money that is used honestly & wisely
	Find donors (development office) willing to fund initiatives
Funding	Use part of departmental budgets for sustainability
	Sell the value of added sustainability
	Financially support creative student education/information initiatives
Grants	Designate individuals on all sustainability council to go after grants; eventually hire person to do this
	Find grants to pay for various initiatives
	Target one grant source each month; alumni drive
	Seek more grants
	Grants
	Institutional grant writer & identify federal/state opportunities
	Apply for grants to install renewable energy sources - geothermal, wind power, solar for all current campus buildings
	Attempt more grants
	Use of grants
	Grants
	Apply for grants
	Apply for more grants
	Grants

Needs Assessment – Voting Activity
Idea Generation (8)

#5: Obtain adequate funding for sustainability projects (50) - CONTINUED	
Maintenance	Fund repairs & maintenance of older buildings
	Defer money saved from energy management to new green projects
Miscellaneous	Green campus
	Decrease excess spending to allow money to drive initiatives
	Stop building! Maintain what we have in a sustainable fashion
	Subsidy for EnergyStar; compliant purchases
	It takes an investment upfront to make things happen (I remember struggling for popcorn money for the Energy Awareness committee)
Mulching	Mulching; sell it or use on & around trees and shrubs on campus; saving money - not spent from Mulhalls
	Develop community mulching program & sell the mulch
PR	With support from Fr. Schlegel, add as campaign priority (or initiative)
	Create TV, news & commercials to increase downtown community for more support within the area
Revolving Loan Fund	Revolving loan fund (better return than the stock market
	Get a donor to fund revolving loan funds for campus initiatives & faculty/staff homes
Training	Integrate sustainable issues into undergraduate classes so students have interest in continuing sustainability research & practices that can be funded through grants, etc…

Needs Assessment – Voting Activity
Idea Generation (9)

#6: Provide effective occupant training on energy & environmental issues (4)	
Collaboration	"Green Jays" - student organization
	Sustainability Council - Develop campus-wide plan/program to educate high-level managers on all sustainability standards
Communication	Use phone/email/text message system; 3 times/week - provide one short & sweet idea/fact about sustainability
Miscellaneous	Waterproof countdown timers to all students - clock your showers!
	Time & resources
	Give individual that complains they are cold a gaudy sweater to wear
Reporting/ Measurement	Show comparisons of cost & energy saved by doing things to save resources
	Hard numbers on how much you save if you shut off electronics, etc…
	Give actual numbers on what is saved or spent on decisions about energy usage
	Provide hard numbers on data showing what the energy savings could be
	Trainers do audit of each department; provide practical ideas for sustainability
Training	Integrate training on sustainability into HR orientation, Ratsio Studiorum class, Residence Hall activities, etc…
	Training - Hold & discuss in department meetings; make it a part of HR training
	Reminders sent on how to lessen consumption
	Inform people that there are classes and attend
	Reward/incentive - Certify employees who complete an education component for sustainability; award them with "green points" for taking steps to go green
	Green seminars; online workshops - incentives for completing
	Offer more classes
	Involve students (education) energy savings in residence halls
	Train all RA's to enable THEM to train all dorm occupants on energy/recycling
	Environmental impact as part of Ration Studiorum curriculum

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Needs Assessment – Voting Activity
Idea Generation (10)

#7: Obtain strong management support for sustainability initiatives (49)	
Collaboration	Give small percentage of work time to employee to work on or support initiatives
	Managers become creative in energizing their departments to be more energy effective
	Communication plan developed for VP's, divisions, departments & get buy-in from managers
	Support Fr. Schlegel in his support of sustainability
	Create & empower a sustainability monitoring committee; baselines/benchmarks
	Increase demand to upper management to support & encourage sustainability
	Top down
	Do it!
Communication	Environment initiatives in "Presidents Update"
Incentives	Reward/incentivize/certify managers who complete sustainability training
	Budget incentives for conserving resources
	Make financial incentives for green divisions & departments
Reporting/ Measurement	Show cost savings & show reduction of carbon footprint in comparison to other facilities of same or smaller size
	Count cost savings for green projects in departments as "budget cuts" for newly announced campus-wide cuts
	Inform them of the benefits to buy-in their support & how easy it can be
Training	Education; cost-benefit analysis
	Sustainability standards as part of management training, in-service, evaluations, etc…
	Train management on sustainability
	Educate managers to believe in what they are working for
	Yearly/bi-yearly training & information for managers only on current money-saving sustainability practices with follow-up to make sure they're being followed
	Train VP's/departments/ambassadors to educate areas on better business practices
	Live by example; walk the walk
	Educate management about climate change & peak oil and the implications for Creighton
	Provide initiatives to departments that go green; require training of department heads on sustainability and require them to teach department

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Needs Assessment

Evaluation of sustainability needs based on relative importance and current satisfaction

Target = 45 Creighton University Participants

Benchmark = 44 Higher Education Campuses

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“Top 10” Sustainability Needs
(Based on needs assessment)

1. Increase the use of energy from renewable sources
2. Provide effective occupant training on energy and environmental issues
3. Reduce energy usage across all operations
4. Obtain adequate funding for sustainability projects
5. Reduce the environmental impact of vehicle transportation
6. Increase internal communication of sustainability initiatives
7. Reduce levels of greenhouse gas emissions
8. Increase flexibility to change energy sources
9. Provide better information on the environmental impact of internal operations
10. Increase eco-efficiency across the entire supply chain

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Needs Gap Analysis

Highest Priority
Medium Priority

"Top 15" Summary Table

Environmental Stewardship					Social Responsibility			Economic Prosperity		
People	Facilities	Energy	Waste	Operations	Governance	Community	Workforce	Cost	Revenue	Investment
1 Maintain healthy indoor environments	6 Reduce the environmental impact of the building construction process	11 Reduce energy usage across all operations	16 Increase the level of waste recycling	21 Design, deliver and/or use products or services with reduced environmental impact	25 Maintain high levels of corporate governance, oversight and accountability	30 Increase levels of employee volunteerism within the community	35 Attract and retain a diverse workforce	40 Extend the effective life of equipment and assets	45 Increase the market value of facilities and property	49 Obtain strong management support for sustainability initiatives
2 Increase overall occupant satisfaction with the indoor environment	7 Reduce the environmental impact through proper site selection and development	12 Increase the use of energy from renewable sources	17 Reduce levels of sewer usage	22 Increase the eco-efficiency of internal (production) processes and/or operations	26 Reduce the risk of environmental litigation and penalties	31 Increase local support of organizations promoting diversity initiatives	36 Assure fair, consistent work standards across the organization	41 Reduce operating costs across the organization	46 Increase the revenue potential for facilities (e.g., higher rents)	50 Obtain adequate funding for sustainability projects
3 Increase occupant satisfaction with grounds and open spaces	8 Increase use of environmentally-friendly building materials, furnishings and finishes	13 Reduce levels of greenhouse gas emissions	18 Reduce the amount of solid waste	23 Increase eco-efficiency across the entire supply chain	27 Reduce the risk of environmental protests and activism	32 Support community efforts to provide training and education to under-represented groups	37 Improve employee training and professional development	42 Reduce the impact of energy cost volatility	47 Increase overall workforce productivity	
4 Provide effective occupant training on energy and environmental issues	9 Reduce the environmental impact of in-building operations (cleaning, pest management, maintenance)	14 Simplify/streamline the reporting of energy and environmental data	19 Reduce potable water consumption	24 Provide better information on the environmental impact of internal operations	28 Conform to environmental standards and policies on a global basis	33 Increase purchases from minority and women-owned businesses	38 Promote local economic development	43 Increase use of energy-efficient building systems and equipment	48 Attract new customers through sustainability initiatives	
5 Reduce the environmental impact of vehicle transportation	10 Reduce the environmental impact of site-based services (grounds, landscaping, irrigation)	15 Increase flexibility to change energy sources	20 Improve the management of storm water on-site		29 Provide effective external reporting of sustainability initiatives and impact	34 Obtain local/national recognition for sustainability leadership	39 Increase internal communication of sustainability initiatives	44 Reduce the cost of operations through energy efficiency and/or emissions credits		

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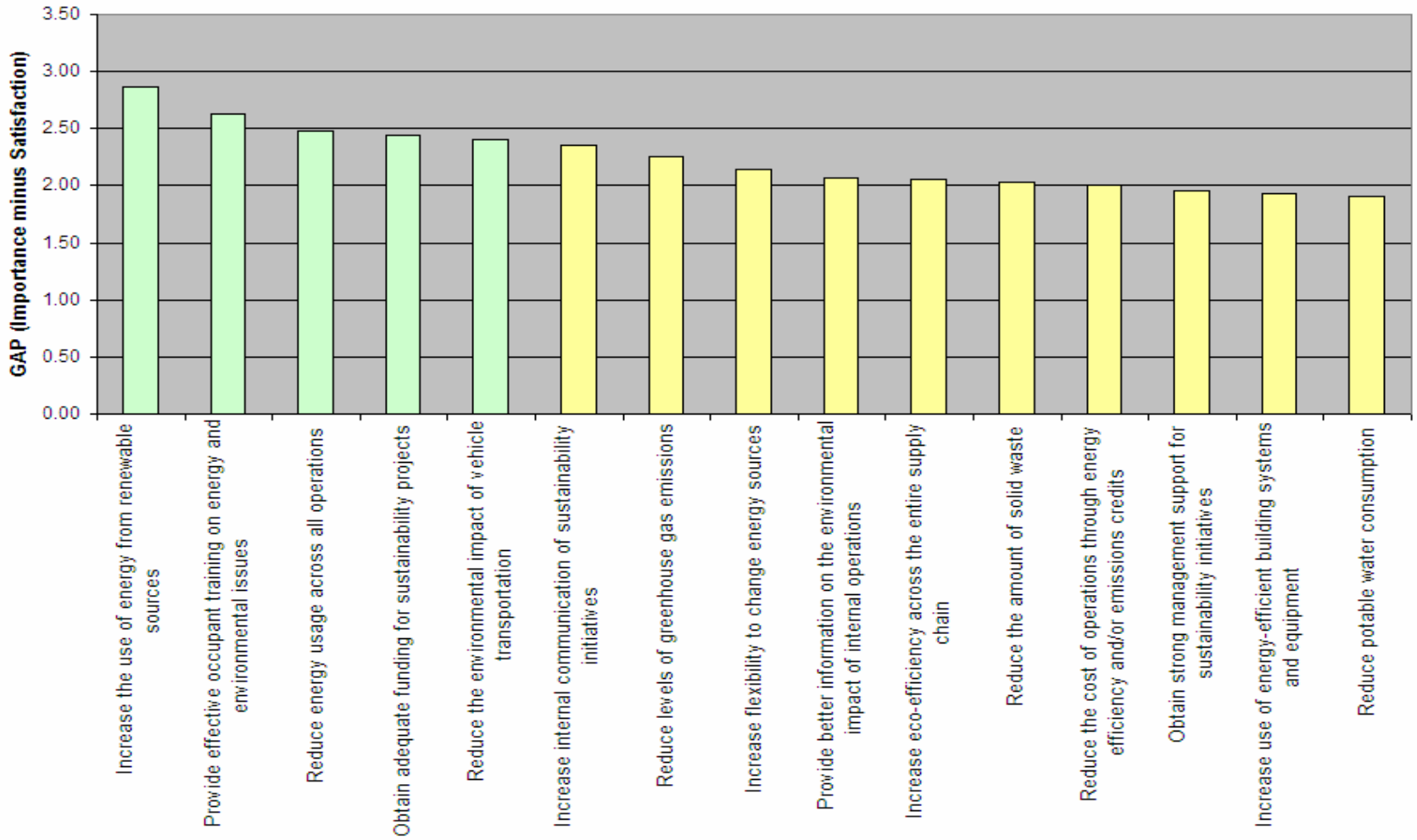
Highest Priority Needs (based on gap analysis)



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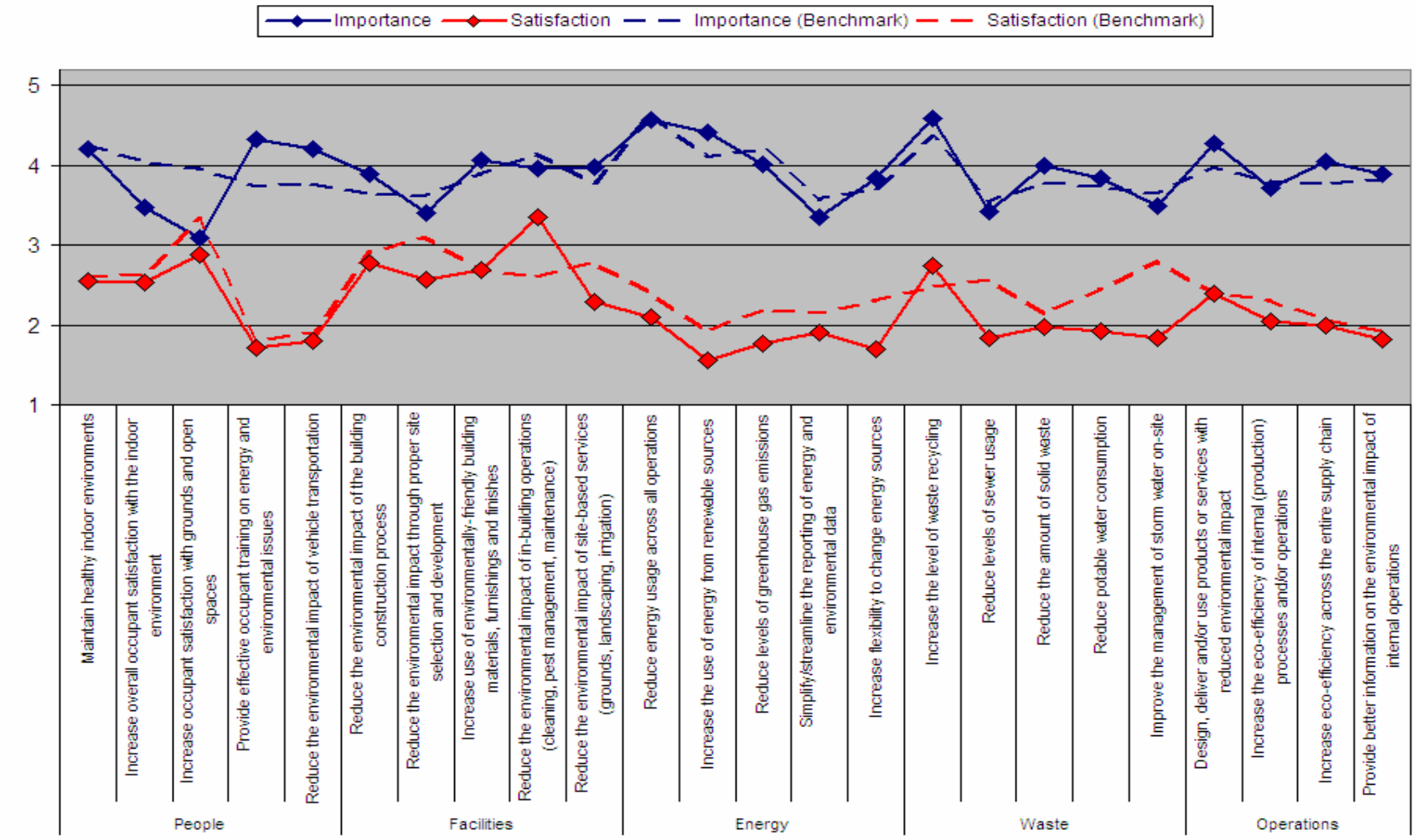
Needs Analysis
(Environmental Stewardship)



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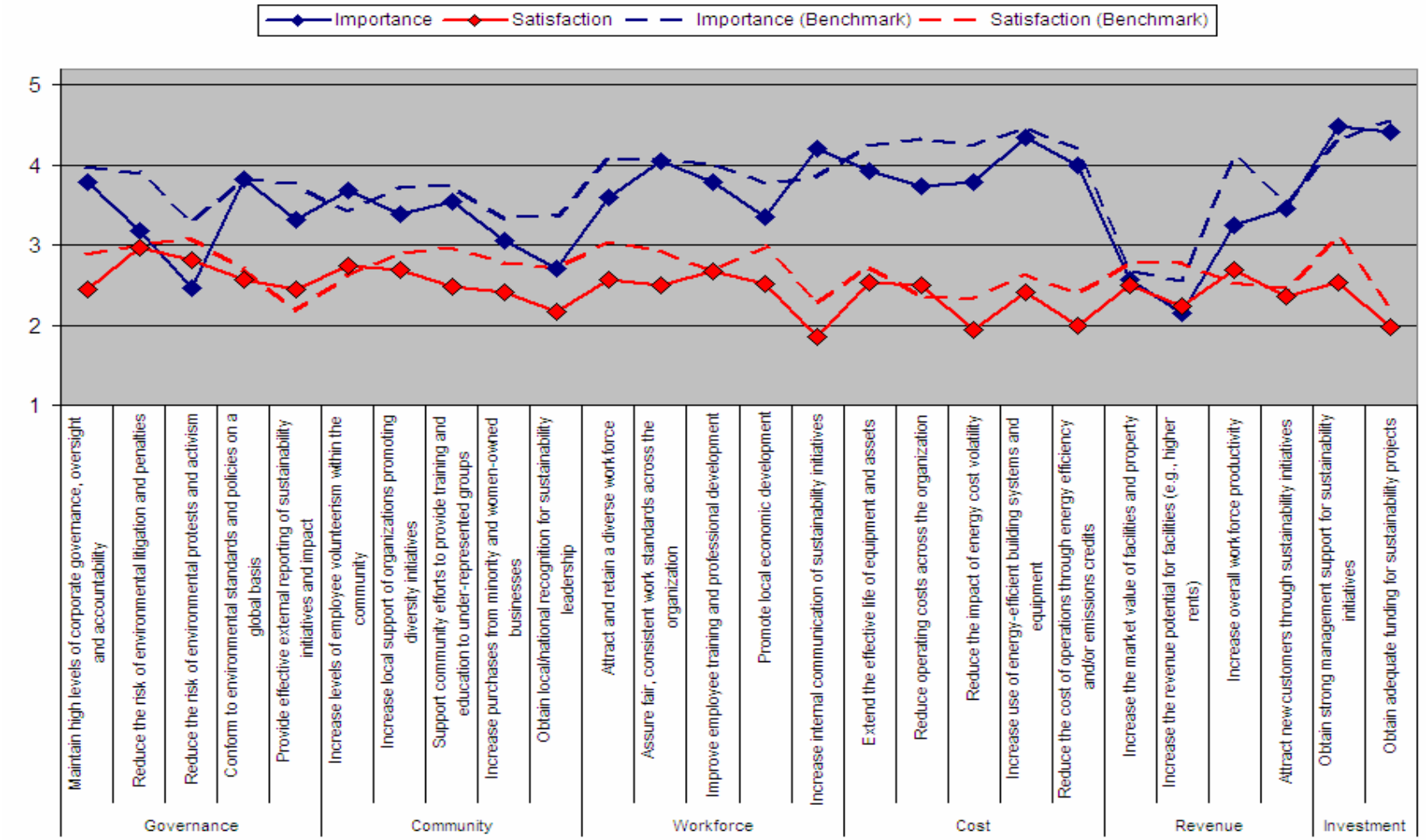
Needs Analysis

(Social Responsibility, Economic Prosperity)



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Practices Assessment

Evaluation of sustainability practices based on relative value and effectiveness

Target = 39 Creighton University Participants

Benchmark = 9 Higher Education Campuses

Johnson Controls

“Top 10” Sustainability Practices
(Based on practices assessment)

1. Renewable Energy Systems Design and Operation
2. Energy and Environmental Education Program
3. Sustainable Fleet Vehicle Management
4. Sustainable Transportation Support
5. Employee Sustainability Communications Program
6. Waste System Audits and Analysis
7. Potable Water Conservation
8. Public Transportation Access
9. Sustainability Funding Grants and Initiatives
10. Sustainability Strategic Planning

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Practices Gap Analysis

"Top 15" Summary Table

Highest Priority
Medium Priority

Environmental Design				Operational Efficiency				Social Development		Management		
Site Selection	Site Design	Building Design	Building Construction	Technical Operations	Site Operations	Energy Management	Waste Reduction	Employee	Community	Strategy	Reporting	Products
1 Natural Habitat Protection & Rehabilitation	4 Carbon Sequestration	8 Lighting System Design	12 Renewable Building Material Usage	16 Indoor Environmental Monitoring and Control	20 Green Cleaning Products and Services	24 Demand-side Energy Management	28 Recycling Program	32 Workforce Diversity Program	36 Economic Development Program	39 Sustainability Strategic Planning	43 Global Reporting Initiative	47 Life Cycle Environmental Impact Assessment
2 Brownfield and Urban Site Development	5 Landscape and Site Design	9 Personal Comfort Control	13 Pollutant Source Reduction	17 Facility Operations and Maintenance Optimization	21 Sustainable Fleet Vehicle Management	25 Energy Performance Contracting	29 Waste System Audits and Analysis	33 Minority Workforce Development Program	37 Community Volunteer Program	40 Sustainability Marketing and Public Relations	44 Green House Gas Tracking and Trading	48 Environmental Supply Chain Management
3 Public Transportation Access	6 Light Pollution Reduction	10 Lifecycle Design and Cost Analysis	14 Construction Waste Management	18 Maintenance Management Systems	22 Sustainable Transportation Support	26 Building Automation	30 Potable Water Conservation	34 Workplace Safety Program	38 Supplier Diversity Program	41 Employee Sustainability Communications Program	45 Energy Analysis and Reporting	49 Green Products and Services
	7 Storm Water Management	11 Renewable Energy Systems Design and Operation	15 Building Materials Recycling and Reuse	19 Building Commissioning	23 Energy and Environmental Education Program	27 Distributed Power Generation	31 Waste Compacting and Disposal	35 Worker Rights Policy		42 Sustainability Funding Grants and Initiatives	46 Green Building Assessment and Certification	50 Green Product Certification

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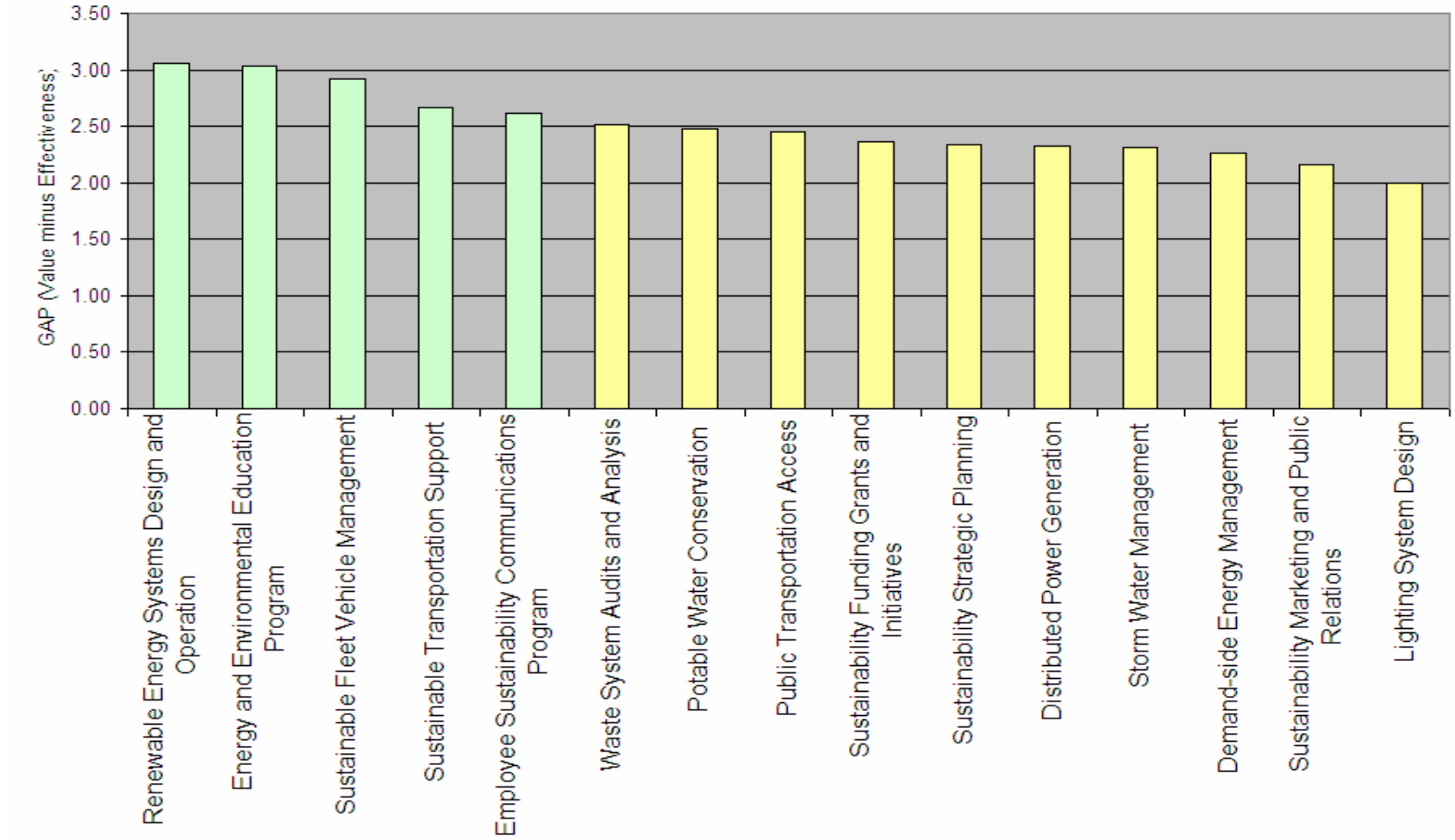
Highest Priority Practices (based on gap analysis)



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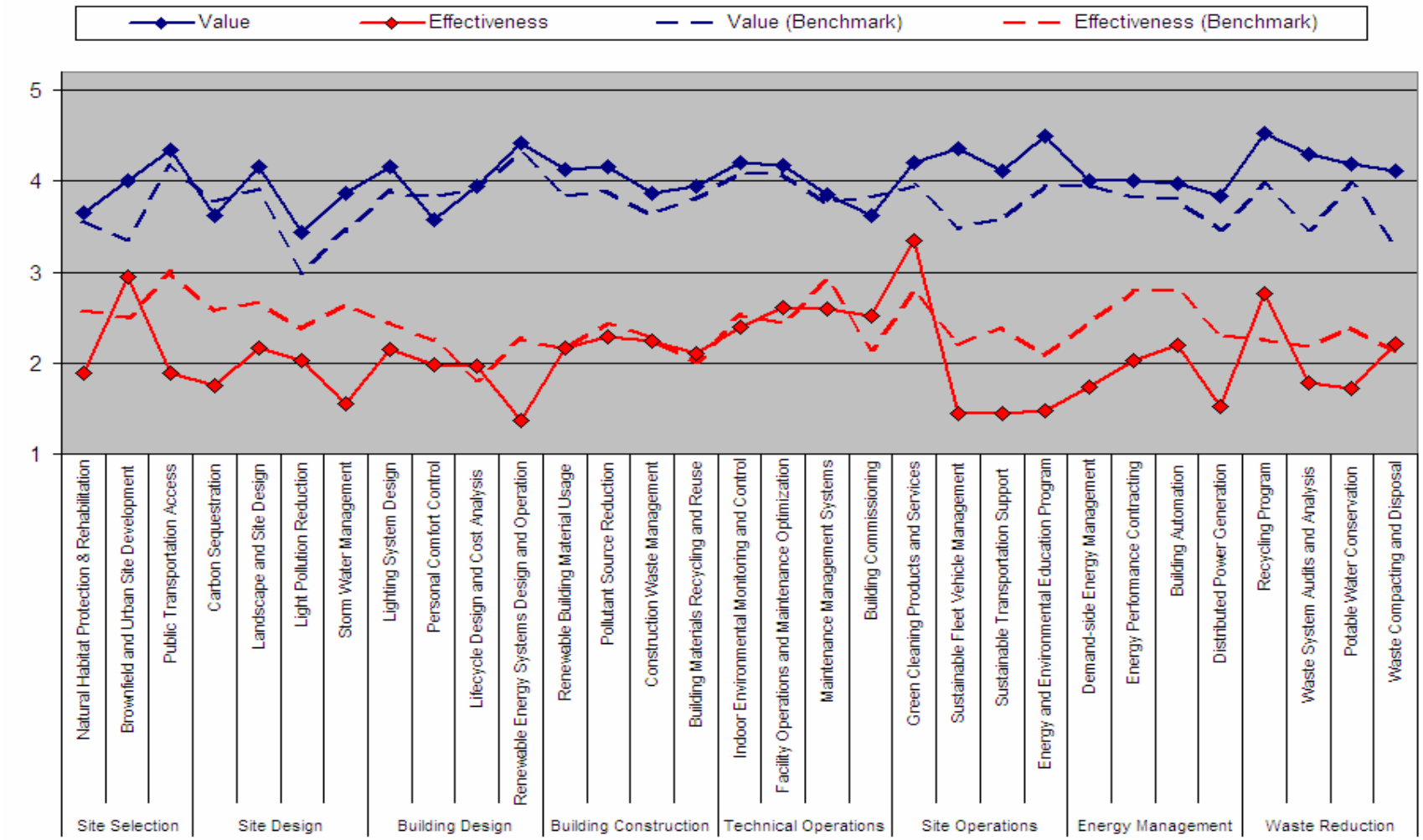
Practices Analysis

(Environmental Design/Operational Efficiency)



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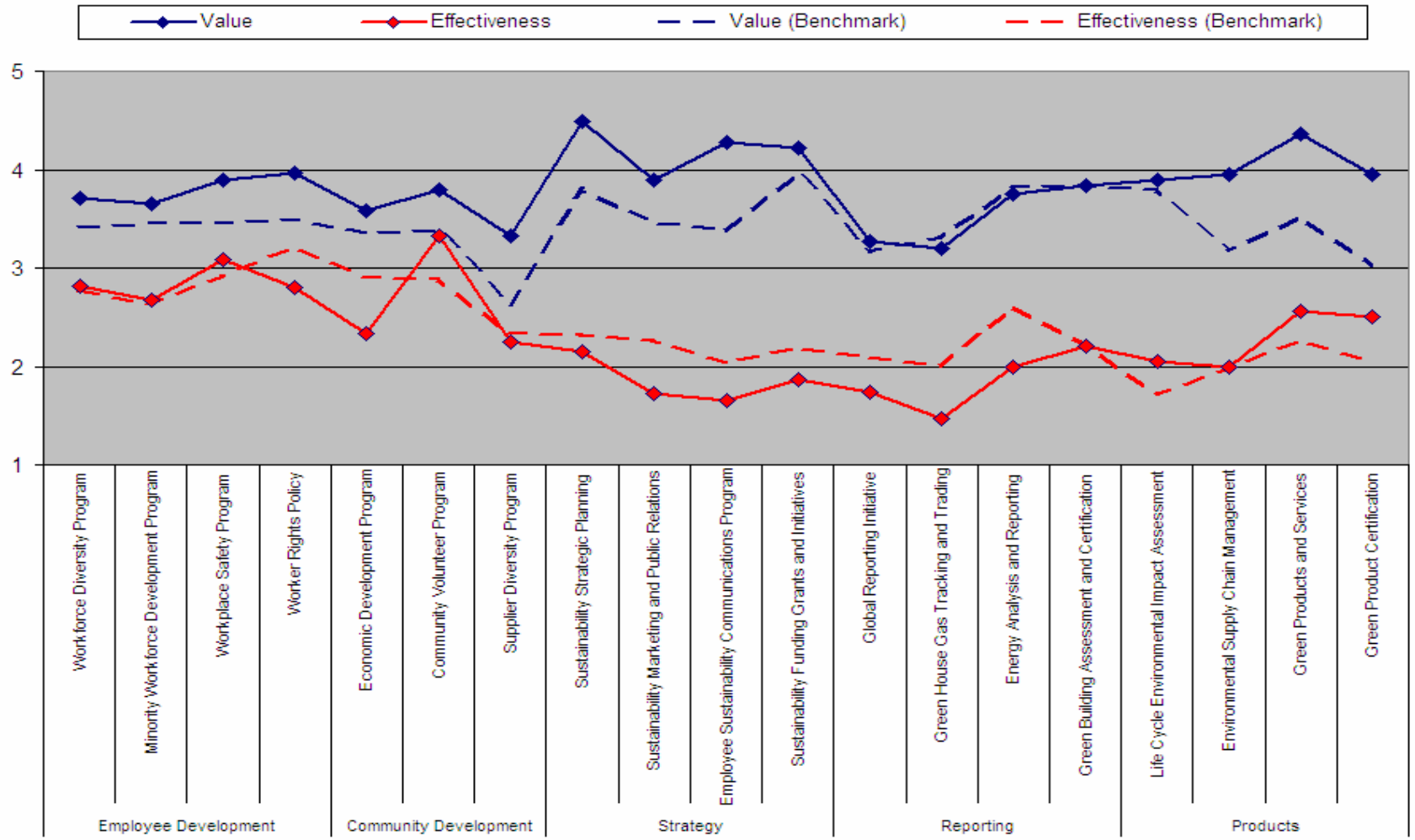
Practices Analysis

(Social Development, Management)



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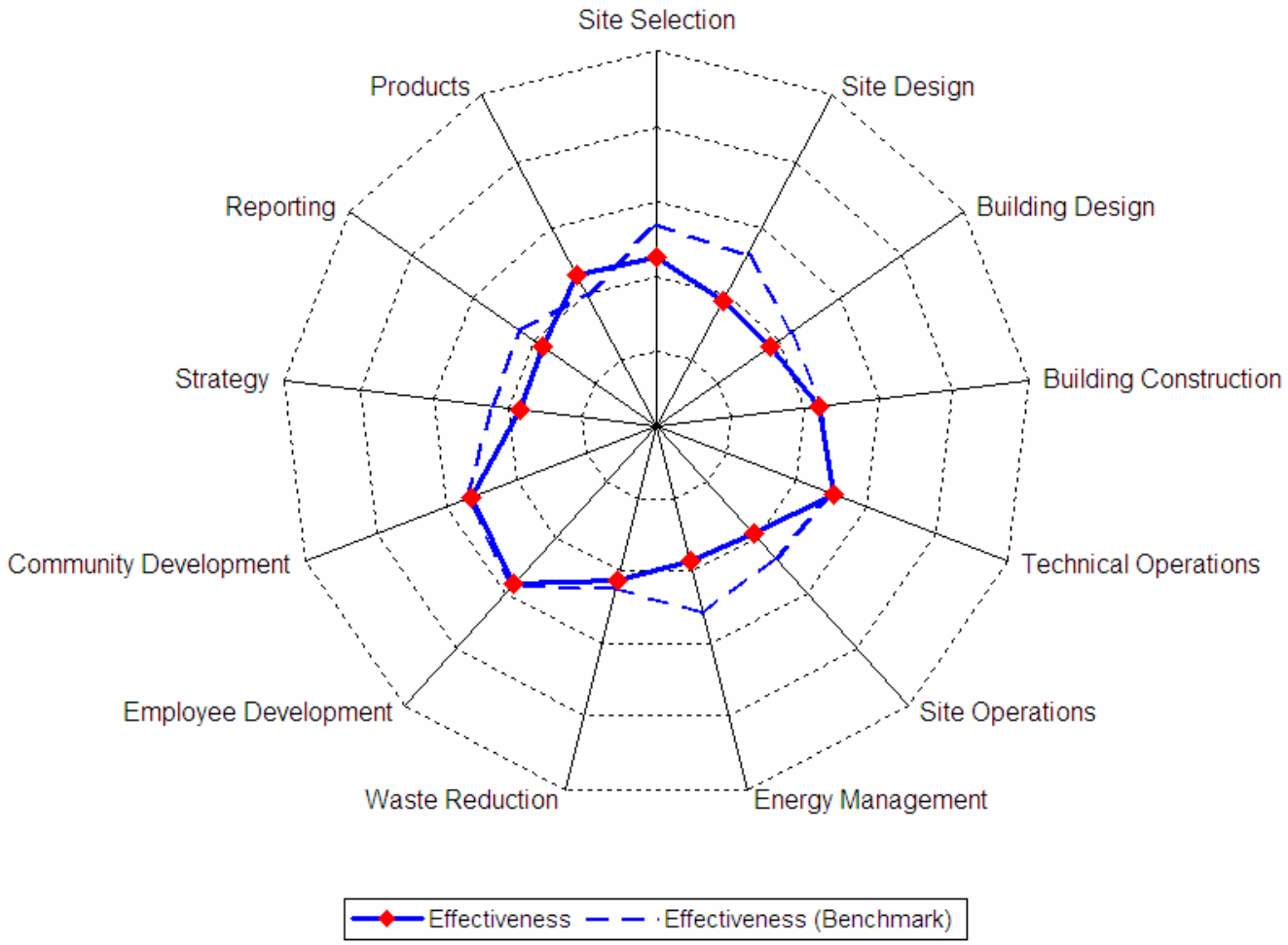
Practices Proficiency

(Overall Effectiveness)



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Barriers & Challenges

Participants gave identified barriers or challenges they may encounter as they embark further down the path to sustainability

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Barriers/Challenges (1)

- Funding
- Competing priorities
- Culture
- Leadership
- Communication
- Physical barriers being urban
- Land acquisition
- Turnover
- Conveniences we're used to
- Apathy/Attitude
- Start young/early
- Used to what we use to do
- A whole new view of looking at the environment
- Economic uncertainty
- Barriers to "green" entry
- Proving/understanding data on the impact we're having
- Spoiled culture
- Old habits/thoughts
- Unawareness
- Fitting in with current "look"

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Barriers/Challenges (2)

- Where do we start
- Identifying ambassadors/ volunteers
- Relationships with politicians
- Taking time to do stuff
- Hasn't hit us personally – why should we change?
- Focus culture on "new"
- Convenience & accessibility
- Needs to hit us; pocketbook & personal gain
- Board of Trustees/Budget Committee
- Buy in from VP's
- By in from students
- Lack of long term vision
- Overload of information
- Unfair perception of environmentalists versus politics
- Perception that "green" is expensive

Last Words of Advice

Participants gave their team members parting words to remember as they move forward with their sustainability plan/projects.

Last Words of Advice (1)

- Simplify
- Keep working at it
- Be the example
- Communicate
- Do what YOU can
- Walk the walk
- Be aware of habits
- Persistence
- Think globally; not locally
- Speak positively
- Educate
- Advocate
- Initiate
- Innovate
- Wake up!
- Recycle, recycle, recycle
- Have fun
- Repurpose
- Your world needs you
- Encourage each other
- Everything belongs
- Our lives depend on it

Last Words of Advice (2)

- It's for our children's, children
- Respect Mother Earth
- Keep trudging
- Do something
- Talk about it
- Think about what you do – be conscience
- Support facilities/purchasing
- Celebrate your victories no matter how small
- Be bold
- Create awareness
- Vote green
- Be a role model; others are watching

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Recommendations & Next Steps

Advice on how to take the information from this report and incorporate it into your draft Sustainability Plan and what some short term next steps should be.

Recommendations & Next Steps

- Review needs and practices data for opportunity to:
  - Corroborate information already gathered
  - Prioritize goals that are identified based on cross-functional feedback gained from Sustainability Workshop
  - Fold into the current sustainability plan
- Address Barriers to Success
  - Acknowledge barriers in your Sustainability Plan
  - Determine which can be overcome and create plans or task force to do it
  - Identify which barriers are more systemic and will need to be managed to minimize their impact on the success of your Plan implementation
- Turn Plan into Action
  - Assemble implementation teams that own various high priority goals in the plan and assign completion timeline